



TI Retirees give boost to Habitat project

● TI Alumni Association volunteers helped the Plano Habitat for Humanity Chapter do what seemed impossible in a "Blitz Build" launched Saturday, Nov. 10. The goal was to build and completely finish a three-bedroom house for a 111-year old Plano woman in just one week. TIAA was among several groups joining in Plano Habitat's most ambitious project yet.

On Tuesday, Nov. 13, designated as "TI Retiree Day," 16 retirees signed in and were assigned to various teams, such as installing siding on the house, painting and finishing out the front porch. In addition to building the new house, Habitat repaired several other houses in the neighborhood. Some retirees took part in these projects to help improve the community.

TI retirees volunteering for the "Blitz Build" included Glen Blair, Lou Boudreaux, Barbara Erickson, Ron Gassner, Linda Lambert, Mike McMahan, Linda Mitchell, Dave Noble, Sharon O'Neil, Mary Patten, Max Post, Peg Ripple, Sara Terry, Gloria Verbeek, Jim Williams, and Leroy Worm. Barbara Hirsch, of TI's Public Affairs office, also joined the group to lend a hand and learn some new skills.

(See related photo on Page 2.)

Despite downturn, CEO optimistic about the future

● Engibous offers encouraging words to retirees at TI Roundup.

By Dot Adler

More than 1,500 retirees and guests were on hand to hear words of encouragement from Tom Engibous, Texas Instruments chairman, president and CEO, at the TI Roundup on Oct. 11 at the Mesquite Rodeo Arena.

It had been exactly one month since the Sept. 11 terrorist attacks, when hijacked airliners crashed into the World Trade Center in New York, the Pentagon in Washington and a Pennsylvania field. The TI leader addressed how those events have changed the world and how, closer to home, have impacted TIers.

"The world is a different place than it was at the same time last year," Tom said. "This year, there is excessive uncertainty regarding terrorism, the economy and the stock market. To sit around and become a victim of uncertainty is not the thing to do."

Tom said many people who grew up in times of prosperity have seen nothing else. However, the good times were created by hard work in the hard times.

"I like the response of Winston



Photo by Candy Post

Meet and greet

TI Chairman, President and CEO Tom Engibous (left) meets with retirees at the TI Roundup. As keynote speaker, Tom offered encouraging words about the future of the country and the company.

Churchill, who said: 'History will be kind to me, because I intend to write it,'" Tom commented.

"At TI, we intend to write history in our space," he added. "Our nation is building a legacy from previous generations. As a company, when we make mistakes, we learn from them."

Tom said that, today, we face new challenges as both a compa-

ny and a country.

In response to the Sept. 11 tragedies, many TIers asked, "What can I do?" TI offered the opportunity to contribute to the Red Cross and the Salvation Army. TIers gave more than \$540,000, of which \$40,000

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Retirees raise money for Alzheimer's

A small but hard-working sub-committee of the TIAA Activities Committee helped TI Retirees raise more than \$1,500 to support the work of the Alzheimer's Association at this year's annual Big Event.

The subcommittee visited local merchants in the weeks prior to the Big Event to ask their help in donating prizes, then sold raffle tickets during the morning to retirees at the Big Event. In the afternoon, they distributed prizes. Some 20 prizes were donated, including a book by TI author, Ed Millis.

Volunteers who worked on the Alzheimer's charity part of the TI Roundup were Peggy Ripple, Barbara Lewis, Phyllis Turlington, Roerta Hill, Gladys Jones, Kay Abrams, Marjorie Braswell and Fannie Rose.

TIAA Annual Charity Golf Tournament raises \$34,000

The TI Alumni Association Annual Charity Golf Tournament, held Sept. 17 at The Shores Country Club in Rockwall, was a huge success, raising \$34,000 for Senior Citizens of Greater Dallas, which serves older adults in the Metroplex. Molly Bogen, executive director of SCGD, was on hand to receive the check.

