

Raytheon Retirees Newsletter

Volume 5, Number 1

Spring 2005

Published quarterly as a means of exchanging information and opinion among retirees of Raytheon Company throughout the U.S. and the world, 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.

ARR Board of Directors Election

The second Annual Meeting of the members of the Association of Raytheon Retirees is being held via email and U.S. mail for the election of four Directors. These Directors will replace those whose two-year terms expired in 2005. Four candidates have been nominated. Voting will commence when the spring newsletter is received in June and continue to the deadline of July 15. Valid votes must be postmarked by July 15. The biographies of the candidates follow:

Morton L. Brond: Retired from Raytheon Service Company in 1999 as Vice President and Chief Financial Officer. Total career with Raytheon spanned 38 years beginning in 1961 starting as an Administrative Assistant in Bedford Laboratories. Subsequently became Manager of Administration for the Engineering and Design Laboratory and then moved on to become Business Manager for the FBM Directorate in the Equipment Division in 1968. In 1973 became Manager of Administration for Equipment Division Manufacturing responsible for all Plant administration, including facilities management. In early 1975 became Assistant for Administration for Equipment Division and in late 1975 was appointed Controller for Equipment Development Laboratory. In 1985 moved to Raytheon Service Company as Controller and Chief Financial officer. Education includes an Associate degree in Electrical Engineering, a BSBA from Boston University and graduate studies at Bentley College and Northeastern University. Has served on various Town Boards in Sudbury and currently is a member of the Sudbury Council on Aging.

Tom DiPaolo: Attended Boston University and Bentley College. BSA Bentley College. Graduated Raytheon Company Advanced Management Program. Retired in 1995 after 37 years of service. Last position was Company Assistant Treasurer. Trustee and Treasurer JB Thomas Hospital. Director RTN Federal Credit

Union. Past Chairman of Peabody Community Development Advisory Committee. Member ARR Benefits Committee.

John H. Fullerton: Raytheon retiree. Former Vice President and Member of the Board of Directors of United Engineers & Constructors and Manager of Boston Office. Graduated Yale University with a BE in CE. Navy Civil Engineer Corps officer, Tinian, Pacific, WW II. In 1946 started in Boston with Jackson & Moreland, who were bought by United Engineers & Constructors, who in turn were bought by Raytheon in 1960's. Principal responsible for design of Pave Paws building and of Raytheon Research Laboratory, Lexington. Represented ARR at the Raytheon Annual Meeting in Washington, DC in May 2004, and urged a pension increase for Raytheon retirees.

Walter S. Justice: Walt retired from Raytheon Electronic Systems after 39 years served primarily at the Missile Systems Division in Bedford. He and his wife, Anne, have resided in the mountains of beautiful western North Carolina, near Asheville, for the past 3 years. Walt, with Anne's able assistance, has prepared and mailed over 2500 recruitment packages soliciting membership in our association in the past 2 years. He serves as your representative on the Board of Directors of the National Retirees Legislative Network.

Election Ballot

Select 4 candidates. Sign your ballot and send to:
Association of Raytheon Retirees, Inc.
336 Baker Ave., Concord, MA 01742

- Morton L. Brond
- Tom DiPaolo
- John H. Fullerton
- Walter S. Justice

_____ (signature)

Date _____

Print Name _____

*****Dues 2005*****

Have you paid your dues for 2005? Dues were payable in January 2005. If you have not paid yet, please send a check for \$15 to: **Association of Raytheon Retirees, Inc., 336 Baker Avenue, Concord, MA 01742.** We need your support.

Retiree Medical 2005

By Bruce Nogueira, VP-Benefits, ARR

We have another open enrollment period with mostly bad news. The under 65 retirees face huge premium increases, while 65+ retirees will have increased co-pays for prescription drugs. Raytheon has also changed the plan year from July-July, to January-January. This means that under 65 retirees will be enrolled in their July 1 plan choice for 18 months, until January 1, 2007. On the other hand, the over 65 retirees will have 6 months of enrollment in their plan choice, from July 1, 2005 to January 1, 2006, when the Medicare Part D (prescription drug plan) becomes effective. We'll look at these under 65 medical plans and the 65+ medical plans separately. We'll use the Massachusetts retiree plans and premiums as examples, since we have access to these rates.

