

Raytheon Retirees Newsletter

Volume 4, Number 1

Summer 2004

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.

Raytheon Discovers a New Profit Center

After a decade of profits, the gold in the pension fund has lost its luster and Raytheon has discovered a new profit center in the **retirees' health care benefits**. In July of 2003 Raytheon introduced its retirees to a version of Medicare supplemental health insurance, called the "80%" plan. This means that 80% of the allowed cost will be paid. Since Medicare typically pays 80%, Raytheon pays nothing. That is, nothing is paid by Raytheon until the retiree out-of-pocket expenses exceed \$1750. (The plan has a resemblance to the Bush Prescription Drug bill, as both are types of catastrophic insurance for the middle class.) For this "insurance", the premium is \$127.62 per month for Massachusetts retirees who retired before 1995, and \$212.24 per month for those retiring in 1995 and later. The cost of mail-order drugs increased from \$2 (generic) and \$10 (non-generic) to \$14 and \$30. The effect of this plan is to **shift** many millions of dollars of health care costs from Raytheon to the retirees. Meanwhile, the company has not granted a cost-of-living pension adjustment to its retirees for more than eleven years, contrary to the practice that Raytheon followed for the previous twenty-three years. It should be noted that Raytheon is not alone in making a massive reduction in retiree health care benefits; it is in step with industry in general. This explains the lack of support for the Health Care Protection Act, HR 1322, in a Republican Congress. This bill is sponsored by Representative John Tierney and is supported by about 100 Democrats, but zero Republicans.

Raytheon states that they have received very few complaints about the 80% plan. If you have a complaint, we encourage you to write:

William H. Swanson
Raytheon Company
870 Winter St.
Waltham, MA 02451

And,

Ched Miller
Raytheon Executive Offices
47 Foundry Ave.
Waltham, MA 02453

Recruiting New Members

Listed below are the names of 250 Raytheon retirees whom we have been unable to locate. Either a letter to the last known address was returned, or a white-pages search on the internet was unsuccessful. We have over 1,000 names of these "lost" retirees. We will print lists of these names in upcoming issues of the newsletter, and we ask that you examine them and let us know the location of any retiree that you recognize. Please send the address if you have it, or any information such as the name of a city or state. You may know that Joe moved to Florida, for example. Building our membership is a top priority and you can help. Send your information to:

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

George Abbene, Clifford Adcock, J ALEXANDER, Walter Allen, AW ALMEIDA, Chuck Alto, RJ ALVAREZ, J ALVAREZ, RP AMATO, B AMES JR, A ANDERSON, Helen M. Androchuk, G ARAUJO, RF ARCHIS, JF ARDAGNA, CE ARGUIN, LC ASSELIN, TJ AUGER, William Aulich, RC AUSTIN, Ephrem W. Ayotte, SA AZIZ, R AZIZ, AL BABCOCK, JP BABER, M BALSAMO, Peter Bark, Harold E. Barker, DD BARTLETT, RL BAUER, LA BEAUDOIN, AM BEAUDOIN, Robert P. Beaudoin, SS BEAUMONT, RJ BECHARD, OP BECKER, HC BELAND, NJ BELAND, RA BELIVEAU, PW BELIVEAU, EM BELL, OR BELLE, Paul A. Benenato, AJ BENINATI, RP BERK, Alice Berry, PA BERUBE, DB BETTINELLI, JM BINETTE, RA BISSON, Red Bissonette, E BLAISDELL, JL BLAISDELL, JD BLOOD, OA BLUNT, Harry J. Bodak, MM BOISVERT, Nora Bookheim, William J. Boozang, L BORRELLI, AO BOUDREAU, DB BOURGET, Paul B. BOWER, Joe Bowker, BOB BRADSHAW, RM BRADY, JL BREARE, Barbara Brecht, CH BRIDGE, Bob Broderick, Robert M. Broderick, AL BROWN, JM BROWN, JP BUCKLEY, Robert L. Burris, Phyllis Butler, Larry Butler, DL BUYCK, RM BYRNE, JA CABBE, CA CAHILL, D CAISSIE, ER CALDARONE, RW CALLAHAN, John Callihan, RJ CALLINAN, RE CAMERON, DA CAMERON, Francis Campbell, EL CAMPBELL, A R CAMPBELL, MARYANN CAMPOS, Janet E.

