



Getting Connected online

● TI's internal newsletter, *Connected*, is now published online. The Online *Connected* content is also available for viewing on the TI Alumni Association web site, at www.tialumni.org.

To save costs and use resources more efficiently, TI discontinued the printed version of the monthly employee newsletter, *Connected*. The May 2001 edition was the last printed issue.

The online version, which will be updated with fresh content twice a month, is posted on TI's intranet, which is accessible only within TI.

Online *Connected* is available for viewing on the TIAA web site by clicking on the home page menu *Connected* link, or the *Connected* link on the TI Alumni Newsletter page.

Retirees and alumni who have been receiving customized information through a quarterly four-page insert in the printed *Connected* will continue to be able to access the TI Alumni newsletter online version on the TIAA web site.

Because many TIAA members do not have Internet access, plans are to continue distributing this printed version of the quarterly TI Alumni *Connected* newsletter to TIAA members.

Get ready for the roundup

● This year's Big Event returns to the Mesquite Rodeo Convention Center.

When the annual TI Big Event unfolds this year, it will offer more than ever before to visitors, adding old favorites with new surprises.

The TI Roundup will be held Oct. 11 at the Mesquite Rodeo Convention Center and all TI retirees and "bridgers" living in Texas and the surrounding states are being invited to attend. In all, organizers expect about 2,000 people to attend the yearly gathering, which will begin at 10 a.m. and continue through most of the day.

"Tiers just like to get together and visit," commented Jerry Brandenburg, vice-president of the Activities Committee, which is coordinating the event. "The No. 1 reason for attending is the opportunity to get together and talk with former associates and friends."

Past events have allowed attendees to provide input into what they like — and don't — about the annual event, which means organizers have been able to tailor this year's activities to the interests of TI retirees.

In addition to mingling with old friends, retirees will hear TI Chairman, President and CEO Tom Engibous talk about the company. After a Texas-style lunch, he will speak in the Resistol Rodeo Arena and, following Tom's speech, a delightful lecturer-actress, Dr. Rose Mary Rumbley, will entertain the audience with tales about the state's most famous lawmen, the Texas Rangers.

Last year, a fund-raising effort at the TI Roundup raised money for the Genesis Women's Shelter. This year, a raffle will help raise money for the Greater Dallas Alzheimer's Association, which is one of the nearly 200 chapters nationwide. Today, Alzheimer's disease affects 280,964 Texans; by 2025, it could be 552,651 based on an analysis of current census bureau projections.

One of the features of the Big Event is that it introduces attendees to new products and services available to them. This year, the vendor section has been expanded to about 30 area organizations, who will be represented with



Photo by Tina Ho

Tom Engibous, Chairman, President and CEO of Texas Instruments, once again will be the keynote speaker at this year's TI Roundup. Following the success of last year's event, the TIAA is returning to the Mesquite Rodeo Convention Center for the annual gathering, which is set for Oct. 11.

"The No. 1 reason for attending is the opportunity to get together and talk with former associates and friends."

Jerry Brandenburg
VICE-PRESIDENT OF THE
ACTIVITIES COMMITTEE

WHEN: Oct. 11. Doors open at 10 a.m.

WHERE: Mesquite Rodeo Convention Center.

ADMISSION: \$10 in advance; \$15 at the door.

INFORMATION: Call the TIAA at 972-995-8393 or visit the website at www.tialumni.org.

information booths and tables. Among those participating are Edward Jones; LPL Advisory

Services; Allmerica Financial/Gekiere & Associates; Metlife Securities; King, Griffith, & Adamson; the Texans Credit Union; DART; Volunteer Center of Dallas; AARP; Plano Senior-Net; Mesquite Quilt Guild and Senior Citizens of Greater Dallas.

TI will be well represented, with the TI Alumni Association, Texins Activity Center, the TI Recognition Group and the Texas Instruments Foundation all setting up booths. Information on TI's newest products will also be displayed, and there also will be a demonstration of HDTV. Flu shots and pneumonia shots both will be available, and blood lipid testing will be offered throughout the morning.

