

Sondra Radcliffe, JD, MBA

*Strategy-oriented general manager with full P&L responsibility for a global portfolio of aerospace products*

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Sondra Radcliffe, is an experienced general manager focused on aerospace and defense, commercial manufacturing and the broader industrial sector with demonstrated expertise leading businesses in the United States, Germany, India and the Philippines. She is a strategy-oriented leader with a proven process-driven approach to understand the core business, define the competitive landscape, enable smart decision-making and align the resources required to meet the plan.

Sondra is passionate about defining new business models, setting the vision, and driving organic top-line while accelerating bottom-line growth and program management execution. She is qualified to advise and serve on the Governance Committee of a company board looking to create and execute on a comprehensive growth strategy while maturing existing business processes.

As General Manager of the \$226M Oxygen & PSU business at Collins Aerospace, Sondra has full strategic, operational, and P&L responsibility and leads a team of roughly 700 engineering, manufacturing, project management, and product assembly employees located in 5 global sites. She is responsible for establishing the strategy and direction for the business and developing the organizational, operational, and financial strategies to meet current and future business objectives. She was selected by the senior leadership team as 1 of 60 women for the WILL RISE program, hand-picked for advancement in P&L roles to meet UTC's commitment to gender parity in senior leadership roles by 2030.

Prior to her role as General Manager, Sondra was the Senior Director of the Program Management Office where she was responsible for program management governance, defining and conducting regular reviews to maintain robust processes and ensure effective portfolio management, business priority alignment and execution excellence. She supported the \$4B Interiors business, as well as the long-range and portfolio planning process to support the strategic plan and make investment decisions for the \$1B Program Management Office. Sondra also spearheaded the business transformation for the Interiors business, leading the deployment of a common enterprise business management system to integrate and align the business in a way that will maximize customer value, and drive proactive and comprehensive planning throughout the entire product lifecycle.

Earlier, as Associate General Counsel, Interiors, Actuation & Propeller Systems, Sondra negotiated the reduction of a customer claim from \$93M to \$6M, and mitigated a \$14M customer royalty claim to no payment. In addition, she advised on current and future business structures and the reduction of legal entities following the acquisition of Goodrich Corp., contributing to the divestitures of three niche areas of the business that were no longer considered core to future growth. Sondra also supported projects related to regulatory approval in support of UTC's acquisition of Rockwell Collins.

Previously, Sondra was an attorney with two national firms where her practice included corporate, business and employment litigation. She worked on a variety of substantive class action cases including unfair business practices, shareholder claims and alleged SEC violations from reverse mergers, product liability, and consumer litigation. She also served as a Business Development Analyst for beverage distributor Mesa Distributing Co.

Sondra holds a Bachelor of Arts in Political Science and a Master of Business Administration from the University of San Diego, Calif., as well a Juris Doctor from the University of San Diego School of Law. In addition, she participated in the Emerging Leaders Executive Education Program with the University of Virginia Darden School of Business in Singapore.