Under 65 Retiree Medical: The retiree premiums effective July 1, 2005 have increased substantially over the 2004 rates in most cases. Below is a table of the major offerings in Massachusetts for 2005 for under 65 retirees and the percentage change in premium over 2004. Please remember that Raytheon is guaranteeing these rates for 18 months, until December 31, 2006. This fact contributes somewhat to the cost escalation in the rates.

<u>Plan name</u>	Monthly premium Premium	
	July 1,2005	Change
Value Plan	\$122.78	-27%
POS Plan-BC/BS*	\$481.71	+33%
HMO-BC/BS	\$444.22	+33%
Options PPO-United Health Care	\$596.77	+29%

*Most populated under 65 retiree plan in New England area.

The POS Plan-BC/BS and the HMO-BC/BS plans are the same except that the HMO provides no coverage for medical expenses that are obtained out-of-network. If you never go out of

Association of Raytheon Retirees, Inc.
336 Baker Avenue
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network for medical care, you can save almost \$40/month by selecting the HMO plan.

The 33% increase in premiums for the POS and HMO plans is substantial. But we have reports of premium increases of 50% in Florida and 74% in California for similar type plans.

Even though the under 65 retirees and active employees may be covered by the same medical plan, Raytheon is required by regulations to report retiree medical costs separately. Therefore, the good claims experience of the active employees does not help to reduce the cost of retiree plans. Below is a table of the premium costs to under 65 retirees over the past 5 years for the POS-BC/BS Massachusetts plan. This plan is the same coverage that Raytheon offers to its active employees in the New England area. From the \$108 in July 2000 to the \$482 in July 2005, the retirees' premiums have increased a whopping **346%**.

<u>Plan Year</u>	<u>Monthly Premium</u>	<u>Premium Change</u>
2005	\$482	33%
2004	\$362	20%
2003	\$301	23%
2002	\$245	32%
2001	\$185	71%
2000	\$108	

Throughout all retiree medical plans is the heavy cost for the development of new prescription drugs. Similarly, MD's tend to be prescribing more drugs for their patients over the past 5 years. We all know that these new drugs have improved our health, eased our pain, and, in many cases, will extend our lifespan dramatically. But a substantial increase in drug costs comes with these advances in drug technology. In the mid-1990's, drug costs amounted to about 20% of a medical plans' total claim expenses. Today, we are told that in some

retiree plans drugs amount to almost 50% of the total claims expenses.

Unfortunately, there isn't much that we can do about rising medical costs, and Raytheon has refused our request to review the cost details on certain retiree medical plans.

At some point, under 65 retirees will join the Medicare eligible retirees. While the monthly premiums may be less, there are still many issues with the Raytheon Medicare supplemental plan. See the following article on retiree medical for 65+ retirees.

Retiree Medical 65+: Remember the "good old days" when we had Medex III in Massachusetts and United Health Care Carve-out plan in the other states? Virtually all our medical claims and drugs were paid in full after Medicare paid their portion. That all changed when Raytheon made a major shift to the retirees of the cost of medical care. On July 1, 2003, the infamous Medicare Plus plan was introduced and was applicable to all 65+ retirees nationwide.

The Medicare Plus plan set the outpatient benefits at 80%, which, in most cases, is the same as the Medicare 80%. So most of the outpatient claims won't have any balance to be paid by Raytheon until your 20% medical expenses total \$1750 out-of-pocket during one plan-year. The drug co-pays were increased substantially in 2003, and you will notice another increase in the drug co-pays on July 1, 2005.

