

FIRST WORDS - BOB HAMILTON

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This edition of our Newsletter includes topical articles describing the financial status of our pension plans as well as the news of Raytheon Co. and a recent court case.

There is the inspiring personal account of a spouse's love and faith in his role as a caretaker.

On the lighter side we have an article describing a member's thoughts of spring. There is also a new mentoring column intended to solicit input from our members. Carefully read our thought-provoking article revealing things you may not know about yourself.

A final note: Your Directors are planning a members' meeting May 14 this year. Make sure you return the proxy on page 33 if you cannot attend.

Did you forget your dues this year?

This edition was printed by the **Minuteman Regional High School, Graphics Communications Technology Department, Lexington, MA 02421**. We hope you like it.

**Financial Crisis: Effect on
Obligations of Raytheon
Pension Plans**
Joe DeAmbrose

Raytheon retirees may well be concerned with the impact of the current financial turmoil on their pensions—a few have raised their concerns with the ARR. While the “official” data for 2008 will not be available for a few months, enough information has been disclosed to provide a reasonably accurate preliminary report.

Based on information provided in Raytheon’s 4th quarter earnings release on January 29, 2009, the value of pension assets declined 25% during 2008. As a result, retirees are certainly less secure than they were just a few short months ago when Raytheon’s pension plans were well funded and benefiting from what were very respectable investment returns. Nonetheless, there should be no problem with pension payments—the checks will keep on coming.

Pension payments from defined benefit plans are not directly affected by a decline in asset values. Pension plans are required to be funded, that is, money has to be set aside to pay the pensions and the Raytheon

plans were reasonably well funded by most accounts. At the end of 2007, in the aggregate, Raytheon pension plans held almost \$15B in assets. Each of the plans should have sufficient liquidity despite the downturn to make required payments.

During the presentation made with the earnings release, Bill Swanson, Raytheon’s CEO, stated that the plans were “solid” and “had sufficient cash and Treasuries to meet all obligations for the foreseeable future.” So, the Company’s view is that your pension payments are relatively safe.

The employer is the one that will suffer the greatest from a significant decline in the value of the assets funding pension obligations. Ultimately, the employer has to make up the shortfall with additional contributions or, we should all hope, a reversal of the decline in values eliminates the shortfall. And note, pension benefits promised by Government contractors like Raytheon seem to be somewhat more secure than those doing business in the private sector because pension costs, including those resulting from a decline in value of plan assets, can

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be charged to the Government as contract costs over time.

To be sure there is risk for retirees when an employer is faced with increased pension costs as a result of a decline in the value of pension assets or otherwise. An employer could try to terminate a pension plan or plans leaving the depleted plan assets to the plan beneficiaries, but there are disincentives to a functioning business, particularly a Government contractor, taking such a course of action.

Less dramatically, an employer might try to reduce its costs by cutting back on the pension plan benefits. Raytheon has already reduced its future obligations because new employees are no longer eligible to join most of Raytheon's defined benefit pension plans. Many other employers have cut back on promised pension benefits; there has been a clear trend away from defined benefit pension benefits in the last few years. However, benefits being paid to retirees are vested and cannot be cut back or reduced by the employer.

The main risk for retirees (and other plan members) is

that the employer goes bankrupt and is unable to meet its pension funding obligations. In such a case, the plan assets are turned over to a government creature called the Pension Benefit Guarantee Corporation (PBGC) which guarantees the pension payments but in reduced amounts. So, the bad news is that there is some risk but the good news is that there are layers of happenstance and, ultimately, a Government sponsored safety net for pensioners, to reduce the risk—as long as the Government can handle all the safety nets it is sponsoring.

Be aware of the difference between defined benefit pension plans as described above and another type of pension plan called a defined contribution plan. A 401K plan is a defined contribution plan as are most profit sharing plans. The employer has little responsibility for the ultimate benefit from such plans after it has made its contribution to the plan. In 401K plans, the employee almost always chooses the assets for investment and suffers the consequences of his or her choice. The same can be said for

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IRA's, many of which hold assets that were rolled over from an employer 401K or profit sharing plan.

One other thing—each retiree is a member of a specific pension plan. Raytheon sponsors around 13 distinct pension plan most of which cover US based employees. Virtually all of the assets of the domestic pension plans are held, and invested by, one trust so that investment gains and losses of the trust are spread among the plans. However, each plan stands on its own otherwise. Detail on each plan is contained in an annual report (Form 5500) which must be filed with the Government each year. The ARR obtains copies of these Reports from

Raytheon and will publish summaries on the website from time to time.

All in all, Raytheon pension payments are to be cherished. Relative to many other assets you may own, the pension payments are safe and secure. You cannot change what it is in any case so relax.....

The following historical data culled from Raytheon's financial statements with some 2008 estimates based on the latest earnings release may be of interest.

The data relates to all of Raytheon's pension plans, including plans covering foreign based employees.

<u>Pension Assets (\$B)</u>			
	<u>2006</u>	<u>2007</u>	<u>2008</u>
Pension Obligation	16,221	16,288	??
Pension Assets	<u>13,426</u>	<u>14,685</u>	<u>11,013*</u>
Net Obligation (Excess)	2,795	1,603	
Company Contribution	557	1,316	1,174**
Benefits Paid	953	1,124	??
Investment Income (Loss)	1,870	1,035	(3,671)*
*Estimated based on 25% decline. **From recent earnings release.			



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.....

Founded in 1997 by Raytheon retirees Bill Thibodeau and Walter Hicks, Paradox Scientific, Inc. works with retirees and businesses in the national defense industry to match business short- and long-term needs with retirees' experience. Most positions are one-to-three days per week, allowing the retiree to continue working on their "honey-do" lists. Retirees are paid well for the hours they work.