Thanks to TI's on-going commitment to retirees and their underwriting of this event, the charge for admission is only \$10 when paid in advance or \$15 at the door. Invitations will be mailed the last week in August. Anyone who has not received an invitation by Sept. 10 is asked to call the TI Alumni Association at 972-995-8393.

As in years past, the TI Big Event promises to offer everyone a wonderful time, a great meal and an enjoyable day, so mark your calendar.

Benefits changes on the way

● New service allows more flexibility, access.

Beginning Oct. 8, 2001, TI will implement a change in administration of health benefits that is designed to give better access to benefits information, provide more flexibility and offer faster service. This change will affect all active employees in the U.S., as well as those retirees and Tiers on leave of absence who are covered by TI health benefits.

TI has partnered with Hewitt Associates to provide a new Internet-based system for health and welfare benefits administration. With Hewitt, TI is able to offer a single, online location to find consistent health benefits and income protection information including TI Health and Dental Plans, HMO plan information and doctor and hospital networks. There will also be decision support tools to help determine which health plans are best based on an individual's personal needs and preferences. Later in 2002, financial benefits such as 401(k) and pension plan management will be added.

A comprehensive communications program will kick off on Sept. 17 with a home mailing. A team of retirees including Dot Adler, John Byers, Max Post and Gene Ricci has worked closely with a team of TI human resource representatives over the past few months to ensure a seamless transition to this new source of benefit information.

Lola Chriss, manager of Health Benefits, commented, "We're excited about the new program and the opportunity to team with Hewitt Associates, a leader

See **CHANGES**, Page 4



TI Alumni Association
P.O. Box 740181
Dallas, TX 75243

BULK RATE
U.S. POSTAGE
PAID
DALLAS, TX
PERMIT NO. 2758

ALUMNI NEWS

CALENDAR

September

10 — Free Eye Screening. Carter Eye Center, Oak Cliff Branch, 302 W. Tenth St., Dallas. 10:30 a.m.-1 p.m. Free screening for those 55 and over includes vision, cataracts and glaucoma.

17 — TIAA Annual Charity Golf Tournament. The Shores Country Club in Rockwall. This will be a team scramble event with a shotgun start at 1 p.m. following lunch, which begins at 11:30 a.m. Call TIAA at 972-995-8393.

18 — Texins Retiree Club. Dallas Texins Activity Center, 10 a.m. Covered dish lunch. Meat, beans, plates, etc., provided. Bring your favorite covered dish. The entertainment is the Texins retirees amateur night. Call Lucy Salas, 972-242-3939.

20 — TIAA Educational Seminar. Wills & Estate Planning, at the Plano Centre, 2-4 p.m. No charge for TIAA members and retirees. Call 972-995-8393 to make reservations.

21 — State Fair Of Texas. Fair Park. Through October 21. General admission \$11; Seniors 60 and over \$7; free to Seniors 60 and over every Thursday. Discount tickets available at Texins. Go to www.bigtex.com.

21-23 — Bonnie and Clyde exhibit. Hall of State, Fair Park. Exclusive TI preview of this Dallas Historical Society exhibit. Call TIAA office for details, 972-995-8393.

22 — Juvenile Diabetes Foundation Walk at White Rock Lake. Call Linda Lambert to register, 972-995-8393.

October

11 — TI Retiree Roundup — The Big Event. Mesquite Rodeo Convention Center, 10 a.m. All TI retirees living in Texas will receive an invitation around Sept. 1.

16 — Texins Retiree Club. Dallas Texins Activity Center, 10 a.m. DART "get acquainted" tour. Free except for on-your-own lunch in the West End. Bus pickup at Activity Center at 10 a.m. Return at 2 p.m. Tour includes new subway and Oak Cliff line. Call Lucy Salas, 972-242-3939.

