

Raytheon Retirees Newsletter

Volume 3, Number 2

June 2003

Published quarterly as a means of exchanging information and opinion among retirees of Raytheon Company throughout the U.S. and the world, and recording their experiences both before and since retirement. The Association of Raytheon Retirees is not affiliated with nor does it receive any support from the Raytheon Company. The Newsletter is sent electronically or by regular mail to members who have made contributions to the Association.

Retiree Medical Costs

There Are No Simple Answers, But There May Be Some Alternatives

By Bruce Nogueira, VP of Benefit Affairs for ARR

Over 65 retiree medical plan: Retirees were shocked by the sharp increase of the premiums for individual coverage on July 1. In my own case the increase is 50%. In addition, the plan benefits were decreased drastically. The new Raytheon Medicare Plus Plan ("PLUS") is essentially an 80% plan compared to the virtually 100% supplemental coverage that Medex III and United Healthcare Carve-out plans have provided for years.

Raytheon, or any other company, has no control over the escalating health care costs of recent years. This is a national problem, which must be solved on a national basis. Raytheon determines the benefits design, and provides a self-insured medical plan that is administered by a third party (this year it will be Wausau). Our claims cost is what drives the price of the medical plan. While I feel the PLUS plan projected costs for '03-'04 may have been estimated a little on the high side, Raytheon has tried to keep the administrative costs low. A separate pharmacy contract with Medco helps to reduce costs. Our group plan should provide the lowest cost coverage under this self-insured arrangement.

Who pays what retiree medical premiums? For legacy Raytheon retirees who met the age and service requirements at retirement, the monthly cost for individual coverage for "PLUS" effective 7/1/03 is:

	Retired <u>before '95</u>	Retired <u>1995+</u>
Retiree's cost	\$127.50	\$212.00
Raytheon's cost	\$127.50 (50%)	\$ 43.00 (fixed)
Total cost	\$255.00	\$255.00

As you can see, after 1994 retirees pay 100% of any medical inflation increases.

There is a third group of future retirees for whom Raytheon will pay \$0.00 toward retiree medical

coverage. These are employees hired on or after 1/1/94, many of whom are the executives making the decisions on our retiree medical plans.

Why are medical costs increasing? Prescription drugs are the main cause of the increase in medical costs. In the early to mid 1990's, Rx's costs represented about 15% of retiree medical costs. For 2003, Rx's are estimated at almost 50% of the total "PLUS" plan cost. We are fortunate to have many of these new "life-saving", "life-extending", and "pain-reducing" drugs available to us. But these drug improvements are expensive. It seemed inevitable that our \$2/generic and \$10/brand co-pays for a 90 days supply from the mail-order service would have to increase. The \$14/generic and \$30/brand co-pays exceed what I would have predicted. But these over-65 co-pays are what the active employees and under-65 retirees have been paying for the past year or two.

What are the component costs of the "PLUS" plan? Unfortunately, Raytheon will not release the exact cost breakdown for the "PLUS" plan. So here is a "ballpark" estimate based on discussions with Raytheon, and the known full cost of \$106/mo. (\$63 retiree, \$43 Raytheon, post-1995 retiree) for the Pharmacy Plan Only option. These estimates should be regarded as a basis for the following discussion only and not as firm numbers for your decision-making. The individual monthly cost for "PLUS" is estimated at:

\$120 Prescription Drug Card Plan (MEDCO)
\$120 Medicare Plus Supplemental Plan
\$ 15 Administrative services (Wausau)
\$255 Total monthly cost

Is the Medicare Plus Supplemental Plan competitive? The Prescription Drug and the Administrative Services components seem to be reasonably priced. However, the Medicare Plus Supplemental plan may not be competitive when compared to private medigap insurance plans such as those offered by Blue Cross or AARP.

