



NEWS BRIEFS

Help find missing persons

● An insert in this issue lists names and last known mailing addresses of TI retirees to whom the TI Alumni Association sent mail that was returned because addresses were wrong. If you have the correct address for anyone listed, please phone TIAA at 972-995-8393 or send e-mail to admin@tialumni.org.

TIAA joins business council

● The TI Alumni Association has joined the Richardson-based Metroplex Business Technology Council (MTBC), which means that every TIAA member is now entitled to participate in each MTBC event at the council's member prices.

For more information see the TIAA website at <http://www.tialumni.org>, and click on either "Ongoing Education" or "Volunteer Opportunities." You can also contact TIAA's coordinator for MTBC, Jim Eiting, at mtbc@tialumni.org or 972-995-8393. Additional information on MTBC is available at <http://www.telecomcorridor.com>.

Big Event: Patriotic party salutes TI retirees

Tom Engibous offers words of appreciation, encouragement

By Dot Adler

Tom Engibous, chief executive officer of their favorite company, brought words of encouragement to more than 1,300 Texas Instruments retirees and guests at the Oct. 10 patriotic party at the Dallas World Trade Center.

"I wish I could tell you good news about the economy, but I can't," said Tom, TI chairman, president and CEO. "But don't be discouraged. Greater opportunities are ahead. It's just not this week."

Despite the downturn, TI has maintained its research and development spending and greatly strengthened its product portfolio. Tom said the company is making the investments necessary to outgrow its competitors when the economy turns back up.

"In my mind, one of the most significant questions right now is not 'When will growth return?' It's 'Who's going to be left standing when these difficult times are over?' There's no doubt in my mind that TI will be standing tall for decades to come," Tom said.

Across the board in digital signal processing (DSP) and analog products, TI continues to lead the industry in performance. TI has

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invested heavily in advanced manufacturing capabilities. Today, TI is among very few companies in the world that have deployed the latest in state-of-the-art semiconductor manufacturing.

Tom said, "If you look at the market, the best opportunities in the next decade will come from the deployment of real broadband to and through the home, and the advent of the mobile Internet."

TI has become an active player in these areas, as well as many others. One exciting area is the application of DSP and analog technology for medical and health benefits.

"You may have seen the display (at the event) of SongBird hearing aids — the world's first disposable hearing aid."

Tom congratulated the TI Alumni Association for doing such a great job of keeping TI retirees in touch with the company and with each other. TIAA has



TI Chairman, President and CEO Tom Engibous (left), was the featured speaker at the TI Patriotic Party Oct. 10 at the Dallas World Trade Center. He is shown here by the TI time capsule along with Steve Moore and TIAA President Jerry Brandenburg.

had a busy year with volunteer activities, community events and supporting education.

He cited the work of IDEAS — an organization that strives to stimulate interest in math and science in the schools. A number of retirees and former TIers are involved in IDEAS, including Lorton Trent, a GSler.

"I understand about 30 more volunteers are needed, so see Lorton if you would like to help make a difference in our classrooms," Tom said.

He noted the TI Alumni Association is the first non-profit group to join the Metroplex Technology Business Council. "This means you can attend council programs at a discount, and you could even volunteer to help some small businesses in this area," Tom said. "I'm sure there are companies that could benefit greatly from your expertise."

On behalf of TI, Tom thanked the retirees for setting a strong foundation of technological leadership and ethical integrity.

"A lot of companies have learned the hard way that strong ethics do matter," Tom said. "Ethics have always been impor-

tant at TI ever since the day this company was founded. Our founders believed in integrity. You behaved with integrity when you were active employees, and integrity remains a cornerstone of TI today.

"I thank God for letting me work for a company that has strong ethics. And I'm committed — all the company's leaders are committed — to keeping it that way so TI remains something we will all be proud of."

Health benefits plan switches in 2003

● Plan provider changes hands at the start of the new year.

Effective Jan. 1, 2003, retirees now insured under the TI Health Plan will receive health benefits coverage under the Blue Cross Blue Shield Preferred Provider Organization (BCBS PPO).

The BCBS PPO replaces the TI Health Plan, which uses the First Health medical providers network and Aetna as claims processor. Also, BCBS will mail retirees their combined health plan and prescription plan cards in January.