The Medicare HMO's, which cover most medical expenses with a small co-pay, are the best value for 65+ retirees. But these restrictive HMO plans are not for everyone. If the MD's and hospitals that you use are not in the HMO network, then this type of plan won't work for you. Also, if you are unfamiliar with HMO type plans, the restrictions and referral requirements could be a problem for you.

The Medicare Plus plan is really a catastrophic type of medical plan. If you are hospitalized, particularly for an extended period of time, the plan provides good coverage. If you have many expensive prescription drugs, then the Medicare Plus plan provides good coverage. But the premium cost is high for this level of coverage.

Personally, I have elected "no coverage" from Raytheon for this past year. I have Medicare A and B which is adequate coverage for my needs.

I have about 4 to 5 MD visits per year, and two prescriptions, which I pay out of my own pocket. To spend \$219/month (post 1994 retiree rates) on Medicare Plus and get virtually no benefits was not cost effective for me. And Raytheon has said that I can rejoin the Medicare Plus plan on the first day of any month, with about 2 to 3 weeks advance notice.

Here is a table of the 2005 plan offerings in Massachusetts for 65+ retirees who retired after 1994:

Plan name	Monthly Premium	
	July 1, 2005	Change
Blue Care 65 BC/BS HMO	\$219.61	+3%
First Seniority-Harvard HMO	\$161.00	-9%
Secure Horizons-Tufts HMO	\$127.00	+7%
Raytheon Medicare Plus	\$209.41	-5%

You will notice that Medicare Plus went down about \$10/month. Its real value is much lower than \$209. One HMO went down in price and the other two increased slightly. But all the HMO's increased their drug co-pays.

The Future: So where are we headed? On 1/1/06 Medicare Part D, covering prescription drugs, begins. You will have to pay \$35/month for this added Medicare coverage. The Raytheon Medicare Plus and the HMO plans will somehow provide a supplement after Medicare pays. The difficulty is that Raytheon at this point-does not know how their drug benefit will work in conjunction with Medicare D, especially the mail order portion. We'll have to wait until October or early November to find out the details and our enrollment options for 2006. You should receive the level of drug benefit that the Raytheon plans now provides, but partly from Medicare D and the balance from the Raytheon plan. How this split benefit will be delivered might prove to be confusing. We'll follow the developments with Raytheon, and communicate with you in a Newsletter when we have more specifics on Raytheon's plans for 2006.

Raytheon Annual Meeting

The Raytheon Annual Meeting was held on May 4 in Arlington, Virginia. By moving the meeting out-of-town, Raytheon avoids a confrontation with the retirees, but it also

escapes the shareholders: only a handful attended.

The ARR presented a proxy resolution which proposed that a retiree be considered as a candidate for election to the Raytheon Board of Directors. The resolution was presented by Shep Arkin, a member of the ARR Benefits Committee. Shep spoke of the value to the company of a Director with the knowledge and experience of a retiree, and of the importance of benefit programs which attract and hold highly qualified employees. Bill Swanson responded that while the company values the retirees for their contributions to the company, the Board is required to represent the interests of all shareholders and recommended a vote against. The proposal received 5% of the votes.

In the Question & Answer period, Fred Churchill, President of the ARR, asked two questions. The first question dealt with the cost of living pension increase for Raytheon retirees and Raytheon's commitment to its retirees. Some examples were given of retirees with many years of service who receive small pensions and live at or below the poverty level. These retirees are most in need of an increase. It was pointed out that the cost-of-living has increased more than 35% since the last pension increase. The question was asked of Mr. Swanson, "Do you feel that Raytheon is meeting its commitment to its retirees when it pays the retiree pension in debased dollars?"

