



Hold Feb. 10

● Save the date Feb. 10, 2004, on your calendar for a TI Alumni Association seminar on coordination of retiree medical benefits between Blue Cross Blue Shield and Medicare.

This seminar at Plano Centre is for retirees approaching or past age 65, when Medicare becomes primary and the BCBS Preferred Provider Organization (PPO) plan is secondary.

BCBS coordinates differently for individuals who retired prior to 1988 and those who retired on or after Jan. 1, 1988. So separate sessions are slated for each retiree group.

BCBS and Medicare speakers will explain coordination of benefits (COB) at 11 a.m. for pre-1988 retirees, and at 1 p.m. for post-1988 retirees. Further information will be sent in January by post card and e-mail.

Reservations are required. Call TIAA, 972-995-8393, and leave your name, the name of anyone attending with you, and your phone number.

Shepherd gets alumni award

● Mark Shepherd Jr., retired TI chairman, president and CEO, received the distinguished alumni award from the University of Illinois at Urbana-Champaign Electrical & Computer Engineering Department.

Engibous talks to retirees at Big Event

● TI performance improving, but health-care costs escalating.

By Dot Adler

TI retirees received encouraging news about the economy and TI's performance at the Nov. 12 Thanksgiving-themed Big Event, which attracted about 1,200 people to Market Hall in Dallas.

But Tom Engibous, TI chairman, president and CEO, voiced his concern about rapidly rising health benefits costs — TI's fastest growing expense.

First, the good news

"TI is outperforming its competitors right now," Tom said. "People are beginning to see there is a recovery. Companies are starting to hire again, including TI."

The 2001 downturn was the worst in semiconductor industry history by at least a factor of two. However, because TI played offense and didn't cut research and development expenditures, the company is gaining market share in the upturn.

"Signal processing is the sweet spot in the SC industry — where we want to be," Tom said.

Demand for advanced cell phones has made wireless a big growth driver again for TI. "We're also getting a good boost

See BIG EVENT, Page 4



Above, TI retirees entered through this archway to enter the Thanksgiving party on Nov. 12 at Market Hall in Dallas. The annual Big Event drew some 1,200 attendees. At left, Tom Engibous, TI's chairman, president and CEO, was again the keynote speaker. Tom delivered good news about where the company is headed, and addressed concerns facing TI retirees.

Photos by Tina Ho

Benefits enrollment seminar webcast a first for TIAA

By John Byers

More than 500 Dallas-area TI retirees gathered Oct. 23 for the TI Alumni Association's seminar on 2004 health benefits plan changes.

Meanwhile, Houston Retiree Club members in Stafford seated themselves in a conference room equipped with an Internet-connected computer and large-screen projector to view the seminar as it was being conducted live at Plano Centre, 275 miles away.

The seminar provided timely information in support of the Oct. 27 - Nov. 7 annual enrollment period for TI retirees.

The event webcast was made

possible using a technology called WebEx, which uses the Internet as a broadcast medium. It provides live audio and video feeds, similar to TI satellite broadcasts.

Because WebEx utilizes the Internet, it requires less equipment and is more affordable to use. (For more about this technology see the August 2003 *Connected* article on the TIAA website at www.tialumni.org/2003/08ed3/benefits/webex.htm.)

The webcast was also recorded and is available for on-demand viewing on the TIAA website at www.tialumni.org/new/benef2004.asp.

The presentations provide

information about TI retiree health benefit plan changes effective Jan. 1, 2004, including the Blue Cross Blue Shield Preferred Provider Organization (PPO), CIGNA Health Maintenance Organization (HMO) and AdvancePCS prescription drug plan, as well as changes to the Your Benefits Resources (YBR) website, www.resources.hewitt.com/ti managed by Hewitt Associates.

Speakers were Melendy Lovett, TI vice president, Human Resources Services, who gave an overview of health benefit plan changes; Andrea Grubbs of AdvancePCS, who discussed changes in the prescription drug

program; Libby Zemanek, CIGNA, who told how an HMO works; and Lisa Sanks, Hewitt, who described new tools accessible on YBR.

Jerry Pierce, TIAA vice president, introduced the speakers. He is chairman of the Ongoing Education committee, which sponsored the event.

The seminar marked TIAA's first use of WebEx technology for broadcasting events over the Internet. TIAA is considering expanded uses for WebEx to provide information to retirees about opportunities for continuing education, health excellence, volunteer service and events of interest.