More than 80 golfers played in the tournament, with top honors going to the team of John Gibson, Buck Downs, Jack Sledge, and Jerry Gibson. Their names will now be placed on the tournament trophy. The awards ceremony after the tournament also recognized a number of other teams and individual winners.

Tournament costs were underwritten by Texas Instruments and by the Texans Credit Union, making it possible for all proceeds



WINNING COMBO: The winning team in the Second Annual TIAA Charity Golf Tournament takes time to celebrate. Seated left to right are Jack Sledge, Jerry Gibson, John Gibson and Buck Downs. The tournament raised \$34,000 for Senior Citizens of Greater Dallas.

from golfers, corporate sponsors and individual sponsors and contributors to go directly to Senior

Citizens of Greater Dallas.

The thank you letter received from the Senior Citizens of

Greater Dallas commented, "We are on Cloud 9 here at Senior Citizens of Greater Dallas! Your group is definitely special, and we are thoroughly enjoying our association with you. Many thanks again for your kindness and generosity."

Special thanks to Bettie Smith, who chaired the corporate sponsor team, all the TI retiree volunteers who worked with her, and all of the Activities Committee members who helped with the logistics. Special thanks goes to Linda Lambert in our TIAA office for all she did and to Herby Locke, who organized the tournament and worked on many details to make the tournament a success, and Les Payne, who assisted the tournament organizing team.



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ALUMNI NEWS

CALENDAR

Ongoing

On-site flu vaccinations. Available through Dec. 8. For a complete schedule, visit the TIAA web site at http://www.tialumni.org/tiaa/Health/flu_shots.htm, or call TI SmartLink at 1-800-890-2600.

The Nutcracker. Through Dec. 19. Bass Performance Hall, 330 W. Fourth St., Fort Worth. The classic holiday ballet is brought to life by the acclaimed Fort Worth Dallas Ballet. Call 817-212-4280.

The Nutcracker. Through Dec. 22, The Crescent Theater, 2215 Cedar Springs, Dallas. Popular adaptation of the holiday classic is performed entirely by puppets! A seasonal treat for all ages. Call 214-978-0110.

Yes, Virginia, There is a Santa Claus. Through Dec. 9, Garland Civic Theatre, 300 N. 5th St. A play for all ages inspired by a simple, poignant letter written more than a century ago by little Virginia O'Hanlon. Call 972-205-2790.

December

8 — TI Jazz Band performs at Collin County Community College in Plano. 7:30 p.m. With guest artist Bobby Militello. Admission is \$10 in advance, \$12 at the door. Call A.R.T.S. for the People at 214-841-9200.

18 — Texins Retiree Club Christmas luncheon at Ryan's Family Steak House, 3301 West Buckingham Road (one block east of Jupiter, on north side of Buckingham). Business meeting followed by lunch. Each member will pay for his/her own lunch. Bring unwrapped gifts for underprivileged children. No battery-operated toys. Call Lucy Salas, 972-242-3939.

18-29 — Peter Pan. Bass Performance Hall, 330 Fourth St., Fort Worth. The story of the boy who doesn't want to grow up is presented by Casa Manana Theatre. Call 817-467-2787.

January

15 — Texins Retiree Club covered dish lunch, 10 a.m., Texins Activity Center. Bring your favorite covered dish and be prepared to share! Entertainment will be from nationally acclaimed classical guitarist Jason Earnhart. Call Lucy Salas, 972-242-3939.

February

19 — Texins Retiree Club monthly covered dish lunch, 10 a.m., Texins Activity Center. This month's entertainment is live from Carrollton Texas, featuring Lucy Salas and Her All-Girl Ukulele Band! Call Lucy Salas, 972-242-3939.

March

19 — Texins Retiree Club monthly covered dish lunch, 10 a.m., Texins Activity Center. Dr. Bob Biard will entertain the audience with harmonica and musical saw renditions of classic songs. Call Lucy Salas, 972-242-3939.