November

17 — Dallas TI Retunion Group. Annual Banquet at Holiday Inn Select on LBJ Freeway and Josey Lane, \$22.50 per person. Call Gladys Jones, 214-376-9725.

20 — Texins Retiree Club. Thanksgiving Luncheon, 10 a.m. Golden Corral, 3312 Forest Lane (at Webb Chapel). 10:30 a.m. business meeting for selection of club officers for 2002. Luncheon afterward. Each member will pay for his/her own lunch. Call Lucy Salas, 972-242-3939.

Changes in 401(k) savings plan

TI 401(k) Savings Plan account consolidations Sept. 10 will affect retirees' Profit Sharing, Profit Sharing Plus and TCESOP accounts.

The Profit Sharing account balance (profit sharing deferred prior to 1994) will be combined with the Profit Sharing Plus account (profit sharing deferred between 1994 and 1999).

The amount in either the TI Stock Fund or the Investment Contract Fund will go into the same Profit Sharing Plus account fund.

Retirees will be able to allocate their Profit Sharing Plus account balance among 12 available investment funds at any time and can withdraw up to the total Profit Sharing Plus account balance.

The 12 funds are the Income Fund, Investment Contract Fund,

Bond Fund, Balanced Fund, Equity Fund, Growth Fund, International Stock Fund, TI Stock Fund, and LifeStyle Funds (four choices available).

Tax Credit Employee Stock Ownership Plan (TCESOP) accounts will be combined with the TI employer match. Balances will still be invested in the TI Stock fund. However, any 401(k) account

For more information on the 401(k) Savings Plan account consolidations, call the TI Participant Service Center at 800-949-4015.

fund transfer will include employee contributions, TI matching contributions and TI's TCESOP contributions. TI's last TCESOP contribution was for 1986.

The third quarter statement mailed to participants in October will reflect the Profit Sharing and TCESOP consolidations.

For further information, please contact the TI Participant Service Center at 800-949-4015.

Where to call ...

Save this reference list of useful phone numbers for TI retirees.

TI Health Benefit Plans

800-631-6965 — Automatic Data Processing (ADP). Call to change address or coverage, or for questions regarding eligibility and premium payments.

817-467-6846 (Dallas Metro Area) or 800-433-5008 (Outside Metro Area) — TI Health Answer Line. Call for questions on medical expenses and claims.

800-557-5749 — AdvancePCS Member Services. Call for questions about network pharmacies or pharmacy claims. Or, visit web site at <http://w3.ext.ti.com/hr> and click on "Pharmacy."

800-942-9221 — First Health (TI Health Plan Provider Directory). Call for information on physicians, hospitals, medical care services in the TI network. Or, visit web site at <http://w3.ext.ti.com/hr> and click on "Doctor."

800-888-2273 — Employee Assistance Program (EAP). Call for referral to short-term counseling or for certification when using mental health benefits.

972-917-4772 (Dallas Area) or 800-873-8670 (Outside Dallas Area) — TI Human Resources Service Center. Call for general information on TI Health Benefit Plans.

Raytheon Health Benefit Plans

(TI-Raytheon Systems retirees should have your Social Security number and personal identification number available when you call.)

800-358-1231 — Raytheon Benefits Center.

877-767-5254 — Aetna US Healthcare Member Services (www.aetnaushc.com).

800-888-2998 — 24-Hour Employee Assistance Program (EAP – United Behavior Health).

800-424-3803 — Mental Health North Texas Area (Non EAP – Magellan).

800-403-3956 — Prescription Mail Order Service (Express Scripts).

800-754-8407 — Disease Management Services.

800-793-8616 — Vision One Discount Eyeglasses & Contacts (Cole Management Vision Care: www.cmvc.com).

888-262-4877 — MetLife Dental Customer Service.

TI financial benefits

800-949-401K — TI Participant Service Center. Call for information on CODA and Profit Sharing accounts.

Texins Retiree Club (Dallas area)

972-242-3939 — Lucy Salas, president, has information on activities, dues and meeting schedule.

