

We're changing the world,  
one chip at a time...

**Join us.**

United States



**TEXAS INSTRUMENTS**

One mind is powerful. A team of minds is limitless.  
A team of Tlers is unstoppable.

Join us!



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### What is a Tler?

“Tler” is a simple term we call each other. But it’s hard to really know what “Tler” means until you are one. For example, as Tlers, we realize that our sum is greater than our parts. Together, we are builders. We build with our hands and our minds, collaborating to turn unconventional ideas into world-class innovations. We are doers. We deliver exceptional performance and know that doing business the right way is the only way. We are dreamers, turning ambitious dreams into realities. We are givers, giving back to the communities where we live and work. And most of all, we are a team. A team of thousands of diverse minds united by passion and an unwavering desire to be the best.

### Our core values

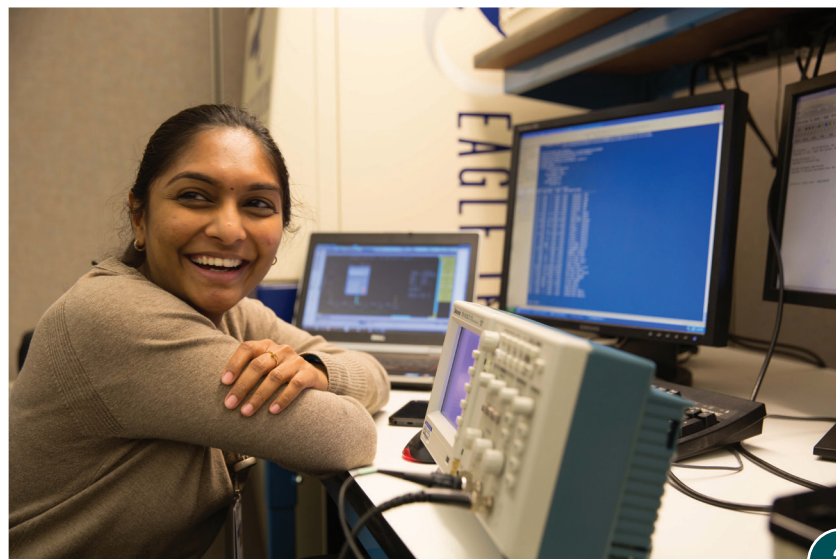
Our core values of integrity, innovation and commitment are woven throughout the fabric of our history. These values lay the foundation for our culture and lie at the heart of who we are and how we behave.

- **Integrity** is the cornerstone. We believe in doing the right thing. Always. It matters to us more than profits, and we expect it of every Tler.
- **Innovation** is our lifeblood. It is the way we push the boundaries of what’s possible and solve problems to create products that change our world for the better.
- **Commitment** is our promise. We promise to safeguard the environment and make our communities stronger. We promise to respect and value one another and do what we say we will. And we commit to win, setting high expectations for our performance.



Two years with TI has given me tremendous growth both personally and professionally. I always feel motivated at TI because learning and work go hand-in-hand here.

– Divya



## Honors and awards

As Tlrs, we are proud of what we do and the recognition we receive. Our company has been honored for our innovation, our people and our commitment to doing what's right. Just a few of our recent awards include:

- Fortune, "World's Most Admired Companies"
- Glassdoor, Employees' Choice Awards, "50 Best Places to Work"
- Ethisphere Institute, "World's Most Ethical Companies"
- CR Magazine, "100 Best Corporate Citizens"
- Working Mother, "100 Best Companies for Working Mothers"
- Minority Engineer, "Top 50 Employers"
- National Association for Female Executives, "Top Companies for Executive Women"
- Human Rights Campaign Foundation, "Best Places to Work for LGBT Equality"

[Learn more.](#)



## A note from our CEO

An inclusive environment is essential at TI. It enables our global workforce to contribute openly and without barriers.

In this environment, diversity thrives and every employee – no matter where they are and what job they hold – has the opportunity to take part in the company's success.

We believe our rich diversity improves thought processes, encourages collaboration and ignites creative solutions.