For most outpatient visits, tests, surgeries, etc., which Medicare covers at 80%, the "PLUS" plan, will pay no additional benefits. Physical exams will now be

covered at 80%, but the \$100 deductible will negate most, if not all, of that benefit. Further, most of us over 65 have some medical condition (such as high cholesterol) for which the visit would be covered by Medicare. For any significant payouts from the "PLUS" plan there would have to be extended inpatient hospitalizations beyond 60 days or skilled nursing facility stays well in excess of 20 days.

What does private medigap insurance cost? When I evaluated alternative plans during the open enrollment, I considered selecting the Raytheon Pharmacy Plan Only (\$63/mo.) and applying for Mass. BC Private Medex Bronze plan for \$124/mo. For about \$187/month (versus \$212/mo. for "PLUS") I could have virtually full Medicare supplemental coverage and a slightly lower coverage drug plan. Unfortunately, the private Medex plans are offered during open enrollment in February and March each year, for an effective date of June 1. By Raytheon's open enrollment in May, it was too late to select Medex Bronze.

Subsequently, I heard from a number of retirees around the country who had done similar analyses and who found private plans that provided Medicare supplemental coverage much superior to the "PLUS" plan, for a few more dollars per month.

Here are some examples of the monthly rates (as of May '03) for private over 65 medigap type plans that provide almost full payment for the balances after Medicare, and also cover retirees on travel to foreign countries as does Raytheon's Medicare Plus (note Medicare does not cover you when traveling outside the US, except for Canada and Mexico):

BC/BS Mass. Medex Bronze *	\$124/mo.
BC/BS Calif. Plan 65 C*	\$129/mo.
BC/BS FL. Plan 65 D*	\$135/mo.
BC/BS RI Plan 65 C*	\$138/mo.
AARP 65 MA Supp. 1 Plan*	\$136/mo.

* These plans do not cover prescription drugs and age group 65-70 was used in states where rates are age-based.

It appears that the "PLUS" plan at only 80% coverage for \$120/mo. is not competitive with the private insured plans above which provide nearly full coverage after Medicare for \$124--\$138/mo. I may be missing something, but compared to the lower level offerings of the private insurers above (for example BC/BS Mass. Medex Core at \$73/mo.), I would estimate that the "PLUS" plan Medicare supplement

component has a value of between \$70 and \$90/month.

If my estimates are correct, then our medical claims experience should translate into no increase in retiree contributions in 2004, or even a decrease!

Should we consider private plans? First, the private medigap insurance combined with the Raytheon Pharmacy Only Plan may not be cost effective for retirees before 1995—since Raytheon pays 50% of the retirees' medical plan costs. For those retired 1995+ in a few cases this alternative may be cost effective. But I would be very cautious in selecting private insurance coverage and Pharmacy Only without doing a detailed comparative cost analysis to "PLUS".

For example, my previously mentioned premium total of \$187/mo. for Medex Bronze (\$124) & Pharmacy Only (\$63) compared to \$212/mo. for "PLUS" turns out not to be a savings at all when I factor in the higher co-pays for my Rx's. Someone with many outpatient medical services and only a few prescriptions may benefit from the private plan and Rx Plan Only.

Bottom Line? We need to review Raytheon's projected costs for retiree contributions effective 7/1/04 before the next enrollment to see what our options might be at that time. If there is interest among the retirees, we could recommend that Raytheon offer a catastrophic plan (to protect against unexpectedly large medical expenses not covered by Medicare) that has a \$5000 deductible, then pays 100% of reasonable & customary expenses. This plan could be offered in combination with the Pharmacy Only Plan for a few more dollars per month.

Under 65 Retiree Medical: The monthly contribution for the BC/BS of Mass. POS Plan has increased 179% from July '00 to July '03—from \$108/mo. to \$301/mo. For 1995+ retirees, Raytheon pays a flat dollar contribution of \$256/mo. toward under 65 retiree medical, and therefore, annual medical inflation is paid 100% by the retiree.

