



NEWLY ACQUIRED BUSINESS INTRANET INTEGRATION

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SR. MANAGER DIGITAL & BRAND COMMUNICATIONS

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TEXTRON

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ABOUT TEXTRON

Textron Inc. is a multi-industry company that leverages its global network of aircraft, defense, industrial and finance businesses to provide customers with innovative solutions and services.

2023 Revenues

**\$13.7
Billion**

NYSE Symbol

TXT

Employees

35,000

Fortune 500 Rank

318

BUSINESS SEGMENTS & CORE BRANDS

Textron
Aviation



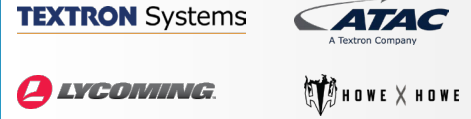
Industrial



Textron
eAviation



Textron
Systems



Bell



Finance



TEXTRON



GLOBAL PRESENCE



Textron operates an extensive network of manufacturing, sales and service facilities in more than 20 nations.

NORTH AMERICA

- Bell
- Finance
- Kautex
- Textron Aviation
- Textron eAviation
- Textron Specialized Vehicles
- Textron Systems

EUROPE

- Bell
- Finance
- Kautex
- Textron Aviation
- Textron eAviation
- Textron Specialized Vehicles
- Textron Systems

ASIA/PACIFIC

- Bell
- Kautex
- Finance
- Textron Aviation
- Textron Systems

SOUTH AMERICA

- Finance
- Kautex
- Textron Aviation

TEXTRON'S INTRANET

ERIC: ENTERPRISE INFORMATION RESOURCE CENTER | VARIOUS BUSINESS VIEWS

The screenshot shows the Texttron intranet home page. At the top, there is a search bar and navigation tabs for Home, Departments, Live At Work, Pay & Benefits, Career & Leadership, Tools & Policies, and News. The main content area is titled "What's Happening at Texttron Corporate" and features a featured article "Fort Worth Deaths and Discounts" with an image of a longhorn. To the right, there are sections for "Business Conduct Guidelines", "Favorites", and "People Finder". Below the corporate news, there are sections for "What's Happening at Texttron", "HR Service Center", "Engagement Survey Resource Center", "Career & Benefits", and "IT Resources".

This screenshot shows the Texttron intranet home page with a different set of featured content. The "What's Happening at Bell" section highlights "Celebrating Armed Forces Day" with a large American flag image. The "Other Top Stories" section includes "Mark & Nagelita Potter for Mental Health Awareness Month" and "What's Coming This Mental Health Awareness Month". The "Business Conduct Guidelines" and "Favorites" sections are also visible. The "HR Service Center" and "Engagement Survey Resource Center" sections provide links to various employee resources.

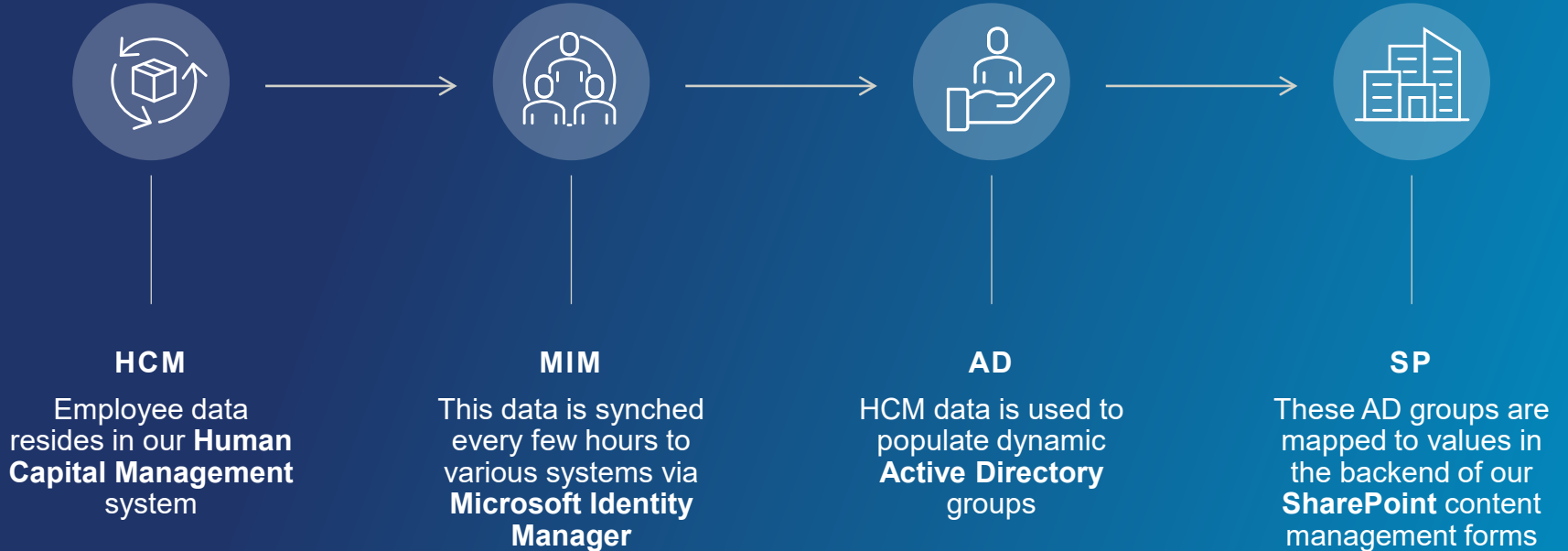
This screenshot shows the Texttron intranet home page with a focus on the "Aviation" department. The "What's Happening at Texttron Aviation" section features "Program with a purpose: A&P Apprenticeship program expands: Ryan" with an image of an aircraft. The "Other Top Stories" section includes "Mark & Nagelita Potter for Mental Health Awareness Month" and "What's Coming This Mental Health Awareness Month". The "Business Conduct Guidelines" and "Favorites" sections are also present. The "HR Service Center" and "Engagement Survey Resource Center" sections provide links to various employee resources.