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

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ALUMNI NEWS

CALENDAR

January

8 — **The Senior Source** offers a free seminar featuring Scott Burns, *Dallas Morning News* business columnist. Topic is "A Firm Financial Foot: Addressing Economic Challenges in the New Year." 9:30 a.m., registration. 10-11:30 a.m., seminar, at Northway Christian Church, 7205. W. Northwest Highway, Dallas. RSVP required. Call The Senior Source, 214-823-5700.

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

15 — **Senior Connection** support group for job seekers 55 and up. Topic is "What To Say When They Ask Difficult Questions." 10 a.m., The Senior Source, 1215 Skiles St., Dallas. RSVP required. Call 214-823-5700.

20 — **Texins Retiree Club.** 10 a.m., Dallas Texins Activity Center. Covered dish luncheon, with ham provided. Author Jim Gatewood will review his book, "Capt. Will Fritz and the Dallas Mafia." Fritz was a Dallas police officer from 1921 to 1970. Call Tom Gregory, 972-412-9332.

February

10 — **TIAA seminar** on Blue Cross Blue Shield/Medicare coordination of benefits at Plano Centre. Call TIAA, 972-995-8393.

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

17 — **Texins Retiree Club.** 10 a.m., Dallas Texins Activity Center. Covered dish lunch, with ham provided. Dr. Bob Biard, the man of many harmonicas and the musical saw, will provide entertainment. Call Tom Gregory, 972-412-9332.

March

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

16 — **Texins Retiree Club.** 10 a.m., Dallas Texins Activity Center. Covered dish lunch, with Texas-style chili provided. Lucy Salas will demonstrate towel folding for the ladies, and Jim Crump will show the men how to tie lures for fly fishing. Bingo and bridge following the meeting. Call Tom Gregory, 972-412-9332.

April

3 — **TIAA.** bus travels to the Chamber Music International concert, Southern Methodist University Caruth Auditorium. Contact TIAA, 972-995-8393..

20 — **Texins Retiree Club.** 10 a.m., Dallas Texins Activity Center. Covered dish lunch, with music from the Farmers Branch Ukulele Band. Bring a favorite dish to serve an extra 15 band members. Call Tom Gregory, 972-412-9332.

May

18 — **Texins Retiree Club.** 10 a.m., annual fish fry at Huffines Park, Richardson. Fried catfish, baked beans and ice tea will be provided. Bring a covered dish. Event will be in covered pavilion at N. Plano Rd. and 1500 Apollo Rd. Call Tom Gregory, 972-412-9332.

Travel with TIAA in 2004

TIAA-sponsored group travel opportunities will span the four seasons in 2004.

The Western Caribbean cruise Feb. 1 through 8 departs from Galveston/Houston. Ports of call are Key West, Grand Cayman and Cozumel. Rates are \$523.55 for inside cabins and \$663.55 for outside cabins. Payment is due now.

A D-Day cruise May 30-June 12 on Holland's Noordam departs from Dover, England, with ports at Plymouth, England; St. Peters Port, Channel Islands; Cherbourg, St. Malo and Honfleur, France; Zeebrugge, Belgium; and Amsterdam, Netherlands. A three-day London tour is optional. Rates are \$1,400 for inside cabins and \$1,670 for ocean view. Airfare is not included.

A July 10 bus tour will travel to Palo Duro Canyon in West Texas. The itinerary includes the

Panhandle Plains Museum, the "Texas" Pageant, horse-drawn wagon transport to the canyon for breakfast, and overnight stay in Amarillo. The tour price is \$194 to \$246, depending upon the number of people traveling.

In late September and early October, TIAA will offer a paddlewheel cruise in the Northwest, following in the footsteps of Lewis and Clark. Activities include visits to Mt. St. Helens, the Columbia River Gorge, Booneville Dam Lock, Ft. Walla Walla, the Three Rivers Winery, a jet boat ride in Hell's Canyon and a ride on the Mt. Hood Railroad. This incredible tour package includes ALL shore excursions, meals and evening entertainment.

Phone Kathleen Humphrey at ClearHaven Travel, 972-675-0832, for more information.



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

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 - Computershare.

1-800-888-2273 — Employee Assistance Program - Magellan.

1-866-866-2300 — Blue Cross Blue Shield (BCBS) PPO Plan.

1-800-557-5749 — AdvancePCS Pharmacy.

1-800-781-6877 — CareEnhance Nurse Advice (offered by AdvancePCS).

1-800-942-0854 — MetLife Dental Basic/Dental Plus.