House work

Photo by John Byers

TI Retirees help put siding on a home in Plano as part of Habitat for Humanity's "Blitz Build" in November. Volunteers built a home for a 111-year-old resident in just one week. See related story, Page 1.

Where to call

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

TI Health and Financial Benefit Plans

1-800-890-2600 TI SmartLink. Consolidates all benefit phone numbers into one automated 24-hour telephone system (Social Security number required) Monday thru Saturday and after 12 p.m Central Time on Sunday. Reach TI Benefits Center representative Monday - Friday 8:30 a.m. to 4:30 p.m. Central Time (password required for account information). Or access Your Benefits Resources (YBR) web site via TI Alumni web site at www.tialumni.org (Social Security number and password required for logon to YBR).

Raytheon Health Benefit Plans

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

- 1-800-358-1231 — Raytheon Benefits Center.**
- 1-877-767-5254 — Aetna US Healthcare Member Services**
(www.aetnaushc.com).
- 1-800-888-2998 — 24-Hour Employee assistance Program (EAP - United Behavior Health).**
- 1-800-424-3803 — Mental Health North Texas Area (Non EAP - Magellan).**
- 1-800-424-3803 — Prescription Mail Order Services (Express Scripts).**
- 1-800-754-8407 — Disease Management Services.**
- 1-800-793-8616 — Vision One Discount Eyeglasses & Contacts**
(Cole Management Vision
Care:www.cmvc.com).
- 1-888-262-4877 — MetLife Dental Customer Service.**

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.

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ALUMNI NEWS

OPTIMISM

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came from retirees. With the company match, TI will donate more than \$1 million to alleviate suffering in New York City and Washington, DC.

Regarding TI's business, 2001 is a mirror image of 2000 — a record year. In comparison, 2001 will go down as the worst year of decline in the semiconductor industry, and TI is not immune from that level of deterioration.

"The year 2001 will be 50 percent of what we contemplated in January," Tom said. "But in the downturn, we have the

financial strength to focus on the future. We essentially have no debt and won't cut research and development by one dime."

The company told TIers in January that the business was going south fast and asked employees not to spend for discretionary expenses. "We didn't state a lot of rules," Tom said. "TIers made the decisions on their own to reduce costs. We continued to expand our lead in digital signal processing, where TI leads the world."

Tom is proud of how TIers have han-

dled this downturn. He said, "As tough as this has been, I am more optimistic about the future."

He predicted that DSP and analog semiconductor technologies will significantly impact broadband and the wireless Internet just as PC demonstrated enormous growth in the 1990s.

Tom encouraged retirees to get involved in the schools, saying that one of the biggest challenges is the decline in electrical engineering graduates.

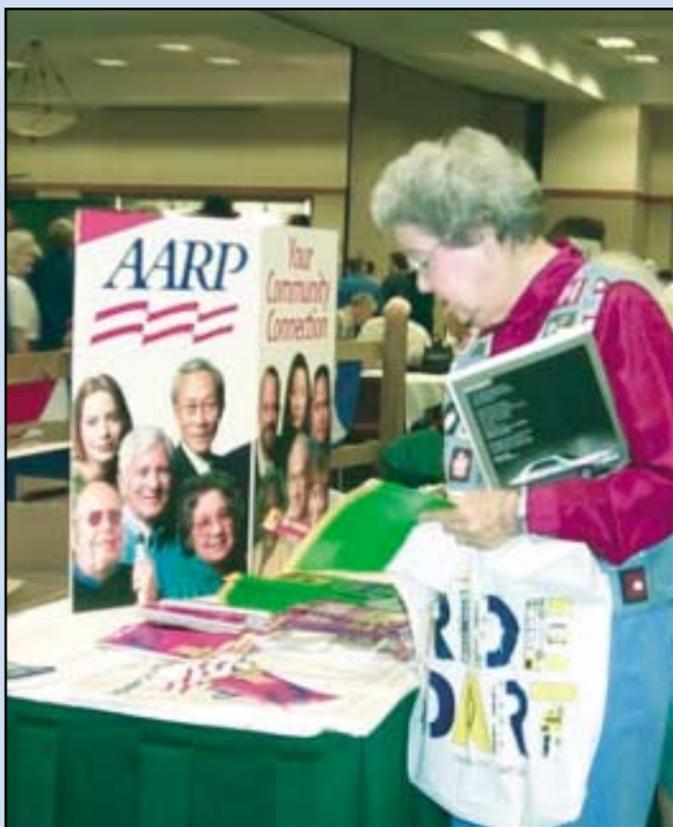
"We need a skilled workforce in technology," Tom emphasized. "Retirees