TI Alumni Association

972-995-8393 — Main number for TIAA. (Or visit web site at <http://www.tialumni.org>.) Also call for questions about quarterly newsletter TI Alumni *Connected*.

214-823-6733 — Max Post, president, has information on membership dues and activities.

TI-ALUMNI CONNECTED

The TI-Alumni edition of *Connected* is sponsored by the Communications Team of the TI Alumni Association. The Alumni edition's goal is to help foster and maintain a sense of community among the retirees of Texas Instruments.

TI-ALUMNI EDITION EDITORIAL COUNCIL

Communications Team

- Dot Adler daa@flash.net
- Ronnie Brandenburg RoneidaB@aol.com
- Paula Calvert Texans@flash.net
- Mary Ann Eschrich
- Linda Lambert lambert500@aol.com
- Anita Stinchcombe ads@ti.com
- John W. Wilson JWIL79@cs.com

Contributing Editor

- Paula Felps prosehak@flash.net

Retirees interested in contributing to the publication should contact any member of the Communications Team, or call Max Post at 214-823-6733.

The TI Alumni Association is funded in part by TI Human Resources, under the direction of the TI Public Affairs organization.

ALUMNI NEWS

Ed Millis shines light on the “wild and crazy” days of early TI

● *TI, The Transistor, and Me* spans nearly 40 years.

By John W. Wilson

The “official” history of Texas Instruments lies a-moldering in the company archives, unpublished and unread, but the real and very personal history of an important formative period for both TI and the author springs to vivid life in retiree Ed Millis’ book, *TI, the Transistor, and Me*.

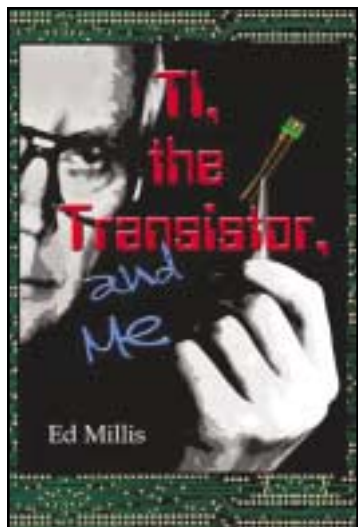
TI retirees, present and former employees, and anyone else interested in the birthing pangs of today’s high technology era will find this book a gem, sparkling with memories of how it was in the earlier days when “GSI,” “Apparatus Division,” “Science Services,” and “Semiconductor-Components” were names that all had meaning to those who spoke the TI lingo.

Speaking of names, do you remember the CAT Machine? Or the alternative acronym for it? How about the genesis of the HSM and the real meaning of its abbreviated name? Did the OB Seis have anything to do with obstetrics? Not on your life. You have to search deeper than that, and Ed has done it for you.

A dis-integrated circuit

Ed, himself in charge of the TI Artifacts Program for a time after his retirement, had the foresight to record his own “artifacts” of memory — his recollections of incidents both serious and light-hearted — that spanned 37 years and marked what he calls his “dis-integrated circuit through Texas Instruments.”

When his list reached 200 items, Ed stopped. He culled out



TI retiree Ed Millis wrote *TI, the Transistor, and Me*, which chronicles a detailed account of his years at TI. Cover art, with apologies to Jack Kilby, is by Ed’s daughter, Bev Haskin.

some and let the rest “simmer quietly in the hard drive until just about a year ago.” Then he proceeded to write the first draft of his 267-page book in three months, following it up with three months of editing. “It begins in 1950, when I was fresh out of college,” Ed says, “and ends in 1989 when I cleverly took early retirement.”

Ed states flatly that his book, which is self-published in paperback format, “...is not a history of TI, and it’s certainly not serious.” He’s right on both counts. It’s the history of an individual engineer’s progress and it is written with a keen touch of the humor that provided a survival advantage in the evolving Texas Instruments culture. In the early days, Ed maintains, “TI was a wild and crazy place... And it was this wild and craziness that

made it an extraordinary place to work.”

