

# Raytheon Retirees Newsletter

Volume 4, Number 2

Winter 2004-2005

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 after retirement. The Association of Raytheon Retirees is not affiliated with, nor does it receive any support from the Raytheon Company.

## **ANNUAL DUES 2005**

Dues are payable in January of each year. If you have not yet paid your dues for 2005, then you are in arrears. We do not have the staff to send out annual bills and you may consider this note a personal notice to you. Thank you for your cooperation. Please support the Association and 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)

## **Election of ARR Directors**

The terms of office have expired for four directors of the ARR and an election must be held to fill the vacancies. The directors completing their terms are Tom DiPaolo, Bruce Hall, Walter Justice and Earl Pearson. Nominations for directors are invited. If you are interested in running for a seat on the board, you can request nomination by petition. Nomination by petition requires the signature of a minimum of 5 members of the Association. Nominations must be received by February 28, 2005. The names of the candidates and their biographies, and an election ballot, will be published in the next newsletter.

## **Report on Medicare D**

Sources: overview report by the Congressional Research Service of the Library of Congress: The Henry J. Kaiser Family Foundation and Families USA.

Beginning on January 1, 2006, retirees on Medicare will have the option to sign up for a prescription drug plan. Medicare D will have premiums of \$35 a month (\$420 a year) for most retirees except those with very low incomes, or those with very high incomes.

The plan benefits were obviously designed by politicians and not Benefits professionals as will become clear when you find the gap in coverage listed below.

Here is an outline of the Medicare D prescription drug plan benefits on an annual basis:

After a \$250 deductible, Medicare D pays 75% of the drug costs up to \$2250 of total drug expenses.

At \$2250, the retiree has paid \$750 out-of-pocket (\$250 deductible, plus 25% of \$2000=\$500).

Next is the “gap in coverage”, or “doughnut hole”, as it is called: After \$2250 in total drug expenses, Medicare D would pay nothing until the retiree has paid a total of \$3600 out-of-pocket. This means that the retiree would have to pay 100% of the drug expenses for the next \$2850 to reach the total \$3600 out-of-pocket (\$750 out-of-pocket paid on the first \$2250, plus the \$2850 paid after the \$2250 point).

After the retiree out-of-pocket drug expenses reach \$3600, the retiree would pay the greater of a \$2 co-pay for every generic drug and \$5 co-pay for every brand name drug, or 5% of each prescription.

Since this Medicare D is likely to be the primary prescription drug coverage in 2006, and anything Raytheon offers will be secondary, below is a chart showing the portion of annual drug costs the retiree would pay and what portion would be paid by Medicare D. You should note that the \$420 annual premium should be added to each figure in the column headed “Retiree Pays” in order to get the total annual cost to the retiree.

<u>Annual Cost of Drugs</u>	<u>Retiree Pays</u>	<u>Medicare D Pays</u>
\$250	\$250	\$0
\$500	\$313	\$186
\$1000	\$438	\$563
\$1500	\$563	\$938
\$2000	\$688	\$1313
\$2500	\$1000	\$1500
\$3000	\$1500	\$1500
\$4000	\$2500	\$1500
\$5000	\$3500	\$1500
\$7500	\$3720	\$3780
\$10000	\$3845	\$6155
\$15000	\$4095	\$10905

If you total your medical expenses for one year, you can get an idea of the value (or lack of value) that the Medicare D plan provides. For example, if your total drug expenses run about \$1000 per year, you would be spending \$858 (\$438 out-of-pocket, plus the \$420 premium) to buy that \$1000 benefit.

Note particularly the cost impact on the retiree for total annual drug expenses that run between \$2500 and \$5000—this is the gap in coverage problem with this plan.

Here is a web link with the pros & cons of the new Medicare prescription drug coverage going into effect on 1/1/06:

<http://www.cwag.org/Medicare%20Modernization%20Act.htm>

## Plan Now for Prescription Drug Benefit Changes Coming in 2006

By Bruce Nogueira, ARR VP of Benefits

On January 1, 2006 the Medicare Part D prescription drug benefit (see related article for plan highlights) will become available for purchase by retirees 65+. This Medicare benefit will affect your Raytheon retiree medical prescription drug benefit coverage in 2006. From a Raytheon quarterly financial report available to stockholders, we learned that Raytheon has amended its 65+ retiree prescription drug coverage to coordinate with Medicare Part D, beginning in 2006. This benefit change will save millions of dollars in postretirement benefit obligations for Raytheon.

