

Rome, 20 July 2011

## **FLIP to the Future: young people discuss the future of Finmeccanica**

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Two hundred and thirty of Finmeccanica's young new recruits will meet tomorrow from all around the world to discuss the future of the Group, the prospects for the development of its business and the opportunities for growth that the international realm in which we operate can offer them. The young recruits will engage in direct dialogue with management during the event, which will be broadcast live on the web, for the benefit of all those interested, both within and outside the Group, in the topics under discussion during the day.

The event, which will take place at the LUISS Guido Carli University in Rome, will be the closing ceremony of FLIP (Finmeccanica Learning Induction Programme), a course for the Group's newly-recruited graduates designed to promulgate Finmeccanica's distinctive values, instil a sense of belonging into the participants and give them the tools they need to familiarise themselves with the workings of the organisation in an effective manner.

This will be the first time that these young people, drawn from five different countries (UK, USA, Italy, France and Sweden), meet face-to-face after spending eight months interacting with each other in the virtual world, together with the HR tutors and the managers that have been their mentors. The various initiatives implemented by Finmeccanica combine traditional methods of interaction with purely virtual channels. Although the digital revolution has changed the ways in which people – young people in particular – communicate, Finmeccanica has adapted to the times by offering the over 23,000 young people under the age of 35 who work for the Group, and make up some 30% of its workforce, channels and means of communication that are tailored to the characteristics and lifestyle of "Generation Y". The functionalities of web 2.0, when used efficiently and the use of dialogue tools and virtual meeting places (forums, blogs, communities), make for more opportunities for young colleagues worldwide to share and exchange ideas.

In this context, 'physical' events such as tomorrow's meeting are even more valuable. The ceremony, designed and organised by the young people themselves, is further evidence of the opportunities and attention Finmeccanica gives its new recruits, and includes a special session offering participants the chance for a face-to-face discussion with company management. Demonstrating the increasingly close link between the academic and business worlds, students studying for the master's in business administration at the LUISS Business School will also be involved, meeting to discuss the cross-company work carried out by Finmeccanica's young people and exploring the key business performance areas.

Launched in 2005, FLIP was created by Finmeccanica's central HR department, and has involved about 1,300 people to date. It is only the first step in Finmeccanica's Integrated Training and Development System, which is aimed at all target groups within the workforce, from young new recruits to senior managers, supporting and guiding the professional development of everyone who works for the Group's individual companies around the world. The event will be broadcast live on Finmeccanica's website at ([www.finmeccanica.it](http://www.finmeccanica.it)) from about 5.30 p.m.

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Finmeccanica plays a leading role in the global aerospace and defence industry, and participates in some of the sector's biggest international programmes through its group companies and thanks to well-established alliances with European and US partners. A leader in the design and manufacture of helicopters, defence and security electronics, civil and military aircraft, aerostructures, satellites, space infrastructure and defence systems, Finmeccanica is Italy's leading high-tech company. It also boasts significant manufacturing assets and expertise in the transport and energy sectors; it is listed on the Milan stock exchange and operates via a number of group companies and joint ventures. At the end of 2010, the Finmeccanica Group had around 75,200 employees, including over 42,500 in Italy, 11,900 in the US, 9,700 in the UK, 3,700 in France, 3,400 in Poland and over 1,000 in Germany. Over 85% of the Group's employees are based in our three "domestic" markets. As part of its drive to maintain and build on its technological excellence, the Finmeccanica Group spends 11% of its revenues on research and development.