



Save the Dates!

May 17 - TIAA Annual Meeting at TI Richardson wafer fab.

Sept. 18 - TIAA Charity Golf Tournament at Water-view Golf Club, Rowlett.

Oct. 31 - TI Retiree Big Event at Southfork Ranch.

TIAA Seminar Aims to Clarify Medicare Rx

A TIAA seminar with a panel of experts answering questions about Medicare Part D prescription drug plans is set for 1 p.m. May 2 at Plano Centre.

"The meeting is open to anybody who is having a hard time understanding and making decisions about Medicare Part B," said Jerry Pierce, TIAA vice president and chairman of the Education Committee.

Many TI retirees have prescription drug insurance provided under TI Extended Health Benefits Coverage. However, they may be faced with advising relatives and others who must choose from the 47 available Medicare Part D plans. TI-Raytheon retirees are welcome to participate in the seminar.

For reservations, call TIAA, 972-995-8393.

TIAA Plans Annual Meeting at RFAB

The new Texas Instruments RFAB, near completion on Renner Road in Richardson, will be the site of the TI Alumni Association annual meeting May 17.

TIAA members can take walking tours of the RFAB before and after the business session. Doors will open at 9 a.m., and coffee and donuts will be available. The meeting will convene shortly after 10.

The meeting's primary purpose is to elect TIAA officers for the 2006-2007 fiscal year. A nominating committee is working on the slate. Nominations from the floor will be accepted if the person nominated is present and has agreed to serve if elected.

In the RFAB - the world's first "green" semiconductor chip factory - TI intends to use the latest in process technology to build some of the most advanced semiconductors on 300-millimeter wafers.

"For those who have never been in a semiconductor fabrication facility, seeing the RFAB will be a great opportunity to understand how massive an operation it will be," said Ed Hassler, TIAA president. "Although there is no equipment, TIAA members can get an up close and personal view of the complex and how it may be configured in the future."

Ed noted that while under construction, the facility was a marvel in recycling with virtually every piece of scrap and waste being recovered for reuse. "When operational, it will be more environmentally friendly than any manufacturing site in the world," he said.



RFAB photo shows administration building, facing Renner Road (in foreground), linked to the manufacturing facility.

Invitations will be sent to TIAA members before the meeting, including a map showing where to park and enter the RFAB. It's advisable to wear comfortable shoes and be prepared for walking around a large TI building.

Parking will be in the employee parking lot on the west side of the site. Transportation from the parking lot to the front entrance will be provided for those who need it.

TIAA members will enter through the main entrance that faces Renner Road. In case of inclement weather, the door of the administration building closest to the parking lot will be opened to minimize exposure to the elements.

All About RFAB

RFAB is expected to be the first semiconductor manufacturing facility in the world to have Leadership in Energy and Environmental Design (LEED) certification.

The high-efficiency chip fabrication plant utilizes "sustainable design" to reduce impact on the environment and also reduce operating costs.

Sustainable design requires a holistic approach in planning, construction and operations that include all aspects of building development and use. Innovations include sustainable land use, water efficiency, energy conservation, sustainable material use

and indoor air quality features.

Some RFAB statistics (estimated):

- Cost to build—\$321 million.
- Investment in LEED-related items—Less than \$2 million.
- First-year return on investment from efficiency gains—\$750 thousand.
- Full operation annual efficiency savings—More than \$4 million per year.
- Clean room size—220,000 square feet
- Complex total size—1.1 million square feet.
- Water saved over traditional fab—35 percent.
- Energy saved over traditional fab—More than 20 percent.
- Production cost saved vs. Asian operation—\$11 per wafer

Get Ready for Big Event at Southfork Ranch on Halloween

The 2006 TI retiree Big Event will be on Oct. 31 - Halloween - at Southfork Ranch.

Southfork is the setting for the legendary television series *Dallas*. Free tours will be offered of the *Dallas* museum and the set where outdoor shots of the TV show were made.

In the spirit of Halloween, event volunteers will dress in Halloween costumes.