1-800-772-1416 — Aetna DMO.

1-800-422-4234 — DeltaCare DHMO, Main Number.

1-800-424-1155 — Eye-Care Discount Program.

1-877-719-9860 — HFC LivingFree Smoking Cessation Program.

1-800-633-4227 — Medicare benefits and claim status.

1-800-888-9560 — PNT nutrition counseling. (In Dallas area, call 972-238-1811.)

1-800-597-7516 — UBS Financial Services (Stock Options).

1-800-981-8676 — Computershare Investor Services (TI Stock Accounts)

You may also access Your Benefits Resources (YBR) website via TI Alumni website 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).

1-800-866-7008 (1-800-842-9489 TDD) — 24-Hour Employee Assistance Program (EAP - Life Resources).

1-800-424-3803 — Mental Health North Texas Area (Non EAP - Magellan).

1-866-612-3862 — Prescription Mail Order Services (Aetna Rx Home Delivery - until July 1).

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 website 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.

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 rx535adler@earthlink.net

Ronnie Brandenburg RoneidaB@aol.com

Paula Calvert Texans@ponymail.com

Hector Cardenas h.cardenas@attbi.com

Mary Ann Eschrich

Linda Lambert lambert500@aol.com

Bill Stearns bsti747@att.net

Anita Stinchcombe alouhas@aol.com

John W. Wilson JWIL79@cs.com

Contributing Editor

Paula Felps prosehak@comcast.net

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.

ALUMNI NEWS

A Big Event indeed! 1,200 Tlers come out for annual soiree

Once again living up to its name, the 2003 TI Big Event at Dallas' Market Hall on Nov. 12 attracted some 1,200 TI Alumni Association members and friends.

As has become the tradition, the event included plenty of great information booths, flu and pneumonia shots offered on site, and of course, fabulous food. One of the biggest draws of the event, however, is the opportunity to reunite with fellow Tlers, and that was again one of the highlights of the day.

This year, attendees were offered a presentation on strokes and how to recognize its symptoms, and they also enjoyed a special display that spotlighted the Texins Activity Centers, which are celebrating their 50th anniversary. TI chairman, president and CEO Tom Engibous once again was the featured speaker, delivering news about where TI is headed in the new year and updating Tlers on relevant events.

For more information about the TI Big Event, see the story on Page 1.



Above right, Stephanie Grossman of The Senior Source accepts a \$1,000 check from TIAA's Bettie Smith. At right, Gene Needham receives his annual flu shot. Above, Shirley Sloat and Ed Millis check in with Doris Mott at the TI Big Event.



Above, Lin Wetterau (to the left) finishes his turn in the buffet line at the TI Big Event. Above right, Bobbie Molloy, Earma Jackson and Ruth Porter enjoy a delicious lunch – as well as some much-appreciated fellowship. At right, TI Alumni Association members (from left) Ronnie Brandenburg, Ed and Ida Hassler and TIAA president Jerry Brandenburg were among those attending the annual event. This year's event, held Nov. 12 at Market Hall, attracted about 1,200 people.



ALUMNI NEWS

Swingers
raise \$25K

By Max Post

The TIAA 4th Annual Charity Golf Tournament raised \$25,930 to benefit The Senior Source, the Senior Citizens of Greater Dallas.

More than 75 golfers participated in the Sept. 8 event at the Oakridge Country Club in Garland—a great tournament where TI retirees enjoyed renewing old friendships.

Herby Locke, TI retiree and tournament co-organizer, presented a check to Molly Bogen, The Senior Source executive director, from the funds raised by golfers, sponsors, and individual retiree contributors.

Alvin Wade, president of The Senior Source board of directors, thanked retirees for their support and summarized the tremendous work The Senior Source does in the community.

Contributions to the 2003 event boost to more than \$88,000 the total amount the TIAA charity golf tournaments have raised for needy seniors in our community over the past three years.

Texas Instruments and the Texas Credit Union received special recognition for underwriting the tournament costs again this year. This made it possible for all pro-



Holding the trophy are members of the winning team in the 2004 TIAA charity golf tournament — Ronnie Payne, Les Payne, Burnie Yurin and Jackie Gross.

ceeds to go directly to The Senior Source. Recognition was also given to the corporate sponsors for their generosity.