Canfield, John F. Cannizzaro, RJ CARDOZA, DG CARIGNAN, Anna M. Carney, Paul Carpenter, BA CARUSO, EJ CARUSO, JE CARVALHO JR, AF CASAVANT, JM CASTELLANO, JS CATANO, DJ CAVANAUGH, JM CELLI, EL CHAFE, Henry Chamberlin, Don Chambers, Allen Chase, Jackie Christensen, RE CHUTE, DP CIAMPA, Guy Cicinelli, SW CLARK, AE CLEMENTS, Lou Clermont, G COBLEIGH, Hank Cochran, RT COFFILL, JT COLE, Roger Collin, Eleanor M. Combra, MA COMPARONE, GR CONNOLLY, William R. Connors, LM COOK, RJ COOKSON, BA COOPER, LW CORCORAN, A. J. Couture, Joseph E. Cove Jr., WN COX, PL CRAIG, CR CROCKFORD, L CURDO, RG CURRIER, CE CUTTY, D DALTON, Robert M. Daly, JE DALY, Helen M. Danforth, JW DAVIDSON, Duane Davis, MA DAVIS, AL DAVIS JR, John Davis Jr., RA DAY, DD DEARTH, LA DEE, Tony DeLollis, Dick Deming, FM DEPETRILLO, AJ DESMARAIS, SV DEVELLIS, H. Stewart Dickson, RM DIFRANCESCO, Robert Dill, DJ DILUCA, EE DINOWITZ, AJ DISTEFANO, Bill Doherty, T DONALDSON, Ambrose Donnelly, MH DONOVAN, Steve Doran, PA DOWNEY, M DOYLE, LG DOYLE, RJ DRISCOLL, WJ DRISCOLL, NR DUCASSE, A DUDLEY, Owen Duggan, Albert Duhaime, C DUMAS, EF DWYER, R DYER, Luke Dzwonczyk, D.R. Earles, AM EARLEY, William F. Edwards, SL EDWARDS, Margaret M. Elias, AF ELLIOTT, DS EMERY, Wilbur E. Emrick, Roger Erickson, AH ERICSON, G ESPERIDES, Greg Evans, A FANTASIA, Richard Fei, AS FERREIRA, Joseph J. Ferro, AJ FINNEY JR, AJ FIRICANO, Pete Fitzgerald, John Flaherty, GS FLANAGAN, CR FLANDERS, JP FLEURY, VH FOGGARTY, K FOGGARTY, TP FOLEY, NA FONTAINE, WF FONTAINE, SR., Pat Forest, P FORSBLAD, Eugene Fortin, RA FOSTER, Leonard Foulds, Roger L. Freeman, HJ FUCE, RS GALLAGHER, RL GALLAGHER, JD GALLAGHER, Vincent Garafola, JM GARNEAU, RN GASPARD, William J. Gately, JL GAUDETTE, WG GAUTREAU, DM GENTILE, Joseph E. Geoghegan, EA GILL, CF GILLILAND, RJ GIOACCHINI, ER GIRARD, DG GLAWSON, A GLEASON, Charles A. Golay, IB GOLDBERG, LM GOLDBERG, I GOMEZ, H GONNEVILLE, HJ GOODWIN, LP GOSSELIN, TJ GOULDEN, JM GRAHAM, Gordon Green, Edward B. Greene, George Greenstein, Mariam Greenwood, WH GREENWOOD, R GRIFFIS, L GRILLO, ML GRINGERI, GL GUENARD

ARR Advertising Campaign

An advertising campaign to publicize the Association in Massachusetts and New Hampshire was conducted from March through June. The intention was to reach those hundreds of retirees who were unaware of the Association. Ads were placed, generally three insertions per newspaper, in the Boston Globe, the Boston Herald, the Metro West Daily, the Lawrence Eagle Tribune, the Lowell Sun, the Nashua Daily Telegraph, the Waltham Daily News Tribune and 28 Community newspapers in towns ringing Boston from north to west. The ads attracted favorable notice and brought in many new members.