We asked Raytheon how this change to our Raytheon prescription drug benefit will work with Medicare Part D beginning in 2006. They responded that the plan design had not been finalized, but essentially that Medicare Part D benefits will be “carved out” of the Raytheon prescription drug coverage before the Raytheon plan pays its drug benefits. They said it would work similarly to the Medicare Part B (outpatient medical expenses) carve out that is in the Medicare Plus plan now.

Later in 2005 when Raytheon finalizes their drug benefit design and explains your medical plan choices and premiums for 2006, you’ll probably need some idea of the total costs for each of your prescriptions. With this information, you’ll be better prepared to make your decisions on a retiree medical plan selection.

Here is an approach for determining your annual prescription drug costs. First,

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

### Officers:

**President:** Fred Churchill  
**VP Benefits:** Bruce Nogueira  
**VP Membership:** Walter Justice  
**VP NRLN:** Walter Justice  
**Newsletter Editor:** Fred Churchill  
**Social Activities:** Jane Arsenault  
**Secretary/Treas:** Fred Churchill

prepare a list of the current generic and brand-name drugs your doctors have prescribed for you. Next, determine the total cost of each drug. There are several sources for drug costs. For example, you can call MEDCO pharmacy; you can visit the MEDCO website and click on “drug prices”; or you can ask your local pharmacist for total cost for each of your drugs purchased at that pharmacy. Finally, calculate the annual costs of your drugs by multiplying your 90-day prescription costs by 4, and 30-day prescriptions by 12.

Once you have the annual total costs of your drugs, you will be able to calculate what the Medicare Part D will pay and what your premium and co-insurance costs will be for that coverage. See some illustrations in the Medicare Part D article. When Raytheon announces their 2006 prescription drug plan design and related premiums, you’ll be in a good position to judge the value of their plan offerings in conjunction with the Medicare Part D.

We will keep you updated as we learn more about Raytheon’s prescription drug benefit changes.

## Plans for a Retiree Reunion

One of our goals is to promote opportunities for retirees to get together from time to time to renew old friendships and laugh about old battles. There are of course a number of retirees who keep in touch and some meet fairly regularly. Our interest is in providing a broader occasion for any and all Raytheon retirees living or visiting in the Greater Boston area to get together. We hope to have a speaker from Raytheon or a retired Raytheon executive address the group.

Our initial plan is to arrange for a gathering at a local hotel/restaurant, probably in the Waltham area, with easy access to Route

128. The reunion would be scheduled on a weekday in May or June, from 3:30 p.m. to 6:00 p.m., with a midday buffet paid for by ticket. We plan to have a bar available for the purchase of alcohol and soft drinks. But we need to know your interest! Please call your fellow retirees and ask for their interest in such a get together. Then email us at [Jane@raytheonretirees.org](mailto:Jane@raytheonretirees.org), or call and leave a message at 978-369-8410 as to whether you and others might attend. As soon as we have some reasonable numbers, we can move ahead with arrangements. We'll keep you posted.

## Raytheon Retirees Roundup

The 2<sup>nd</sup> annual Raytheon retirees' roundup in Southwest Florida will be held at Herons Glen Country Club on No. Fort Myers on March 11, 2005. Invitations are being mailed to 250 retirees and a large turnout is expected. Contact Bill Comeau at 941-497-5975 or Mitch Sawaya at 941-423-9547.

## ARR Travel Club

For some time, we have been thinking of how we might bring retirees together for social activities. There are of course a number of small groups across the country that get together for lunches or dinners, but our effort would be to offer a broader opportunity for old friends and fellow retirees to meet. Recently, we received a proposal from *Prime Travel*, in association with American Express, to offer our members opportunities for group travel. *Prime Travel* is the agency that currently provides travel opportunities for members of the Infinity Club at RTN Federal Credit Union and is partly owned by Raytheon retiree Robert R. (Bob) Murphy. Their other customers include NSTAR, Keyspan, and the Sun City Retirement Community.