HOW IT WORKS

PERSONALIZING INTRANET CONTENT

PERSONALIZING INTRANET CONTENT

EMPLOYEE DATA SYNCHRONIZATION



PERSONALIZING INTRANET CONTENT

PUBLISHER BACKEND VIEW IN SHAREPOINT: AUDIENCE TAGGING

Business Unit or Operating Unit: -ALL-, Bell, Bell Mirabel, Kautex, Textron Aviation, Textron Financial

Country Of Compensation: Belgium, Brazil, Canada, China, Czech Republic, France

Union Affiliation: -All-Union-, Altus AFB C-17 SCA, Beech IAM 733, Bell - BPEA, Bell - SPFPA 256, Bell - UAW 218

Employee: Y

Locations: -ALL-, TXTAV ICT West C-1, TXTAV ICT West C-3, TXTAV ICT West C-5, TXTAV SvcCtr Greenst, TXTAV Independence

STIC Eligible: -ALL-

LTIC Eligible: -ALL-
Select Y if the primary audience for this content is Long-term incentive Comp (LTIC) eligible. Select N if the primary audience is not LTIC eligible. Otherwise, the selection will default to ALL, which is both LTIC eligible and ineligible.

Manager: ALL

New Hire: ALL

JobFunction: Business Development, Communication, Continuous Improven, ENG/R&D/SCIENCES, Environmental Health, Finance

Target Lists: Textron Corporate, -ALL-, -ALL-, 30PRO (Providence), 30WAR (Warwick R.I.), 30TX (TIS - Texas Offr), 30TX2 (CORP Ft Wort), -ALL-

- Business or Operating Unit
- Country of Compensation
- Union Affiliation
- Employee / Non-employee
- Location
- Short/Long term incentive compensation
- Manager / Non-manager
- New Hire (Y/N)
- Top-level job function

And any combination of these values. For example: Only managers at Bell working at our Amsterdam supply center.

PERSONALIZING INTRANET CONTENT

END RESULT EXAMPLE: FOR CORPORATE EMPLOYEES IN FORT WORTH, TX

TEXTRON NYSE:TX \$88.77 | Choose Business Unit eric

Enter search term ERIC

Home Departments Life At Corp Pay & Benefits Career & Leadership Tools & Policies News

What's Happening at Textron Corporate

Join One of Bell's Employee Resource Groups (ERGs)

Other Top Stories

- Mark & Nanette Potter for Mental Health Awareness Month
- What's Coming This Mental Health Awareness Month
- Join One of Bell's Employee Resource Groups (ERGs)
- What's Happening at Textron Corporate Building 40
- Fort Worth Data and Discounts

Bell offers 11 Fort Worth ERGs and Building 40 employees are welcome to join one or more of them.

View all stories

Business Conduct Guidelines

Favorites

My Tools My Links My Actions

- Performance & Career Center
- Concur Online Booking and Expense Reporting
- Change My Address
- HR Self Service (PeopleSoft)
- Job Finder
- Viva Engage (formerly Yammer)
- Develop Yourself (Textron University)
- Competency Training (CERT)
- TeamConnect
- Textron Tributes
- Textron Elevator

People Finder

Find a colleague

Clear Edit "About Me"

Recent Views

HR Service Center

- Resources for You
- View my Paycheck
- Education Assistance

What's Happening at Textron

- View Your Online Paycheck Securely
- Mental Health Awareness
- International Road Safety
- Textron Patent Showcase
- LIVE SECURE
- Stay cyber-safe while accessing your MyADP account online.
- At Textron, we believe that mental health is an important part of personal well-being. Read more.
- Some important tips to consider when traveling internationally.
- T3V engineers improve upon the E-Z-GO R3V ELITE training system.