Bull wheels and bird perches

Only at TI would you find a fake 200-pound bull wheel (the central gear in a drive system) converted into a perch for sparrows before being hidden away in the bowels of the South Building.

Only at TI would you encounter the team (Paul Davis, Roger Webster, Ed Jackson, and Mark Campbell) who built the world’s first transistor radio between late Friday, May 21, 1954, and the next Tuesday afternoon, May 25th. Only at TI would the board of directors learn that the probe test machine being described to them was, indeed, a “high speed mutha.”

Ed’s stories of his and his colleagues’ adventures, misadventures, pranks and genuine contributions to the advance of technology are crisply told. Though you had to be there to savor the full flavor of tales you might have heard before (or been a part of), for non-TIers and later generations of TIers, *TI, the Transistor, and Me* evokes the vibrant life of a company in its youth.

A must-read book

Jack Ward, curator of the Transistor Museum, has featured Ed’s book on his web site (<http://www.transistormuseum.com>) and gives it high praise.

“In his new book,” Ward writes, “Ed has created a very readable, detailed account of the technically challenging and personally rewarding years he spent at TI. He has created a ‘personal’ perspective using a lucid (and humorous) writing style — you’ll think you actually know the ‘larger than life’



Since retiring early from TI, Ed Millis has written two books — one about his days growing up in Dallas, the other about his time at Texas Instruments.

engineers and managers who helped establish this company as one of the premier semiconductor manufacturers in the world. This is a must-read book!”

And if that’s not enough, Ed has yet another book in print. It’s his first, titled *High Voltage, Gunpowder and Mousetraps*. This book is about his childhood in Dallas, where he grew up on what are now called the “M Streets,” and, as Ed puts it, “It tells of my cheerful growth on the clear and unswerving path to a lifelong career in engineering.”

To order either or both of Ed’s books (see box for cost and shipping information) e-mail him at EMLLS@aol.com or write to Ed Millis Books, 9405 Forestridge Drive, Dallas, TX 75238.

TI, the Transistor, and Me, soft cover, 267 pages, with index. \$20 plus \$1.65 sales tax if you live in Texas.

High Voltage, Gunpowder and Mousetraps, hard cover, 185 pages with index. \$17.50 plus \$1.44 sales tax if you live in Texas.

Shipping (either book): Add \$3.50 for first and \$1.25 for each additional copy. Write to Ed Millis Books, 9405 Forestridge Drive, Dallas, TX 75238.

TIAA takes a swing at second annual charity golf tournament

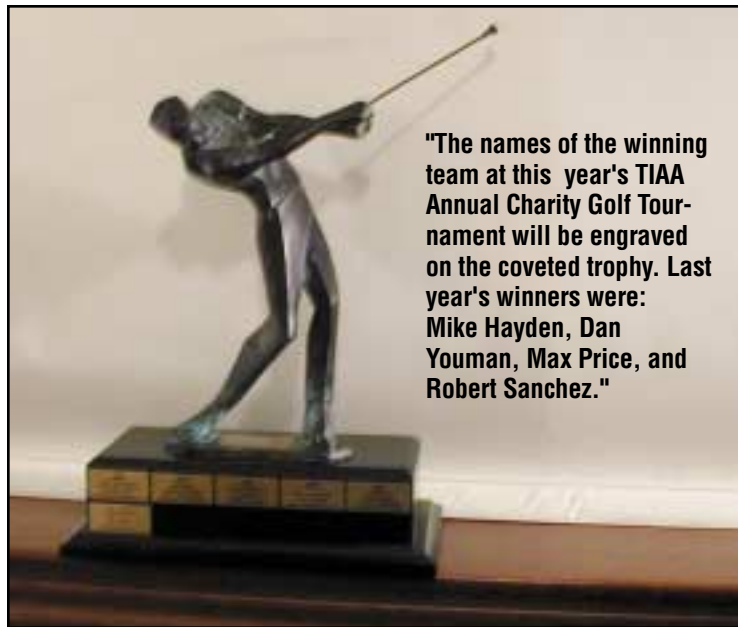
● Event will benefit Seniors Citizens of Greater Dallas.