Unlike the 65+ retirees with one plan countrywide, the under 65 retirees are offered several plan selections. Most regions offer local managed care network plans such as POS (Point of Service) and HMO's. One constant is the value plan design that has a \$2000 front-end deductible and a \$5000 annual out-of-pocket maximum. This plan may appeal to those in reasonably good health that would expect small

annual medical expenses. However, there are risks, and you should consider carefully this plan option.

Each of these retiree medical plans is experience-rated locally and separate from the claims experience of active employees, as required by financial accounting standards for publicly traded companies.

About 18,000 retirees are enrolled in the under 65 plans. The pricing of these plans is done on a regional basis, and certain regions will have substantial premium increases for 2003. For example, Denver retirees enrolled in Kaiser's HMO are currently paying no premiums for retiree and spouse. But on 7/1/03, these same retirees will pay \$381/mo. for individual coverage and \$827/mo. for retiree & spouse. In Virginia, the POS plan will increase from \$129/mo. to \$320/mo. In Dallas, the '03 rate for the POS plan will be \$780/mo. for individual coverage! In Boston, the individual rate for the POS plan will increase from \$245/mo. to \$301/mo.

Because the rates of these plans vary by region and are tied to the medical plan designs for the active employees of those regions, our Benefits Committee representatives are unable to reach any conclusions on the under 65 retiree medical at this time. But we will continue to investigate these plans and the associated retiree contributions to gain some insight into the major drivers for recent medical cost escalation.

Medical Inflation Impact on Retiree Pensions: The substantial increases in medical contributions for retiree medical has had an impact on the net income of retirees—particularly those retirees with small monthly pension checks of \$300 to \$500. Some retirees have considered home equity loans to help defray the cost of retiree medical expenses.

Since increased medical contributions translate into pension income reductions, the Association of Raytheon Retirees, Inc. will continue to press for a restoration of the periodic pension adjustments that were the practice at Raytheon until 10 years ago.

Definitions and Tips: For under 65 retirees who are enrolled in the Value Plan, one retiree recommends that you process all your claims within the \$2000 deductible area through United Healthcare (UHC) before paying the charged amount. This retiree had outpatient tests that totaled over \$1500 in charges, and with UHC discounts the retiree was billed only about \$700.

For over 65 retirees, the Pharmacy Only Plan is probably the most cost-effective coverage—but remember you are at risk if you have an exceptionally

long hospital or skilled nursing facility stay. Also, you have no coverage for medical treatment while traveling outside the United States, except for Canada & Mexico.

“No coverage” medical election by a retiree: be aware that if you die while electing no coverage that your spouse will not be eligible for retiree medical with Raytheon. However, the Benefits Center has stated that you may re-enter the retiree medical plans from a “no coverage” status at any time during the year and not have to wait for the open enrollment.

Dental: if you are enrolled in a dental plan and drop the coverage, you can never re-enter the dental plan.

Out-of-pocket costs are your co-insurance amounts paid after the primary medical plan has paid its benefit amounts. Out-of-pocket costs do not include plan deductibles and drug co-pays. For example, for a 65+ retiree to reach the \$1750 out-of-pocket amount under the “PLUS” plan, you would have accumulate \$8750 of expenses at the 20% co-insurance level that you generally pay after the Medicare plan payments.

One retiree enrolled himself and his wife in the 65+ AARP Medicare Supplement plan and enrolled in Raytheon's Pharmacy Only Plan. Based on their medical usage this arrangement will cost about \$650 more for one year than the “PLUS” plan, but the retiree and his wife will have paperless processing for all medical expenses. In addition, the \$105 co-pay after Medicare is paid in full for days 21-100 in a Skilled Nursing Facility, and the plan provides complete foreign travel protection after a \$250 deductible.

For under 65 retirees, who elect a POS Plan, a similarly designed HMO plan can save a fair amount of money but would not cover out-of-network care.

Retiree Feedback: We welcome comments by Raytheon retirees on these medical plan issues. Please communicate to:

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

1-978-369-8410
bruce@raytheonretirees.org

Retiree Comments to Raytheon: While the Association has received many negative comments on the new Medicare Plus Plan, Raytheon says that they have received very few complaints from retirees.