TEXTRON NYSE:TX \$88.77 | Choose Business Unit eric

Enter search term ERIC

Home Departments Life At Corp Pay & Benefits Career & Leadership Tools & Policies News

Join One of Bell's Employee Resource Groups (ERGs)

Last Updated: 24 April 2024

Bell has invited all Building 40 employees to join any of their 11 local Fort Worth Employee Resource Groups (ERGs). An ERG is a company-sponsored group of employees who, based on shared characteristics or life experiences, join together to provide a supportive forum for professional development and advancement of company initiatives. ERGs can form around various dimensions of diversity, including race, ethnicity, gender, disability, age or other interests.


Bell Fort Worth ERG Listing

- ACE: Asian Corporation of Employees
- AA: African Ancestry Networking Group
- BEES: Bell Employees for Environmental Sustainability
- CAD: Champions for Disabilities
- FAB: Families at Bell
- FUSION: LGBTQ+ Employees, Family, Friends and Allies
- HAWC: Health and Wellness Community
- LA CAMPANA: LatinX Employee Resource Group
- LEGACY: Experienced Employees
- NEXGEN: Next Generation Employees
- WLF: Women's Leadership Forum

ERG Interest Form

If you'd like to join one or more of these ERGs, please complete this [ERG Interest form](#). Someone from the ERG(s) you're interested in will then reach out to welcome you and provide information and upcoming events.

Building 40 Resources



Resources and links for Building 40 employees.

- Building 40 Viva Engage Community
- Building 40 General Information
- Plant 2 Menu
- Holiday Schedule
- Building 40 Guidelines
- Employee Resource Groups (ERGs): Textron Corporate | Bell Fort Worth



INTRANET PLANNING FOR ACQUISITIONS



ACQUISITIONS

NOTABLE TEXTRON ACQUISITIONS



ACQUISITIONS

ANNOUNCEMENT. WHAT'S NEXT?

There may be time between the announcement and the deal closing. During this time an **integration team** may be formed representing business unit and Corporate functions such as HR, Finance, Contracts, IT, Legal, Communications, etc.

This team will determine an **integration timeline** which drives employee communications and the need to access ERIC.

When the deal closes, a **welcome message** is typically sent to the new employees.

Meanwhile, we gather details about how the newly acquired business will be **structured** within our Human Capital Management System which drives ERIC strategy.



MAPPING HCM DATA FOR ERIC PERSONALIZATION

When working with our HR and IT partners, we analyze the HCM data and answer questions such as:

- Will acquired business be slotted into an existing business? (this determines which business view of ERIC the new business will receive)
- How many employees are there and what are their largest facilities?
- What countries do these new employees reside in?
- What languages do they speak?



We provide requirements to IT to develop new dynamic Active Directory groups (if required) and map them to new values on our SharePoint publish forms

GRANTING INTRANET ACCESS

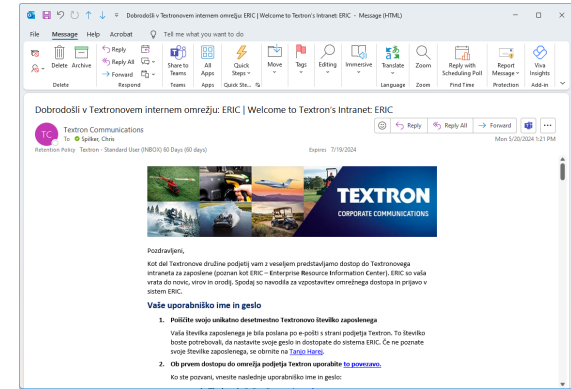
There will be immediate needs for employees to access ERIC. Some of the first things they typically need access to are:

- HCM system
- Enterprise/business unit policies
- Compliance modules
- Online paystub advice

Until they are integrated into our internal network, they use the external facing password-protected version of ERIC.

When they are assigned a Textron employee number, the MIM process creates an Active Directory account.

We can then email intranet access instructions to the new employees which includes guidance for protecting their passwords.





ACQUISITIONS

...AND IT DOESN'T END THERE

After initial intranet access is granted, integration activities may continue for months (or even years). Some ongoing activities may include:

- Integrating the business with company culture and communications processes
- Rollout of additional enterprise or business-specific tools and systems
- Bringing the facilities into our internal network/domain (which may or may not happen)
- Migrating the new business to our Microsoft 365 tenant
- Integrating or sunsetting the newly acquired business' intranet
- Training ERIC intranet publishers



PUTTING IT ALL TOGETHER

KEY TAKEAWAYS

KEY TAKEAWAYS & LESSONS LEARNED

- 1 STEP UP AND LEAD THE INTRANET SIDE OF AN ACQUISITION.
- 2 WHEN DEALING WITH COLLEAGUES FROM THE NEW BUSINESS, GET TO KNOW THEM, BE EMPATHETIC, AND BE AN ALLY.
- 3 FIND YOUR GO-TO PERSON IN EACH FUNCTION AND BE THEIR GO-TO PERSON IN YOUR FUNCTION.
- 4 CREATE A MERGERS & ACQUISITIONS INTRANET PLAYBOOK TO DOCUMENT YOUR PROCESS.

*“If you’ve done it more than twice, it’s a process.
And if it’s a process, it needs to be documented.”*

QUESTIONS?



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