### Rich Templeton

Chairman, President and Chief Executive Officer

Our goal is to provide an environment in which every person can thrive. We want Tlrs – no matter their backgrounds, work styles, ideas or differences – to feel empowered to be who they are and do their best work.

Our appreciation for diversity is firmly rooted in our culture. And the **TI Diversity Network** is a perfect example of that. It brings together 15 grassroots, employee-led diversity initiatives with a mission to champion the full participation of people at all levels. Every initiative is open to all Tlrs.

[Learn more.](#)

We believe **diversity fuels innovation** and makes us a stronger company.





**Win** – As a team and as individuals, we want to win. And as Tlers, we're surrounded by people who have the ability, the ingenuity and the drive to do just that. Let's win together.

**Grow** – Tlers are never satisfied with the status quo. So we provide opportunities for you to learn, to grow. Get deeper. Go broader. Move up. You can even build multiple careers, all under the TI umbrella.

**Live** – Your work is part of who you are, but it doesn't define you. We want you to be you – at work, at home, at play. When you live a fuller life, you'll be happier and more engaged at work. So we strive to provide an environment that supports all aspects of who you are and gives you tools and resources to help you balance it all.

**Give** – We believe in supporting our communities and giving back, and the opportunities to do so are near endless – including many options to volunteer alongside fellow Tlers.



# WIN



“

Thanks to profit sharing,  
I was able to help put money  
towards my kid's college fund.

– Martin

We are committed to being the best at what we do. From getting our chips in the next cool product our customers create, to beating our design schedules, to creating the next breakthrough innovation – when we work together, we win.

And when we win as a company, we all share in the profits.

### Profit sharing

Payouts over the last several years ranged from 15 to 20 percent of base pay. Through profit sharing, Tlrs worldwide share in TI's success – no matter their level or years of service – when the company achieves 10 percent or more profit from operations (PFO). The payout increases as PFO increases.

### Employees Stock Purchase Plan (ESPP)

As we continue to win in the future, you can share in TI's growth through the Employees Stock Purchase Plan. Four times per year, you have the opportunity to buy company stock at a 15 percent discount. Hold it or sell it, it's a great way to earn more and grow with us.

And, in addition to regular salary reviews, we reward eligible employees for individual wins, too:

- **Merit bonus:** Outstanding performers who have made the most significant contributions toward the year's business results have the opportunity to receive additional cash bonuses.
- **Sales bonus:** Available to specific employees in our sales and field applications roles, the sales bonus plan provides quarterly cash rewards for achieving sales and revenue goals.

“

Last year one-third of my  
profit sharing went to  
an association in Paris to  
help homeless people in France,  
one-third went to family members,  
and one-third to refugee crisis  
relief in different countries.

– Felix

- **Patent awards:** Innovation is our lifeblood, and we provide cash bonuses to recognize our employees that successfully apply for and are granted patents.
- **Recognition awards:** Tlrs with excellent performance or exceptional results outside of the normal scope of their role may be awarded personalized awards, such as gift certificates or travel vouchers, at any time during the year.
- **Equity:** TI stock-based awards are granted to employees based on their contributions, future potential, critical skills, and market or competitive practice.

# GROW

Tiers are determined to push boundaries, challenge themselves and grow.

You'll have opportunities to work on challenging, meaningful projects – alongside some of the best and brightest people in the world – allowing you to learn and grow each day. We also offer online resources, classroom training, support for external conferences and more. Interested in pursuing additional college courses? We offer great education assistance programs once you've been with us for one year.

At TI, you'll deepen your expertise, broaden your horizons and build new skills.

We're uniquely positioned to let you work across technologies and markets – in different roles – all as a Tier. We encourage internal movement. We believe in growing our own and promoting from within. And we are committed to helping prepare you for the next exciting challenge of your career. Deliver exceptional performance and the opportunities are endless.

Just starting out in your career? **Make an Impact** is our global one-year development program designed for recent college graduates. And it's true to its name – created to help you build on your education and quickly make your mark at TI.



The Make an Impact program really takes the stress out of joining a new company. As a new grad, it made me feel more confident and comfortable in my role, and helped me build skills I needed.