Mr. Swanson read from a prepared response so it was not an answer to the question. His answer was: "I appreciate your question, let me take it in a few parts. First let me assure you of this: Raytheon has honored and is honoring its commitment to its 59,783 retirees and will honor our commitment to the 80,000 retirees that we are projecting to have by 2010. Raytheon retirees receive approximately one billion dollars in retirement benefits annually. This year the company will put in an additional 515 million dollars in cash into that plan, last year we put in 440 million dollars into that plan. One other point, Raytheon's practice is to treat our retiree population in a similar fashion when it comes to pension updates. The company intends to honor those commitments to our retirees in all the 22 different defined pension plans that we have. I want to explain our thinking on this issue; I have worked with many of you during my tenure with this company. I want you to know that we do care and we are meeting our obligations to our current and our future retirees. At this time we must address the needs of all our stakeholders,

which include our shareholders, customers, and employees, in addition to our retirees."

The second question dealt with the Fifth Commandment, "Honor thy father and thy mother", and its relationship to Raytheon's moral obligations to its retirees. The Commandment can be interpreted to mean "Respect the elderly", which is a significant element of many cultures. During the many years when Tom Phillips announced pension increases, he always expressed his gratitude to the retirees for their contributions to the success of Raytheon. The question was "Do you feel that the Fifth Commandment has any bearing on Raytheon's treatment of its retirees?"

The answer was: "Now I was talking to Sister Mary Ellen earlier and in my going through 11th grade in a parochial school I understand the Ten Commandments very well and I must tell you that I have a fiduciary responsibility to our shareholders. I am trying to make sure that we treat all our shareholders in the right manner and we are trying to do that by honoring our commitments and that is the hard part about this job. We are trying to do this the best way we know how to do."

A complete transcript of the portion of the meeting concerning the ARR will be posted on the website www.raytheonretirees.org.

Raytheon CEO Gets 24% Increase

It was announced on May 10, shortly after the Annual Meeting, that chief executive William Swanson's 2005 salary will be increased by 24% to \$1.2 million. He will also receive 75,000 shares of restricted stock. Raytheon's sales rose 12% last year on higher US demand for missiles and defense systems.

\$3b Navy Contract

On May 24 the Boston Globe reported that Raytheon Co. won a \$3 billion Navy contract to develop radar and other systems for a new class of destroyers that will pioneer technology for a variety of ships in coming decades.

The award is a follow-on to previous contracts the Naval Sea Systems Command has given Raytheon for the destroyer program, called the DD(X). The new destroyers are being envisioned as the first vessels in the service's 21st century fleet of high-tech fighting ships.

Most of the work on the DD(X) system is being done at Raytheon sites in Tewksbury, MA and Portsmouth, RI. About 1,500 engineers are working on DD(X). The Navy contract is scheduled to run through December 2009.

Raytheon CFO Faces SEC Action

A report in the Boston Globe states that on April 15, Raytheon Co. placed chief financial officer Edward Pliner and another employee on administrative leave, saying the Securities and Exchange Commission is expected to bring action against them in connection with a two-year investigation of financial accounting and reporting practices at Raytheon's civilian aircraft business.

To settle the case, Raytheon said it has struck an agreement with the SEC staff in Washington to pay a \$12 million civil penalty.

Separately, the company said it had agreed to pay \$39 million in cash to settle a class-action lawsuit brought against Raytheon by investors in Washington Group International, a Boise, Idaho, company that suffered financial setbacks and declared bankruptcy after buying a Raytheon construction and engineering business in Cambridge in 2000.

The disclosure that the SEC staff has made a preliminary decision to take action against Pliner, 47, marks the second time in less than three years that a Raytheon finance chief has fallen under the scrutiny of SEC investigators. Pliner's predecessor, Frank Caine, resigned from the company in 2002 after being sanctioned by the SEC for violating a regulation barring selective disclosure of financial data.

Raytheon said Biggs C. Porter, a 51-year-old vice president and controller who joined the company in 2003, will take over as its acting chief financial officer.

SEC investigators have been focusing on Raytheon booked revenue from 1997 to 2001 from the sale of business jets built by its Raytheon Aircraft Co. unit in Wichita, Kan. During much of that period, Pliner was a senior partner at PricewaterhouseCoopers overseeing Raytheon bookkeeping. Pliner joined Raytheon in 2000 and became chief financial officer in 2002.

