

# Raytheon Retirees Newsletter

Volume 3, Number 4

December 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.

## Late Newsletter

It is unfortunate that this edition of the newsletter is so very late. The delay was due to serious problems with the software which was used to send out the previous newsletter. Much time was spent on trying to correct the problems, as a practical method of sending bulk email is necessary for sending out about 1,200 newsletters, and the alternative of using the US mail at an annual cost of about \$5,000 is not attractive. This edition is being labeled "December" to maintain orderly numbering. I hope that in the future, the publishing will also be orderly.

### **ANNUAL DUES 2004**

Dues are payable in January of each year. If you have not yet paid your dues for 2004, then you are in arrears. We do not have the staff to send out notices to each individual and you may consider this note a personal notice to you. Thank you for your cooperation. Please send a check for \$15 to:

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

Tel: 978-369-8410

Fax: 978-369-8419

Web Site: [www.raytheonretirees.org](http://www.raytheonretirees.org)

Email: [ARR@raytheonretirees.org](mailto:ARR@raytheonretirees.org)

## Membership Drive: You Can Help

The Association is at a critical stage in its growth. The membership has become large enough that the work load is too heavy for volunteers to carry, but we are not large enough to afford to hire adequate help. The solution is to increase the membership, and that has become our number one priority. We have begun an advertising campaign to attract new members, with advertising in all of the areas with high retiree population. We know that there are many retirees out there who are not yet aware of the Association. Also, we are "mining" the lists of names in the last 25 Year

Dinner book published by Raytheon, over 10,000 names. You can help by sending us your mailing lists of Raytheon retirees, even a handful of names will help. If you belong to a local social group, you can promote the Association.

## History of Pension Increases

The pension benefits of Raytheon salaried retirees have been increased a number of times since 1970. The last one occurred in 1993. The history of the pension increases is as follows:

<u>Date</u>	<u>Pension Plan</u>	<u>Percent Increase</u>
1-Jan-70	Salaried	20% (The increase was less than 20% for other plans)
1-Jan-76	Salaried	2% per year of retirement
1-Jan-78	Salaried	2% per year of retirement prior to 1977, minimum increase of 10%
1-Sep-79	Salaried	10% for retirees who retired prior to 1977
1-Jan-81	Salaried	10% for retirees who retired on or after 1/1/77
1-Jan-85	Salaried	2 1/2 % per year of retirement, maximum increase of 10%
1-Jan-89	All retirees	2% per year of retirement since 1-Jan-85, 8% maximum
1-Jan-93	All retirees	2% per year of retirement since 1-Jan-89, 8% maximum

The announcements of the increases were made in letters sent to the retirees, signed by Thomas L. Phillips, except for the last one which was signed jointly by Max E. Bleck and Dennis J. Picard. There was a sentence in each letter such as "This action reflects our continuing appreciation for the contributions our retirees have made to the success of Raytheon". We wonder what has happened since 1993 to that sense of gratitude

## Raytheon's 65+ Retiree Medical—6 months later

With each passing day, the Raytheon "PLUS" plan seems to have less and less value to the retirees. Maybe, Raytheon should rename it the "MINUS" plan—that would be more appropriate. As

you know, there are two components to the Raytheon medical plan: 1) the prescription drug plan (administered by MEDCO), and 2) the Medicare supplemental plan called the "PLUS" plan (administered by Wausau).

The prescription drug benefit has decent value, although the co-pays are steep. What really has high costs and low benefits is this Medicare "PLUS" coverage. Essentially to receive a payment from the "PLUS" plan, one would have to be either hospitalized or have multiple outpatient surgeries during the year.

The "PLUS" plan is really what is called catastrophic type coverage. That means that you have to incur extremely high expenses for outpatient medical services or be hospitalized for an unusually long time. Raytheon's communications on this "PLUS" plan in May of 2003 did **not** make it clear that this plan was catastrophic coverage and the likelihood of receiving benefits payouts was very low.

We would estimate that only about 15% of the roughly 27,000 over 65 retirees and spouses covered by Medicare "PLUS" will receive payments from this plan during the first year. This compares to an estimated 80% receiving payments under the 2002 plans. It looks like Raytheon has shifted a large part of the medical costs to the retirees.

The "PLUS" plan is poorly designed and definitely overpriced. If Raytheon does not reduce retiree premiums, and offers only the Wasau plan next year, there may be better alternatives in 2004 for the Medicare supplemental portion of our retiree medical coverage. (See the related article in this issue.)