The TI Alumni Association is holding its Annual Charity Golf Tournament on Monday, Sept. 17, at The Shores Country Club in Rockwall. Proceeds from the tournament will benefit Senior Citizens of Greater Dallas, an organization devoted exclusively to serving older adults throughout the Dallas-Fort Worth Metroplex.

Planning for the tournament was kicked off by the Activities Committee, headed by Jerry Brandenburg. The subcommittee for the tournament, under the guidance of TI retiree Herby Locke, has set a goal of \$20,000 for this year’s event.

“With the hard work of the TIAA teams and the Senior Citizens organization, I think we can exceed the goal,” Herby said confidently.

TIAA is teaming with Senior Citizens of Greater Dallas this year to make the tournament an even larger success than last year’s event. The Senior Citizens



“The names of the winning team at this year’s TIAA Annual Charity Golf Tournament will be engraved on the coveted trophy. Last year’s winners were: Mike Hayden, Dan Youman, Max Price, and Robert Sanchez.”

organization has helped identify potential corporate sponsors and has provided valuable training and administrative support.

Max Post, TIAA president, commented, “The more we work with Senior Citizens of Greater Dallas, the more excited we are about the opportunity to partner with such a worthwhile organization.” More than 20 TIAA members volunteered to serve on the

Corporate Sponsor subcommittee, led by Bettie Smith. (See sidebar for details on SCGD.)

About 100 golfers are expected to sign up for the tournament, including a number of active TI managers who were invited to participate. One of the goals of the tournament is to build camaraderie between retirees and managers.

The format will be similar to last year’s tournament, with a

luncheon at 11:30 a.m. and a shotgun start at 1 p.m. An awards ceremony will be held at the end of the tournament, with presentation of prizes and recognition of individual golfers as well as presentation of the trophy to the top team.

The costs of the tournament were underwritten by Texas Instruments and by the Texans Credit Union, making it possible for all proceeds from golfers, corporate sponsors and individual sponsors and contributors to go directly to Senior Citizens of Greater Dallas. All contributions are fully tax-deductible.

In last year’s tournament, only a few of the 1,400 TIAA members other than golfers had an opportunity to participate in the donation. This year, the TIAA expanded the opportunity, with a special mailing in August to all its members giving everyone the opportunity to support this annual event.

For more information about the tournament, visit the TIAA website at www.tialumni.org or call 972-995-8393.

About Senior Citizens of Greater Dallas

Senior Citizens of Greater Dallas (SCGD) works to cultivate the best quality of life for people over age 55 in the greater Dallas area through some of the programs listed below. For more details, see their web site at www.TheSeniorSource.org or contact SCGD at 214-823-5700.

- RSVP (Retired and Senior Volunteer Program)
- Foster Grandparent
- “Off Our Rockers” (volunteers who mentor and tutor K-3rd graders)
- Elder Support
- Senior Employment source
- Nursing Home Ombudsman Program
- Volunteer Guardianship Program
- Women’s Financial Clinic.

ALUMNI NEWS

TIAA financial seminar draws big crowd

By Dot Adler

Eager to learn how to manage their retirement assets, more than 350 attendees turned out for the annual financial seminar sponsored by the TI Alumni Association. Jerry Pierce, chairman of the TIAA Ongoing Education Committee, coordinated the May 23 seminar, which was held at the Plano Centre.

Many hands went up when TIAA President Max Post asked who had retired since the first of the year.

"We can't do much about the ups and downs in the market, but we can do our homework and get ready for the next upturn," Max said. "This is a lifelong process."