**If you're interested, please give us a call at
(978) 561-1424.
Ask for Bill or Jane.**

Raytheon In The News

Al Swenson

Raytheon Awarded 23 Million Dollars For Ship Self Defense System

The U.S. Navy awarded a contract to Raytheon to serve as the Platform Systems Engineering Agent for Ship Self-Defense System (SSDS). This is the first step toward a base year with option years through fiscal year 2012. Services will include Platform Systems Engineering, Configuration Control, Testing, and Logistics. It is designed to expedite the detect-engage sequence to defend against anti-ship cruise missiles, SSDS is currently fielded on four classes of aircraft carriers and expeditionary ships.

217 Million Dollars Awarded to Upgrade US Army Fire Finder Radar

The U.S. Army has awarded a Firm Fixed Price contract to provide production modification kits and power amplifier modules as part of the Reliability Maintainability Program for the AN/TPA-37

Fire Finder weapon locating radar. The FireFinder RMI program addresses needs specifically identified by the user and integrated new technology that protects the warfighter from today's increasingly sophisticated threats. These upgrades will significantly reduce life cycle costs and provide higher system availability, extending the expected life of the radar to 2030. The RMI program could potentially save the U.S. Army more than 5 Billion dollars.

Major Patriot Order Received From UAE

Raytheon Company has been awarded a not-to-exceed 3.3 Billion dollar order to provide advanced Patriot air and missile defense capability, whole life support and training for the United Arab Emirates(UAE). Raytheon and teammate Lockheed Martin have worked with US and UAE governments during the past year to develop the agreement. The U.S. Government approved the Foreign Military Sale(FMS) of Patriot Config-3 capabilities including Patriot Gem-T and Lockheed PAC-3 missiles. Work

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supporting this order will be performed at the Raytheon's Andover, Massachusetts facility.

Major Milestones Completed

Raytheon Company has successfully completed two significant milestones for the U.S. Air Force's next Generation Global Positioning System Control Segment. The Raytheon-led team completed the segment design review and modernized capability engineering model demonstration December 13, 2008. The segment design review was a comprehensive review of the team's progress in Systems Engineering, Systems Architecture and Program Management. The team demonstrated the ability to command modernized GPS signals, provide situational awareness and expose data on the network through a modernized capability engineering model demonstration. The team is on track to complete remaining milestones and is working under a \$160 million dollar phase A System Design and risk reduction contract.

Financial Highlights *Al Swenson*

Raytheon reported total year sales of \$23.2 Billion for 2008, an increase of 9% over the previous year. Operating income also increased over the previous year. The company made \$660 Million of discretionary cash contributions to its pension plans with total operating cash flow of \$2 Billion.

The fourth quarter sales and income exceeded the prior years 4th quarter results. The company's year-end backlog increased to a record \$38.9 Billion. Adjusted earnings per share was \$4.06—up significantly from 2007.

Their guidance for 2009 remained the same as the previous outlook for sales and earnings per share with both being projected to increase over 2008 results. Total bookings for the year totaled \$26.8 Billion.

Alzheimer's by *Mike Briana*

Alzheimer's Services of Cape Cod and the Islands (ASCCI) asked me to participate in a documentary "A Day in the Life of a Caregiver." Their purpose is to create an awareness of the dementia problem on the Cape.

A videographer, Robert (Scott) Button, followed me for 12 hours one day. He had 5 hours of recording plus I gave him some pictures of Betty over the years. He spent 250 hours editing and produced a 15-minute video. All Pro Bono.

The *Cape Cod Times* has done a feature piece on Caregiving in the Sunday Nov.30 edition. A reporter, K.C. Myers, interviewed me at my home. She wrote the article and used pictures from the Video.

I know that I am on the journey of the long good bye and I also know that Heaven has a reserved place for my Betty.

I hope my experience will be of help to others who are this long journey.

Mike's daughter, Claire Robinson, wrote in with the following information:

Hi Association of Raytheon Retirees,

My dad, Mike Briana, asked that I send you more information about the recent article and videos in the *Cape Cod Times* that featured his role as a caregiver for my mother, Betty, who is in the advanced stages of Alzheimer's disease.

There are 3 parts of this story. The first is the article written by K.C. Meyers, titled "In Sickness and In Health." This article was on the front page of the Sunday newspaper on November 30th, 2008.

The other 2 parts are a video, commissioned by the Alzheimer's of Cape Cod & the Islands. It's a "day-in-the-life" story about the caregiver role my dad is providing my mom. The videographer, Robert Scott Button, came and spent a full day with my dad, following him from the morning wake up routine, through the evening bedtime routine, including meals, the adult day program that my mom goes to 3 days a week,

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my dad attending his monthly support group and the like.

Scott also requested photos of my mom from the past, and the video features some excellent snapshots from her 75+ years when she was a healthy and vibrant wife, mother of 7 children, grandmother of 16, and now a great grandmother.

The 2 videos total 15 minutes, and are available on YouTube.

You can reach them at these links:

Part 1: <http://www.youtube.com/watch?v=yR9AaM8evFo>

Part 2: <http://www.youtube.com/watch?v=3PhPiCTMuRw>

Certainly there are others within the Association of Raytheon Retirees dealing with Alzheimer's or other dementia diseases. The article and videos might be of help, especially to those who are in the earlier stages of providing care. They say that Alzheimer's is the disease of the "long goodbye," and based on

our experience, we would agree with that 100%.

One other note not directly related to this article, but might be of value to your membership. In May of this year, a unique B&B opened in Falmouth, MA. Called the Nurturing Nest Inn, their focus is on providing respite care for ill or handicapped loved ones, so that the caregiver can take a break and "recharge their batteries" so to speak.