## Raytheon's under 65 Retiree Medical

The medical plan offerings for under 65 retirees and their spouses vary considerably throughout the country—both in plan design and price. However, one thing the costs have had in common is a high rate of inflation. The rate of medical inflation seems to have eased this past year and a moderation of cost increases may be expected for retiree premiums for 2004.

## Planning Ahead for the 2004 Enrollment 65+ Retirees

By Bruce Nogueira, VP, Benefits for ARR

Here are some thoughts to consider prior to the 2004 Raytheon enrollment—which typically

takes place in May each year with an effective date of July 1.

Private Medigap Plans—if you are considering a private medigap insurance plan, you may have to act before the Raytheon enrollment, depending on what state you reside in. (Be aware that Raytheon does not contribute anything towards these private medigap plans).

As a Mass. resident for example, if I want to consider signing up for Raytheon's Pharmacy Only Plan in 2004 in the May enrollment, and also take the private BC/BS Medex Bronze (or an AARP Supplemental Plan) - I would have to sign up for Medex Bronze in the February or March open enrollment period allowed each year under Mass. Regulations. This Medex Bronze plan at \$139/month per person would become effective on June 1, 2004.

Now, having signed up for Medex Bronze, if Raytheon's offerings in May 2004 have more value to me than the Medex Bronze (which covers most medical expenses after Medicare pays) combined with Raytheon's Pharmacy Only Plan—then I'll sign up for the Raytheon plan and I'll cancel my Medex Bronze coverage. At least I'll have more options than I did at the time of the 2003 enrollment.

If you live in a state that allows enrollment to private Medicare supplemental plans at any time during the year, then you can wait for the Raytheon enrollment in May to decide which plan has the better value. However, be sure to find out early what rules apply to you.

Medicare HMO's Plans - where offered by Raytheon, generally provide the most coverage for the lowest premium. Consider this option carefully because you are limited to the hospitals and doctors that are a part of each HMO network. In addition, you must select a primary care physician and get pre-authorized referrals to specialists.

A word of advice: you don't want to have an argument with your HMO on your medical treatment or choice of hospital or specialist when you are ill. So think through the limitations of an HMO before you enroll.

I was enrolled in managed-care HMO plans for years at Raytheon before I retired and for a few years after retirement. In 2002-03, I was happily enrolled in the United Healthcare Carve-out Plan before the May 2003 enrollment arrived. For July 2003, I wanted to join the Harvard HMO First Seniority Plan but my primary care physician had dropped out of that network in January of 2003. I then considered the BC/BS Blue Care 65 HMO plan, but found that several major hospitals (and the related physicians) had been dropped from that network. Examples are: Mass. General, Lahey Clinic, and

Newton/ Wellesley. Unfortunately, my only option for 2003 was the Raytheon Medicare "PLUS" plan.

Pharmacy Only Plan: this plan offered by Raytheon has a \$100 deductible, and for the mail-order 3 month supply of drugs has co-pays of \$10 for generic and \$60 for brand name formulary drugs.

If you have just generic prescriptions, this plan could be of value to you. If you have a mix of generic and brand name drugs, you should determine the total cost of each drug - particularly the brand name drugs - for a 3 month supply. This information will help you compare what you will pay for a year in plan co-pays when added to the plan premium costs for each of the drug plans offered. You can get drug cost information at the MEDCO website or by calling the MEDCO 800#.

The key point in all the above planning suggestions is to "do your homework" on your own medical expenses well in advance of the open enrollment. Then, when Raytheon provides you with the 2004 plan options, you will be in a better position to make the choices that best fit your needs.

Most importantly, plan options have become more complicated and diverse. Review the enrollment options carefully, and if you have any questions, call the Raytheon 800# provided in the enrollment package.

## ARR Meeting with Raytheon Officials

As a result of a follow-up to our letter to Bill Swanson in December, we have been invited to meet with Raytheon officials on March 25 in Waltham to discuss the question of a pension increase and our concerns over health care costs. The ARR will be represented by Directors Bruce Nogueira, Tom DiPaolo, and Bruce Hall, and John Fullerton, a member of the Benefits Committee. They will meet with Ed Pliner, CFO, Jack Kapples, Secretary, Senior VP Keith Peden and VP Diane Avellar.

## U.S. Drug Subsidy Benefits Employers

In an article by Ellen E. Schultz and Theo Francis in the Wall Street Journal of 7 January 2004, the point is made that some companies with many retired workers are expected to post big earnings gains for 2003 or 2004, thanks to accounting guidelines for subsidies under the federal prescription-drug program.