Raytheon's settlement moves were in line with recent comments by William H. Swanson, its chairman and chief executive, who has promised investors he would take steps to

reduce risk. "From a business standpoint, this is a positive development," said Raytheon spokesman James Fetiq. "It allows the company to move forward."

In an email to Raytheon employees yesterday, Swanson emphasized the company's commitment to "the highest ethical standards – today, tomorrow and always." Referring to the SEC and Washington Group settlements, Swanson wrote, "We have closed these two chapters and put these matters behind us so that we can continue our strategic growth plans and mitigate risk to the business going forward."

ARR News

Travel Club: The response to the announcement of a travel club was enthusiastic and plans are underway to organize the activities. You will be informed as the plans develop.

Financial Seminar: A financial seminar will be presented by Keefe & Company in Waltham in early October. You will be informed of the date, time and location in the next newsletter.

Retiree Reunion: There seems to be little interest in a broad reunion of retirees. This idea will be shelved.

ARR Recruiting

Please send us your mailing lists of retirees, even if it is only one or two names. Raytheon refuses to share their mailing list with us and it is difficult to reach those retirees who are unaware of the ARR, in particular the recent retirees. Our membership is growing very slowly. The number of new members is barely enough to make up for those who pass away. There are nearly 60,000 retirees now, and our mailing list is only 12,000, so we have a long way to go.

Newsletter on Web Site

If you are not comfortable with receiving the newsletter as an attachment to an email, you can download the newsletter from our website www.raytheonretirees.org. It is listed on the page News & Views. The format is pdf, or Portable Document Format. You need to have the program Adobe Acrobat Reader installed on your computer. If you don't have it, you can download it for free on the same web page as the newsletter. Just click on the Adobe icon and follow the instructions.

Member's Letters to Raytheon

If you have a question about benefits and you do not receive a satisfactory response from the Raytheon Benefits Center, then the person to contact at Raytheon is Ched Miller, Manager of Retirement Programs, Raytheon Executive Offices, 47 Foundry Ave., Waltham, MA 02453, (Tel) 781-642-2558. If you don't hear from Ched Miller, then you should write to CEO William H. Swanson, Raytheon HQ, 870 Winter St., Waltham, MA 02451-1449.

Letters sent by members to Raytheon and responses from Raytheon are posted on the web site www.raytheonretirees.org. There is a letter from Bill Comeau to Ched Miller on March 25, 2005 about the inadequacies of the Wasau health insurance. There was no reply and Bill wrote to CEO Swanson on April 15, 2005. He received a reply from Lois Athanasiou, Manager Retiree Health & Welfare Benefits dated April 26.

Florida Roundup

The 2nd annual reunion of Raytheon retirees in South-West Florida on March 11 was very successful. There were 112 attendees, about 70 being retirees. Snowbird Ralph Gaudette spoke to the gathering of the work of the ARR from his experience of working at the ARR office in the summer time. Bill Comeau and Mitch Sawaya deserve credit for organizing this affair.

New Book on Raytheon

Raytheon Company: The First Sixty Years, \$19.99, Arcadia Publishing. It is available at area bookstores, independent retailers, on-line bookstores, or through Arcadia Publishing at www.arcadiapublishing.com, or (888) 313-2665. A co-author of the book is Robert E. Edwards, a retiree, who is a volunteer at the Raytheon Archives. Bob wrote an article about the Archives in the December 2002 ARR newsletter. The book was not funded by Raytheon, and Raytheon will not profit from sales of the book. Permission to use photos from the Archives was granted by Raytheon.