New Blood

It is time for an infusion of new blood into the ARR. The founders are aging and ready to retire, a second time. Energetic leaders are needed who will become actively involved in the operation of the ARR, taking responsibility for the major tasks of the organization. If you have a strong interest in the issues of a cost-of-living pension increase and health care costs, which are of most concern to retirees, then you should call or write to Fred Churchill, 125 Acton St., Carlisle, MA, 01741, Tel. 978-369-3269. Email: fredec@ieee.org. If you are a young retiree, you could look forward to a satisfying, second career which could last 15-20 years.

There will be an election of four new Directors in January 2005. The term of office is two years. Send in your application to be a candidate in the election. Please include a resume. The final slate of candidates will be selected by a nominating committee of three of the present directors.

Report on Retiree Medical

By Bruce Nogueira, Vice-President Benefits, ARR

This article is a follow-up to the Special Report issued in May during the open enrollment period. We received a lot of comments on that report, most of them very appreciative, and we would like to share some of the thoughts of other retirees with you.

First, let me apologize to those retirees who are members of our Association, but who do not have Raytheon subsidized retiree medical coverage, such as the retirees from RE&C. Our communications are sent to **all members**, since our data base cannot identify those without retiree medical.

Next, let me correct a couple of statements in the May Special Report. Most important is the

eligibility for continuation of the spouse's retiree medical in the event of the retiree's death. Here is the correct version: **generally a spouse can continue coverage only if the spouse is covered by Raytheon medical (and dental) plans at the time the retiree dies.**

Another correction is that **many, not all (as was stated)** of the Mass. Medicare HMO's had reduced premiums in 2004 compared to 2003.

My personal enrollment choice for July 1, 2004 was a Medicare HMO-Blue Care 65. For me (a retiree after 1995) the cost of Blue Care 65 would be about the same as the Raytheon Medicare Plus plan. But Blue Care 65 covers most outpatient expenses in full after a small co-pay. Also, Blue Care 65 provides nearly full benefits when hospitalized. And the mail order Rx plan-for a 90-day supply has a \$10 co-pay for generic and a \$20 co-pay for brand drugs. I have spent many years prior to and after retirement in HMO type medical plans, and feel comfortable limiting my medical treatment to the doctors and hospitals listed in the plan. I'll let you know how it works out before the next year's enrollment.

Another retiree told me that after he read the Special Report, he decided that Medicare coverage was adequate for him, so he elected "no coverage" with Raytheon. He said that he found a Canadian pharmacy where he can mail order his Rx's at substantially discounted prices. He estimates that the net savings to him would be about \$2000 over the next year.

Still another retiree related a story about his experience with Raytheon's Medicare Plus plan. He had outpatient expenses of more than \$1000, of which Medicare paid about 80% of the allowed charge, the retiree paid about 20%, and Wausau paid the **grand total of \$.02**. His comment was that postage to tell him about the two cents paid was many times greater than the Wausau plan benefit.

Well we'll have to see what 2005 brings to us for retiree medical selections.

Meeting with Raytheon, March 25, 2004

A meeting was held on March 25 with representatives of Raytheon management to discuss a cost-of living pension increase and health-care issues. The CEO, William H. Swanson declined to meet with us. The report below was written by John H. Fullerton, one of the four representatives of the ARR, and a member of the Benefits Committee:

This report to the ARR Board is my perception of what happened at the meeting of ARR representatives with Raytheon executives on Mar 25.

Present for ARR: Bruce Nogueira, Bruce Hall, Tom DiPaolo, and myself.

Present for Raytheon: Keith Peden (Senior VP Human Resources), Ed Pliner (Chief Financial Officer), Diane Avellar (VP Human Resources), Richard Goglia (Pension Fund Manager), and a substitute for Jack Kapples, Gerard Gasperini (Legal Department).