When Congress approved prescription-drug benefits for Medicare recipients last year, it granted benefits for the 65% of large employers with retiree

health-care plans, providing funds for companies that maintained their prescription-drug coverage for retirees.

The program is supposed to encourage employers to retain prescription-drug coverage.

But companies are entitled to the subsidy regardless of how much of the cost they pick up themselves. As a result, it does nothing to halt the current rush by some employers to shift more cost to retirees.

In fact, benefit consultants are designing employer-sponsored prescription plans to save companies more money by unloading costs on their former workers without losing out on the new subsidy.

The subsidy won't be paid for another two years, but the Financial Accounting Standards Board of Norwalk, Conn., gave permission yesterday for companies to book the value of their anticipated government payments in 2003 financial statements, if they believe they can accurately predict the effect of the subsidy.

Some of the biggest accounting gains are expected to show up at such companies as **Lucent Technologies**, Inc. which has 240,000 retirees and dependents, **General Motors Corp.**, **Dow Chemical Co.**, and **SBC Communications**, Inc. All are members of the Employers Coalition on Medicare, which lobbied for the subsidy. Some of these companies won't take the gains immediately.

GM won't report the impact of the Medicare subsidy in its 2003 year-end results but will some time later, said Toni Simonetti, a spokeswoman for the automaker.

With roughly 440,000 retirees and dependents receiving health coverage, "our medical expenses are going up despite the Medicare relief," she said.

A Dow Chemical spokeswoman said the company is still calculating the effect of the subsidy, which would be reflected in the year-end 2003 financial statement released on January 29, but not on the income statement. The spokeswoman said the effect of the subsidy would be recognized as an actuarial gain over 10 to 15 years.

The new federal program calls for employers to be reimbursed for 28% of the cost for prescriptions of more than \$250 per retiree, up to an annual subsidy of \$1,330 per retiree, beginning in 2006. The subsidy will be significant at companies with thousands of retirees ages 65 or older, because prescription-drug costs make up a large part of the expenses that employers incur for seniors under their retiree medical plans.

Thanks to a little noticed provision in the new law, the government will calculate the subsidy

based on both what the employer spends for prescription drugs and what the retiree spends.

So if an employer and a retiree each pay \$1,000 toward the retiree's medical costs, the employer's subsidy is calculated on the full \$2,000, bringing the company a total subsidy of \$490, rather than the \$210 that it would get if it received a subsidy only on its share.

As a result, when combined with tax and accounting rules, the program allows employers in some cases to use the subsidy to erase the entire costs of prescriptions for retirees, or even turn a profit from the drug plan. For instance, if a Medicare-eligible retiree's prescription costs are \$2,550, and his former employer pays \$1,000 of it, under long-standing tax rules, the employer can deduct its full \$1,000 for tax purposes, meaning the after-tax cost to the company is \$650 at a 35% corporate tax rate.

Meanwhile the company doesn't pay taxes on the subsidy it receives, thanks to another provision of the new Medicare law. So in this example, the employer would receive a subsidy of \$644, based on the full amount paid by both employer and retiree, reducing the company's cost for the retiree to \$6 for the year.

"It's hard to believe that any of this was an accident or an oversight," said George Miller (D., Calif.).

Benefits consultants confirm they are working out the details necessary to structure drug-benefits programs to take advantage of this quirk in the legislation. If a company can hold its costs to 40% to 50% of each retiree's prescription costs, shifting the rest to the retirees, the subsidy means "There is virtually no cost to the employer in setting up a plan like that," said Mark Beilke, director of employee benefits research at benefits-consulting firm Milliman USA.

But he said he didn't expect employers to use the new federal program to cut benefits. "It will keep employers offering whatever it is that they offer now and possibly offering more-or offering plans where there aren't any currently," Mr. Beilke said.

Critics of the legislation said that is unlikely. "It is unconscionable for companies to receive billions of dollars in corporate welfare courtesy of the American taxpayer by slashing prescription drug coverage and retiree health benefits," said Rep. Bernie Sanders, an Independent from Vermont.

In December, the FASB had said it might not let companies start reporting the effect of the Medicare savings until sometime in the future, because it was premature for employers to estimate the subsidy.

But companies with big retiree health obligations, including SBC, asked the standard-

setters for permission to report the savings in their 2003 financial results. "It's important to provide the best information to shareholders," said John Stephens, SBC's comptroller.