Farewell from the Editor

This is the last newsletter that I will put together. After four and a half years, it is time to hand the

job over to others. It has been a labor of love, and I have enjoyed your letters and comments. I regret that I could not answer each one individually. Ave atque vale. Fred Churchill

New Members

As of March 31, 2005 the total membership is 3,351. The total list of names is available on our web site www.raytheonretirees.org. The 34 new members who joined from January 1, 2005 to March 31, 2005 are listed below:

Christian R. Berlitz, John F. Connolly, Janet Cusano, David P. Eldridge, Gerald R. Flores, Beverly Fogarty, A. Newell Garden, Gus Gaschnig, William H. Gollwitzer, John T. Haley, John Krebs, Don Lally, Jerry M. Mallett, Myles M. Marcus, Sheila A. McCann, Abner E. McCaskey, Dan R. McConnell, Daniel McCoy, Donald E. Naugler, Terry Newport, David S. Orcutt, Stanley F. Piskadlo, Matthew J. Russo, Edward Ryan, Frederick W. Spicer, Ronald J. St. Hilaire, James Stead, Calvin C. Tardiff, James Thomas, Claude "Pete" Thompson, William B. Thrasher, James Vandernaald, Marcus D. Walters, John L. White

In Memoriam

2000 Howard Drennan Clark, John. Driggers, Jr., Clyde D. Emerson, Walter Thomas Fleeson, Jr., Paul Fogarty, Richard Graham Hager, James T. Hammers, Lawrence Robin Imes, LaVenie (Vin) Lee, William Carroll Long, Kirby Ross Manley, William D. Manning, Karl L. Mayberry, Hubert S. McCrady, Mabel McGlaun, Collie Clarence Ruthledge, Donald Earl Shaffer, Clyde Skeen, "Railroad" Smith, James W. Stewart, Gene Wait, Marlene Louise Wiley

2001 Ed (Andy) Anderson, Lena Barton, E. Fred Buehring, Velma Dacus, Irene Ida Meyer Dickson, Warren (Erik) Thorlief Eriksen, James (Harris) Hollabaugh, James (Bill) Horner, Clarence Marshall Lynd, E.L. (Sonny) Maples, Marcus E. (Marc) McCracken, Donald Ray McGinn, George Paul Menosky, Connie Miller, Walker Leon Paine, James O. (Jimmy) Rae, B.T. (Bobby) Saucier, Henry Leon Saucier, Alton Wayne Sissom, Patricia Mae Stauffer, Gerhard Julius Voigt

2003 Rodolphe Bernier, Raymond J. Piercey

2004 Rudolph V. Comtois, John S. Daniels, Alfred P. Giroux, William B. Gray, J.F.

Harding, Alan Harwood, James J. Higson, Guy J.

Indelicato, Lois J. Jarbeau, Leo N. Lussier, Carl W. Marquis Jr., Agatha M. McMurrer, Don Pennington, Roland D. Phinney, Harold J. Porter, Evelyn D. Shadan, Albert F. Vacaro, Florence M. Young
 2005 Theola Black, Bertrand L. Bourque, Richard W. Breck, Jr., Joseph P. Carritte, Robert F. Carter, Geoffrey Clark, Mary R. DeLaurier, Robert L. Dion, James Donovan, Roger R. Ducharme, Timothy M. Farrell, Jacqueline A. Farrell, Wanda J. Fox, Alfred L. Girard, Robert S. Glassman, Marie A. Hunter, Gaetano Leccese, Walter V. Linden, Clifford M. MacDonald Sr., Phyllis M. McCarthy, Raymond R. Nelson, Florence M. Noel, Claire C. Peloquin, Rose A. Ramos, Robert M. Riley, E. Raymond Rondeau, Frank Sheldon, Dave Silva, Carol G. Spanos, Genevieve J. Stonis, Michael J. Sullivan, Willard M. Swan, Thomas J. Tierney, James B. Webster

Lost Retirees

Listed below are the names of 200 Raytheon retirees whom we have been unable to locate. A letter to the last known address was returned and 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. Increasing 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.