Two sisters and a son run the place, and we can't say enough about the care that they have provided my mom. My dad has used them several times to get away for a few days and they have been fantastic. It is not focused on any particular illness or handicap, but they certainly take dementia guests, along with those that have other diseases or handicaps that require a lot of time and attention. You can find more information on their website www.nurturingnestinn.com.

Thanks,
Claire (Briana) Robinson

**Here is the original article
written by K.C. Meyers for the
*Cape Cod Times***

In sickness and in health
By K.C. MYERS

It was her common sense that Mike Briana fell for when he met his wife, Betty.

Sixty years and seven children later, Mike still dwells on her wonderful qualities. How she stockpiled coupons for epic grocery shopping trips. How she never went to college, yet all the women in their neighborhood would still come to her for advice.

Mike credits his wife for taking excellent care of him. So now, at age 81, he is in great shape to care of her. Betty, 83, is deteriorating slowly from Alzheimer's disease, a fatal illness that gradually destroys brain cells. It is the sixth-leading cause of death in the United States, according to the national Alzheimer's Association.

And it's a major problem on the Cape and Islands, affecting about 15 percent of the senior population. There are about 8,500 Alzheimer's patients on the Cape - or 15.6 percent of the area's 65

and over population, based on the 2000 U.S. Census for Dukes, Nantucket and Barnstable counties- a figure estimated to double as the population ages in the next 10 years, said Alisa Galazzi, executive director of the Alzheimer's Services of Cape Cod & the Islands.

The disease is slow and relentless. The average Alzheimer's patient lives seven to 10 years beyond the diagnosis. It's nearly as life-changing for the caregiver as the patient.

"You feel bad for the person with memory loss, but the weight of the work falls to the caregiver," said Suzanne Faith, director of client services for Alzheimer's Services of Cape Cod & the Islands. About 75 percent of Alzheimer's patients live at home, Galazzi said. Mostly, they are cared for by a spouse about their same age, she said.

These are couples that have mostly withdrawn from their social circles, because dementia sufferers make people uncomfortable, and because the Cape doesn't offer many safe activities outside the home for a per-

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son with memory loss, even accompanied by a caregiver, Faith said.

"It's not much different than caring for a toddler," Galazzi said.

But whereas the toddler learns skills and independence within a few years, the process goes in the other direction for Alzheimer's patients.

Slowly, the circle of the caregiver's daily life gets smaller and more intense. They must dress, clean, and feed their partner or parent.

The caregiver often loses the person they love long before the patient dies.

"It's really stressful and really depressing," Galazzi said. "There's a tremendous amount of loss." It is estimated that Alzheimer's caregivers have more than a 40 percent mortality rate, a much higher rate than caregivers of any other serious illness, including cancer, Galazzi said.

"We often lose the caregiver

before the patient," Galazzi said.

As Alzheimer's takes hold, the patient becomes disoriented by the loss of memory. They don't understand why they are being restricted from their car or their checkbook - an individual's two main symbols of independence.

This leads to paranoia and suspicion, usually directed at the primary caregiver.

"So while the caregiver is grieving the loss of their best friend or parent, that person is blaming them for everything," Faith said. It takes a special person to go through it gracefully, Galazzi said.

"Many people don't have the reserves or the self-awareness," Galazzi said. "They get angry. They have very little understanding.

"Because Galazzi has seen many families in crisis over the years, she's even more amazed by Mike Briana and what he's done since his wife's diagnosis three years ago.

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"He's our star," she said. "He is so upbeat, so positive."

But Mike Briana's life, too, has become largely restricted to his house overlooking Waquoit Bay, where he watches over his Betty.

A retired engineer for Raytheon, Briana built the home 20 years ago as a retirement and "party" house for his large family.

His adult children are attentive and loving, but they don't live on the Cape. It's Mike who gets Betty out of bed each morning. He forces her to take aspirin, which is not always easy because he cannot explain to her how to swallow pills.

He cannot leave her alone, so in order to get some time for himself, he has her in adult day care at JML Care Center in Falmouth three days a week from 8:30 to 2:30 p.m.

"It's a godsend, absolutely," he said. He has a home health-care worker dress and bathe Betty three days a week. And someone comes each week to clean the house. He estimates

that he pays \$300 a week for the extra services.

Along with that, he attends support group meetings with Alzheimer's Services and is now enrolled in a workshop given by Elder Services of Cape Cod called "The Journey of the Long Good-bye."

As he talks about his less-than-ideal current circumstances, he constantly expresses gratitude for his accomplished children, his 16 grandchildren, and his sweet-natured wife.

"Am I lucky or what?" he said, looking at the family photographs covering his walls.

Galazzi said Mike's great strength is his ability to reach out for help.

It's not easy for people of the World War II generation to ask for assistance, at least until they're at the breaking point, Galazzi said.

But that's often when families come to caregiver support groups, it's too late to maximize many of the benefits offered by Alzheimer's Services, Elder Services of Cape Cod & the Islands and

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the local Councils on Aging.

The Alzheimer's Services of Cape Cod and the Islands- a nonprofit existing on a \$500,000 to \$600,000 budget provided through private donations- doesn't offer much beyond family support: skill building for caregivers, support groups, family consultations and family meetings, Galazzi said.

But this information is exactly what a family needs to find the most cost-effective services, estate planning advice, and the specifics of coping with the memory-impaired.

For example, if you have a low enough income, Medicaid will cover some home health care costs.

There are ways to organize your assets to become eligible, but that requires at least five years of advance planning, Faith said.

One of the most difficult aspects of the disease is the loss of language skills. Alzheimer's Services support

groups teach family members how to get their message across without words.

"Sixty percent of how we communicate is nonverbal, 30 percent is tone," Faith said. "You can learn to communicate non-verbally."

But it takes practice, and that is why it's important to attend the support groups, she said.

