

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

Join us.



India

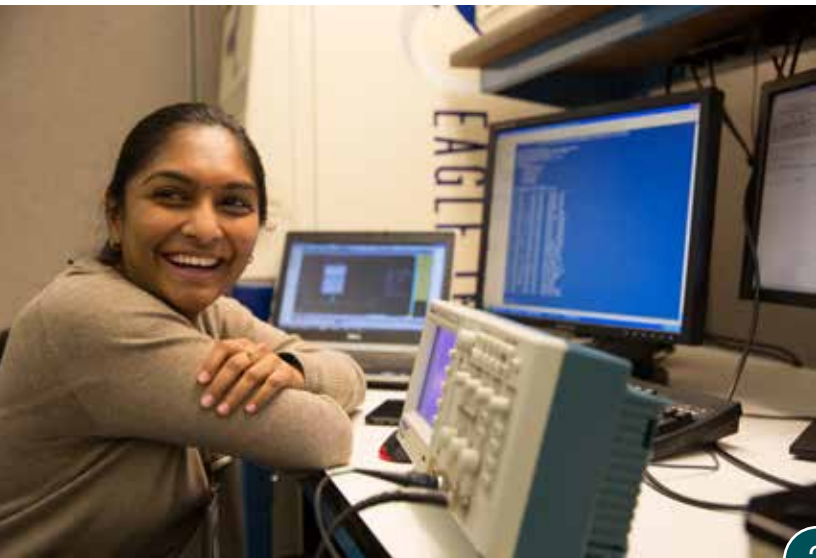


TEXAS INSTRUMENTS

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.



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

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.

Honors and awards

As Tlers, 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"
- Business World, "Great Place to Work"
- NASSCOM Innovation Award, "Social Innovation: Market Facing"

[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 Tlers – 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 employee-led diversity initiatives with a mission to champion the full participation of people at all levels. Every initiative is open to all Tlers.

At TI India, the Women's Initiative has been developing women who drive results, innovate and execute in all aspects of business, community and personal development.

[Learn more.](#)



TI gave me the opportunity to do something I hadn't done before and showed belief in me. I particularly enjoy the ownership and autonomy I get in my role, and that I work with some really passionate people.

– Upasana



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.
– Ramesh

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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, Tiers 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.

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Last year some of my
profit sharing went to an
organization assisting
homeless people, and I also
shared a portion with
family members.

– Pallavi

- **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:**
Tiers 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.

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GROW

Tlers 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 Tler. 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.



I believe the amount of learning I have had here at TI, through various assignments, is tremendous. That's a key differentiator for me.

- Mit



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.

– Ravi

The amazing work culture makes TI a great place to work. You get to work with very talented people and cutting edge technological projects. There is an open-door policy to leadership, and if you have some innovative idea, you are encouraged to share it. People help each other personally and professionally, and they always make time for you."

– Prasad

TI's yearlong training and development program for new college graduates covering various aspects of work-life at TI starting from in-depth understanding of semiconductor technology to software skills, programming and soft skills. The training program also involves technical forums opportunities to connect with leaders and tech experts who inspire us to learn, innovate and progress.

– Isha

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 Tlrs with the flexibility they need. Work with your manager to figure out what's best for you and TI.

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My managers at TI have always managed my results, not my time. Irrespective of the personal situation I was in (including maternity breaks and half time options), TI has always given me an opportunity and the flexibility to work on roles and assignments that challenge and motivate me, while delivering to a plan.”