"You might suspect that some volunteers will appear as their real alter egos," Ed Hassler, TI

Alumni Association president, said. "We might even have a ball for the best costume."

Traditionally, Big Event volunteers have worn a special shirt for easy identification. But not this time. "To tell you the real truth, none of us need another T-shirt, particularly an orange one," Ed said. "Bring your spouse or a friend to see this fun."

Ed issued a call for volunteers who would like to help with the Big Event project.

"If you want to participate in

planning this or any other event, please feel free to join the TIAA Activities Committee at their next meeting. They meet at 1 p.m. on the third Thursday of each month in the Dallas Texins Building," Ed said. "Just remember to plan ahead on your Halloween costume."

Big Event activities will include a luncheon, exhibits and the opportunity for retirees to get flu and pneumonia shots and various medical tests.

Southfork Ranch is at 3700

Hogge Rd., Parker, Texas. From Dallas, take N. Central Expressway (US Highway 75) to Exit 30, Parker Road. Drive east on Parker for approximately 5.5 miles to the intersection of FM 2551 South (also known as Hogge Road or Murphy Road) and turn right. The Southfork entrance is on the left.

Bus transportation will be available from both the Dallas and Spring Creek Texins facilities for a nominal charge.



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ALUMNI NEWS

CALENDAR

April

20 — Senior Connection, support group for job seekers 50+, meets 10-11:30 a.m. at The Senior Source, 1215 Skiles St., Dallas. Topic: Developing Your Network. RSVP required. Call 214-823-5700.

May

2 — Donate-A-Phone cell phone collection campaign. Donated wireless phones are refurbished and sold to raise funds for the purchase of new, reliable phones and air-time, which are distributed to domestic violence shelters nationwide. Funds raised by TI through this program are donated to local domestic violence agencies. Contact Crystalyn Holubec, 214-480-6891, crystalyn@ti.com.

6 — Senior Connection, support group for job seekers 50+, meets the first and third Thursdays of each month. 10-11:30 a.m., The Senior Source, 1215 Skiles St. Dallas. RSVP required. Call 214-823-5700.

13 — Reunion Club Meeting and Lunch, 10 a.m., Denny's Restaurant on Motor Street. Call Gladys Jones, 214 376-9725, or Willie Demus, 214-331-2111.

16 — Texins Retiree Club, 10 a.m., annual fish fry at Huffines Park, Richardson. In covered pavilion at N. Plano Rd. and 1500 Apollo Rd. Fried catfish will be provided. Bring a covered dish. Call Tom Gregory, 972-412-9332.

16-23 — TI Week at the Nasher Sculpture Center, Dallas. a Tech Smart Big Heart Event. Contact Crystalyn Holubec, 214-480-6891, crystalyn@ti.com.

17 — TI Alumni Association annual meeting, 10 a.m., Texas Instruments RFAB on Renner Road in Richardson. Call TIAA, 972-995-8393.

18 — Bingo at Golden Acres Home for Aged, 1:30 p.m., 2525 Centerville Rd., Dallas. TIAA will conduct Bingo games, serve refreshments and give prizes to the residents for a fun afternoon. Volunteers are needed to help in this community support event. Call Ronnie Brandenburg, 972-279-4075.

20 — TI Day at the Crow Collection, Dallas, a Tech Smart Big Heart Event. Contact Crystalyn Holubec, 214-480-6891, crystalyn@ti.com.

20 — TI Jazz Band, concert at 7:30 p.m. at Collin County Community College, Plano, with guest artist Kevin Mahogany. For ticket information, call Paul Westbrook, 214-567-7311.

June

1 — Senior Connection, support group for job seekers 50+, meets the first and third Thursdays of each month. 10-11:30 a.m., The Senior Source, 1215 Skiles St. Dallas. RSVP required. Call 214-823-5700.

3 — Komen Race for the Cure, Plano. Contact Crystalyn Holubec, 214-480-6891, crystalyn@ti.com.

4 — TI Afternoon at the Symphony, Meyerson Symphony Center, Dallas, a TI Tech Smart Big Heart event. Contact Crystalyn Holubec, 214-480-6891, crystalyn@ti.com.