are needed to serve as mentors and substitute teachers in support of schools."

Retirees looking for more information on this topic can visit the TIAA website at www.tialumni.org.

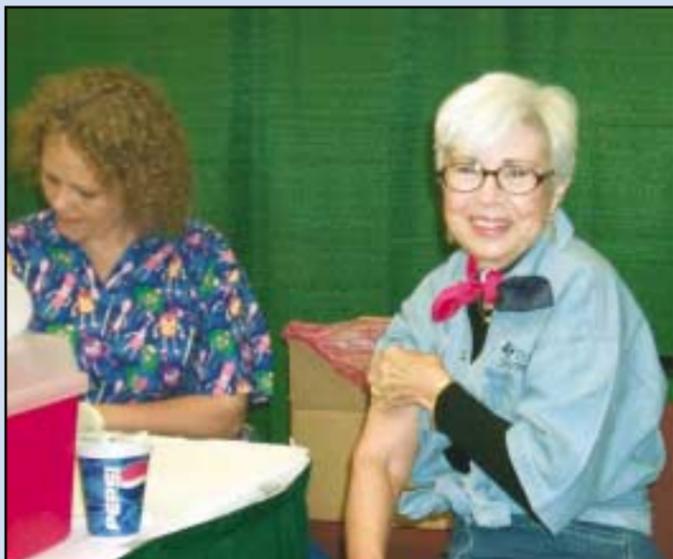
"I appreciate the positive difference you (retirees) make in contributions to TI. Civilization moves forward one person at a time," Tom said.

After Tom's speech, lecturer-actress Dr. Rose Mary Rumbley recounted the Texas Rangers' history with stories about the legendary law enforcement officers.



The Big Event welcomed TI Retirees to the Mesquite Conference Center on Oct. 11, where they met with old friends and swapped stories while enjoying a wide range of vendor booths. Displays included the American Association of Retired Persons, or AARP, (left) and there was also a strong emphasis on preventative health care, with everything from flu shots (bottom left) to a hearing clinic (bottom right).

Photos by Tina Ho



ALUMNI NEWS

TIAA membership reaches 2,001 in 2001

John Byers, chairman of the TI Alumni Association Membership Committee, announced that the membership count passed 2,001 members in early November, beating the year-end goal by almost two months. TIAA kicked off its second annual membership drive in May with 1,600 members in the North Texas area. The organization announced its rather ambitious goal of boasting 2,001 members by the end of the year 2001.

John congratulates the TIAA Membership Committee members on the results of their hard work. "TI retirees are delightful volunteers; they work with the same spirit and creativity as they did on the TI payroll," he notes. Membership committee volunteers include Paula Calvert, Beverly Gaut, Mike Grizzaffi,

Donna King-Bohlcke, Linda Lambert, Roy Long, Doris Mitchell Mott, Dave Noble, Thelma Peacock, Jan Phelps, Anita Stinchcombe, James Tew, and Cliff Way. TIAA member Barb Hirsch also contributed to the success of the committee's efforts.

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 both a quarterly newsletter and a comprehensive web site. The web site provides access to the new online ver-

sion of the TI employee newsletter, *Connected*, as well as current and archived editions of the TI Alumni newsletter. It also provides information on retiree health & wellness benefits, volunteer opportunities, and a calendar of upcoming events. Members have access to a searchable online membership directory, providing a convenient way of locating retired co-workers.

