



## Francine M. Lane

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*Vice President, Human Resources  
Northrop Grumman Enterprise Services and Corporate Office*

Francine Lane is vice president, Human Resources for Northrop Grumman's Enterprise Services organization and the Corporate office. Enterprise Services develops and implements the company's security, service center operations, data analytics and global information technology strategies and duties.

In her role, Lane leads the Human Resources (HR) team in all aspects, including HR strategy, workforce development, talent acquisition, leadership development and training, employee relations, organization change and effectiveness, and compensation and benefits. Lane oversees the company's Employee Relations Center of Excellence and also serves as a member of Northrop Grumman's HR Executive Leadership Team.

Most recently, Lane was responsible for all aspects of Human Resources support across the operations function within Northrop Grumman Aeronautics Systems. She led a team responsible for supporting more than 5,000 employees across the United States. In this role, Lane was accountable for design, development, and implementation of leading-edge programs and services supporting employees enabling them to contribute their best work.

Previously, Lane served as director, Employee Relations, supporting Northrop Grumman's Space Systems and legacy Aerospace Systems sectors. In that role, she played a critical role in attracting, developing, and retaining top talent through positive employee relations initiatives. Lane's career in human resources spans more than 30 years. She joined Northrop Grumman in 2006 as director, Human Resources, with the Space Systems business. She has held numerous human resources leadership roles of increasing responsibility at Northrop Grumman and Honeywell.

*Northrop Grumman is a technology company, focused on global security and human discovery. Our pioneering solutions equip our customers with capabilities they need to connect, advance and protect the U.S. and its allies. Driven by a shared purpose to solve our customers' toughest problems, our 90,000 employees define possible every day.*