A 20-year study by New York University researcher Mary Mittelman found that support groups and skills-building enable Alzheimer's patients to remain at home one-and-a-half years longer, said Mittelman, director of psycho-social research and support for New York University's Center of Excellence on Brain Aging and Dementia.

The study, the largest and longest ever funded by the National Institute of Health, found that spousal caregivers who used family counseling sessions were significantly less depressed and maintained better physical health than those who went without, she added.

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Briana said his Catholic faith helps him cope. Each morning he looks at the wooden crucifix above the couple's bed and asks for strength to get through the day, he said.

"We're only on this earth for a limited time," he said. "There is the hereafter."

Gesturing toward Betty, he said, "This is St. Elizabeth. Her place in heaven is already there."

On behalf of all our ARR members who are in need of support in similar care-giver situations, we wish to thank Mike Briana and his daughter Claire for sharing their inspiring story with us.

—Bob Hamilton

Where to get help:

There are Alzheimer's educational support groups and adult day-care programs in nearly every Cape and Islands town. For complete lists, or for more information for caregivers, contact:

Alzheimer's Services of Cape Cod & the Islands Inc.
712 Main Street
Hyannis, MA. 02601
508-775-5656
www.alzcapecod.org

Elder Services of Cape Cod and the Islands Inc.
68 Route 134
South Dennis, MA 02660
508-394-4630
www.escci.org

The Rite of Renewal***Tom Sheehan***

Spring, in its modest and tepid glory, is somewhat like a house painter trying to paint a shadow; he only gets it done when the sun tells him so. Spring is a wait, not an event; a patience and not a sudden intrusion; a tolerance and not a revolution; in fact, on some days, it is a secret let out at recess, away from the books, the lessons, the crowd.

Often, spring is a solitary watch for the one waiting on it. Believe me.

For me, it is not a demand for flowers to leap from my flower beds, be they crocuses or tulips or daffodils the winter took to hand after the prior October. It is not the sudden appearance of an early rose on the two vines, each one between the two front windows of this old house I continually tell stories about, still standing since 1742 despite my lack of maintenance expertise. Oh, my, back then they built barns, and similar-structured houses, to last for millenniums. The proof's here.

For me, spring is that wait for

the true form of the maple tree in the backyard, the double-trunked beauty where in its broad V I laid a set of tire chains years ago. Now only a single link of my youth shows itself in the fork of that tree. I can tie my life to that exposed link. The maple, in truth, was here before I came. But later two other maples, in past springs, were dug from the nearby swamp and replanted along the driveway, between this old Colonial and a neighbor's house barely forty years old. Their roots gripped, grasped Mother Earth. So high did they leap, these young maples, so quickly slammed age rings into their bowels, they began to reach out and caress the neighbor's house. In my perversity I thought it a caress; they, good neighbors, most likely thought it invasive, especially on windy nights. With precaution and good advice, I vowed to have the two maples cut down.

I had long passed on my fully reliable Jonsered chainsaw, which I used for over twenty years in fighting the price of oil, so I asked for an estimate

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from a local tree man. He, in basic honesty, gave me a very good price, and just before he was to start work, his face as wrinkled as bark of a tyrant oak, his eyes still settled with a piece of summer sky, asked, "Kids ever have any tree houses up there?" He nodded upwards, a sly smile on his face, as if the answer might force a price change.

I said, "No, but don't ask about the double-trunk maple tree out back. That one's had terraced houses, on each side, built by a couple of generations of kids that I know quite well. They have been furnished with rugs, furniture, and housed, obviously, the ultimate secrets. And I know there are spikes there, many of them, driven feverishly and with skill. Some of the limbs may be ferric mines, and probably most of the ways up." (In fact, one of those tree house builders is now supervising the construction of a new and rather large house belonging to an NFL owner). Then I told him about the tire chains.

"I wouldn't want to take that baby down," he said, nodding, the smile gone, but appreciation in his face. "Will you tell the guy who eventually takes it down?" I

told him, "Yes, but its purpose in life is to outlast me, revenge I suppose for the insertion of the tire chains."

But, I'll tell you outright, when that old master of a maple forms itself fully, broadens and deepens its limbs with the weight of leaves, with the density of leaves, when the southwest wind finally moans through those leaves on a certain night not far from my head, it is the night I will sit on my front steps in darkness and glory in the realization that the flowers are not far away, are chasing me; it is the night that old poems come across my mind that were composed here many years ago (one repeated often in adolescence dreams that said... Lover, not yet lover, take my hand, gentle it, soften it, curve it with your night arch tremulously, give me your garlands, bend the sky to me and moon, I can only reach at touch of you).

It is the night I can nearly hear the tulips or crocuses break ground, hear a single rose burst its radiance, the night a walking neighbor sees me at the last moment in the darkness and

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says, "I'm thinking the same thing, Tom," and walks right on past, he too celebrating a becoming.

Spring doesn't happen for me; it becomes, it absorbs, it celebrates at first in total silence, the kind a good listener can hear across the skin of his cheek, the brow of his head, the back of his hand. I am lucky in such bodily attributes, and some of those becomings are notched at the back of my mind. One night, west wind at whispers, moon playing hide and seek over the rim of Vinegar Hill, mosquitoes bravely coming forth, a single moth struggling in its early universe, a skunk, tail up, passed at my feet, and passed on into further darkness. I held my breath for more than one full minute, froze myself in the pure darkness.