*Prime Travel* could offer ARR members a wide variety of cost competitive trips including, for example, away-games for the Patriots and the Red Sox, or the Kentucky Derby; a luncheon cruise on Lake Winnepesaukee; travel by coach to Foxwoods or the Mohegan Sun Casinos; an over-nighter to New York City for a Broadway show or the Radio City Music Hall Christmas Show. They can organize a cruise to Bermuda, St. Maarten, and San Juan; or a week of sightseeing in Italy; or specialized golf packages. Other tours might include: Las Vegas, Hawaii, Alaska, and The Canadian Railroad. *Prime* can arrange for retirees across the country to join a group tour of

Europe and can set up a local outing of interest for members in California or Texas or Arizona, etc.

*We need to hear from you!* You must sign up as a member of the ARR Travel Club to receive future communications on our travel packets. There is no cost to join the Travel Club, and this will provide an opportunity for reuniting with "old friends" at Raytheon. Send an email to [TravelClub@raytheonretirees.org](mailto:TravelClub@raytheonretirees.org), or call the office at 978-369-8410, or fill in the following brief form and mail to the ARR office at 336 Baker Avenue, Concord, MA 01742.

(cut out this form)

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

COMMENTS: \_\_\_\_\_

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

## Prostate Cancer Support Group

There is a support group for prostate cancer in the Boston area which meets monthly on the first Monday of each month at 7 PM at Beth Israel Deaconess Medical Center – West Campus, 185 Pilgrim Road, Deaconess Building 3<sup>rd</sup> Floor. Visit the web site: [www.bostonpcwalk.org](http://www.bostonpcwalk.org). One of our Association members, Stan Klein, is a Patient Coordinator with this group.

## Seminar on Financial Issues

An offer has been made by David Keefe of Keefe & Company in Waltham to present a free seminar on financial issues to Raytheon retirees. The suggested topics are: 1. The Homestead Act - you should be aware of it. 2. Probate Costs - the process. 3. Estate Taxes - how they may affect you. 4. Nursing Homes & Medicaid - the law. 5. Transferring Assets - the pros & cons. 6. Trusts - revocable & irrevocable. 7. Long Term Care - guidelines. 8. Gifting

Assets - a means to minimize loss. 9. Raffle. If you are interested in attending such a seminar, send an email to [rr@raytheonretirees.org](mailto:rr@raytheonretirees.org), or call 978-369-8410. A seminar will be arranged if there is sufficient interest and you will be informed of the date, time and location.

## A Retiree on the Raytheon Board of Directors?

Recently, Raytheon Company announced that all of its 12 Directors would be up for re-election annually. Previously, Directors served a 3-year term so that only 4 of the 12 Director positions would be up for re-election each year.

The Securities & Exchange Commission (SEC) has encouraged publicly traded companies to make their Boards of Directors more independent of management influence. Annual election of each director is a major step toward that independence and Raytheon is to be congratulated for adopting the annual election format.

Two members of the Association of Raytheon Retirees have taken this opportunity to propose that a retiree be considered as a candidate for Director on the Raytheon Board. In November, Raytheon retirees Ed Greenberg and Mort Brond sponsored a shareholder proposal (called a proxy proposal) and sent it to Raytheon for discussion and vote at the Raytheon annual meeting on May 4, 2005. Raytheon has asked the SEC to rule on the appropriateness of this proposal. The proposal states,

“Resolved: that a candidate for Director on the Company’s Board of Directors be selected from the ranks of the Raytheon retirees.

Discussion: the substantial number of shares held by 50,000 Raytheon retirees suggests that representation on the Board would be appropriate. A retiree would bring a unique perspective along with increased balance to the Board’s deliberations.

By adopting this resolution, the shareholders will provide independence from Company management and simultaneously add to the diversity of the Board.”

This proxy is consistent with the Association of Raytheon Retirees on-going efforts to persuade Raytheon management to focus on the issues that affect our Raytheon retiree population.