Goglia presented a five page statement entitled "Raytheon Pension Fund (*note singular*) 12/31/03". Page one said in substance that the funding ratio was 75% on 12/31/03 (assets \$10,089M, benefit obligation \$13,496M) and was 82 % a year earlier on 12/31/02 (assets \$8,977M, benefit obligation \$ 12,023M), using a 6.25 % discount rate for current liability. (*The 82% seems to be incorrect for 8977 divided by 12023.*)

Page two showed:

Pension Fund Changes 2003 in millions:

Beginning	\$8,977
Contributions	57
Investment Gain	<u>2,024</u>
Subtotal	11,058
Benefit Payments	873
Admin Cost	<u>96</u>
Ending Balance	\$ 10,089

Pages three, four and five showed in living color how the fund asset pool was distributed in asset classes and how its performance tracked market averages.

Pliner said the 75% funding was typical of the major plans in the 22 plans aggregated, which cover about 48,000 retirees.

Pliner said he had difficulty finding the \$873M for benefit payments in 2003.

One of us called attention to the fact that Raytheon contributed only \$57M to the trust funds, which is only 6.5% of the \$875m paid out, and that pension costs were recoverable on Government contracts. Pliner explained that government recovery is based on pension cost history at the time of negotiating the contract and it would take some time for the current high pension expense to show up in future contract overhead. (*No one called attention to the fact that little had been contributed to the pension trust over the last ten years and that that is the principal reason present government recovery is low.*)

Bruce Hall then presented a statement in behalf of

ARR asking for a pension increase, highlighting the plight of pensioners getting less than \$800 a month. Although he did not leave a copy of his statement, Peden visibly made notes of what Bruce said.

This is the statement by Bruce:

I have a few brief remarks.

We are here today to again request a pension increase for all of the Raytheon retirees. This request is driven by the need to compensate for the greatly increased cost of living of 30% since the last increase in 1993 and the sharp increases of medical premiums in recent years, especially in 2003.

Pension increases were given over the period of 1970 to 1993 in recognition of the significant contributions made by the retirees to the growth and success of Raytheon. This corporate moral responsibility needs to be continued.

We understand that Raytheon has a prime responsibility to the stockholders, but also to the retirees. For those retirees with small pensions of less than \$600 to \$800 per month it is extremely difficult to meet basic needs. We have proposed formulas for increases that favor these retirees. What we are asking you to do, in good faith, is to make projections of the costs of several pension increases and present them to us. Such a process will provide us a substantive response as opposed to 'no, we can't afford it'.

We are prepared to discuss this and other issues in greater detail with you.

Bruce A. Hall
Member, Board of Directors
Association of Raytheon Retirees, Inc.

Raytheon agreed to provide cost estimates of the proposed scenarios for pension increases. (It should be noted that as of August 2, we have heard nothing from Raytheon on this matter.)

(Incidentally, among the 22 plans represented in Raytheon's Pension "Plan" is the RE&C plan that had in 2002 (per 5500 Report) 4030 pensioners who received \$26,067,130, which is an average \$6,484 per person per year or \$540 per month, the consequence of Raytheon owning the Engineers & Constructors for 30 years. Bruce's \$800 would include a high percentage of us.)

Bruce Nogueira then made a pitch on the medical benefits, which I couldn't hear very well and in which RE&C pensioners are not included anyway. The Raytheon executives listened carefully. *(Incidentally,*

the lead article on page one of the Monday Mar 29th Wall Street Journal has an in-depth article on pension and medical benefits accounting and manipulation, titled "How Lucent's Retiree Programs Cost It Zero, Even Yielded Profit". I recommend it be read. Maybe we should invite the authors to do a piece on Raytheon.)

At the end, Peden was asked if he could imagine any circumstances in the future that might warrant Raytheon giving a pension increase. He said no.

I notice that Raytheon will hold its Annual Meeting on May 5 at a hotel in Washington, the city nearest its biggest customer. Is ARR going to rent a bus to take sign-carrying protesters to the site saying Raytheon is Unfair to Pensioners? Will NRLN arrange with the Washington DC police not to harass the protesters?

I am looking forward to the next ARR meeting.