Raytheon asks retirees to communicate through the Raytheon Benefits Center on all retiree matters. Our concern is does the Benefits Center pass along all comments on the medical plans or just a selected few?

In the future, we recommend that comments on the medical plan design and costs be sent to the Benefits Center with a copy to Ched Miller, Corporate Manager-Retirement Programs, Raytheon Company, 141 Spring St., Lexington, MA 02421, or by e-mail to Ched_D_Miller@raytheon.com.

Raytheon Annual Meeting

In what is becoming an annual event, there was a demonstration by picketers at the front entrance to the Raytheon Corporate offices at 141 Spring St., Lexington on April 23. They held signs saying "Raytheon unfair to retirees", "Retirees deserve a COLA", and related comments. There were occasional light showers, which resulted in a low turnout of about 20 picketers. They made up in enthusiasm what they lacked in numbers. Reporters from the Herald and Lawrence Eagle-Tribune interviewed a number of retirees, and photographers from the Associated Press and the Herald were busy.

Our case for a long-overdue pension increase was presented to the Board of Directors in a letter sent to each Director early in April, before the Annual Meeting. As a result, the subject of a pension increase was raised a number of times during the meeting, and, near the end of the meeting, there was a positive response from Dan Burnham who said that the Directors would address the subject. Unfortunately, the last item of business was the announcement by Mr. Burnham that he was retiring as of July 1, to be succeeded by Bill Swanson. The Directors have not discussed a pension increase as of July 1, so now we must follow this up with a new CEO.

Prior to the Annual Meeting, we had a meeting with Chief Financial Officer Ed Pliner to discuss the four stockholder proposals, which we had submitted. The outcome was that we agreed to withdraw two of our proposals (items 9 and 10 on the proxy card) in return for an annual meeting with representatives of Raytheon's pension investment committee, to share information regarding the pension plans' investments, short and long-term investment strategy, performance and results, and certain other information concerning the operation of the pension plans. Item 11, proposing to change the end date for financial reporting from October 31 to December 31, received 13% of the vote. Item 12, proposing that pension income be reported as a separate item in financial reports, received 12 % of the vote. These percentages are typical for first time proposals without broad support.

Retiree Shareholders

To increase our influence in Raytheon's affairs, we need to organize the retirees who own Raytheon stock so that we can vote as a block. We ask the retiree shareholders to inform us of the number of shares of stock that they own, and to assign their proxies to us, and we will vote for them.

ARR Election

The results of the first election of Directors of the ARR are as follows:

Shep	Arkin	180	
Jane	Arsenault	302	3-year term
Fred	Churchill	322	3-year term
Tom	DiPaolo	233	2-year term
John	Fullerton	90	
Bruce	Hall	214	2-year term
Tom	Heislein	85	
Walter	Justice	255	2-year term
George	Lagasse	139	
Bruce	Nogueira	292	3-year term
Earl	Pearson	221	2-year term

Congratulations to the winners and condolences to the losers. It was a fine slate of candidates and any seven of the eleven would have made an excellent Board. The low number of voters is disappointing.

Tax-exempt Status

Our submission to the IRS for tax-exempt status as a 501(c)(3) organization has been withdrawn due to the IRS setting a condition that we could not accept. According to the IRS interpretation of the tax code, as a 501(c)(3) organization we could not take part in any activities relating to a pension increase. The main advantage of the 501(c)(3) status is the lowest postal rate of about 15 cents per ounce. However we are able to use the standard presorted rate of about 22 cents per ounce. We will continue as a non-profit organization and we will pay no taxes as long as our only income is member contributions.

Rally for Retirement Security

A town hall meeting-rally on retiree-worker health and pension issues, organized by Congressman John Tierney, was held at Faneuil Hall in Boston on June 16. Joining Congressman Tierney were Congressmen Barney Frank (MA), Steve Lynch (MA), Bernie Sanders (VT), George Miller (CA) and Tom Allen (ME). These Congressmen have legislation pending which benefits retirees.