– Jim

“

I chose TI because of the rotation program and the opportunity to experience different roles within the company. I love the people I work with, and I understand why people spend their entire career with TI.

– Chalonda

I love the collaborative culture at TI – we're all on the same team. The environment is relaxed, but every person is driven to provide excellence to our customers.

– Danielle

TI gave me the opportunity to do something I hadn't done before. There is a huge potential for career and personal growth and great flexibility to move to other jobs and responsibilities.

– Marty

# LIVE

We want you to be you – 100 percent – at work, at home, at play. We recognize you have many interests, obligations and pursuits outside of work. Our benefits and resources are designed to help support you and your family.

## Time

We strive to provide the flexibility you need to manage your time and integrate work and life responsibilities. From compressed work week schedules in our manufacturing careers to working from home and flexible hours in other roles, we want to provide Tlers with the flexibility they need. Work with your manager to figure out what's best for you and TI.

We believe time away is important too, so our flexible paid time off program allows you to accrue hours, starting from day one. Use these days how you need – for sick days, for vacations, to attend a child's event and other personal activities.

Your annual accrual rate for time off increases with your length of time at TI. Here is a sample of typical accrual rates (shown in days per year) at major service anniversaries.

Full years of service	Full-time*hours accrued per month
0	10.0
1	10.7
5	13.8
15	17.1
20+	18.8

Additionally, we offer nine paid holidays per year for all Tlers.

\*Time Bank is pro-rated for part-time employees.

After more than 30 years at TI, Tom had to adjust how he got work done due to a life event. Because of TI's flexible work options, he was able to find a different way to lead his team successfully.



In TI's culture, I could just tell people what was going on and what I needed as support to successfully manage my personal situation.

– Tom

## Maternity, paternity and adoption paid time off

We support our families, too. TI provides eight weeks of maternity leave for the mother of a newborn, and dads receive two weeks of paid paternity leave. For an adoption or surrogate birth, TI provides up to four weeks of paid leave for the primary caregiver and two weeks for the non-primary caregiver. Additionally, for adoptions TI will reimburse up to \$5,000 of expenses per child.

## Infertility benefits

We offer infertility benefits if you have coverage under a Blue Cross and Blue Shield medical plan. Infertility benefits include up to \$25,000 in lifetime medical benefits and \$10,000 in pharmacy benefits.



# LIVE

We support every Tler in making healthy lifestyle choices. There are fitness centers at our larger sites, walking paths and blood pressure stations at many locations, annual on-site flu shots and an employee assistance program (EAP) which provides short-term, confidential counseling on a variety of personal issues.

## Health

Our High-Deductible Health Plan (HDHP) and Health Savings Account (HSA) give you comprehensive medical coverage and tax-free savings.

- The HDHP gives you access to a broad range of health care providers across the U.S.
- The plan pays 100 percent of your preventive care expenses, such as annual exams and immunizations
- An HSA lets you save money tax-free, giving you more control over how you pay your medical expenses.
- TI will contribute to your HSA – either \$750 for employee-only coverage or \$1,250 for other levels of coverage
- Whatever you save in your HSA is yours; it doesn't go away at the end of the year – and it goes with you if you leave the company