10 — Reunion Club Meeting and Lunch, 10 a.m., Denny's Restaurant on Motor Street. Call Gladys Jones, 214 376-9725, or Willie Demus, 214-331-2111.

15 — Texins Retiree Club, 9:45 a.m. departure from Texins Activity Center for trip with TIAA to WinStar Casino in Thackerville, OK. Call TIAA, 972-995-8393.

24 — City of Hope Day, Dallas, a Tech Smart Big Heart volunteer opportunity. Contact Crystalyn Holubec, 214-480-6891, crystalyn@ti.com.

July

21-24 — TI Family Weekend at Fair Park, a TI Tech Smart Big Heart event. Contact Crystalyn Holubec, 214-480-6891, crystalyn@ti.com.

TIAA Travel & Entertainment Opportunities

April 22 (Saturday) - Theater Three - Enjoy an afternoon theater matinee of "Mousetrap," a mystery by Agatha Christie. Have dinner on your own at Dream Café next door to Theater Three (entrees \$6-\$15). Depart Texins Activity Center at 1:30 p.m., return at 6:30. The \$25 cost includes roundtrip bus fare and theater ticket. Seats are limited; reservations and payment due by April 14.

April 26 (Wednesday) - Rangers Baseball - Day game at 1:05 p.m. with Oakland. Depart Texins Activity Center at 11:30 a.m.; return about 5 p.m. The \$18 per person cost includes Upper Reserved seats and roundtrip bus fare. Seats are limited; reservations and payment due by April 17.

April 27 - Panama Canal 17-Night Cruise - Sail on Sun Princess from Ft. Lauderdale to Seattle with port stops at Aruba, Puerto Amador, Huatulco, Acapulco, Cabo San Lucas, San Francisco. Make day transit of Panama Canal. Roundtrip airfare from D-FW is included with cruise price. Price ranges from \$2,450 to \$3,150 per person. Cruise on space available basis only. Phone Kathleen Humphrey, 972-675-0832 for prices and space.

May 24 (Wednesday) - Dallas World Aquarium - Depart Texins Activity Center on free DART bus at 9:30 a.m., tour aquarium at cost of \$12.95 for seniors. Eat lunch on your own in West End; return at 1 p.m. Make reservations by May 17.

June 15 (Thursday) - WinStar Casi-

no, Thackerville, OK - Go for a day of gaming (slot machines, blackjack, Texas Hold 'em) at the new WinStar Casino. A \$10 voucher for play includes \$2 off lunch buffet. Lunch is \$6.50 with discount. Depart at 9:45 a.m.; return 6:15 p.m. If 30+ riders sign up, bus is free. With less than 30 riders, bus is \$10 per person roundtrip. Sign up by June 6.

July 21 (Friday) - Bingo Day - Come to Texins Activity Center for an afternoon of fun, fellowship, and light refreshments from 1 to 3 p.m. for only \$5 for three bingo cards. Bring finger food, dessert, etc. TIAA will furnish plates, drinks and cash prizes.

August 15 (Tuesday) - American Airlines C. R. Smith Flight Museum - Depart Texins Activity Center at 11 a.m. Have lunch at Cracker Barrel at your own expense (entrees \$7-12). Tour museum and sit in flight simulator! Return at 3:30 p.m. Cost of roundtrip bus fare and museum admission is \$6 per person.

September 26 - Castles Along the Rhine - Tour features a nine-day river cruise from Brussels to Basel. Prices begin at \$3,381 per person for outside cabin, Category 5. Tour package includes roundtrip airfare from Dallas, transfers, cruise with meals included, tours at each stop, trip insurance, all fees and taxes. Space is limited; pricing and availability are not guaranteed until \$375-per-person deposit is made.

Phone Kathleen Humphrey, 972-675-0832.