This was the first "grass roots" rally of its kind and if it is considered to be a success, similar rallies will be held at historic sites elsewhere in the country. It was an opportunity to show strength and support for progressive retiree health legislation (HR 1322), cash balance legislation, a substantial Medicare prescription medicine benefit and the defeat of the anti-participant, industry-based provisions in Portman-Cardin (HR1776). The only real way to counter the corporations' tight grip on Congress with respect to benefit issues (and almost everything else) is to exert political leverage at the grassroots level.

In attendance were 500 retirees from GE, Sears, Monsanto, Bell Telephone, Raytheon, several teachers' organizations and other groups. Each of the Congressmen addressed the crowd and then Congressman Tierney invited comments from the floor to which the Congressmen responded. Several directors of the NRLN were present-Bill Jones and Joe Ristuccia of the BellTel retirees and Walter Justice, our ARR representative. Mike Gordon, the General Counsel of the NRLN, was also at the rally. Mike was featured prominently in the Bill Moyers Now program on PBS on June 27, which looked at the current problems of defined-benefit pension plans. The program was introduced with some scenes of the Faneuil Hall rally.

Medicare Prescription Drug Bill

Bills have been passed by the House and Senate to add a prescription drug benefit and private option to Medicare, and are now in a joint committee of the House and Senate for reconciliation. This bill when enacted will benefit many seniors who have little or no insurance coverage, particularly those with the lowest incomes. However, as reported in the New York Times of June 11, 2003, and critically commented on editorially in the New York Times of June 16, 2003, many large companies are planning to cancel or sharply curtail the prescription drug insurance benefits they provide under their private health plans, once a Medicare prescription drug benefit law is enacted. For example, it is known that automakers have been whipping up sentiment among their retirees for months to support Medicare prescription drug legislation in the hope that the enactment of such legislation would provide a handy pretext for abandoning their retiree prescription drug plans altogether. (For example, visit www.NRLN.org and learn about General Motor's communications to its retirees on this subject). In most instances the prescription drug coverage that retirees receive under their company plans is superior to the coverage they will be entitled to under the Medicare legislation now

being debated in Congress. Attempts to amend the bills in the House and Senate to excuse retirees now receiving prescription benefits from their former employers from being forced to participate in the Medicare program were defeated. American corporations will be able to book billions of dollars in profits as a result of this legislation. You should make your feelings known to your local members of Congress who voted in favor of the bill.

Pension Increase at GE

The contract negotiated recently between GE and the IUE-CWA provides for an extra monthly pension check in December 2003 for GE retirees, a one-time cost-of-living adjustment.

Portman-Cardin Pension Bill

Employers are facing large pension costs after the go-go years of the 90's bull market and they want Congress to approve a higher interest rate for calculating future pension obligations, to reduce their costs. For years federal law required pension plans to calculate their obligations using interest rates based on 30-year Treasury bonds. But the government has stopped selling 30-year bonds, forcing Congress to set a new interest rate standard for pensions. The new rate could be from 1 to 2 percent higher than the current standard. Just such a rate is proposed in a pension bill (H.R.1776) by Reps. Rob Portman, R-Ohio, and Ben Cardin, D-Md., which would tie the rate to long-term corporate bonds. The risk to future pension payments to retirees may be higher, but the pensions of Reps. Portman and Cardin are secure.

More on Local Retiree Groups

Our write-up in the March 2003 newsletter brought an enthusiastic response from members interested in groups that already exist and in starting new groups. If you live in the following areas and would enjoy a chance to get together with other retirees, feel free to call on the contact person.

Venice, Florida – Bill Comeau, formerly of MSD Bedford, is working to get a group together in the Venice/Port Charlotte/Punta Gorda and surrounding areas. We have provided him with about 30 retiree names available to us. If you don't hear from him first, you can reach him at pruandbill@comcast.net, 43 Sandstone Circle, Venice, FL 34293-6066, Telephone 941-497-5975.