Guest speakers for the event were Gail Buckner of Putnam Mutual Funds, Rodney Smith of American Funds, Ron Riggins and Kathy Pilgrim of U.S. Trust Company, and Steve Arroyo of SunAmerica. They covered subjects of interest to all retirees, such as Individual Retirement Plan (IRA) Distributions/Rollovers, Mutual Funds, Bonds, Certificates of Deposit (CDs) and Annuities.

Distribution/Rollovers

Gail Buckner explained that a TI retiree has four options for dealing with retirement savings accumulated in the TI plan:

- Rollover to an IRA
 - Leave it where it is
 - Rollover to a new employer's plan
 - Take payment in cash
- Tax rules apply when a retiree

TIAA seminar to cover wills, probate

By popular demand, the TI Alumni Association is offering an estate planning seminar from 2 to 4 p.m. Thursday, Sept. 20, at the Plano Centre. Dallas attorney Tod Almquist will deal with such questions as:

- Why are wills important, and how can they save taxes?
- Are living trusts beneficial in Texas?
- What other important documents do you need to have?
- What is probate?

Tod's practice is limited to estate planning, probate and business/corporate matters. Last year, he presented the first TIAA Ongoing Education Committee seminar on wills, living trusts and probate.

Admission to the seminar is free, but space is limited. To reserve a seat, call TIAA at 972-995-8393.

receives payment from the TI plan. Therefore, a retiree should consult a professional tax advisor before taking payment from the plan.

"You need to make the choice that is best for you," Gail said, adding that all of a retiree's TI holdings (Profit Sharing, 401(k), etc.) can be rolled over into a single IRA.

A retiree must begin taking required minimum distributions from an IRA by April 1 of the year in which the individual turns 70-1/2.

The U.S. Treasury has announced a new simpler way to calculate required IRA withdrawals.

"The minimum withdrawal amount is your year-end IRA balance divided by an IRS life expectancy factor," Gail said.

Between the ages of 59-1/2 and

70-1/2, a retiree can take normal distributions from an IRA with no penalty for withdrawals.

An early retiree who needs extra income can ask his or her financial advisor how to withdraw money from an IRA before age 59-1/2 without penalty for premature distribution.

Gail pointed out that one of the biggest challenges retirees face is maintaining their purchasing power, because, over time, inflation reduces the purchasing power of savings. Twenty percent of a retiree's income is eaten up by medical costs.

Mutual Funds

Rodney Smith said the benefits of investing in mutual funds are professional management, diversification, liquidity (easy to buy and sell); convenience; and regulation (a regulated industry). But

every investment involves some level of risk.

"You can't predict what the market will do," he said. "The best solution is to be a long-term investor. You should invest when you have the money and not attempt to time the market."

"Build a diversified portfolio. If the market goes down, you don't want to have all your holdings in the segment that is going down."

In buying a mutual fund, look beyond the numbers at the manager's track record in both up and down markets over a 10-year period. Often, the older and more experienced the manager was, the less he lost.

Stressing the value of experience, Rodney noted, "Most of Mark McGwire's home runs were off pitchers with less than three years' experience."

If fund turnover approaches 100 percent, an investor should question why they are changing the portfolio so frequently.

"Turnover is the hidden cost you don't see. With high turnover, you are paying more in commissions," he said.

In withdrawals from mutual funds, he recommends not taking out more than 5 percent each year.

Bonds and CDs

Ron Riggins and Kathy Pilgrim discussed fixed-income investing as a means of spreading risk and generating current income for retirees.

A bond is an investment with a

set payment and maturity. Bond prices and interest rates move in opposite directions, and long-bond prices are more sensitive to interest rate changes than short-term bonds.

The safest investments available are U.S. Treasuries. Certificates of deposit are much like owning a U.S. Treasury security.

Interest from municipal bonds usually is exempt from U.S. government taxation. Generally speaking, the higher the investor's tax bracket, the greater the incentive to buy tax-free municipal bonds. However, don't own them in 401(k) or IRA accounts, since these accounts are already tax deferred.