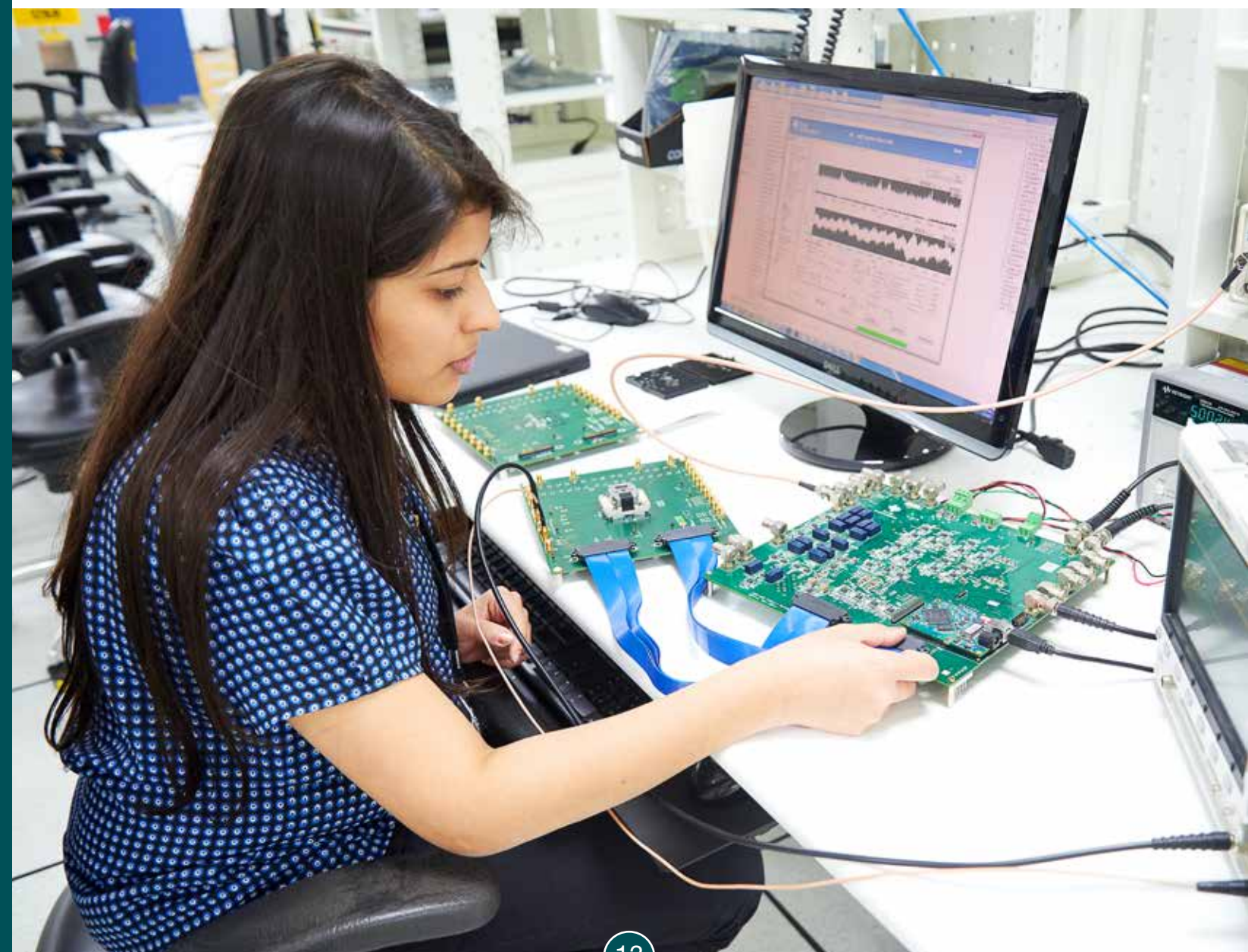
- Shalini

Maternity, paternity and adoption paid time off

We support our families, too. TI provides 26 weeks of maternity leave for the mother of a newborn (first two children) and twelve weeks for additional births. Dads receive two weeks of paid paternity leave. For an adoption, TI provides up to 26 weeks of paid leave for the primary caregiver and INR 15,000 in expenses reimbursed. Additionally, for surrogacy/ commissioning mother, we provide up to twelve weeks of paid leave.

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, and an employee assistance program (EAP) which provides short-term, confidential counseling on a variety of personal issues.

Health

Our comprehensive health benefits cover the employee, plus up to five dependents (e.g., spouse, 2 children, 2 parents).

- Your premium is fully paid by TI; hospitalization only.
- Coverage is INR 150,000 per family member up to a maximum of INR 500,000 per family.
- Employees can pay for additional coverage (called “top up”) if they want extra coverage.
- During the policy year, there is no co-pay for employees, and 20% co-pay is applicable (up to a maximum of INR 25,000) for dependents.



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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.

- TI India has a Provident Fund (PF) Trust.
- Company PF contribution is 12% of basic salary, which will be split as follows:
8.33% of basic or Rs.1250, whichever is less, will be deposited into the Employee Pension Scheme maintained by Govt. of India. The balance of 12% minus the above amount will go into your individual PF account, maintained by the TI India Provident Fund Trust.
- You, as the employee, can make a matching 12 percent contribution to the PF Trust, more if you choose.
- Gratuity is paid as per the Payment of Gratuity Act.

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Protecting you and your income

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

At TI India, we offer:

- Group Personal Accident insurance
- Group Term Life insurance
- Employee Deposit Link insurance
- Paid premium



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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!

In addition to standard allowances like house rent, leave travel, medical, conveyance and meal allowances, TI also offers the following perks:

- Company car lease program and fuel allowance
- Subsidized bus passes and free shuttle service to major transportation hubs
- Professional development allowance
- On-site fitness center (Texins)
- Kwench online library service
- Educational assistance
- Employee Assistance Program



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I appreciate that TI provides facilities like TEXINS through which employees can keep themselves fit and healthy. This improves work efficiency and is a great perk for employees.

- Ruchi

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 improves 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.



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!



To me volunteering provides me with an undeniable feeling of doing good. Additionally, being an active volunteer helped me forge good relationships with other Tlers in ways not always possible in a professional setting.

– Karthik



Equal Opportunity Employer

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