Under FASB's move yesterday, companies accounting for the subsidy in 2003 must disclose on a separate line on the income statement.

In booking the payments, companies will use the value of the projected subsidies to offset liabilities previously recorded to reflect drug benefits they promised retirees.

Reversing the liability will generate a no cash, accounting gain that flows to net income.

Those that don't believe they currently can estimate the subsidy are to wait for additional guidelines from the accounting board, including over such issues as whether companies must take any resulting gains immediately or can spread them over years, said Patrick Durbin, an FASB practice fellow.

## Raytheon Moves from Bedford to Woburn

The Lowell Sun reported on December 19 that Raytheon will lease two buildings in Woburn, formerly occupied by Genuity, and will begin moving about 1,100 workers from an existing Bedford site in March. The Woburn space will serve as Raytheon's Missile Defense Center.

"Our growth as a business and our existing limited office space made this move a necessity," said Dan Smith, president of Raytheon Integrated Defense Systems. "Establishing this center in Woburn will provide a state-of-the-art, modern facility for our employees with improved access for our customers. It also reinforces our commitment to Massachusetts."

As part of the deal, Boston-based National Development has purchased Raytheon's 400,000-square-foot Bedford facility, located at 180 Hartwell Road, for an undisclosed price. National Development co-owns the Woburn space, which sits atop a Superfund site.

## Sale Ends Raytheon Liability for Plants

A report in the Lowell Sun of February 25 states: Exelon Corp. has agreed to pay about \$31 million to Raytheon Co. as part of an agreement over ownership of two Massachusetts power plants that proved to be a costly headache for Raytheon.

On Feb. 23, Chicago-based Exelon Corp. filed with the Securities and Exchange Commission details of the agreement to sell its Exelon Mystic

plant in Everett and the Fore River plant in Weymouth to the group of lenders that funded the projects.

As part of the deal, Exelon, subsidiary Exelon Generation and Raytheon resolved outstanding claims and agreed to drop pending litigation over the plants. In addition, Exelon Generation agreed to pay Raytheon the roughly \$31 million, according to the SEC filing and a statement from Waltham-based Raytheon.

“This resolution effectively ends Raytheon’s active involvement on these two major projects,” Raytheon chairman and CEO William H. Swanson said in the statement.

Raytheon’s outstanding letters of credit on the projects of approximately \$73 million were discharged and released. Raytheon will have no additional responsibility for final project details or warranties, the statement said.

## Letter to Bill Swanson

Aug. 4, 2003

Dear Bill,

You probably don’t remember me, but I worked at Raytheon, Andover for 35 years until my retirement in June 1991.

During the years of your direct leadership in Andover, I was part of the team like many others who brought success and pride to our programs, and also profits to Raytheon.

I like to believe that because of our hard work and determination, we all helped in the ladder of success that you have achieved to your present position.

Unfortunately, Raytheon has forgotten us.

We have attempted to ask, and yes, even beg for a cost of living adjustment that we never have received, after well over a decade of retirement.

With the high cost of medical insurance, Prescriptions, and the other bare essentials of life, our monthly pension amounts cannot support us in what was supposed to be our golden years.

Please give this matter your personal attention, and give us the respect and consideration we worked so hard for.

Respectfully,  
Vinnie Garofalo

## NRLN General Counsel Mike Gordon Dies

Michael S. Gordon, a Washington pension lawyer and one of the principal architects of the

Employee Retirement Income Security Act, died Feb. 1 of pneumonia. He was 70.

As special minority counsel for pensions to the Senate Labor and Public Welfare Committee under Senator Jacob Javits, R-N.Y., from 1970 to 1975, Mr. Gordon helped shape the federal pension law. In the following years, he was chairman of the Pension Rights Center, a participant group, for nearly two decades. In recent years he acted as the general counsel for the National Retiree Legislative Network, a coalition of retired workers, and goaded companies to uphold promised retiree health-care benefits. Legislation drafted by Mr. Gordon on that issue is being considered by Congress. Testifying in October before lawmakers for what would be his last time, Mr. Gordon vigorously opposed a temporary change in the benchmark for calculating pension liabilities. “He was the classic do-gooder,” said Jim Wooten, a professor of law at the University of Buffalo in New York.

The Association of Raytheon Retirees made a contribution to the Pension Rights Center in his memory.