## Pension Fund Review

By Tom DiPaolo

I am happy to report that on November 9th, 2004 Raytheon retirees Roland Cherwek, Shepard Arkin and Tom DiPaolo met with Richard Goglia, Vice President and Treasurer and Norman Pao, Director of Pensions to review Raytheon Pension Fund performance, asset allocation style, pension fund balances and projected benefit obligations.

Last year I reported that significant fund management improvements were made resulting in more timely reaction to negative performance trends by fund managers on asset mix. It appears this tighter surveillance continues and resulted in some changes in fund managers and investment weighting from the previous year, hopefully enhancing pension fund returns.

The Raytheon Pension Fund average return for the last 2 years is 15.6% or approximately 2% higher than its related benchmark. This is a significant reversal from the 20.5% loss or \$2.7 billion in 2001 which prompted our request to meet with Raytheon on an annual basis. At the time of the significant downturn in the market in 2001 the pension fund had 85% in equities, far too much. The present investment policy calls for 45 to 65% in equities depending on market conditions. The current asset allocation policy should prevent Raytheon from outpacing its peers in losses during market downturns as they did in 2001.

Raytheon contributed approximately \$352 million into the pension fund in 2004. We understand that Raytheon is planning to make a significant contribution in fiscal 2005. In 2003 approximately \$57 million was contributed. All contributions into the pension fund should be recoverable by Raytheon under its Government contracts in the long term. There were a significant number of years in the 1990’s the company did not contribute a single penny into the pension fund.

We believe that our request to have these annual meetings has helped raise the company’s consciousness to manage the pension fund primarily for the long term benefit of the retiree. We congratulate Raytheon Company for developing and adhering to an investment and monitoring system that improves the long term protection and growth of the pension fund assets.

## Issues Resolved with Raytheon

Two issues with Raytheon were resolved recently. The first dealt with an agreement by Raytheon at a meeting with ARR officials on March 25, 2004 to calculate the costs of several pension-increase scenarios. For many months, we did not receive this information, despite follow up requests. Finally, on December 1, the answer was received "Based on the review of a periodic pension adjustment with senior leadership and the Board of Directors earlier this year and their decision that such an adjustment is not feasible, the Company will not be providing the modeling requested."

The other issue has to do with the refusal of the company to share its mailing list of retirees with us on the grounds of protection of privacy. We proposed that privacy would be protected if the company were to do a mailing for us. The company response is "We do not want to assume administrative responsibility for collating association material into Company mailings in the future."

## Members' Letters to the Editor

"Raytheon Retirees' Burden", Metro-West Daily, April, 2004

To The Editor: I'm writing to express my outrage at Raytheon Corporation's treatment of its retirees, especially in the area of health insurance. Few people are aware that the insurance premium burden on retirees has nearly tripled in recent years. In 2001, I retired from Raytheon after thirty years. When I began retirement my health insurance premium was a modest \$225 per month. In the space of three years it has jumped almost 280 percent to nearly \$650 per month. This is inexcusable, and completely unwarranted by the company's financial situation.

At the same time that Raytheon has been putting the screws to retirees, the company's top management rakes in cash by the truckload. In 2003 alone, Raytheon chairman and CEO William Swanson took home almost \$9.5 million in total compensation, including stock options, not to mention another \$2.5 million in unexercised stock options from previous years. All this while heading a company that is the fourth largest US defense contractor, with 2002 contracts totaling over \$7 billion. Given these facts, the notion that Raytheon must shift higher health insurance costs onto the backs of retirees is ludicrous.

During all my years of employment, I showed up on time, and took great pride in the quality of my work. I shared in the company's successes and difficulties. When I retired, it was with a sense of appreciation for the opportunities Raytheon had afforded me, and confidence that the company would treat me fairly during my retirement. Sadly, the outrageous health insurance premiums being forced on retirees represents a betrayal of our loyal service and reveal as a lie Raytheon's claim to care for the welfare of its workers.