Two teams tied for first place, so it was necessary to examine individual score cards to determine the winning team. The final results were:

First place: Les Payne; Jackie Gross; Burnie Yurin; Ronnie Payne

Second place: Ted Miller; Wimpy Cain; Max Price; Dwain Chaffin

Third place: John Gibson;

Mark Gibson; Walt Bonner; Truett Wallis

Fourth place: David Van Winkle; Courtney Miller; Sam Duyka; Mike O'Brien

Winners of the drawing for special contributions to the tournament were: First prize, Fred Teter (airline tickets, courtesy of Southwest Airlines); second prize, Bonnie and Kenneth Bradley, (DVD/VCR player); and third prize, Jim Hubbard (orchid plant).

Two local automobile dealers placed cars at selected holes to be awarded in the event of a hole-in-

one. Despite the best efforts of golfers, no cars were won at this year's tournament. But there's always next year!

Special thanks go to Classic BMW in Richardson, and David McDavid Lincoln Mercury in Plano for their tournament support. Please let these businesses and our other sponsors know that you appreciate their support.

The contributions from TI retirees are making a difference in helping the elderly in our community and are greatly appreciated by The Senior Source.

BIG EVENT

From Page 1

from broadband modems as well as consumer electronics and our analog business," Tom added.

TI must continue with strategic investments in manufacturing and R&D. And to do that, TI must maintain a solid financial position, whether the market is in growth mode or recession.

This brought Tom to the issue of health benefits costs—a topic he said he frankly would rather not have to address.

Healthcare costs

In 2004, for the first time, TI is asking all retired employees to pay a portion of their own health-care premiums, and the premiums for spouses and dependents will increase. To keep premiums as low as possible, deductibles and out-of-pocket caps have been raised. The share that active TIers pay for premiums also will increase.

"I know it's a hard pill. And very honestly, I'm sorry TI had to do it. But the fact is, the company had to do it," Tom said. "We want to continue offering retiree benefits, but TI must ask you and employees to share more of the costs with the company."

Tom said TI's revenue has increased about 16 percent this year from 1998. Meanwhile, health-care costs for active TIers have increased more than 55 percent. And retiree benefits costs have more than doubled.

"No company can sustain that kind of imbalance without eroding its ability to compete," Tom said. He pointed out that most TI competitors don't offer retiree health benefits. But, unlike these companies, TI believes that retirees are important stakeholders, together with customers, employees, communities and shareholders.

"Because we feel a genuine sense of responsibility to ALL stakeholders, we will use R&D and capital expenditures to create a dynamic roadmap for future success. In going down that road, we do not intend to forget our past or the people who built this company and made it great," he declared.

Future growth

Looking ahead, Tom thinks signal processing represents the biggest growth opportunity in the electronics industry. "It certainly represents the future of TI," he said. "Signal processing enables us to convert from analog to digital code—ones and zeroes—and convert back to analog. A very important point is that digital signal processors (DSPs) can do this while consuming just a trickle of electricity."

The most significant market for signal processing today is for cell phones. But TI has steadily expanded the reach of signal processing far beyond wireless.

"Our products empower many consumer electronics devices on store shelves now, including handheld digital video players, portable digital audio players and very tiny digital video recorders."



Fun for all

At left, TI Alumni members who sailed on the New England Fall Foliage Cruise on the Grandeur of the Seas included: Front row — Shirley Ellis, Ronnie Brandenburg, Sue Grimes, Edith Howe, Dolores Loriaux, Betty Browning and Margaret Merritt. Back row — Virgil Ellis, Jerry Brandenburg, Ken Howe, Frank Loriaux and Michael Merritt. Not pictured are Grace Land and Keith Cox.

Below, TI Alumni Association members played bingo with residents at Golden Acres, the Dallas Home for Jewish Aged, on May 17. Those participating included: Front row — Doris Mott, Jerry Brandenburg and Jimmie Roberts. Back row — Marilyn Dunievitz, Barbara Lewis, Ron and Carol Moser, Harold Dunievitz, Grace Alvarez, Ronnie Brandenburg and Raylene Estep.

Retiree's photo
is show winner

Gary Vawter, a TIAA life member, won first place in the amateur black and white photo category of the 2003 TI Tech Smart Big Heart "On Your Own Time" art show.

His picture, "Eye of the Needle," was taken with an old 35 mm camera and shows a sunlit glimpse of the treasury building in Petra, Jordan, silhouetted by the dark walls of the canyon. He visited Petra as a side trip during a three-month stay in Israel in 2002 while volunteering for a Jewish organization.

"I called the photo 'Eye of the Needle' simply because of the narrow, needle-like shape of its central image."