Charles Pietrantonio, RA Pirrotta, William A. Piwnica, Michael Pizza, DI Plante, VF Plantier, Robert Pollenger, FL Poole, RJ Portelle, FA Pothier, JA Potorski, JW Preston, Estel Proffitt, P Proia, TA Purtell, Arthur A. Quinlan, LC Rainey, CM Rainey, Samuel Raiti, ME Ramalho, CR Rancourt, Doris Randall, GL Rawson, FE Redfern, WB Reich, JD Rennie, Leo Rhinebarger, PA Ricciarelli, M Rice, Gerald L. Richard, RR Reiss, Bill W. Riggs, WK Riley, MT Ritchey, Stan Ritter, Anthony J. Rizzo, Stanley A. Roberts, JY Robichaud, AC Robillard, J Rockcliffe, GH Rolt, J Rosato, LA Rose,

Louis Rosi, Bobby Rosson, RC Rotger, JL Rousseau, RS Rousseau, L Roy, Leonard Rubin, JC Rucker, Thomas Jr. Rushton, YM Russo, AE Russo, Doris Ryan, MD Ryan, DL Salafia, Frank J. Salafia, L Salverio, NJ Sandberg, JE Santos, DB Sarnevitz, BW Saunders, WA Savage, MJ Savoy, Vico S. Scarpelli, Dan Schaufus, James R. Schlotterer, Emil Schnitzke, RA Schwartz, John J. Sedlacek, Arnold Seifer, Nicholas R. Sena, A Serpa, WH Settles, Richard N. Sewell, R Sexton, James W. Shaffer, Frank Shambarger, JE Shaw, JC Sheehan, R Sheinberg, Leonard E. Sheppard, TC Sherman, J Shoemaker, Tom Shore, Carl Shute, KJ Silk, LP Silowan, RA Silva, JC Simon, HG Smith, W Smith, JA Sonderburg, JoeSottile, SA Sparks, HL Spector, B Speechly, Jean B. Spencer, R Spidale, O Stanganelli, AJ Stanganelli, MC Steffen, CE Steffen, TC Stevens, AD Stevenson, DW Stewart JR, Robert Stone Jr., AE Storey, Bert Storey, KC StPeter, Dave Sullivan, CE Sullivan, AJ Sullivan, GE Surette, Josephine Suslovich, WA Swansburg, JJ Sweeney, RH Swift, AM Sylvia, RS Szumski, Janet Taylor, JE Tellier, Jake Terzian, WH Thornburgh, EA Tibert, ML Todd, Neshan Toromanian, JE Trousdale, GK Tsouprakos, FM Turlo, Andrew Turner, CM Turner, George M. Turner, RS Twitchell, JA Ulban, Basil C. Vafiades, AA Vallario, BR Veale, EL Vendette, Diane D. Vieira, H Wagner, JL Walker, RJ Walker, WM Ward, DJ Weagle, Norma J. Whitaker, Mary Lou White, HC White JR, WR Wilikson, WH Williamson, LM Wilson, RJ Wilson, MC Wilson JR, WF Wilt, B Winn, TA Winter, E Wolfe, SK Wong, RG Woodard, AM Woods, GD Woodward JR, M Yildiz, AT York, Joseph Yuknas, Leo Zegouros, MM Zocchi, JG Zukas, J.F. Ardagna, William Brailey, Frank V. Cefaioli Jr., Henry Jr. Chandonait, Charles J. Circeo Jr., Henry T. Clark, Robert L. Collins, Frank A. Cote, Malcolm Frazier, Jerome Gilbey, Enoch Karrer, Richard E. Kenney, Barbara King, Peter J. Koniditsiotes, Jane LaPointe, Arlene Laudini, Albert L. Leone, Joseph Lepera, Joseph Lesica, John J. Madigan, Henry J. Manchester, Patricia A. McLaughlin, James W. Owen, Hillel Pitlik, Margaret Rodriguez, Paul H. Whitman, Francis N. Zizza

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