On some of those newly west wind nights, though, the silence falls apart. There is a sudden whir of wings, shadows are thrown from moon glow flights of birds in migration, late comers, early risers, heading north, and they bring back the old poems...spring births both new and old poems, like the renewal

that spring is... It is a mouth, this dawning spring, a gaping promise, the open doors of a strange barn once before visited... at least once, and remembered. It is the day that bees throb their thick aching against a sheet metal sun and draw out survival like an ingot from the forge. All my maple trees wear new brash green helmets the spring-smith has hammered out of winter. One of those trees, stripped by ants, finds itself numbed into its roots by recollection and leans into history. For the first time in the wholly spring night, at least for my listening, the geese, sprung from a southern bow, are heading home to Ottowas, Crees, Blackfeet, marshes and reed grasses still frozen in the backyard of the Earth, are silent, highly silent, the way a hammer rests between strikes, perhaps arched as the silent horseshoe at its apex coming to be a noisy ringer.

Noise, I might say at length, is all part of it, this becoming, this spring. Listen! Hear it! Feel it! Touch it! Run with it! It only comes once a year.

**80-year-old Retiree
Gains Momentum in
Literary Career**
Donna Milmore

Eighteen years into his retirement from Raytheon, Tom Sheehan, 80, says he's just getting up to speed. The former go-to guy for corporate policies and procedures in a pre-automated company has re-directed his writing skills from the literal to the literary. He has published three novels, five books of poetry, and three books of memoir and short fiction.

Sheehan's most recent book, *Brief Cases, Short Spans*, was published in November, offering 17 tales spanning a range of times and places, from the fields of France in World War II to mid-century small town New England. Meticulously created from imagination and experience, his blue-collar characters invite readers into their ordinary lives to discover extraordinary meaning in the everyday.

One story, "The Shopkeeper,"

set in his hometown of Saugus, MA, has been nominated for a Pushcart Prize, his tenth to date. Meanwhile, Sheehan's work has won acclaim from other respected wordsmiths, including the late Alan Lupo of the Boston Globe.

Lest this be considered simply a career change, Sheehan would probably balk at the word, "career." His craft is far more personal than a traditional job. It is neither 9-5 nor well compensated nor accountable to anyone other than himself. And, unlike most employees at Raytheon and elsewhere, Sheehan sounds evangelistic in his enthusiasm, joyful at the opportunity to rise daily at 4 A.M. to tap at a keyboard.

Driven by a love of writing and of history, Sheehan long ago managed to integrate these passions into a busy life ~ supervising a team at the Andover, MA facility, playing an active role in his six children's lives, volunteering in his beloved community, and always keeping a writing tool within reach.

For those who knew Sheehan at Raytheon in the 1950s through early 90s, they may recall a gregarious Irishman (third genera-

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tion), a central point in the Andover plant who kept a small notebook as handy as his company badge.

The notebook is still an appendage, ever ready to capture story ideas, a ritual much like Sheehan's penchant for lapsing into favorite passages from William Butler Yeats to his grandfather, Johnny Igoe.

Sheehan says it was his grandfather's fluency with words that got him hooked on reading and writing at the age of five. Igoe, oddly juxtaposed as a Yeats scholar and Dumpmaster for the city of Malden, died when the boy was fifteen years old. Sixty-five years later, Sheehan makes it clear that his grandfather's death sliced his thinking into "before and after," so vital was Igoe to his life and his love of literature.

Sheehan's talent was encouraged in school; in the military, writing for Stars and Stripes during the Korean War; and as an English major at Boston College after his discharge.

Sheehan was also a standout athlete, a legend in Saugus,

MA, and at Marianapolis Prep School in Thompson, CT. At times, he was quarterback on three undefeated teams. Friends tell the story of his teammates' chant to tease their star player, "How do I love thee; let me count thy plays."

Other than a brief stint after BC with General Electric, Sheehan dedicated his entire work life to Raytheon, always reserving enough energy for his creative writing.

Long before the idea of work-life balance was conceived, he was juggling family, job, sports, coaching, community volunteering, and publishing.

"Love and energy," says Sheehan, explaining how he managed. It's his mantra, his explanation for prolific writing, an admonition to his children about using their own gifts, and a charge to others who nurture dreams yet unfulfilled.

Sheehan's fascination with words was apparent to his colleagues at Raytheon. On

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a lighter note, he entertained them with birthday greetings, poems, and anniversary wishes. For his more serious writing, he believes that everyone was aware of his multitasking at work.

“They knew what I was up to all the time, and here I am, still at it,” grins Sheehan.

“I closed the door to my office from 6 to 8 A.M., writing by hand,” Sheehan recalls. “On a slow day, the secretaries would ask me, ‘Tom, what do you have for us to type today?’”

One woman would type only poems, while others delighted in reading portions of novels in progress, Sheehan reports.

Nick Capecci, a finance manager in Andover, carpooled from Saugus with Sheehan for ten years and read many of his stories as drafts. He recalls that Sheehan “would work late into night or start early in the morning on a clunky old typewriter.”

Sheehan clarifies that he actually owned five typewriters. “At home, I kept one in the cellar, the garage, my bedroom,

study, and a floater/portable was wherever I needed it. “In every machine, I kept a piece of paper with a line of writing. While I was away from that line, it kept working on me.”

On the day he retired, his sons bought Sheehan a Macintosh computer, which took his productivity to a new level.

Capecci, a Raytheon employee for the past 35 years, says that Sheehan “relished going back into the past,” quoting the famous as often as his own personal heroes. Likewise, Jim Tuson, a retiree living in Florida and New Hampshire, notes two pronounced themes in Sheehan’s work: “his hometown of Saugus and his Korean War buddies.”

An admirer of his friend’s work, Tuson points proudly to its increasing recognition in literary circles. Facilitated by Internet accessibility, Sheehan’s words reach a global audience. Whether written, spoken, or virtual, Sheehan’s characters are touching readers who will count him among their own literary heroes.

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Sheehan envisions the future, and offers good news to his fans: "I'm still at it, looking for two words together I've never seen before, and forever looking for compelling characters to write about, and finding some of them."

For more information on Sheehan and his work, visit www.press53.com.