Naples, Florida – Winnie Blais, (RDS, Lexington, etc.) who lives in Rhode Island in the summer, has taken on the task of setting up a group in the Naples area. We have a large retiree population in this area

and have sent Winnie names and contact information for about 80 people. If you're interested in joining, or in helping her get a group together, contact her at blaisw11@aol.com, or in the fall at 62 Queen Palm Court, Naples, FL 34114, Telephone 941-417-5677.

San Diego, California – Mitch Sisle, MSD Bedford/Tewksbury, has retired to the Carlsbad area and is looking to get a Raytheon group together. We're not aware of any group that currently exists in this area and so have sent Mitch about 20 retiree names. You can reach him at mitchsisle1@aol.com, 1039 Lighthouse Road, Carlsbad, CA 92009, telephone 760-602-9022.

We also had several other groups reporting in on their activities:

Location: Greater Boston/Southern New Hampshire

Group: MSD Missile Guidance Lab Retirees

This group of about 35 retirees (and spouses) was formed in the early 1990's when the first legacy Raytheon volunteer retirement programs were offered. They meet on the third Thursday of each month at the Knickerbocker Club in Lowell, and occasionally are joined by active employees from Tewksbury and Andover.

Contact: Fred Malouf
20 Arlington Street,
Newton, MA 02458

fgmalouf@attbi.com
Tel: 617-969-7331

Or Rolf Wetzell
rolf@theworld.com

Location: Greater Boston

Group: Local Area Retiree

The size of this group fluctuates from a high of about 50 to about 15 retirees who meet on the last Thursday of the month for lunch at the Elks Club in Woburn. It's open to all and they would like to hear from anyone in the area.

Contact: Richard (Dick) E. Gorton
122 Washington Street,
Woburn, MA 01801-4661

reg752@aol.com
Tel: 781-935-1490

Location: Greater Boston/Southern New Hampshire

Group: Raytheon Andover Retirees Association

The Andover group of about 250 meets each month on the last Thursday with future get-togethers scheduled for July 31, August 28, September 25, and October 30. They will meet at the American Legion Post 315, 700 Broadway Rd. (Rt. 113), Dracut, MA 01826, for the foreseeable future. They also have a Retiree Golf League that plays at Apple Hill Country Club in East Kingston. For information on either activity, or a contact list of members, contact Bob Wetmore.

Contact: Robert (Bob) L. Wetmore
51 Locke Road,
Chelmsford, MA 01824

bwet1@juno.com
Tel: 978-256-3107

Finally, you may have heard about a reunion of **D. C. Heath** employees that was held in the fall of 2001. Several individuals formed a committee and took on the task of contacting some 500 "Heathens." Their efforts were a huge success and they held a get-together for about 235 people at the Sheraton Lexington (MA). If you're trying to locate a former DCH person, try Janet Kenneally at Janjan103@aol.com.

Met on the Net

To my surprise while surfing the net recently I found a blurb for the ARR at "Local 587 News". This is a local branch of the International Association of Machinists and Aerospace Workers at the Submarine Signal Division of Raytheon in Portsmouth, RI. Thank you very much Paul Turgeon and the same to you. The address is www.local587.com.

Serendipity & Accidental Geniuses

In an article "When Serendipity Strikes" in the June issue of the IEEE magazine, "The Institute", the story is told of how in 1946 Percy Spencer observed that a chocolate bar melted in his pocket, while testing a magnetron tube. Further experiments with a magnetron led to the first commercial microwave oven, the "Radarange". The same story appeared in the February issue of "Readers Digest" entitled "Accidental Geniuses". But it also told of how Percy early in WWII conceived of a technique to mass-

produce the magnetron, a British invention. This won him the military's top civilian honor and a lucrative production contract for Raytheon. Millie Spencer, wife of Jim Spencer, one of Percy's sons, sent the "Readers Digest" article to the newsletter. Millie lives in Florida.