September 29 (Friday) - Cowboy Film & Music Festival - Depart from Texins Activity Center at 9 a.m. on luxury bus to Gene Autry, OK, 12 miles from Ardmore, for the film and music festival dedicated to the singing cowboys. Museum has memorabilia of Gene Autry, Roy Rogers, Rex Allen, Tex Ritter and others who appeared in the much-loved musical western movies of the 1930s and 1940s. Enjoy entertainment all day by celebrities with music, autographs and movies. Get back at 9 p.m. The \$40 per person trip cost includes roundtrip bus and festival ticket. Food is not included. Deadline to sign up is September 15.

Oct 19-22 - Branson, MO - Tour package includes four days and three nights at Prince Charles Inn and five shows: Moe Bandy, Mickey Gilley, Pierce Arrow, Les Brown and his Band of Renown, and the Baldknobbers. Tour cost is \$350 per person for double occupancy or \$390 for single occupancy and includes roundtrip bus, motel, all shows, two dinner meals and three continental breakfasts. Reservation and \$50 deposit are due July 1, with final payment required by August 15. Contact Jim Hudson, 972-423-5178.

Unless otherwise noted, phone Doris Mott, TIAA, 972-995-8393 for more information or to sign up. Check the TIAA Web site, www.tialumni.org, for latest travel news.

Where to call

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 a 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:

- 1-800-888-2273** — Employee Assistance Program - Magellan.
- 1-866-866-2300** — Blue Cross Blue Shield (BCBS) PPO Plan (www.bcbstx.com/members).
- 1-800-557-5749** — Caremark (formerly AdvancePCS) (www.advancex.com).
- 1-800-832-3211** — CIGNA HMO (Dallas/North Texas)
- 1-800-244-6224** — CIGNA HMO (Houston/Austin)
- 1-800-950-9355** — Pacificare Secure Horizons HMO (Dallas/Fort Worth and San Antonio areas)
- 1-800-942-0854** — MetLife Dental Basic/Dental Plus
- 1-800-772-1416** — Aetna DMO
- 1-800-804-4384** — Vision One 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 network. (In Dallas area, call 972-238-1811.)
- 1-800-597-7516** — UBS Financial Services (Stock Options and Employee Stock Purchase Plans).
- 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 Hewitt 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** — (TDD 1-800-562-2307) Raytheon Benefits Center, or visit www.raytheon.benefitcenter.com.
- 1-800-559-4244** — Wausau/Innoviant Benefits Medicare Plus Plan (www.wausaubenefits.com).
- 1-888-262-4877** — MetLife Dental Customer Service.

Check with the Raytheon Benefits Center or Web site for latest benefit contact information.

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 (www.tialumni.org.) Also call for questions about quarterly newsletter, *TI Alumni Connected*.
- 214-808-4964** or **972-231-3417** — Ed Hassler, 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

TIAA Takes Time for Reflection, Re-evaluation and Re-organization

New initiatives will insure long-term success, growth

By J. Francisco Escobar

After taking a good, hard look at the TI Alumni Association, a TIAA task force has recommended changes in structure, with focus on membership and leadership development, to insure TIAA's growth and long-term success.

President Ed Hassler believed TIAA - now six years old - would benefit greatly from close examination. He named J. Francisco Escobar, executive vice president, to chair a task force that included Hector Cardenas, Dave Noble, Bill Stearns and Phyllis Turlington. The task force charter was to analyze the current organization and validate if TIAA has:

- Enough recognition of currently active participants;
- An effective succession program to make sure experienced participants are available;
- The need for greater distribu-

tion of responsibility among participants; and

- A continuing program with immediate opportunities for new participants and replacements on an annual or as-needed basis.

Beginning in August 2005, the task force met semi-monthly. The meetings promoted brainstorming, questioning and scrutiny of all aspects of TIAA structure, leadership, activities, image - even its very purpose.

After numerous iterations, lively debate and often-conflicting views - just like your typical TI meeting - the task force identified and defined the major roles and responsibilities of the four existing TIAA committees:

- **Activities Committee** - Responsible for yearly major events (the retiree "Big Event," TIAA annual meeting and charity golf tournament); TIAA local and travel agent-arranged travel; and

other miscellaneous activities.

- **Education Committee** - Responsible for seminars on TI benefits and financial planning, special interest seminars and a new "resources" program. Health and wellness would be a component of both the special interest and resources programs.