* * * *

Bits and Pieces

Collected by Bob Hamilton

Do You Know When Your License IS Expiring?

Massachusetts has discontinued notifying residents when their driver's license is going to expire (licenses expire every five years).

Licenses can be renewed up to one year before expiration without losing any time remaining on the current license. So, check your driver's license expiration date and renew before it's too late.

National

Do Not Call Registry

You can register by calling 888-382-1222 or register online at www.donotcall.com

Do not forget that if you have had prior dealings with the company or charity, they can and may call you even though you are registered.

Do Not Mail Registry

You may reduce the amount of junk mail offers you receive by registering at 888-567- 8688 or go to www.optoutprescreen.com

Raytheon Retirees Score Win in Retiree Medical Court Case
Joe DeAmbrose

A group of retirees have successfully challenged the termination of no-cost health benefits in an Arizona courtroom. The retirees were members of a union and apparently worked at the Tucson facility.

Beginning in 2004, Raytheon began charging retirees for a share of the cost of coverage of their retirement medical benefits as the result of a negotiated change in a collective bargaining agreement (CBA). Prior CBAs had provided free retirement medical benefits for both active employees and for retired employees up to age 65.

The retirees argued that they had retired during the term of the prior CBAs and that the language of the CBAs entitled them to free coverage until age 65.

Raytheon contended that it had the right to terminate free coverage for all retirees, even those retiring before the date of the termination.

It all came down to the interpretation of the language in the CBAs. The court found that the contract language “unequivocally and expressly” provided for free coverage for those retiring during the term of the prior CBAs. Raytheon has appealed the decision.

Only a few hundred retirees were directly affected by the decision. The decision illustrates that while retiree medical benefits do not vest in the same manner as pension benefits, circumstances may exist where a contractual obligation exists which has the same consequence as vesting. It all depends on the facts. The ARR will track the appeal process and report on further developments.

Revoking a Power of Attorney

If for any reason, you become unhappy with the person you have appointed to make decisions for you under a durable power of attorney, you may revoke the power of attorney at any time. There are a few steps you should take to ensure the document is properly revoked.

While any new power of attorney should state that old powers of attorney are revoked, you should also put the revocation in writing. The revocation should include your name, a statement that you are of sound mind, and your wish to revoke the power of attorney.

You should also specify the date the original power of attorney was executed and the person selected as your agent. Sign the document and send it to your current agent as well as any institutions or agencies that have a copy of the power of attorney. Attach your new power of attorney if you have one.

You will also need to get the old power of attorney back from your agent. If you can't get it back, send the agent a certified letter, stating that the power of attorney has been revoked.

Because a durable power of attorney is the most important estate planning instrument available, if you revoke a power of attorney, it is important to have a new one in place.

An elder law attorney can assist you in revoking an old power of attorney or drafting a new one.

* * * *

This article was originally published in a Newsletter by Adamsky Law Offices, Tyngsboro, MA

**Mentor your Fellow Retirees:
“Life After Work” Program
*Barbara Beaudoin***

Do you remember your first year of retirement? How did you adapt to all that free time?

Did you relish starting your day without an alarm clock and having the freedom to say to yourself, “I think I’ll go fishing today.”? Just as peer mentoring programs for new teachers and students are increasingly popular, perhaps you can offer words of wisdom to those newly retired who are a little apprehensive about the changes that loom ahead.

Lifestyle changes of any kind can be stressful. Meeting the challenges of an upheaval in personal and daily routines can be disconcerting and, sometimes, downright annoying. A little patience and thoughtful reorganization can make this period of your life rewarding and fun.

Men and women who previously maintained a home, catered to their families’ needs, and followed a career track—simultaneously—are likely to be heard wishing for a quiet re-

tirement—until boredom creeps in. They are the volunteers who help community organizations and support student mentoring programs in their schools. These folks also enjoy personal enrichment programs through libraries and museums, adult education courses, fitness clubs, and senior centers.

Travel is another interesting way to use leisure time. Investigate group travel or plan an itinerary of various locations you’ve longed to see; consider alternative modes of travel on your own (automobile road trips fly/drive, and RV rentals). Many retirees from the North spend winter months in warmer climes of Florida, Las Vegas, and Aruba. Those who love winter weather enjoy snowmobiling, ice fishing, and skiing in the mountains of New England, or explore new venues in Colorado, Utah, and Canada. If finances are tight, motor coach day trips are available through AAA, local travel agencies, community groups, and senior centers. Even a single day away from home touring a historic site, attending a live performance, or lunching at a new restaurant will brighten your outlook and may introduce you to

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some interesting places, historical facts, and new acquaintances.

Try some role reversal: Many men will gladly help with household chores, and women can wield power tools, too. Take advantage of retired managers offering suggestions to streamline household routine and reorganize kitchen cabinets. The former sales and marketing exec may enjoy socializing in the supermarket shopping for groceries or a part-time job in a local store.

And, ladies, you're fortunate if your retired husband enjoys watching you cook—I mean that, really. Encourage those former engineers to prepare vegetables and you will be rewarded with uniform carrot slices and perfectly diced potato. Let them season the food (most men need to be restrained in the use of chili powder), slice and dice the veggies, and create a fabulous luncheon salad or sandwich. Gradually introduce a kitchen novice to the idea that he can use his newfound time to learn different skills. And resist the urge to wrestle him for the wooden spoon if he overbeats the muffin batter. It will take

time to convince him that he should not open the oven door every five minutes during cake baking or flip the burgers multiple times before they're brown, but one day he'll surprise you by becoming a reliable kitchen helper—if not, there's always "takeout." Either way, you get to enjoy life with less home cooking and cleanup. Then you'll have time to join him on the golf course or tennis courts.

New retirees: Take heart and rely on the advice from those who have gone on to the pension rolls before you.