An investor needs to have at least \$250,000 to justify buying individual bonds. A retiree with less should purchase bond funds instead of individual bonds to achieve diversification.

Annuities

Steve Arroyo said the most commonly owned security in America is cash. However, a dollar bill loses 3.1 percent of its purchasing power each year due to inflation, and the next obstacle is taxes.

Retirees can overcome taxes with a tax-free investment or a tax-deferred annuity.

Additional information

For more information about TIAA Ongoing Education Seminars, contact Jerry Pierce at 972-769-8616 or send e-mail to jerryperce@email.com.

CHANGES

From Page 1

in providing health benefits administration. This change will put TI among other leading-edge companies in terms of benefits delivery and supports the company's move to state-of-the-art technology."

There are three major features of the new program, effective after Oct. 8:

- A new web site, Your Benefits Resources (YBR), will be available 24 hours a day, 7 days a week, to access all health benefit and income protection information. From YBR, retirees can access health benefits, wellness, and eventually financial information as well as complete health plan transactions such as annual enrollment and status changes. For easy access to YBR and other TI Benefit information, a new web page (TI Retiree Health and Wellness Benefits Information) was created. Retirees can access the new TI Retiree Health and Wellness site from the TI Alumni Web site, www.tialumni.org. The new TI Retiree Health and Wellness web page can be accessed by any retiree or LOA, whether a

- "This change will put TI among other leading-edge companies in terms of benefits delivery and supports the company's move to state-of-the-art technology."

Lola Chriss

MANAGER OF HEALTH BENEFITS FOR TI

member of TIAA or not, anytime, anywhere.

- A new toll-free telephone number (not available until Oct. 8, 2001). The TI SmartLink number (800-890-2600) will provide one-number access to all benefit service providers, including the TI Health Answer Line and TI Participant Service Center. TI SmartLink will give retirees who don't have computer access to the Internet the same access via telephone to their health benefits information and services.

- A new help/service desk (the TI Benefit Center) is a team of professionals dedicated to helping retirees contact the right sources for resolution of claims and other health benefit issues. The TI Benefit Center can be reached via the toll-free TI SmartLink number (800-

890-2600). Representatives will be available from 8:30 a.m. until 4:30 p.m. (CST), Monday through Friday, and will be able to support multiple languages.

As part of the communication plan, retirees attending the annual Retiree Big Event in October will be able to see a computer demo of the new web page and will receive handout materials with further details. The same information will be posted to the TIAA web site as it becomes available during the transition to the new program.

Space does not permit coverage of all the details, questions and answers or comparisons of the old and new programs. Watch your mailbox after Sept. 17 for more details, and keep an eye on the TIAA web site. We also plan future articles in this newsletter.

TIAA membership continues growing

- Alumni Association sets new goal of 2001 members by year's end.

The TI Alumni Association kicked off its second annual membership drive in May. With a then-current membership of 1600 in the North Texas area, the organization announced its goal of boasting 2001 members by the end of the year 2001.

As of mid-August, TIAA Membership chairman John Byers reports that the TIAA membership count has reached 1970, and counting. This includes about 200 memberships in the process of renewal, which expire later this year.

The scope of the TIAA organization includes citizenship efforts as well as social and educational events. "Our goal is to connect with other retirees not only to maintain relationships with old friends from TI, but also to keep a vital link to our community," explains TIAA president Max Post.

The Association keeps its members informed through a comprehensive web site and by publication of a quarterly newsletter. The web site provides access

- "Our goal is to connect with other retirees not only to maintain relationships with old friends from TI, but also to keep a vital link to our community."

Max Post

TIAA PRESIDENT

to the new online version of the TI employee newsletter, *Connected*, as well as current and archived editions of the TI Alumni newsletter.

Membership is open to TI retirees and their spouses, as well as former TI employees who are interested in staying connected with the TI family. Anyone interested in more details or joining can view the TI Alumni web site at www.tialumni.org or call 972-995-8393.