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.

Health Benefits Seminar draws crowd, answers questions

By Dot Adler

Some 600 retirees and their spouses packed into the Plano Centre Nov. 6 for the TI Alumni Association's Health Benefits Seminar, which featured TI Human Resources and Hewitt Associates representatives. They addressed TI's benefits administration transition to Hewitt and explained 2002 TI Health Benefit Plan changes.

Speakers also addressed TI's rising retiree medical expenses that will result in retirees paying higher insurance premiums and a larger share of medical and pharmacy cost next year. A lively question-and-answer session followed the presentations.

After the presentation and questions, retirees viewed a 20-minute demonstration of the Internet-based Hewitt YBR (Your Benefits Resources) website. They could use computers with on-line connections to access YBR and enroll in benefit plans for 2002.

Jerry Pierce, TIAA vice president-Ongoing Education, introduced the speakers, who were:

Janet Solomon, TI Health Benefits, Wellness and Recognition Services manager;

Terri Fox, Financial Services manager for TI Benefit Plans;

Lisa Sanks, Hewitt's TI Health and Welfare project manager; and Ray Waymel, Hewitt's TI Engagement manager.

Suzy Simpson, TI HR Communications manager, Worldwide Internal Communications, arranged the program.

"Our goal in the TI benefits department is to provide quality and comprehensive cost-effective benefits," Janet said. "With Hewitt, retirees now have one place to access benefits information from home."

YBR Web resource

A retiree with a computer linked to the Internet can use YBR to look at personal account data, get health provider information (TI Health Plan, HMO, dental and pharmacy), look up doctors and hospitals in the preferred provider networks; and print claim forms.

Effective April 3, 2002, financial benefits information will be available on YBR, which can be accessed through the TI Alumni Association website, www.tialumni.org.

If you move ...

It's important that retirees report address changes by calling the TI Benefits Center via SmartLink, 800-890-2600, or making the changes on-line through YBR. Separately, to update the TI Alumni database, please call 972-995-8393 or e-mail admin@tialumni.org.

ni.org, or directly at www.resources.hewitt.com/ti/.

Login requires the retiree's Social Security number and Hewitt password.

TI SmartLink phone resource

Retirees without Internet access, or one who has problems using YBR, can phone TI SmartLink toll-free at 800-890-2600. The system prompts the caller to key in the retiree's Social Security number. Based on the SSN, SmartLink tailors the options that apply to the particular person.

From the main menu, the caller can reach the TI Benefits Center at Hewitt and talk to a live customer service representative Monday through Friday from 8:30 a.m. until 4:30 p.m. Central time. The agent can help with billing and premium payment questions, benefit-related questions and take address changes. To reach the TI Benefits Center, a Hewitt password is required.

Other SmartLink menu options include the financial benefits and stock submenu, the health benefits submenu, and the other benefits submenu which includes the preferred nutrition therapy network.

The health benefits submenu has direct telephone links to these TI Health Plan providers:

- **Medical** (the TI Health Answer Line, staffed by Aetna, for medical and dental benefits and claim status);

- **Prescription drug** (AdvancePCS for pharmacy benefits, search for network pharmacies, requests for additional health plan/pharmacy cards and claim status);

- **Doctor and hospital net-**

work (First Health); and

- **EAP — Employee Assistance Program** (for information about behavioral health issues).

Telephone tips

A caller who needs help navigating the TI SmartLink menu options can press *0 to reach a TI Benefits Center representative during hours when the TI Benefits Center is open.

Retirees still can call direct to the TI Health Answer Line at 800-433-5008 or Metro 817-467-6846 or to AdvancePCS Member Services at 800-557-5749 without going through SmartLink.

What changes in 2002

TI Health Plan benefit changes for 2002 include:

- Premiums increase, based on years of service and year of retirement.

- Individuals with 30+ years' service who retired after 1992 pay premiums at 5% of TI's total cost. For several years now these retirees had not been charged premiums.