This newsletter is an opportunity to exchange ideas and suggestions of the successes or difficulties you've experienced in creating a better existence and a happy life without a mandated work schedule.

Please share your tips for a happier, healthier, and more productive lifestyle during those well-deserved retirement years? We'll publish them in upcoming newsletters.

**Are You Really in Control of
Your Destiny?**

Like a puppet on a string.

Lessons in relativity . . .

Barry Hass

So, you think you're smarter than a fifth grader. Maybe so, but are you more rational? You're an informed consumer; you're well versed in supermarket psychology and you know there are marketing forces vying for your attention and your hard earned dollar.

You're aware of subliminal advertising. You never grocery shop when you're hungry. You understand unit pricing. You come prepared with your shopping list and coupons. You know the essentials are in the rear of the store, so you make a beeline for the back wall. You know that high profit-margin products are generally at eye level, so you scan the upper and lower shelves for bargains. And you know not to linger at the checkout counter.

As adults, we pride ourselves in making rational decisions, yet we don't always get it right. Consequently, when we buy the proprietary brand rather than the generic, we dismiss it as a minor transgression.

Then, you read about Bernie Madoff and wonder how intelligent investors can fall for yet another Ponzi scheme. It may very well be the same reason that investors bought into the technology bubble. Whatever the reason, Dan Ariely and other behavioral economists know there is something that trumps intelligence. It is rationality, or the lack thereof.

They know that when the bulls are stampeding we're right in there with them. As Dan Ariely will tell you, we're "Predictably Irrational."

As a teenager, Israeli born Dan Ariely was burned over 70% of his body by the explosion of a large magnesium flare, the type used to illuminate battlefields.

During his years of recovery and semi-seclusion, he became a keen observer of human behavior. Years later, Ariely would found the Center for Advanced Hindsight at MIT and become the James B. Duke Professor of Behavioral Economics at Duke University with appointments at the Fuqua School of Business, the Center for Cognitive Neuroscience, and Department of Economics.

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In his compelling book, *Predictably Irrational: The Hidden Forces That Shape Our Decisions*, Dan Ariely demonstrates, through a series of enlightening experiments, how our reasoning abilities are repeatedly compromised by our expectations, emotions, social norms, and especially by those who seek to manipulate our decisions.

Fortunately, he alerts us to mechanisms that, with practice, will allow us to make better decisions. Ariely begins with a discussion of relativity. He contends that most people don't know what they want until they see it in context. So, we do side-by-side tests of audio systems, televisions, wine, and cars. We compare potential mates, clothes, paint colors, careers, and athletes. Everything is relative. It's as though we need runway lights to ensure a safe landing. The social scientists and neuropsychologists know this and use it to their advantage.

For example, your favorite restaurant offers entrées in the \$12–\$25 range. You generally order entrées in the \$16–\$18

range. Why? Well, \$25 is somewhat costly, given that an appetizer, salad, and dessert are extra, even if you don't order them. You're not the only one who thinks this way, so the \$25 entrées are slow movers.

Then, for the New Year, the manager introduces a \$32 16-ounce filet mignon, while expanding the price range of his entrées from \$12–\$25 to \$12–\$32. That 16-ounce steak is tempting, but it's really costly. Besides you're not that hungry. But, something interesting happens. While drooling over the menu, you conclude that the \$25 8-ounce filet mignon doesn't appear so expensive anymore. So, you order it with confidence.

At the next table, the fellow with the big appetite thinks that, while \$25 for an 8-ounce steak is pricey, \$32 is a bargain for a double-sized portion. So, he orders accordingly. Either way, the restaurateur wins. He knows that, even if no one orders the \$32 entrée, gross receipts will increase because \$20–

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\$25 entrées appear more modest in comparison with a \$32 plate.

The concept of relativity similarly applies to wine, whether in the spirits shop or in the restaurant. For example, you're buying a house gift and see a \$10 bottle of wine next to a \$20 bottle. You know little about wine, but you do know that price doesn't dictate quality. Neither vintage looks familiar, so you're undecided. You don't want to appear cheap, but \$20 exceeds your sweet spot of \$15 for this gift. The manager enters and casually places a \$35 bottle alongside the \$20 bottle explaining, merely for the sake of conversation, how pleased he was to acquire the very last case of this exceptional wine at such an affordable price. You smile knowingly, and reach for the \$20 bottle.

As a final example of relativity, we turn to an experiment by Amos Tversky and Daniel Kahneman cited by Ariely. You walk into an office supply store and are about to purchase a nice pen for \$25 when you remember that the identical pen is on sale at another store for \$18, fifteen minutes away—a 28% savings.

Most people would suggest that you travel the extra distance to save \$7. You now visit a department store to purchase a suit. You see one you like for \$455, but another customer indicates that the same suit is available fifteen minutes away for \$448. Would you now travel the extra fifteen minutes to save \$7? Most people would not, since \$7 is only 1.5% of \$455. The behavior appears irrational since the real issue is whether fifteen minutes of your time is worth \$7. The base price is of no consequence, but we seem to be wired to make relative judgments in a local context; that is \$7 compared with \$25 vs. \$7 compared with \$455.

It is this behavior that causes us to add thousands of dollars to the base price of a \$25,000 automobile, one option at a time. Then we return home and clip coupons to save \$.25 on a can of soup.

Lessons learned:

Think broadly about value; consider how else your money can be spent; consider the value of your time; and do your research.

Telephone Reassurance

Telephone Reassurance is a community service that contacts the elderly or handicapped on a daily basis over the telephone. Volunteers provide a friendly chat and check up on a person's well being.

The service is provided on a temporary basis during times of limited mobility or on a more permanent basis where and when necessary. Community volunteers call to check on a person's well being and the service is not a substitute for emergency response systems or 911. It does, however, provide a comforting link to individuals who may otherwise feel isolated and alone.