## New Members

As of February 29, 2004 the total membership is 3,024. The total list of names will be available on our web site [www.raytheonretirees.org](http://www.raytheonretirees.org). The 210 new members who joined from October 1, 2003 to February 29, 2004 are listed below.

Frederick R. Ahders, Allan W. Ahlberg, Charles T. Ajamian, Henry R. Alexander, Stephen J. Alphas, Jack N. Arnold

Jean Ball, Sidney B. Barnes Jr., David J. Bender, William H. Bernert, William S. Berry, Domenico B. Bettinelli, Francis X. Bleyer, Jay T. Bluestein, Raymond J. Blum Jr., Darrell D. Boyle, Julius R. Bretschneider, B. Hale Burdge, James H. Burkley, Harry E. Burnham Jr., Jim G. Byrne, Daniel P. Byron

Anthony P. Cardi, Patricia J. Carroll, Cosmo Cavicchio, Arthur Cemorelis, Frederic F. Chesley Jr., John R. Chevedden, Donald R. Class, Arthur R. Conway, Raymond C. Costigan, Joseph M. Cowgill, Rollin C. Cowperthwaite Jr., William A. Cox Jr., Charles Crespi

William E. Dahme, William Davidson, Michael A. Deaett, Joan H. DeFrancesco, Andrew W. Delisi, Howard Dennis, Patricia A. Donat, Doris L. Donovan, Herbert S. Donovan, Sophie Doperak, Maryann Dortona-Law, Oleg N. Dudkin, Owen F. Duggan, Peter C. Dunham, Everett T. Dunlap

Joseph R. Edinger, William F. Egan Jr., Frederick J. Egner

Bryan T. Fallon, William J. Fallows, Ralph A. Feole, Bruce H. Ferri Sr., David G. Flint, Stanley Frank, Christoph P. Frauenhoffer, Georgia Frawley

John Galante, Matthew W. Gallagher, Richard J. Gallerani, Roland E. Gamache, Philip N. Garfield, Quintin H. George, William L. Goodwin, Lawrence H. Gould, Domenica R. Grassia, George Gray, Albert R. Gregoire, Jack L. Gressingh

Norman Hadad, Richard J. Halliwell, Carl J. Harney, Hubert H. Heath, Gustave A. Heckscher II, John A. Hillier, Dorothy M. Hodgson, John F. Holway Jr., Leonard W. Hopkins, Dorothy M. Houle, Oulton A. Hues

Theodore E. Jacoby, Frances B. James, Raymond A. Janssen, Frank C. Jarvis, Albert G. Jean, Harry L. Johnson, George K. Johnston

George J. Kalil, Gerald Kauffman, James F. Keating, Wayne H. Keene, Wallace C. Keiter, Theodore M. Kemp, Arthur T. Kenney, Charles A. Kernitz, George Kesmetis, Sidney R. Kimmel, Koneth K. Kindle, Hok Wai Kwan

J. Thomas La Casse, Robert P. LaFlamme, Richard F. Langhill, Richard W. Laton-Taylor, George I. Laurencelle, Francois LeFevre, Roland A. Legros, William C. Leithead, Michael J. Leone, Yi-Sheng Lin, Gerald D. Lloyd, William D. Loiselle, Jerry Lubenau, John A. Luczkow, Marie T. Lynch

David H. Mack, Robert B. MacMullen, Louis H. Maedel, Karl E. Maier, Frank W. Mausser, James L. Maxey, James B. McCullen, Ben P. McGann, Leonard J. McGlynn Jr., Michael N. McNerney, John P. McKenna, Charles D. McMaster, Peter McNeany, Joseph W.

Melnichuk, Coval Mercer, Paul A. Monique, James R. Murphy, Joseph A. Musumeci, Joseph V. Myshko Mathilde M. Natural, Richard

H. Neidich, Rudolf P. Neustadter, Patricia Nolan Cossie L. Owsley

Louise A. Pallone, Leo R. Paradis, Sally Pekora, Arthur M. Peters, Harold Pilibosian, Robert P. Pinette, Seymour B. Pizette, William E. Poitras, Robert T. Powell, George W. Powell III, Frank D. Puniello

William H. Racca, Arthur J. Raposa, Charles D. Rehrig, Gerald W. Remillard, Jack C. Richardson, Normand A. Rocheleau, Michael J. Rodgers, Louis Rosi, Owen W. Rowland, Gerald J. Roy, Sidney Rubin

