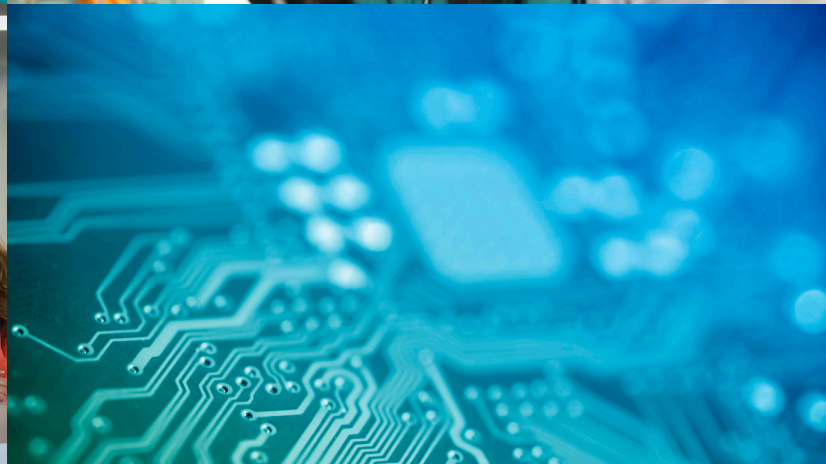


We're changing the world,
one chip at a time...

Join us.



Germany

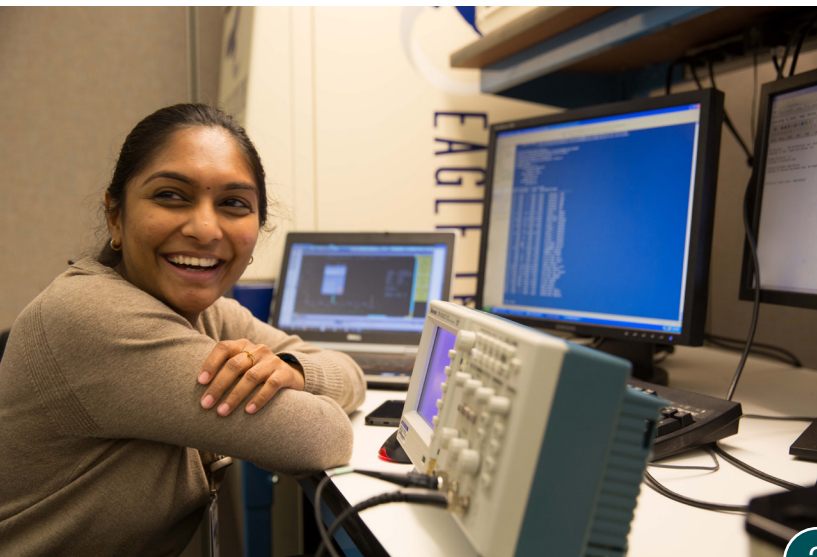


*One mind is powerful. A team of minds is limitless.
A team of Tlers is unstoppable.*

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.



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.

– Farina

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 Tiers, 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"
- Euronext Vigeo, World 120
- Clevis Praktikantenspiegel

[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 Women's Initiative has been developing women who drive results, innovate and execute in all aspects of business, community and personal development. The initiative provides Tlers with programs and events, panel sessions, opportunities for involvement and mentoring and networking with company leaders.

We also offer a New Employee Initiative that seeks to help employees with less than 5 years of experience at TI network, develop, and volunteer with employees across the company. The initiative hosts roundtables with senior leaders, socials, sporting and professional development events throughout the year.






Win – As a team and as individuals, we want to win. And as Tlers, we drive to do just that. Let's win together.

Grow – Tlers are never satisfied with the status quo. So we provide 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. When life, you'll be happier and more engaged at work. So we strive to provide tools and resources to help you balance it all.

Give – We believe in supporting our communities and giving back, options to volunteer alongside fellow Tlers.





ve're surrounded by people who have the ability, the ingenuity and the
le opportunities for you to learn, to grow. Get deeper. Go broader. Move
ve want you to be you – at work, at home, at play. When you live a fuller
e an environment that supports all aspects of who you are and gives you
and the opportunities to do so are near endless – including many





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, 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.

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.
- **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.

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.

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 starting your career after university. As a new graduate, it made me feel more confident and comfortable in my role, and helped me build the skills I needed.

– Isabella



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.

– Elisabeth

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.

– Michael

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.

All TID employees working in flex-time receive 30 working days paid vacation and four flex time days.

All TID employees working in shift (make area) receive six weeks paid vacation.

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



Retirement

Whether you are just starting your career or nearing retirement, we have the tools and resources you need to build your financial future.