Kenneth Landry, Milford, MA

"Share the Wealth with 'Loyal Retirees' ", Boston Globe, November, 2004  
To the Editor: I read with great interest, your article about how well Raytheon is doing ("Raytheon sees quarterly profit," Oct. 29). It is refreshing to know the company where I worked for 37-plus years is still going strong. If only Swanson and the board of directors would pass some of the earnings to the "loyal retirees" who made the company what it is today.

It has been many years since a cost-of-living increase has been given.

Ned Mahoney, Natick, MA

## New Union Contract

In October, a new contract was signed between Raytheon and 2,050 workers of Local 1505 of the International Brotherhood of Electrical Workers. The contract provides raises and some new job-security language, although workers will pay more for some health-care coverage. The deal provides a bonus of \$3,500 for all workers during the first year of the contract. It provides 3-percent raises for each of the second and third years. Perhaps as a consequence of the weakness of the union, retirees gained nothing.

## Retirees in the News

Retirees are the focus in many news articles these days: pension plan reform at the Department of Labor, the privatization of Social Security; the Medicare prescription drug bill; rising health care costs; appointment of new president at the California Public Employees Retirement System (CALPERS); the doubling of the deficit at the Pension Benefit Guaranty Corporation (PBGC); the settlement by IBM of the cash-balance pension plan suit; the change in the annual election of Raytheon directors; the effect of the United Airlines bankruptcy on the company pension plans; the rule change at the Equal Employment Opportunity Commission

(EEOC) which allows firms to drop health care benefits; a pension bill cuts company contributions in half. Each of these stories deserves a paragraph but they will have to wait for another day.

## Lost Retirees

Listed below are the names of 200 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 many hundreds of 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 by sending your information to: **Association of Raytheon Retirees, Inc., 336 Baker Avenue, Concord, MA 01742**, or to [arr@raytheonretirees.org](mailto:arr@raytheonretirees.org).

Betty J. Arnold, Jack C. Bloomquist, RF HALL, MJ HALL, Michael J. Hally Jr., JD HANCOCK, MM HANNAN, JF HARDING, Stanley D. Hartsock, DJ HARVEY, Allen Harwood, John R. Haug, John Hayes, Clyde G. Hayward, D HEDERSTEDT, B HEIMANN, RP HENNICK, Dan HERTZ, Thomas E. Hill, Donald Hodge, JJ HODGMAN, Edward F. Hoffman, Robert H. Houle, NE HOULE, James Terry Hourigan, MJ HOWELL, DM HUGHES, Bruce Hunt, IE HUNT, R.P. Jacques, VJ JASINSKI, JC JEAN, JE JEAN, JA JEANRICHARD, BF JOCHNOWITZ, RC JONCAS, Charles L. Jones, LM JUTRAS, MH KAITZ, DA KALLANDER, ZINA KARPUNIN, CJ KARVOSKI, Alvin G. Kates, NL KAUFMAN, BR KENT, MF KEOUGH, AS KIE, Shirley M. Kimmins, GL KING, MC KIRYELEJZA, JB KJELGAARD, JM KOSTRZEWA, RR KRAUSS, NICHOLAS KRILANOVICH, JG LABRANCHE, Kenneth LaCroix, CE Lafond Charles E. Laman, EC LAMB, MM LAMONTAGNE, JA LANDRY, C LANGLOIS, AC LANGUZZI, J LAURIN, LJ LAWRENCE, JT LABEL, Z LECLERC, A LEGETTE, George Lehman, Rosemary D. Leonard, LM LEONARD, Philip W. Lepore, JB LEWIS, RW LEWIS, Edward Lewis, Albert T. Libby, Karl E. Lietzau, Burton Lindsey, KR LOCKLIN, QT LONSKE, FM LOOK, JT LOTFY, Jerry Lothrop, Robert E. Lowery,