Call your local senior center to register to receive friendly chat or if the service is not yet available in your area, consider being the first volunteer to provide it.

Directors Announce Mid-May Membership Meeting

The meeting is being called in accordance with our by-laws and is in lieu of the regular annual meeting.

Plans are underway to make this an even more informative and interesting meeting than last year. We hope that as many of you that are able will attend. In addition to our business matters, we will again be having a guest speaker.

Those of you that attended last year found our agenda helpful and worthy of your attention (and the pastry delicious). The agenda is being finalized and will be posted on our website at www.raytheonretirees.org as soon as possible.

We hope you will join us for this member meeting. There are additional details in the following pages.

**Membership Meeting
May 14, 2009**

Last year we had a very informative meeting that was well attended by your fellow retirees. Your Directors are conducting a similar meeting again this year.

You may recall that many members joined us at the National Heritage Museum in Lexington, MA where we held the Annual Meeting in mid-May. A number of items were presented and discussed. Copies of last year's presentations are available on our website.

The items included the tally of votes for the amendment to clarify the type of organization we are in the eyes of the IRS. The amendment was passed.

Last year, our keynote speaker was Matthew J. Marcus, a partner with Colucci, Colucci, Marcus & Flavin, P.C. Mr. Marcus concentrates his practice in estate planning, elder law, mental health law, and disability law. It was a great

opportunity to have questions answered.

A number of presentations were then provided by your Directors. Some of them were:

- * A financial overview of retiree medical;
- * A status of your Pension Fund based on our meetings with company officials;
- * Our relationship with various national organizations;
- And several amazing videos that really held everyone's interest.

Please join us this year.
Your participation will help your Association go forward with items of importance to you.

This year's meeting will again feature a speaker of particular interest to retirees.

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A number of presentations are also planned by your Directors.

Many things have changed in the past year. There are greater concerns about the long term impact on our health and pension benefits. Many companies have gone bankrupt or are in dire straits. In light of these concerns and many inquiries we have received, your Directors are preparing presentations on these most relevant topics. They will certainly include:

* A financial overview of retiree medical benefits.

* A status of your Pension Fund based on our latest meetings with company officials and the impact of the financial melt-

down on our existing plans.

There are a number of national organizations that represent and lobby for retirees. We hope to inform you of how you can help protect your rights and the financial security you earned.

And a few surprises to keep you guessing.

Don't forget to return the proxy ballot and also let us know if you plan on attending. We want to make sure we order enough refreshments.

We have reserved the Farr Conference Room at the National Heritage Museum, Lexington, MA for our meeting on May 14, 2009 from 9:30 AM to 1 PM .

Please call the office (978 369 8410) or e-mail (raytheonretirees@verizon.net) if you plan to attend so we can order sufficient refreshments for everyone.

ASSOCIATION OF RAYTHEON RETIREES, INC.

**NOTICE OF SPECIAL MEETING OF STOCK-
HOLDERS**

To: The Members of the
ASSOCIATION OF RAYTHEON RETIREES, INC.

Please take notice, that a special meeting of the Members of THE ASSOCIATION OF RAYTHEON RETIREES, INC (the "Corporation") will be held at the National Heritage Museum, 33 Marrett Road, Lexington, Commonwealth of Massachusetts, on the 14th day of May, 2009, at 9:30 o'clock AM, the special meeting to be held in lieu of the annual meeting of the Members, normally scheduled for the second Tuesday in March. The purpose of the special meeting is to:

1. The Officers and Directors shall report on the health of the Corporation.
2. To transact such other business as may properly come before the meeting.

If you are unable to be present at the meeting, please sign and return the enclosed proxy.

By order of the Board of Directors of the Corporation, this notice is hereby issued.

Dated: February 18, 2009.

FORM OF PROXY

ASSOCIATION OF RAYTHEON RETIREES

The undersigned, being a member in good standing of the Association of Raytheon Retirees, Inc. (the "Corporation") hereby appoints the Board of Directors, or any of them, as proxyholder of the undersigned with full power of substitution to attend, act, and vote for the undersigned with respect to any matters that may come before the special meeting of the Corporation to be held on May 14, 2009 and every adjournment thereof and the undersigned hereby revokes any proxy previously given to attend and vote at the Meeting.

MEMBERS WHO ARE UNABLE TO BE PRESENT AT THE MEETING ARE REQUESTED TO DATE, SIGN AND RETURN THIS FORM OF PROXY **.

Signed

Dated

**The signed and dated Proxy may be

- Mailed to Association of Raytheon Retirees
336 Baker Avenue
Concord, MA 01742
- Email Scanned to
raytheonretirees@verizon.net

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Just So You Know . . .

We are looking for regional reporters to provide information on new retirees, retiree activities, events, and unfortunately about the loss of our co-workers and fellow retirees.

How about letting us know about regional social events, and how you have adjusted to life after Raytheon

Association of Raytheon Retirees, Inc.

336 Baker Avenue, Concord, MA

Phone: 978 369 8410

E-mail: raytheonretirees@verizon.net

We are on the Web
raytheonretirees.org

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Mail-In Membership Application

Last Name:	First Name:
Street 1:	Street 2:
City:	State: Zip:
Email:	
Date of Retirement:	Age at Retirement:
Work Location:	State:
Name of Spouse:	Home Phone:
Comments:	

**Please send completed form and
contribution (\$15 Annual Dues) to:**

**Association of Raytheon Retirees, Inc.
336 Baker Ave.
Concord, MA 01742**

Or

**You can register on-line at
www.raytheonretirees.org**

**Or Email us at
raytheonretirees@verizon.net**

Association of

Raytheon Retirees, Inc.

ONE ASSOCIATION. ONE TEAM

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Concord, MA 01742**

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