Janet Solomon, TI manager, Health Benefits, Wellness and

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ALUMNI NEWS

CALENDAR

December

14 — TI Reunion Group Breakfast. 10 a.m., Holiday Inn Select, 2645 LBJ Freeway (Josey Lane exit). Call Gladys Jones, 214-376-9725 or Fannie Rose, 214-352-1978.

17 — Texins Retiree Club Christmas Luncheon. 10 a.m., Ryan's Family Steak House, 3301 W. Buckingham Rd. (one block east of Jupiter on north side of Buckingham) Business meeting will precede luncheon. Bring Christmas gifts for needy children. Call Tom Gregory, 972-412-9332.

January

11 — TI Reunion Group Breakfast. 10 a.m., Denny's Restaurant on Motor St. Call Gladys Jones, 214-376-9725 or Fannie Rose, 214-352-1978.

17 — Metroplex Technology Innovation Showcase. 11 a.m. – 3:30 p.m., Omni Richardson Hotel. Due to TIAA's new membership in the Metroplex Technology Business Council (MTBC), TIAA members can attend at "members only" prices. For details, go to <http://www.telecomcorridor.com/showcase.htm> or call Paula Addison, 972-669-3225.

21 — Texins Retiree Club. 10 a.m., Dallas Texins Activity Center. Covered dish luncheon with chili provided. Call Tom Gregory, 972-412-9332.

February

2 — TIAA Caribbean Cruise. Leave Galveston on Royal Caribbean's Rhapsody of the Seas for 7-night cruise to Western Caribbean, including Key West, Belize City and Cozumel. Call Kathleen Humphrey, 972-675-0832.

8 — TI Reunion Group Breakfast. 10 a.m., Denny's Restaurant on Motor St. Call Gladys Jones, 214-376-9725 or Fannie Rose, 214-352-1978.

March

8 — TI Reunion Group Breakfast. 10 a.m., Denny's Restaurant on Motor St. Call Gladys Jones, 214-376-9725 or Fannie Rose, 214-352-1978.

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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Retirees interested in contributing to the publication should contact any member of the Communications Team.

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

TIAA membership news

Time for your membership renewal?

Check your membership renewal date online. Just click on the home page "Renewing Member" link at www.tialumni.org.

Thinking about joining?

Stay connected with the TI family. Membership is open to TI retirees and their spouses, as well as former TI employees. See the TI Alumni web site at www.tialumni.org or call 972-995-8393.

The scope of the TIAA organization includes citizenship efforts as well as social and educational events. The Association keeps its members informed through a comprehensive website and publication of a quarterly newsletter. The website provides access to the new online version of the TI employee newsletter, *Connected*, as well as current and archived editions of the TI Alumni newsletter.

Post your classified ads on the TIAA website

The TIAA website is now accepting member's classified ads. For more information, click on the classified ads menu item on the web site home page at www.tialumni.org.



Save this reference list of useful phone numbers for TI retirees. Note: Some numbers to change or become effective Jan. 1, 2003.

TI Health and Financial Benefit Plans

1-800-890-2600 TI SmartLink. Consolidates all benefit phone numbers into voice recognition 24-hour telephone system. To talk to TI Benefits Center representative Monday - Friday 8:30 a.m. to 4:30 p.m. Central Time, enter or speak your Social Security number, select TI Benefits Center item from menu and then enter your Hewitt password. Or you can direct dial service providers at the following numbers:

- 1-888-377-7896** — Employee Stock Purchase Plan Service Center.
- 1-800-888-2273** — Employee Assistance Program - Magellan.
- 1-800-333-6228** — Employee Assistance Program - Attleboro Retirees
- 1-866-866-2300** — Blue Cross Blue Shield (BCBS) PPO Plan (Effective Jan. 1, 2003.)
- 1-800-557-5749** — AdvancePCS Pharmacy.
- 1-800-942-0854** — MetLife Dental Basic/Dental Plus (Effective Jan. 1, 2003.)
- 1-800-772-1416** — Aetna DMO (Effective Jan. 1, 2003.)
- 1-800-422-4234** — DeltaCare DHMO, Main Number (Effective Jan. 1, 2003.)
- 1-800-424-1155** — Eye-Care Discount Program.
- 1-800-292-2336** — FREE & CLEAR Smoking Cessation Program.
- 1-800-633-4227** — Medicare benefits and claim status.
- 1-800-888-9560** — Nutrition counseling. In Dallas area, call 972-238-1811.
- 1-800-597-7516** — UBS PaineWebber (Stock Options).
- 1-800-981-8676** — Computershare Investor Services (TI Stock Accounts)