RS LOYND, JA LUNDBERG, Carl A. Lupo, F LYONS, LT MACARTHUR, L MACEDO, B A MACIARIELLO, Joe MacNamara, Robert Maglathlin, EW MAGRIBY, P MAGRO, JJ MAGUIRE, E MAGUIRE, John F. Mahoney, DR MAILLE, J MALLETT, Ralph Malozzi, William Mancini, I.L. Mandeville, John Manning, A MANOUKIAN, CE MARCOUX, JE MARENGHI, Carl Marquis Jr., James K. Mathewes, John Matsinger, Owen Maynard, William A. McAdoo Jr., MR MCCABE, ND MCCRADY, HD MCDONALD, Theodore R. McElwee, JM MCGINN, RC MCHUGH, Robert McKinney, GF MCMAHON, JT MCMANUS, MA MCNAMARA, I MCWHORTER, Rogirio F. Medeiros, James O. Meleo, TL MENARD, Socorro Mendoza, Karl L. MENGOLI, E MEUSE, ALBERT MICHAUD, LD MICHELOVE, FE MILANI, Barbara Miller, JA MILLER, SB MILLER, Donald G. Miller, Lawrence M. Miller, Alfred J. Mitchell, LJ MOBILIA, AL MOFFITT, FJ MONAHAN, JF MONETTE, EA MONGIELLO, M MONTALVO, RG MONTALVO, Leonard Moore, LJ MOORE, RL MORAES, JJ MORAN, JA MORGAN, Donald Morin, Normand A. Morin, JH MORRISON, JC MORRISS, EW MOSKALUK, Ben Muncil, William Murphy, Jack Murphy, John Murphy, Ronald F. MURRAY, ER MUSSAW, VINCENT MUSTACICH, C NAGY, Dorothy E. Nason, MR NATOLA, DE NAUGLER, BM NEEDHAM, Mary Nelson, RO NELSON, AR NEVE, GY NG, Richard Oaks, Merton E. Ober, GC OBRIEN, Phyllis J. O'Connell, J OCONNOR, John Olsen, MR OROURKE, Raymond Ortler, DY ORTSTEIN, MF OSBORNE, Paul H. Owen, Charlotte M. Pace, Leslie Packard, MD PAQUETTE, DE PAQUETTE SR, John J. Parent, JB PARENTE, LA PARIS, Marcus Parker, WJ PARKER SR, Joseph S. Paulson, RL PAYNE, B PELLEGRINO, Jacqueline Pelletier, TM PEPIN, C PERKINS, Dwaine J. Peska, Elna A. Peterson, RJ Petrosino Jr., NA Pettigrew, Raymond J. Piercey

## New Members

As of December 31, 2004 the total membership is 3,328. The total list of names will be available on our web site [www.raytheonretirees.org](http://www.raytheonretirees.org). The 113 new members who joined from June 30, 2004 to December 31, 2004 are listed below.

Fred H. Abrahamsen, Louis N. Abreu, Larry L. Adams, Nicholas P. Alexander, Frank Allen,

John M. Allen, Sal M. Amico, David C. Anderson, Charles S. Anetomaso, Jack E. Barker, David L. Barker, Barbara A. Beatty, Lucy A. Benson, Donald Bickford, Ralph E. Biddle, Louis Blackburn, Lydia L. Brissette, John J. Brooksbank, Arnold M. Bucksbaum, Marie E. Burke, Leona Butler, Duane J. Butts, Ronald J. Capelotti, Charles E. Chase Jr., Dorothy Chittenden, John V. Cincotta, David H. Condon, Robert T. Cox, Albert V. Deveaux, Abert S. Dodge Sr., George T. Dolan, George L. Dolloff, Richard J. Edry, Vincent D. Errico, Robert E. Fiero, Gilbert J. Forgays, Robert A. Foster, Arthur L. Gaudette, Wayne A. Giddings, Carol J. Gill, Allan J. Glasford, John A. Gratiano Jr., Francis J. Grieve, Frank J. Grundhoffer, Donn A. Haase, Jack M. Haney, Warren P. Harding, Arthur H. Harding Sr., William E. Harriman, Anthony S. Higgins, Delmont E. Hill, Ann Marie Hill, Philip J. Hines, Omer Houle, William G. Howard, Wayne C. Johnson, Morris W. Kaplan, Eileen A. Kelley, Kenneth Kleinmeyer, Vernon (Curly) L. Klimes, Ernest N. Kotsopoulos, Ernest A. Lawrence, Edgar J. LeBlanc, Gerard R. Lemieux, Jacqueline T. Lemieux, Yi-Sheng Lin, Fred W. Lofgren, Albert H. Long, William Lyons, Joseph Lyons Jr., Howard L. Mahoney, Armand A. Masse, Christine K. Matthews, Joseph P. McNamara, James Melikian, David W. Moore, Ronald K. Moorehead, David J. Navaroli, Harold A. Newkirk, Bill A. Norton, Basil M. O'Leary, Helen E. Olsen, Mildred A. Olsen, John E. O'Neil, Anthony S. Orecchio, Elaine F. Orso, Patrick C. O'Shea, Pauline A. Patten, Dennis L. Peiffer, Mary T. Petralia, Harold Pitz, Jack Puleo, Clarke M. Rainey, Patricia E. Ratte, Richard D. Regan, William E. Rice, Natalie D. Ronty, William C. Ryder, Richard W. Schultz, Morris I. Sharaf, Joseph D. Simone, James E. Simpson, Louis T. Siopes, Raymond T. Snee, Kenneth Sokol, Jean B. Spears, Dorothy M. Stanley, Jerry Stoddard, Dennis D. Walton, Pauline M. White, John W. Wolf, Ed I. Wylie, Patricia A. (Kim) Zeoli