*For more detailed information, [click here.](#)*

## Dental

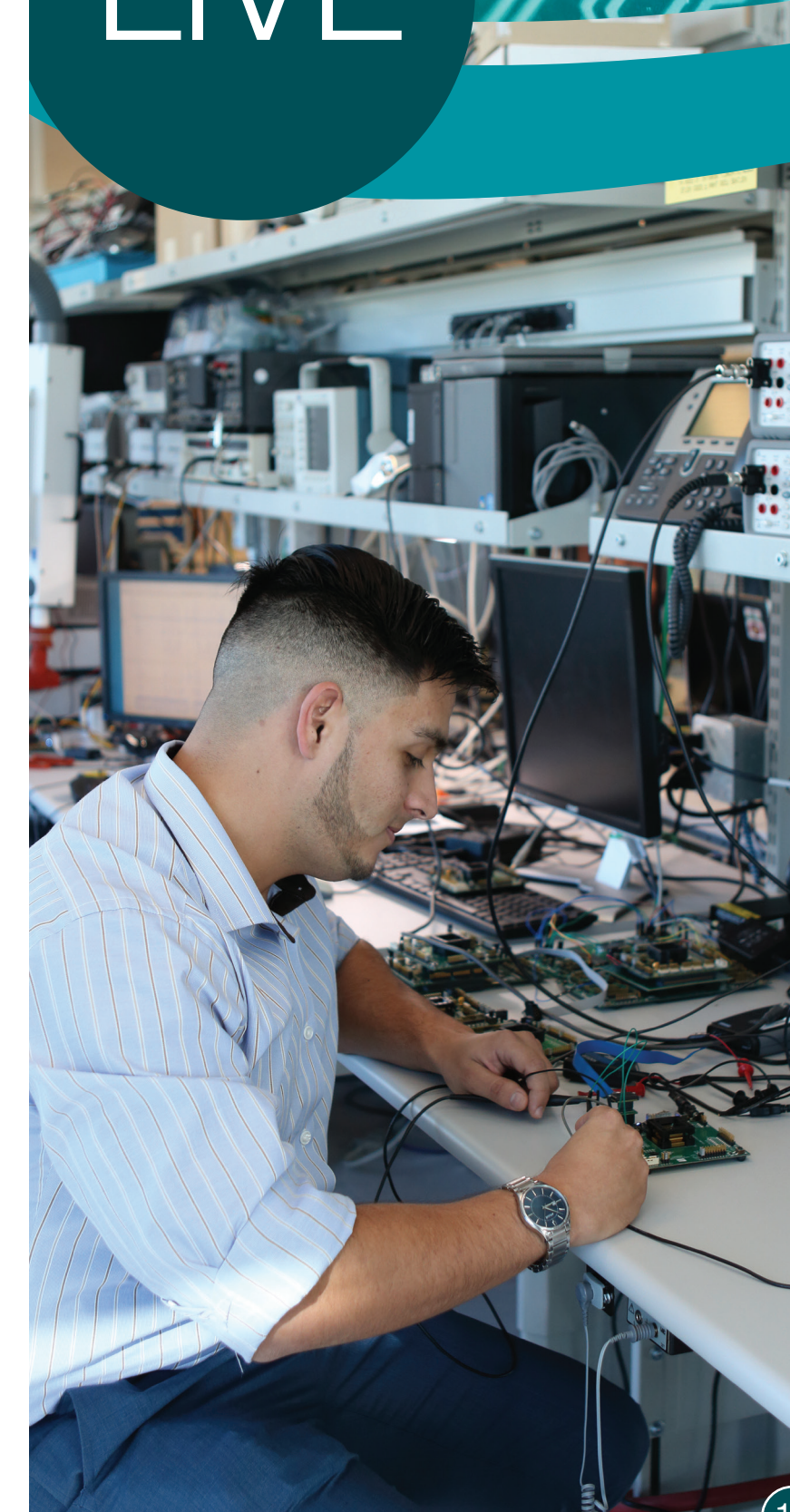
- We offer two levels of dental insurance coverage
- Annual exams are covered at 100 percent under both plans

## Vision

- The vision plan features a nationwide network with thousands of providers
- Exams and either eyeglass lenses or contact lenses are covered once each year

## Tax savings through flexible spending accounts

- Reduce your taxable income by signing up for flexible spending accounts
- You make pretax contributions over the course of the year, and then reimburse yourself for health or dependent care expenses



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# LIVE

## Retirement

Whether you are just starting your career or nearing retirement, we have the tools and resources you need to build your financial future – from a 4 percent match to your 401(k) account to free online or in-person financial counseling sessions.

- You contribute pretax (traditional) or post-tax (Roth) dollars from your paycheck into your TI 401(k) account
- TI matches your contributions, dollar for dollar, up to a maximum match of 4 percent of your pay
- You are immediately eligible to participate and begin receiving the matching contributions; those dollars are yours to keep with no waiting period
- You can invest your money in a variety of available investment options, as well as a self-directed brokerage account; we also offer professional help managing your 401(k) investments

## Protecting you and your income

Sometimes the unexpected happens, and we provide resources to help protect your income and finances when they do.