You may also 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)

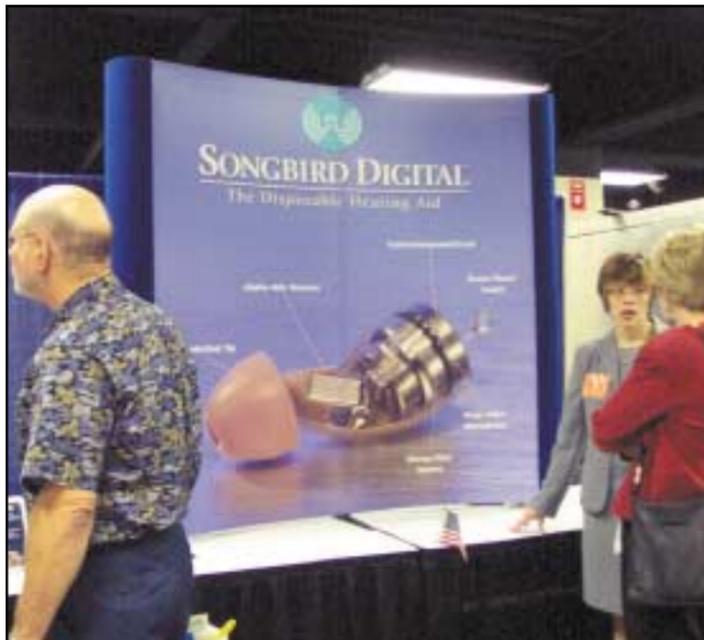
972-242-3939 — Lucy Salas, president, and
972-412-9332 — Tom Gregory, vice president, have information on activities, dues and meeting schedule.

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*.
- 972-279-4075** — Jerry Brandenburg, president, has information on membership dues and activities.

ALUMNI NEWS

TIAA shows its *true* colors



And the winner is ...

"Hallelujah! I have won the laptop!" were the first words Maple Session exclaimed after being convinced by Ed Hassler, executive vice president of TIAA, that she was the lucky winner of a Dell laptop computer. Maple went high-tech after a drawing randomly pulled her completed survey from a pool of 754 that were submitted at the TI Patriotic Party or mailed in to TIAA. The drawing was held on Oct. 18 by members of the TIAA Activities Committee.

Maple retired from TI at the end of 1996 and seems to be enjoying retirement. She is active in her church and her community, and also stays active physically with a brisk walk every morning.



She spends a part of her time traveling, both to visit family and to see our country.

She said she had planned to get online, but her computer was too old to be upgraded to Internet-ready status.

Thanks to her new laptop, Maple will be able to add surfing the net to her list of retirement activities.

Ten other prizes given away during the drawing were tickets to the Dallas Museum of Art.

TI retirees gathered at the Dallas World Trade Center Oct. 10 for a day of food, fun and friendship. Clockwise from top right: The Songbird, the first disposable hearing aid, is one example of how TI is applying its technology to medical and health concerns; Bill and Bea Zebreski seem to be having far too much fun getting their flu shots; Patriotic Party-goers line up for some fabulous food; Jimmie Roberts, Jerry Brandenburg and Ruth Lee get the registration area ready; and LeRoy Mills, Jo & Wanda Sims (sitting), James Lewis, Maurice Dunn, and Betty Allen (standing) share some time and memories.

Photos by Tina Ho

ALUMNI NEWS

TI 401(k) plan offers new options under new administration

● Menu of options provides plans with varying risks and returns for investors.

By Dot Adler

For retirees who still have money in the TI 401(k) plan, new investment options are available since Hewitt Associates took over the plan administration in 2002.