- **Communications Committee** - Responsible for the Editorial Council, *Connected* quarterly newsletter, production/distribution of event notices, and the TIAA Web site and e-mail alerts.

- **Administration Committee** - Responsible for coordination with Hewitt, the TI Health Benefits Interest Group (TI-HBIG) and community service; membership development (recruiting new retirees, renewals, contact follow-up, and outreach to other retiree organizations and regions); maintaining the TIAA database and mailing list; and leadership development through nominations and recruitment.

Basically, the task force determined that TIAA committees

needed specific roles and responsibilities to sustain long-term growth and vitality. These leadership opportunities were identified:

- **Activities Committee** - Chairperson; coordinators for 2006

President Ed Hassler believed TIAA would benefit greatly from close examination.

Big Event and TIAA annual meeting.

- **Education Committee** - Coordinators for resources and special interests.

- **Administration Committee** - Chairperson; coordinators for community service, membership development and TIAA leadership development.

The TIAA executive committee voted for the task force to move forward with two major recommendations:

1. Form a subcommittee to clearly define the roles, responsibilities and expectations of membership development coordinators. The team initially consisted of Hector Carde-

nas (chair), Dave Noble, Richard Robinson and Bill Stearns and also included Mauricio Oporto, Phyllis Turlington and Hilda Uribe.

2. Authorize J. Francisco Escobar and Ed Hassler to work with Max Post, acting leadership development coordinator, to identify future TIAA leaders to provide forward-looking focus and vibrancy to the organization.

The task force went on record with three key "vision" items to ensure TIAA's long-term success and growth:

1. Migration to electronic communications.
2. Expansion/inclusion beyond Dallas-based membership.
3. Differentiation - real-value propositions for sustaining/growing membership.

With this positive start, we hope TIAA will continue to attract new members, retain/involve its current and future members more meaningfully, and be relevant as a connecting point for former TIers to the extended TI family.

Hector Cardenas Serves TI Retiree Community

A lifetime of developing strengths creates new opportunity

By Dot Adler

As a TI engineer, Hector Cardenas realized his major strength was the ability to conceptualize solutions and lead diverse teams to achieve common goals.

In his 39 years with TI, Hector made multiple career path changes as he grew and pursued new opportunities in the company.

Now Hector is starting a new volunteer job, as vice president and chairman of the TI Alumni Association Administration Committee.

A TIAA member since 2003, Hector has been active on the Activities, Membership and Education Committees and served on the task force to review the TIAA mission and structure. The task force saw the need for TIAA to restructure and create the Administration Committee.

"This committee is chartered to place greater emphasis on TIAA membership growth as well as to better serve the needs of the growing TI retiree community," Hector said. "By increasing its active membership, TIAA can impact members' benefits in the future."

Hector, a San Antonio native, is a Texas A&M University graduate with a BS degree in Electrical Engineering and a BA in Mathematics.

He began his diverse TI career in 1962. As an individual contributor, he worked in product engineering, product development, process engineering and semiconductor manufacturing. He had management assignments as a product line manager and in



Hector Cardenas enjoyed a 39-year career with TI; today, he is active as a member of the TIAA and is vice president and chairman of the TI Alumni Association Administration Committee.

advanced technology product development, total quality management, quality engineering and

and oversight of worldwide ethical and legal compliance for TI. This required him to lead inter-

participate on a corporate initiative team to develop minorities and women to diversify the TI

"I learned about teamwork and responsibility from my father, who came to the US when he was 12 after his father died in Mexico. My father had incredible perseverance, self-reliance and self-determination and high personal values. He was a great role model."

manufacturing.

From 1994 until he retired in 2001, Hector was TI compliance officer in the TI Ethics Office. He was responsible for coordination

national teams and to work extensively with international operations in Asia, Europe, Latin America and Japan.

In 1988, Hector was asked to

work force. He founded the TI Hispanic Employees Initiative Forum (HEIF), an organization dedicated to recruiting and developing women and minorities and

to diversifying the TI work force and was a charter member of the TI Diversity Network.