In the meanwhile I'm loading my guns to assault Raytheon when the RE&C reps, including myself, meet them April 14.

Words From the Top

An ARR member, Dick Layton-Taylor, reports that on Sunday, 5/2/04, Bill Swanson was manning the Raytheon checkpoint at the Walk for Hunger in Boston so Dick took the opportunity to introduce himself as a Raytheon retiree, and told him we were looking for a bump in the pension benefit.

He responded that he was aware of that, but first had to get the company's financial situation in better shape, and that he was working on it, and that the company had a good first quarter.

Dick wanted to share this information with the retirees, especially in view of the 20% increase in the retiree medical insurance premium for 2004 (POS BC/BS in Massachusetts) which was announced the same week.

Raytheon Annual Meeting

The 2004 Raytheon annual meeting was held at the Mandarin Oriental Hotel in Washington, DC on May 5. The ARR did not have a presence at the meeting due to a lack of help to organize the effort. However Raytheon retirees John Fullerton and Steve Niechcielski, formerly of the Raytheon/United Engineers & Constructors, presented an argument in

favor of a pension increase for the retirees in the RE&C pension plan, which is a special case among the many Raytheon pension plans. When Raytheon sold RE&C four years ago, they kept the pension plan, which thereby was effectively closed. The plan has a large surplus and it can be argued that the nature of the plan is such that the surplus can be used for a pension increase. The Raytheon response was that they cannot grant a pension increase to one group of retirees without giving an increase to all, and that is not affordable.

RE&C Meeting with Raytheon

For about two years, representatives of the RE&C retirees have been conducting negotiations with Raytheon regarding a pension increase, via correspondence and teleconferences. On April 14, four representatives of the RE&C retirees, Dr. George Englesson, Charles Berg, Stephen Niechceilski, and John Fullerton, met with Raytheon representatives, Keith J. Peden, Sr. VP Human Resources, Ed Pliner, Sr. VP Chief Financial Officer, Diane Avellar, VP Corporate Benefits, Richard Goglia, Treasurer, and Gerard Gasperini, Legal Department, at Corporate Headquarters in Waltham for a discussion of the issue. The meeting was cordial. Unabashed presentations were made on both sides, followed by debate and ending with a better understanding of the views of each side, but there was no obvious change in the overall position of Raytheon. Their position had been discussed with the Board with the conclusion that "periodic pension updates" would not be granted under any Raytheon pension plan.

News about Raytheon

It was reported on June 15 in the Boston Globe that Raytheon Co. will hire 5,000 new employees by the end of the year, including 1,000 in Massachusetts.

On July 5, Raytheon christened its new Missile Defense Center, located at the former Genuity, Inc. headquarters in Woburn, MA, according to a report in the Lowell Sun. By year's end, more than 1,200 Raytheon employees will report to work here. The Woburn site will house mostly engineers who work in research and development, 700 of whom will move from the company's Bedford location, expected to be closed by next June. The

remaining 250 employees at Bedford are likely going to Andover, where manufacturing is the focus.

In a press release dated May 14, it was announced by Alan G. Hevesi, New York State Comptroller and Court-Appointed Lead Plaintiff, that the Raytheon Company has agreed to pay \$410 million in cash and warrants to settle all claims against it and several of its top executives, including former Chairmen and CEO's Dennis J. Picard and Daniel P. Burnham, related to a securities class action. If approved, this would be the seventh largest settlement in securities class-action history. The class action is on behalf of all purchasers of common stock of Raytheon between October 7, 1998 and October 12, 1999. Raytheon and the individual defendants are alleged to have issued materially false and misleading statements that deceived the investing public as to the company's financial performance by accounting manipulations in the company's RE&C and RSC divisions. Additionally, the defendants are alleged to have failed to disclose that a key government defense project to refurbish P-3 Orion aircraft for the US Navy was materially behind schedule and over budget. When Raytheon eventually described all the charges it needed to take, its stock fell 44% in a single day.