Joe Anderson, manager of TI Employee Benefit Fund Investments, described the plan changes and enhancements at a TI Alumni Association seminar Sept. 19 at Plano Centre. Jerry Pierce, TIAA vice president for Ongoing Education, introduced Joe.

"Most people with balances in the 401(k) plan will be selecting several funds," Joe said. "You have to decide how much to invest in each professionally managed fund."

The new lineup of core investment options contains an array of options with choices for participants with differing risk and return appetites and different experience with investing.

The Core Investment Funds — rank-ordered from the most conservative to the most aggressive — are the Income, Bond, Equity, International, Small-Cap, Growth Stock and TI Stock Funds. Conservative funds tend to be less risky and volatile, while aggressive funds have the potential for higher return.

The Lifestyle Fund choices — in order from the most conserva-

tive to the most aggressive are the Lifestyle 2010, Lifestyle 2020, Lifestyle 2030 and Lifestyle 2040 Funds. These funds combine stocks, bonds and money market investments.

Each Lifestyle fund targets a year in the future when the participant will need the money invested. As these target dates approach, the investment mix of the fund becomes increasingly more conservative and geared toward capital preservation.

Through the HarrisDirect self-directed brokerage window, now available within the plan, participants have access to almost all mutual funds as well as individual stock or bond securities.

New 401(k) plan features also include the Morningstar evaluation service to independently assess core investment options and an online investment advice service through mPower.

Morningstar evaluations of all the TI investment options are updated monthly and are obtainable at the Hewitt website, www.resources.hewitt.com/ti, accessible also through the TI Alumni Association website, www.tialumni.org.

Participants with questions about the TI 401(k) plan can phone the TI Benefits Center using the TI SmartLink toll-free number, 1-800-890-2600. Or, from the Hewitt website, they can click on "Contact Us" to send a question via e-mail to a TI Benefits Center representative.

How to do 401(k) plan distributions

A retiree who wants to take a distribution from the TI 401(k) savings plan can do this online using the Hewitt Your Benefits Resources (YBR) website, or by phone with a TI Benefits Center representative. No paperwork is necessary.

"But, before you request a distribution, you do need to know a few things," Mayme Hansen, manager of TI Defined Contribution Plans, pointed out at the TI Alumni Association Sept. 19 seminar at Plano Centre.

Important questions

1. What kind of a distribution do you want?
 - a. Rollover to an IRA or another employer's plan
 - b. Paid to you (taxable)
 - c. A combination of these two (some paid to you and the remainder rolled over)
2. Have you already opened your account at the financial institution you have chosen for the rollover?

You need to provide the information about your financial institution, as the check will be made payable to the financial institution "For the Benefit of XXXXXXXX (your name)"

3. Do you have a balance in the TI Stock Fund?

If so, you need to decide if you want your balance in the TI Stock Fund issued in cash (check) or stock certificates. If you plan to rollover your balance to an IRA or another employer's plan, you should confirm with the plan administrator that they will accept stock certificates.

To request a distribution online

4. Go to the "Your Benefits Resources" website, either from the TI Alumni website, www.tialumni.org, or directly at www.resources.hewitt.com/ti.

Click on "log on". You will need to input your Social Security Number and Hewitt password.

If you have never created a Hewitt password, the first thing you will need to do when you enter the page is click on "Register as a New User."

If you have forgotten your password, you will need to click on "I Forgot My Password."

Hewitt passwords for YBR or the TI SmartLink phone system can now be received immediately via e-mail if your e-mail address is on file. Otherwise, a new password will be mailed to your home.

Until you have a password, you cannot use the website nor can you speak with a TI Benefits Center representative about your account. Representatives will discuss general 401(k) information without a password, but will not provide any information about your account.

5. From the main 401(k) page, click on "Request or Model a Withdrawal" (under Borrow or Withdraw).

After you complete these pages, a check is mailed to your home or stock certificates are mailed to your home from Computershare, the transfer agent for Texas Instrument stock

To request a distribution by phone

Call TI SmartLink, the TI benefits hotline, toll-free at 1-800-890-2600 and enter your SSN when asked to do so. Once the system finds your SSN in the database and begins telling you the main menu, say "TI Benefits Center" and you will be transferred. The TI Benefits Center is available Monday through Friday from 8:30 a.m. to 4:30 p.m. Central time.