## In Memoriam

1995 Walter J. Allen, Clyde H. Brunquell  
 1998 John E. Brake, Joseph F. Deggendorf,  
 Bill Dunn, Thomas Ray Fouts, Ray  
 Hollis, Edwin Gene Keiffer, Noel

Marchbanks, W.O. (Jack) Melton,  
 Richard Neil Merington, Delores  
 Moore, Virgil Norman Morrison, Glen  
 Perkins, Benny Roten, John Sanford,  
 Ethylynd (Lynne) Taylor, Michael A.  
 Watson, Charles (Tuffy) Winford  
 1999 Jimmy Carroll Benson, John M Boone,  
 John F. (Jack) Buddington, Dan Cox,  
 Thomas H. Faulkner, Betty Wiseman  
 Foley, Patricia Holloway Gibbs, Col.  
 M.G. Haines, James (Gene) Harris,  
 Thomas E. (Gene) Hartsfield, Johnnie  
 Neil Johnson, Charles Kerner, Robert  
 Lewis, Richard L. (Dick) McGrew, Leo  
 Nicholas Pyle, Paul H. Reed, Clarence  
 A (Robby) Robinson, Jerry Seida,  
 Sylbe Settle Skelton, Maria C.  
 Stafford, William H. Turner, Billy Ray  
 Walston, Irby Lee Ward, George A.  
 Wilson Jr.  
 2000 Bernard Olsen  
 2002 Richard H. Barry, Alan L. Cheung,  
 Alpha C. Therrien  
 2003 John Carey, Aubrey L. Litton, Frances  
 Ogonowski, Richard E. Schultz, Clyde  
 A. Wampler  
 2004 Richard G. Berard, Monique M. Button,  
 Robert W. Cech, Dot E. Cheney,  
 Harvey F. Cole, Laverne Collingwood,  
 Royal A. Cote, John D. Crawford Jr.,  
 Mildred H. Davis, Vincent P. DeRosa,  
 William R. Emmert, James H. Hilton,  
 Holt Johnson, Margaret L. Kovar,  
 Raymond Lantagne, Robert E.  
 Maloney, Alvin Mandell, John D.  
 McCarthy, Raymond C. Morrison, Leon  
 A. Munger, William J. O'Neil, Donald  
 R. Parent, Donald M. Perkins, Robert E.  
 Pike, Robert H. Quirbach, Lucy  
 Reichert, Richard R. Rydant, Rita F.  
 Silvaria, Charles Souter, Agnes L.  
 Whitman  
 2005 Hilda Cunha, Richard Dinjian, David A.  
 Lamoreaux Sr., Shirley McGaughey,  
 Theresa M. Paquette, Shirley L.  
 Robbins

Correction: The year of death for  
 Stewart F. Thompson was 1999, not 2001 as  
 recorded in the December 2001 Newsletter.

**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