- Employees meeting requirements are eligible for our employer-funded pension plan.
- Depending on the pension plan you belong to, you may also be eligible for deferred compensation.

Protecting you and your income

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

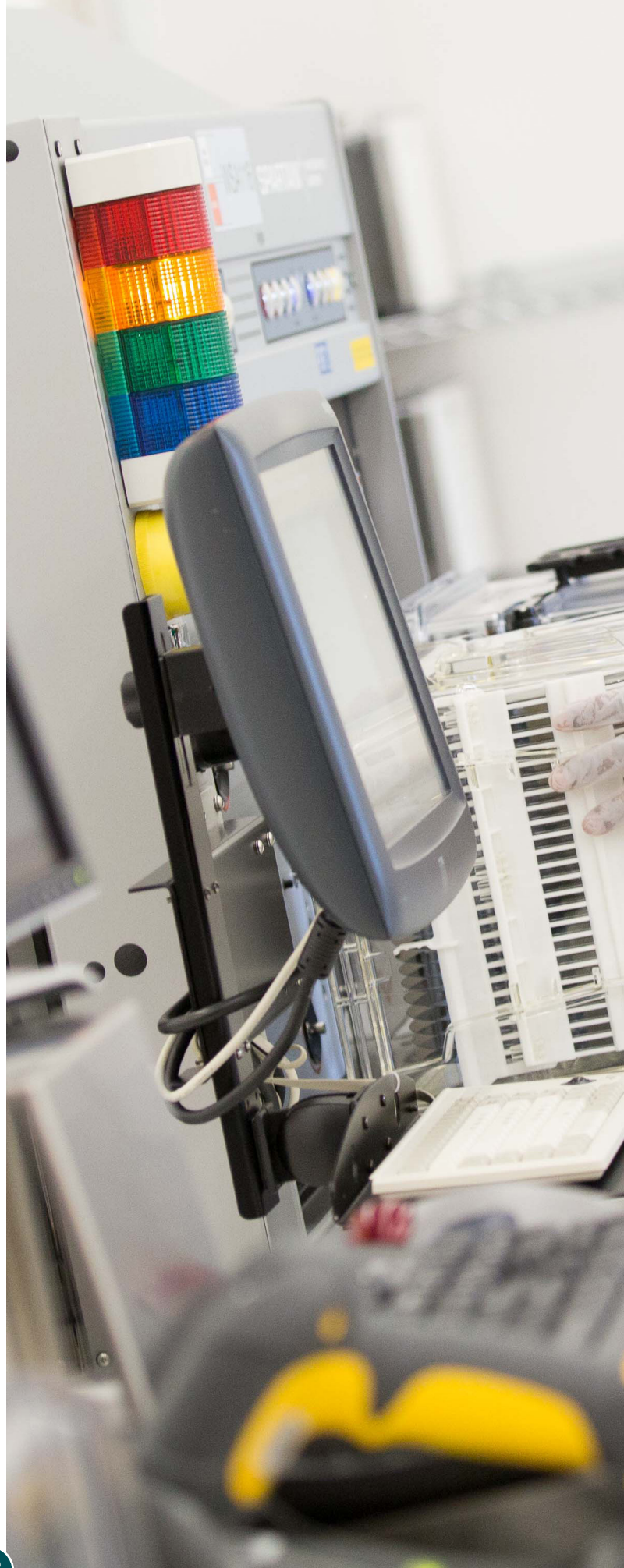
- Employees leaving TID before the retirement age and receiving statutory pension because of total or partially reduction in earning capacity, may be eligible for disability coverage through their pension plan.
- In the event of a death, payment will be offered to full-time TI employees (less than one year of employment – **1** month's salary; more than one year of employment – **3** month's salary). Pension payments **will be paid to** the surviving spouse and children, per plan guidelines.

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.

Here are a few cool perks you'll find at TI:

- Discount at local gym
- Intramural teams and activities in many locations
- Educational assistance
- Corporate discounts on 100s of products – from mobile phones and computers, to cars and travel providers
- On-site cafeterias and coffee bars in many locations
- Post office at larger sites
- Dry cleaning services
- Activities such as ping pong and table soccer



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

Commitment to give back to our communities is one of TI's core values. At TI, we believe strong companies build strong communities, and in turn strong communities make our company stronger. That's why TI encourages employees around the world to be engaged in their local communities.

TI EMEA's Community Involvement team works to engage Tlers in our community, as well as provide a setting where employees can contribute in a meaningful way. These activities are focused on our community's most important needs.

Employees have the opportunity to volunteer for a wide variety of organizations, including those that aim to help children and individuals with disabilities, as well as education and STEM initiatives.



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.

– David



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. Not all benefits are available in every country or region. 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, country specific requirements, etc. 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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