Golf tourney benefits area seniors group

The TI Alumni Association held its third annual golf tournament on Sept. 9, 2002, at the Oak Ridge Country Club in Garland. Herby Locke and Rex Ferguson, both avid golfers, spearheaded this event for the TIAA Activities Committee, which raised more than \$25,000 for the Senior Citizens of Greater Dallas (SCGD).

SCGD is an organization devoted exclusively to serving older adults throughout the Metroplex. Anyone who made a donation was automatically entered into a prize drawing and the winners were Leonard Webster, Thelya Bone, Al Blaylock, Ed Ellis and Gary Wilson. The drawing was held after the tournament and each winner received two rain ponchos, each encased in a large TIAA golf ball with a spring-loaded clasp for attachment. Gary Wilson, who came from Hot Springs to help with the tournament, won the golf bag drawing that was open to all golfers.

The 82 golfers participating included active Tiers, retired Tiers and family members. All enjoyed a hearty lunch, followed



THE OAK RIDGE BOYS: The winning team at the TIAA Sept. 9 golf tournament consisted of (left to right) Tim Harle, Dale Pescatrice and Herby "Lucky" Locke. Herby and fellow golf enthusiast Rex Ferguson organized the tournament, which was held at the Oak Ridge Country Club in Garland.

by putting practice and a shotgun start at 1 p.m.

The awards ceremony at the end of the tournament gave first prize to the team of Herby "Lucky" Locke, Tim Harle, and Dale Pescatrice, who finished with a score of 55. Second prize went to team No. 8 which consisted of John Gibson, Jerry Gibson, Paul Martin, and Buck Downs with a score of 57. Third prize was earned by the team headed up by Les Payne and consisted of Jackie Gross, Ronnie

Payne and Bernie Yurin, also with a score of 57. Fourth prize was given to Joe Hunt, Sam Duyka, Courtney Miller and Mike O'Brien with a score of 59. Special awards went to Dale Pescatrice for near pin No. 17; David Garcia for near pin No. 5; Truett Wallis for near pin No. 11; Herby Locke for near pin No. 7 and Blake Hanna for long drives No. 6 and No. 13.

Our special thanks to Texans Credit Union and TI for underwriting the cost of the tournament.

PROVIDER CHANGE

From Page 1

Recognition Services, said the BCBC plan offers similar benefits to the TI Health Plan. But the BCBS PPO has much larger networks of doctors and hospitals nationwide than First Health and gives better discounts.

"This lowers our costs almost immediately," Janet said. "The changes enable us to keep costs in line while maintaining quality care."

Janet explained the 2003 health benefits changes Oct. 10 at the Patriotic Party for retirees at the Dallas World Trade Center and again Oct. 24 at the TI Alumni Ongoing Education seminar at Richardson Civic Center.

She said some of the regional health maintenance organization offerings would change.

AdvancePCS will remain the pharmacy benefits administrator, and the retiree co-pay at retail pharmacies will continue to be 40 percent in-network and 50 percent for out-of-network.

However, the retiree mail order co-pay will increase to \$35 for generic drugs and to \$75 for brand name drugs for up to a 90-day supply.

The pharmacy out-of-pocket maximum will increase to \$4,000

for individuals and to \$8,000 for families.

MetLife Dental Basic and MetLife Dental Plus will replace the TI Dental Basic and Dental Plus plans. MetLife will have a network of dentists who provide negotiated discounts for services. However, there is no difference in the percentage covered for in-network or non-network dental visits. Most preventive care is still covered at 100 percent.

MetLife will mail dental plan cards to plan participants in mid-December. The annual deductible will increase from \$40 to \$50 per person.

DeltaCare and Aetna Dental HMOs will still be available.

In October, TI mailed the 2003 Retiree Health Benefits Guide to retirees who are benefit participants. This official summary plan description for extended health benefits coverage (retiree medical/dental) describes the main features of insurance coverage available to retirees.

Retirees with questions about 2003 health benefits changes or information in the guide may phone the TI Benefits Center toll-free using TI SmartLink, (the TI benefits hotline) at 1-800-890-2600.