Barry S. Salkovitz, Richard B. Salomon, Ronald G. Sanguinet, Carlo J. Scafidi, Elizabeth M. Schaebler, Eric V. Schollmann, G. Dana Schrader Jr., Stan G. Schroter, Marvin Serota, Irving Sharples, Michael A. Sherry, Ronald P. Shore, Edward W. Shore, Simeon R. Shortman, Francisco M. Silva, Edward Skolnick, Fred L. Smith, Russell I. Snyder, Joseph L. Spatocco, Paul Staudenmayer, Theresa C. Stevens, Leo J. Storch

Esther M. Taddeo, George D. Thome, Miriam Travis, Eugene A. Tucci

Stephany Ugrinow

Albert F. Vacaro, Joseph R. Veeder, Francis Vennell, Carmella Vicario

James R. Wade, Robert J. Waldeck, Clarence Walker Sr., Mildred A. Walters, Richard A. Weller, Charles F. Whalen, Harold C. Wiese, Clark W. Wooding

Arthur Yarranton, Frank P. Yorio

Milton F. Zane, Jr., Nicholas Zantos, J. H. George Zdzieborski, Stephen J. Zebrowski, David Zuczek

## In Memoriam

1998	Victor E.	Johnson
1999	John D.	Gallagher
	Joseph R.	Marsolini
2000	Douglas M.	Walker
2001	Frank D.	Coughlin
	Roger J.	Morin
2002	Richard H.	Burke
	Richard P.	Lynch
	Joseph A.	Pappalardo
2003	Florence M.	Charbonneau
	Joseph	Clark
	Donald L.	Cochran
	Vincent C.	Connors
	Donald A.	Durant
	Aurea J.	Gauthier
	Martin J.	Kane
	Pauline	Koniditsiotes
	Esther I.	Larkin
	Harold L.	Moore
	David R.	Siner
	Arnold G.	Stephens
	Thomas	Stoupis
2004	Gladys L.	Austin
	Mary V.	Little

### ARR Small Pensions

Since its inception, the Association of Raytheon Retirees has directed strong efforts toward achieving cost-of-living adjustments in retiree pensions. We have written to each member of the Raytheon Board of Directors, met directly with Raytheon Company officials, picketed Raytheon shareholder meetings, held discussions with local media, and supported national legislative efforts covering retiree issues.

We acknowledge that Raytheon is under no *legal* obligation to grant COLAS, but for many years the Company, recognizing the debilitating effect of inflation on pensions, granted periodic adjustments, expressing appreciation for the contributions the retirees had made to the success of Raytheon, and creating the expectation of future adjustments. Over the last eleven years, management has chosen to ignore the ethics and integrity practiced by their predecessors.

Now, we plan a broad public communications program to spread awareness among all of Raytheon’s constituents...customers, local communities, employees...of the treatment of retirees by today’s management. One part of this campaign will focus on retirees who are receiving a **monthly pension of \$600**, or less. To aid our effort, we ask for retirees to provide personal financial information to demonstrate the circumstances of many of the Raytheon retirees. Attached to this newsletter is a brief questionnaire to be completed and returned to our office. We have a strong case to bring to the “court of public opinion” and with your help we will be successful in achieving our goals. If you have any questions or suggestions for this effort, or would like to help out in any way, please contact the ARR office in Concord at Telephone 978-369-8410, or via e-mail at [ARR@raytheonretirees.org](mailto:ARR@raytheonretirees.org).

**For retirees receiving small pension benefits, please complete the questions below and return this form to the Association of Raytheon Retirees, Inc., 336 Baker Avenue, Concord, MA 01742.**

Name (Optional) \_\_\_\_\_  
Address (Optional) \_\_\_\_\_  
Telephone (Optional) \_\_\_\_\_ E-mail (Optional) \_\_\_\_\_

Are you willing to be interviewed by the media? Y or N. Are you willing to be photographed? Y or N. Are you willing to allow the use of your name? Y or N.

Retirement Date (Month/Year) \_\_\_\_\_  
Raytheon Location (Division/Facility) \_\_\_\_\_  
Years of Raytheon Service \_\_\_\_\_  
Monthly Pension Amount (\$600 or less) \_\_\_\_\_

Medical coverage purchased from Raytheon:  
Self: \_\_\_\_\_ Monthly Premium \_\_\_\_\_  
Spouse: \_\_\_\_\_ Monthly Premium \_\_\_\_\_

Any comments regarding cost-of-living changes, geographical location, special medical expenses, etc.

\_\_\_\_\_  
\_\_\_\_\_

**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