The individual defendants are former and current executives of Raytheon:

Dennis J. Picard-former Chairman of the Board, CEO and President until his retirement in 1998

Daniel P. Burnham-former Chairman of the Board and CEO who replaced Picard in 1998

Peter R. D'Angelo-former CFO until his retirement in 1999

Franklyn A. Caine-former CFO who replaced D'Angelo in 1999

Shay D'Assad-former CEO of RE&C
William H. Swanson-former CEO of RSC and current CEO and President of Raytheon

In a follow up to the Raytheon settlement, the Boston Globe reported on May 26 that PricewaterhouseCoopers LLP agreed to pay \$50 million to settle allegations by Raytheon shareholders that the auditor helped the Waltham defense contractor hide cost overruns five years ago.

The proposed deal cut short a trial that was likely to air some lingering conflict-of-interest complaints arising between accounting firms and their corporate clients.

The lead plaintiff, Alan G. Hevesi, New York state controller, said that "auditors must be independent" and noted the suit's claims that PwC

was compromised by its desire for a consulting contract with Raytheon.

Plaintiff's attorneys had begun to focus attention on the role of Raytheon chief financial officer Edward S. Pliner, who was PwC's lead partner on its work for Raytheon before leaving to join the defense contractor as its controller in April 2000. Two years later he was named chief financial officer.

While Pliner was still at PwC, it pushed to win tens of millions of dollars in consulting fees not related to audit work, according to court filings. To argue that PwC's independence was compromised, plaintiff's attorneys cited among other evidence, a memo that Pliner wrote in October 1998.

His memo noted that to achieve goals such as the consulting contracts, the firm must focus on "improving our relationships with senior management of Raytheon....to be viewed as their primary adviser on these issues and win significant work," according to a court filing.

A report in the Boston Globe of May 30 on the money being spent by corporations, special interests and labor unions for lavish parties during the Democratic National Convention in Boston, speaks of a Symphony Hall gala to honor Senator Kennedy. Each \$100,000 sponsor gets 25 tickets and a promise for their guests to have a private post event celebration with Senator Kennedy. Raytheon is one of the donors.

James Fetig, a Raytheon spokesman, bristled at the notion that that the company's lavish donations both to Kennedy's symphony soiree and the \$1 million it has given to the convention itself raised questions.

"If there were questions, we wouldn't do it," Fetig said. "There are no issues whatsoever. This is an opportunity for Raytheon to support the Boston community and the arts. Raytheon, we've been in Massachusetts for 83 years, we are proud to be one of the few corporations still based in Massachusetts, and we are pleased to be helping out the committee."

New Members

As of June 30, 2004 the total membership is 3,253. The total list of names will be available on our web site www.raytheonretirees.org. The 242 new members who joined from March 1, 2004 to June 30, 2004 are listed below.

James J. Abraham, William V. Aiello, Anton P. Anderson, Daniel R. Arimento, Rita Armstrong, Dianne L. Aucoin

Richard O. Bayrd, Thomas J. Beaumier, Irene M. Bechard, Charles J. Berg, Stephen J. Biello, Joseph J. Biga, Ruth M. Bisson, Richard J. Blackney, Rob K. Blagg, H. Elmore Blanton, Joseph J. Blazys, Frederick J. Blizard, George F. Bohrer, Sr., Constance C. Bonanno, Mary Bootzyvis-Booth, Walter L. Bosy, V. Gail Boughers, Eugene G. Bourgeois, Gladys J. Bowman, Paul E. Brassard, Ray Brien, Catherine R. Brooks, William C. Brosious, Ruth L. Bryson, Joseph W. Bucceri, David Buoncuore, Walter R. Burkhalter, Lee Bushey,

Barbara R. Caldwell, Janice G. Campbell, James E. Carbaugh, Frederick N. Carlino, Edgar H. Case, Jennie Catino, Margaret E. Certusi, Joanne Chamberlain, James T. Charewicz, Allan R. Chase, James E. Chiasson, John W. Child, Paul F. Cilione, Jeanne S. Conforti, Antone Cordeiro, Michael H. Crotty, William Cunningham, Richard D. Curtis, Isabelle M. Cusolito

Frank T. Daras, Carleton W. Davis, Arthur C. Day, Anthony De Norscia, Lawrence A. Dee, Jr. James Degnan, Richard Dengelegi, Henry E. Dery, Ralph A. Dolce, Robert Doran

Briita M. Ehlers, Morgan M. Elwood, William J. Essner

James J. Fagan, Sr., James E. Farrell, Robert J. Ferreira, Robert Fieselman, Arnold S. Fine, John N. Fiorenza, Robert H. Fiske, Edward D.