DUES 2003

Have you paid your dues for 2003? Dues were payable in January 2003. Please send a check for \$15 to:

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

Telephone: 978-369-8410

Fax: 978-369-8419

Web Address: www.raytheonretirees.org

Email Address: ARR@raytheonretirees.org

Membership Listing

The membership listing on our web site is available only to those who have a computer. For those without a computer, a hard copy listing of 2,773 members is available for \$5 postpaid.

New Members

As of June 30, 2003 the total membership is 2,773. The total list of names is available on our web site www.raytheonretirees.org. The 53 new members who joined from April 1 to June 30 are listed below:

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Michael Abladian
Antonio A. Baldo, Janice M. Barb, W. R.
(Jerry) Blackburn, Joseph D. Bryant, Ruth
G. Bullock, Billy J. Byrd
Joseph Cahill, John Caloura, Richard Christian,
Mort Cohen, Arthur Cox
James J. Foley

George P. George, Don K. Gilbert, Mary A.
Gilligan, Paul D. Gilreath, David L. Gschwind
Peter R. Hall, Clarke Harris, Richard L. (Dick)
Hebert, John E. Hicks
Tom R. Jordan
Robert C. Landry, Jane Lapointe, William E.
Larsen
Paul J. Mauro, L. F. Miller, Bruce M.
Morgan, Thomas N. Morse, Robert R. Murphy
Edward J. O'Connell, John D. O'Connell
Anthony R. Patti, Ron M. Penczak, George Perry
Rita A. Ramalho, Richard S. Rice, Rita C.
Roche, Richard Rosenkrans, Anthony (Tony)
Ruggerio
Eleanor R. Sall, Rex Saunders, Douglas L.
Scardo, Sally Schloemann, Kurt R. Schwerdt,
Richard A. Snapp, Donald R. Sparger
Charles A. Townsend
Mary H. Urban
William A. Walker, Victor M. White, Florence A.
Willman

In Memoriam

1995	Carl J.	Coolidge
1996	Gordon	Green
	Robert B.	Woodward
1997	James	Ramalho
1998	Ovid L.	Blanchette
1999	John J.	Comick
	Charles R.	Graham
2000	Walter R.	Berry
2001	Daniel A.	Perednia
	Irving	Sall
2002	Laurent A.	Normand
	Dorothy J.	Whitmore
2003	Francis J.	Devine
	Alice G.	Everberg
	Joseph M.	Kowalski
	Maurice J.	Nolan
	Mary E.	Rezendes
	Thelma	Schwartz
	John D.	Spalding
	Edward E.	Spignese
	Marval A.	Williams

ASSOCIATION OF RAYTHEON RETIREES, INC.

MEMBERSHIP APPLICATION
(NEW MEMBERS ONLY)

Last Name:	First Name:
Street Address:	
City:	State: Zip:
Email:	Home Phone:
Name of Spouse:	
Date of Retirement:	Age at Retirement:
Years at Raytheon:	
Work Location:	

My Main Concern Is:	I'd Like to Volunteer to Work On:
<input type="checkbox"/> Pension Security	<input type="checkbox"/> Newsletter
<input type="checkbox"/> Ad Hoc COLA Increases	<input type="checkbox"/> Legislative Committee
<input type="checkbox"/> Pension Law Reform	<input type="checkbox"/> Mailing
<input type="checkbox"/> Pension Fund Representation	<input type="checkbox"/> Clerical Work
<input type="checkbox"/> Health Benefits	<input type="checkbox"/> Recruiting
<input type="checkbox"/> Social Activities	<input type="checkbox"/> Pension Calculations
<input type="checkbox"/> Newsletter	<input type="checkbox"/> Phone Tree Calling

Comments:

Please send completed form and contribution (\$15 Annual Dues) to:
 Association of Raytheon Retirees, Inc.
 336 Baker Avenue
 Concord, MA 01742

Telephone: 978-369-8410
 Fax: 978-369-8419
 Web Address: www.raytheonretirees.org
 Email Address: ARR@raytheonretirees.org