- The annual deductible for medical and behavioral health goes up from \$225 to \$250 for individuals and from \$450 to \$500 for families.

- Instead of using their badge numbers, retirees will give their Social Security numbers for claims processing.

- Several HMO's were added to the available options including a Medicare Risk HMO option for retirees greater than 65 years of age who live in Dallas or Tarrant county.

- The TI Dental Plan has been redesigned and dental HMOs have been added.

- Effective Jan. 1, 2002, the pharmacy retail co-payment increases to 40 percent of the prescription cost, and the individual out-of-pocket maximum increases to \$3,000 per individual and \$6,000 per family. There is no pharmacy deductible.

- Retirees will be able to fill prescriptions by mail order as well as at retail pharmacies. With the mail order program, retirees will pay \$30 for generic and \$60 for brand-name drugs up to a 90-day supply. Mail order procedure information will be mailed to retirees in late December. Paper prescriptions will be needed for first-time mail order.

New ID cards

Due to the new pharmacy co-pay for retirees, AdvancePCS will mail new combined health plan/pharmacy cards in mid-December to TI Health Plan participants. The cards show the retiree's medical identifier (Social Security number). Medical information is shown on the opposite side from pharmacy information. The new cards will indicate the new pharmacy co-pay percentage. For additional cards, call AdvancePCS through TI SmartLink.

Cost increase sharing

Terri Fox apologized for confusion in communicating insurance price increases to retirees in the 2002 annual enrollment mailing. "The brochure provided overall information but was not complete when we discussed premiums," she said.

TI is dedicated to providing quality health care and also competitive care. Terri pointed out that many TI competitors don't offer retiree medical insurance anymore or have scaled it down.

Unfortunately, TI's retiree medical claim rate has exceeded the industry norm in recent years. Since 1992, claims have tripled.

The increase in claims expense can be attributed to the general medical rate of inflation, increased utilization (going to the doctor more), higher-cost procedures, single-source drugs, and prescription therapy (using medication instead of surgical care). Prescription drugs are the biggest driver of plan claims.

TI's strategy

The 2002 TI strategy is to share cost increases with retirees, reallocate TI contribution levels to ensure that TI retirees with 30 or more years' service receive maximum contribution; and to make benefit plan changes and premium changes so that the people who use the plan the most will pay the most and the pressure to increase premiums is reduced.

In 2002, TI will negotiate with vendors for better rates, bid out business if better opportunities are available, consolidate vendors to take advantage of synergy (example: Hewitt), and carve out specialty programs if they can result in cost reductions.

Action Hewitt is taking

At Hewitt, Lisa Sanks is responsible for the team that delivers health and welfare plan services to TI. Ray Waymel is responsible for all administrative services that Hewitt delivers to TI, including health, welfare and financial benefits when they come on-line in April.

Ray expressed regrets for long wait time that TI retirees experienced when they phoned the TI Benefits Center in the first week or

Attention, hearing impaired retirees

The TI Alumni website tells how hearing impaired retirees can get assistance through Relay Texas when phoning SmartLink, 800-890-2600, to reach the TI Benefits Center. This information is available online at <http://www.tialumni.org/tiaa/hearing.htm>.

TI Health Plan participants who don't have web access can write the TI Alumni Association, P.O. Box 740181, Dallas, TX 75243, and request that the website information for the hearing impaired be sent by mail.

so after Hewitt assumed TI benefits administration responsibility.

Hewitt took corrective measures, and now the average wait time is only a few seconds. For retirees who can't access YBR, Hewitt will have 11 customer service telephone representatives and two managers. The goal is to return initial calls within 48 hours.

YBR users can e-mail questions to the TI Benefits Center. Hewitt's goal is to return an e-mail response within 24 hours.

Thanks for seminar

TIAA President Max Post thanked Jerry Pierce and the ongoing Education committee for presenting the seminar. Special thanks went out to Suzy Simpson, Dot Adler, John Byers and Gene Ricci for their help in keeping TIAA members informed of changes.