- For certified illnesses and injuries, short-term disability protection is available for up to 26 weeks and long-term disability coverage for time beyond that.
- TI automatically provides life insurance equal to one-times your annual base salary, and you can purchase additional coverage for yourself, your spouse/partner and your children.
- Accidental Death and Dismemberment coverage is available for you, your spouse/partner and your children.

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Texas Instruments does a lot to take care of its employees. At first I didn't know about High-Deductible Health Plans or Health Savings Accounts, but TI was great at explaining how they worked. Now I feel more prepared for future medical expenses.

– Ayanna

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# LIVE

## Perks

Our collection of additional perks are as diverse as the people that work here – providing access to cool resources that make life easier and better for all of us.

The myConcierge service is a free benefit to help balance the demands of work and home life (e.g., special event planning, tickets to events, gifts for

your family or coworkers, flower arrangements, realtor referrals, housekeeping services, home repair, auto detailing, etc.) You pay only for the cost of the items or services you request, plus any service charges or delivery fees.

## But it doesn't stop there!

### Here are other cool perks you'll find at TI:

- On-site fitness centers in many locations
- Intramural teams and activities in many locations
- Corporate discounts on 100s of products – from mobile phones and computers, to cars and travel providers
- Commuter benefits – discount passes for the DART in Dallas, and a commuter flexible spending account in California
- Help with will preparation, and discounts on tax-return preparation
- Educational assistance
- On-site cafeterias and coffee bars in many locations
- Flexible spending account for dependent day care
- On-site camps for kids ages 3-12 during winter, spring and summer breaks (Dallas area)
- Resources for providing elder care
- Adoption assistance
- Child care discounts through a national child care company
- Parenting resources



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The TI concierge service made planning my wedding so much easier. They provided everything from venue research to honeymoon destinations and helped me stay within my budget.

– Jori

# GIVE

We believe strong companies build strong communities. In turn, strong communities can strengthen our company. Not only do our operations around the world enhance economies by providing local job opportunities, our employees, company and foundation support the communities in which we operate through philanthropic giving and volunteerism. Our focus is on giving and volunteerism that improve education and critical needs in the communities where we operate.

## Volunteering

TI has invested \$150 million over the past five years in education. Additionally, Tlers volunteered nearly 490,000 hours to support causes around the world during this time – a value of nearly \$11.5 million. Through company-sponsored or individual efforts, we've been able to change lives.

Have a favorite organization where you volunteer? We offer a matching program, in which up to \$1,000 will be donated to the non-profit where you volunteer based upon hours you give.

## Giving

We know that Tlers also want to give to their communities. We offer a matching donations program, in which the TI Foundation will match up to \$10,000 per employee for education, arts and culture, and for United Way campaign donations each year.

[Learn more.](#)



We hope you can see how much we value our people – and what an amazing community you'll be joining when you decide to become a Tler.

So take that next step...  
**come join us!**



Texas Instruments gives us opportunities to volunteer – but even more than that – TI inspires us to actually get involved in our communities.

– Gregory



### Equal Opportunity Employer

Texas Instruments is an equal opportunity employer and supports a diverse, inclusive work environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, creed, disability, genetic information, national origin, gender, gender identity and expression, age, sexual orientation, marital status, veteran status, or any other characteristic protected by federal, state, or local laws. [Click here to view TI's EEO Policy.](#)

The above link provides more information regarding the Federal laws prohibiting discrimination in employment: EEO is the Law – Notice of Applicant Rights Under the Law.

The information contained in this booklet is a general (not complete) description of TI benefits. Although every effort has been made to provide an accurate report, benefits are subject to the terms and conditions of the governing benefit plans, insurance policies, or contracts. In the event of any discrepancies, the terms of the governing plan, policy, or contract shall control. Texas Instruments has always reserved and continues to reserve the right to change or modify, in whole or part, or to terminate these benefits or to change the level of contributions (employee/ employer) at any time.



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Mailing Address: Texas Instruments, Post Office Box 655303, Dallas, Texas 75265  
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