Fitzgibbon, William P. Foley, Beverly Fournier John Gaffney, Eunice A. Gagnon, David B. Garrity, William G. Gautreau, Edward R. Gentili, Robert S. Giles, John F. Gillick, Jr., Theodore E. Ginsberg, Donald Goershel, Leo L. Goyette, John B. Graf, Caroline J. Graichen, Donna A. Greenhalgh, Roger R. Grenier, Madeleine B. Griffen, Lawrence Grillo, John Guastaferrero, Charles A. Gudewich, William C. Gurrisi

Francis Haley, Allen H. Hallett, Ernest G. Hamilton, Naomi A. Harris, David W. Hartshorn, Herbert A. Harvey, Mary Jane Hatch, Hubert H. Heath, Jr., Phillip D. Hockett, Randall J. Hogan, Jr., Bruce W. Holmgren, Cleopatra Hondrodemos, Aubrey R. Honea, Aliz

Hoogasian, Robert G. Hreha, Donald V. Hurt Winifred Isaacson

Raymond O. Johnson, Ken Johnson Stanley L. Karp, Jr., Alan H. Katz, Edward J. Kelley, Walter Kinal, John R. Kraft, Blanche M. Krystyniak

Barbara Ann LaBarge, Doris Labbe, Paul J. Landry, Robert E. Lash, Joseph W. Lawrence, Warren F. Layer, Ed J. Leary, Jr., Henry E. LeDoux, George F. Lefevre, Melvin W. Lewis,

Michael Leyderman, Richard E. Lindsey, Charles Lipson, Eunice A. Lopes, Winnie J. Lorette, Harold V. Lynde

Mary J. MacLellan, Neil R. MacLennan, Mary A. Marinelli, Gloria A. Maroni, Shirley W. Martin, Dorothy C. Mavraides, Vicary Maxant, James E. Maxwell, Charles L. McCauley, Jr., John F. McDermott, Valorie McGlynn, Teresa M. McGovern, Camille McLaughlin, J. Nelson McLean, Ralph W. McMasters, David J. McQuiggan, Raphael Meerovich, Joseph P. Michaud, David L. Miniutti, Aram G. Mooradian, Eugene F. Moore, Robert E. Moorehouse, Peter Morizio

Dhanbir S. Nayar, Walter Neuman, Allen P. Newcomb, Stephen S. Niechielski, Jane Noga, Michael T. Nolan, Carl E. Norden, Julia B. Normand, Joseph W. Norton

Barbara A. O'Toole, Roger L. Ouellette
John H. Palmer, Harold C. Partridge, Jr.,
Claire C. Peloquin, Andrejs Perkons, Francis S. Perry, Richard L. Pfahl, Don R. Philbin, Robert D. Philbrick, Sr., Richard D. Philpott, Joseph A. Pirrotta, Sr., Ernest R. Poirier, Richard J. Powers, Paul J. Priestley, Katherine Psiras

Robert H. Quirbach
Walter H. Reading, Jacqueline A. Reidy,
Henry F. Riani, Anthony Riccio, Jennie Rimsa,
Benedict P. Rimsa, Arthur J. Ristino, Nicholas M. (Mike) Rizzitano, Linda M. Roark, Charles C. Robbins, Jr., Edwin A. Rogers

Wanza L. Sapienza, Franklyn M. Sawtelle,
David R. Sawyer, Paul J. Sciortino, Walter J. Sevens, Thomas John Shamon, Vincent M. Signorello, Elvira E. Simole, Stanley J. Skoczolek, William J. Smalley, Robert D. Smith, Liliane M. Smith, Mary Helen Smith, Gertrude Smithson, William Souza, Ernest W. Spurlock, John B. St. Paul, William B. Stevens, Henry M. Stewart, James G. Stinebiser, Jayne Stokes, Raymond D. Sturgeon, Leroy E. Sturtevant, Neil Sullivan