Community service is important to Hector. He chaired the AVANCE-Dallas board of directors, is a Community Council of Greater Dallas board member and served on the advisory board for Mi Escuelita and Trinity River Mission.

Also, he was an executive board member of the Hispanic Engineering National Achievement Awards Conference (HENAAC) Hall of Fame. Additionally, he was on the AVANCE Inc. national board and has served as a corporate industrial partnership council member for the Society of Hispanic Professional Engineers (SHPE).

Hector and Bill Stearns, also a TIAA member, have a three-person team who support several United Way organizations with professional computer and information technology support.

Hector's family background has had a great deal of influence on his life and career. "I was the oldest child and only son of immigrant parents," Hector said.

"I learned about teamwork and responsibility from my father, who came to the US when he was 12 after his father died in Mexico. My father had incredible perseverance, self-reliance and self-determination and high personal values. He was a great role model."

Hector's parents believed strongly in the importance of education. They mortgaged their home to help put Hector through school. "This placed a serious responsibility on me to fully leverage that education. It made me think seriously about what I wanted to accomplish during my life," Hector said.

ALUMNI NEWS

A Bunch of Brainpower

First Monday Bunch enjoys technical coffee klatch

By Ed Millis

Coffee, fellowship and stimulating technical discussions draw together the First Monday Bunch - former TI colleagues who gather on the first Monday each month at the Richardson Senior Center.

Bob Meadows and Ralph Dean accidentally began these TI retiree meetings about 1995 or 1996. Both enjoyed long careers at TI, but, like many other First Monday attendees, had wandered off to try their hands in other companies.

"I'd been working with Ralph at Honeywell, and we enjoyed working together, so we decided to keep meeting every now and then," Bob said.

The exact beginnings are vague, but Bob remembers inviting Jerry Merryman to join them with the excuse, "He's always doing something interesting." Then Ralph began e-mailing a few friends, and the group started to grow.

Bob and Ralph began their klatch in a Richardson Tom Thumb deli on convenient Wednesdays, but soon moved to

the Richardson Senior Center. This was ideal: cheap coffee, nice facilities and friendly people.

Shortly afterwards, the gathering showed signs of becoming slightly organized and began officially meeting at 10 a.m. on the first Wednesday each month. Various time and day jugglings led to the present schedule, which is from 1 to 3 p.m. on the First Monday, with an unstructured, come-and-go style.

Bill Stearns is the current e-mail coordinator and address-keeper of the 40 or so people who've sampled the fellowship and coffee over the years. Of these, most attend to some degree. However, the usual meeting is a kindred 10 or 15 people.

The best part of any retiree group is the programs. The First Monday Bunch unflinchingly lives up to the challenge of presenting interesting programs. Half the people talk about their interests, and the other half listen. And then they trade sides. A free-for-all format is strictly adhered to.

The program for the day is exactly dependent upon whom



Jerry Merryman (far right) has the attention of Gaynel Lockhart, Ben Webberman, Bob Meadows, Dale Wingo and Stan Holcomb (obscured behind Jerry) at a gathering of the First Monday Bunch.

Photo by John Fish.

you sit next to when you come in. Being gathered around loosely spaced tables prevents more than three or four people from engaging in conversation. So the program is small clusters of people all talking at once -- but in polite conversational tones, of course.

Since the group makeup is heavily Semiconductor-Group-technical, the interests are similar. The main topic divisions are "the good old days" and "guess what I did last week."

As an attendee, you might have heard Bob Meadows' recent coup of an estate-sale purchase of a choice edition of *Procedures in Experimental Physics*, or Jerry Merryman's stories of building the apparatus and making his own determination of the gravi-

tational constant in the comfort of his home.

Jerry's saga lasted for months, if not years, and is still talked about. At one meeting he asked if anyone had any one-mil tungsten wire for his project, and Jerry Bylander said he thought he had some at home. Where else but in a group of TI retirees?

The story ended when Merryman came within 1 percent of the National Bureau of Standards value for the gravitational constant, but explained, "I think I know what their problem was..."