Paul L. Tanguay, Calvin C. Tardiff,
Frances R. Thompson, Marilyn B. Thyne, Robert W. Tombino, Richard O. Trotta

Richard L. Udd
Eugene E. Vaccaro, Beverly L. Vachon,
Joseph (Ray) Valcourt, Robert E. Varteresian,
Millard H. Villines

Mary E. Walsh, Hugh S. Wayne, Arnold P. Weiner, Arthur R. White, Paul M. White, James R. Whitten, Kevin T. Wholey, John S. Williams, Louise E. Woodbury

Irene H. Zabierek

In Memoriam

1994 Joseph Leydon
1995 Chalmer R. Croxton, Harry Hoogasian, E.M. Mcmanis

1996 Mary H. Balentine, Joseph E. Barthold, Bennie M. Carlton, A. D. (Decker) Chappell, Charles S. Deering, George C. Dews, Tony R. Dove, Richard Alan Dunlap, Harry L. Free, Joseph H. Freeman, William Wayne Furnell, Jr, F. M. Groff, Neva B. Jackson, Albert W. Johnson, Irene C. Johnson, William O. Meltom, Carroll H. Miller, Linda Rush Newton, Aaron Pinkerton, Lawrence C. Pitman Jr., Phillip G. Skinner, Henry W. Stabeno, Lawrence H. Taylor, O.H. Troegle, Jr., David J. Vachon

1997 Frances Miller Allmon, L. R. Bryant, Juanita S. Butler, Max E. Causey, John Collins, March Coover, Avinell T. Costlow, Joy I. Cox, Frank G. Davia, Paul H. Gegan, William E. (Bill) Gonser, Leonard (Leg) Goodwin, James L. Grant, Allen B. Guten, Glen Holland, E. Frank Johnson, Richard M. Johnson, Jerry Mohundro, Gerald E. Nelson, Tommy Norton, Robert Russell, George M. Scholz, Fred C. Smith, Norman Spain, M.T. Wallin, Kenneth D. Westenhaber

2000 Kenneth E. Palmer

2001 Bruce C. Woolley

2002 Bernhardt C. Asmussen, John N. Binetti, Raymond P. Bouley Sr., Lawrence F. Connors, Joseph H. Dubois, Armin Kern, Benjamin M. L'Bassi, Eleanor D. Squeglia, Thomas W. Stuart, Jr.

2003 Walter A. Baldwin, Emile Belair, King M. Chittenden, Phillip L. Erickson, Fletcher E. Hixson, Robert E. Joyce, John J. Kelleher Jr., Robert H. McAleer, Henry C. Olsen Jr., Samuel M. Parker, Robert P. Pinette, Robert N. Plourde

2004 George N. Aborjaily, Louis A. Arcese, Richard P. Axten, John W. Behrmann, Carleton L. Carter, Philip J. Christian, Robert W. Clement Sr., Brian F. Comtois, John E. Curley, Raymond G. Deschenes, Ethel C. Dickey, Joseph W. Dyer, Fred G. Elias, Wilbur M. Emrick, Iva M. Foote, Mary A. Gilligan, Vera I. Gillis, Rita A. Guthrie, Robert E. Kessler, Carol L. Landry, Lilian M. Lelacheur, Alvin W. Ludwig, Normand Maille, Gratio D. Martel, Mary S. McGuire, Isabella (Dick) McKee, Mary H. McManus, William R. McOsker, John J. McQueeney, Louise M. Milot, Edward W. Morrissey, Gerard A. Nadeau, Paul A. Novick, George A. Peters, Normand J. Poisson, Earl S. Rottler, Shirley L. Roy, Harold J. Sugden, Daniel F. Sullivan Jr., John A. Tonks Jr., Julia L. Vigeant, Frederick J. Whiting Sr., Marie P. Wilde, Frank M. Zurawski

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

Tel. 978-369-8410
 Email arr@raytheonretirees.org