A popular opening sentence, in this case addressed to the whole assemblage, is, "Hey, does anybody know anything about a ...?" Why let all that technical horse-

power go to waste if you have a technical problem? The breadth of combined knowledge is wide, to say the least, and the odds are good that someone knows something about the problem.

And another opener might be, "Do you remember that bald-headed guy who worked in CRL on the bubble memory? Well, one day he was carrying a jug of sulfuric acid down the hall ..." This is generally followed by gales of laughter.

A strong draw of this small group is the opportunity to "talk shop" with colleagues. What's missing after retirement? It's the stimulating technical discussions that occurred at TI. But once a month, the thrill is still there, and coffee's only a quarter.

Surviving Spouse Seminar Demystifies Probate Process

Attorney Tod Almquist explained "What the Surviving Spouse Should Know" at a TIAA-sponsored seminar that drew more than 300 retirees and spouses at Plano Centre Feb.22.

Almquist defined probate as the judicial process to ascertain that a person has died, the deceased had a will, an executor is appointed, and terms of the will are established.

Attendees got the Edward Jones brochure A Survivor's Checklist to use as a guide. But Almquist stressed it was written for a national audience, whereas the probate process differs from state to state.

"The probate process is not difficult in Texas if the deceased person's will designates an independent executor," the attorney

said.

In Texas, if the surviving spouse is named as independent executor, he or she takes the will to a lawyer. The attorney files the application for probate and provides an inventory of assets. In Dallas County, the filing fee is \$228 and is paid to the Probate Court. The executor can have a hearing on the first Monday after 10 days.

The lawyer and surviving spouse go the Probate Court, where the hearing takes about 90 seconds. The will is admitted to probate. The executor gets letters testamentary that say the deceased person is dead and the executor is authorized to manage the estate.

"That's all there is to probate in Texas when an independent

executor is designated in the will," Almquist pointed out. However, he said probate is very involved in most states and "California is the poster child for lawyer and probate abuse."

What does probate cost in Texas? Almquist said the filing fee varies by county. The cost for probating a will is about \$1,000, plus the filing fee. This is based on the amount of the lawyer's time - not a percentage of the estate's value. The attorney's typical hourly fee is \$200 per hour, Almquist said.

Letters testamentary are \$4 each. The survivor needs this document to transfer a car title, brokerage account, etc., to his or her name.

In Texas, an independent executor does not have to be

bonded, if the will so states, and does not need to make a final accounting of the probate assets to the court.

Texas is a community property state, so, in most cases, it is preferable for married couples to hold assets in joint tenancy with right of survivorship. In this state, everything acquired during marriage except through gift or inheritance is community property. There is no estate tax when one spouse dies and leaves everything to the surviving spouse.

Other useful information offered at the seminar:

- The surviving spouse must notify the Social Security Administration that the person has died.
- The survivor needs a durable power of attorney and health

care directive.

- If you have a will drawn in another state, you need a codicil naming an independent executor.
- Don't create a will from an online document. Online wills may not be state specific.
- If a person dies without a will, the state has a somewhat cumbersome probate process. State laws define how the deceased person's assets shall be distributed to family members.

The TIAA Education Committee, chaired by Jerry Pierce, presented the seminar. To get the brochure *A Survivor's Checklist*, call Jerry at 972-769-8616. To contact Tod Almquist, call 972-458-2161.

Taking Stock

TIAA sponsored a trip to the Southwestern Exposition and Livestock Show and Rodeo in Fort Worth Jan. 31. Front row (kneeling): Jeannie Davignon, Ed Wheeler, and Dale and Dolores German. Back Row: Richard Brown, Jim Mitchell, Mary Brown, Juanita Mitchell, Sarah Mounger, Linda and Jim Hood, Ruth Lee, Terry Radjef, Ronnie Brandenburg, Phyllis Turlington, "Cowboy," Jerry Brandenburg, Janelle Richards, Peggy and Art Goldin, Nancy Adam, Peggy Ripple, Jim Adams, Doris Mott, Fred Rich, Vernon White, Georgene Rich, Carolyn Vail and Bill Hall.

