

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



Hourly TI employees

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

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



What is a Tler?

“Tler” is simply what we call each other. It’s hard to really know what the term “Tler” means until you are one, however at our core, we have a passion to create a better world by making electronics more affordable through semiconductors. Our innovations are at work all around you in things you experience every day, from connected cars to intelligent homes and from drones to smart-phones. At TI, you’ll have the opportunity to work with some of the world’s smartest people – problem-solvers who are committed to shaping the future of electronics.

Our ambitions and values

Our ambitions

For decades, we have operated with a passion to create a better world by making electronics more affordable through semiconductors. For many years, we’ve run our business with three ambitions in mind:

- We will act like owners who will own the company for decades.
- We will adapt and succeed in a world that is ever-changing.
- We will be a company that we’re personally proud to be a part of and would want as our neighbor.

When we’re successful in achieving these ambitions, our employees, customers, communities and shareholders all win.

Our values

- **Trustworthy:** We start by being trustworthy. We act with integrity and do the right thing, every time. We operate in a socially responsible way. Being trustworthy is foundational for us as a company and as individuals.
- **Inclusive:** We thrive by being inclusive. We create an environment that unlocks everyone’s potential, where we treat one another with respect, value our differences, and are encouraged to put our thoughts and ideas on the table.
- **Innovative:** We win by being innovative. We imagine new technologies that produce compelling products, open new markets and improve our competitiveness. We are curious, persistent and determined to overcome barriers.
- **Competitive:** We embrace a competitive world. We hate to lose, so we continuously challenge ourselves to perform at our best. We invest in the best opportunities for sustainable growth. To stay competitive, we attract, develop and retain the best people.
- **Results-oriented:** We are results-oriented and hold ourselves accountable. Our customers have choices, and we act with urgency and deliver on our commitments. We improve our performance every day to help our customers succeed.



A note from our CEO

We're proud of the culture we continue to build at TI. We believe a diverse, inclusive environment is essential to enabling our global teams to contribute openly and without barriers, leading to more collaboration and higher levels of innovation. We want every Tler – regardless of location or job – to do their best work and be a part of our company's collective success.

Haviv Ilan

President and chief executive officer

Awards and recognition

As Tlers, we are proud of what we do and the recognition that 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:

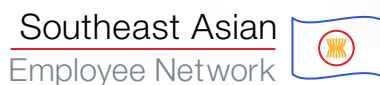
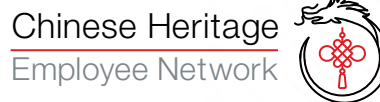
- **Glassdoor:** Best Places to Work
- **WayUp:** Top 100 Internship Programs
- **Forbes:** Best Employers for New Grads
- **Forbes:** Best Employers for Veterans
- **Human Rights Campaign Foundation:** Best Places to Work for LGBTQ+ Equality
- **Clarivate:** Top 100 Global Innovators
- **Barron's:** Top 100 Most Sustainable Companies
- **REDI Index:** Top 5 Faith-Friendly Company

[Learn more >](#)

We value every voice

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

The TI Diversity Network (TIDN) is one example of how we strive to create an inclusive culture. Through 15 employee-led resource groups, TIDN provides a community that promotes a sense of belonging through open dialogue, education, volunteerism, well-being and opportunities for professional development and business engagement. Our four TIDN focus areas are career development, culture, community involvement and company impact.



Win

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

Grow

Tiers 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, giving you tools and resources to help you balance it all.

Give

We believe in building stronger communities through giving and volunteering, with opportunities that include community involvement teams at TI sites around the world.





Thanks to profit-sharing, I was able to put money towards a down payment on my first house.
– Kaity

Win

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

Through profit-sharing, Tiers worldwide share in TI's success – no matter their job, level or years of service – when the company achieves 10% or more profit from operations (PFO). The payout increases as PFO increases, and over the last seven years, TI employees have received maximum profit sharing payouts of 20% of their eligible earnings.

The ESPP

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

Individual awards

Tiers who go above and beyond outside of the normal scope of their role may be recognized with individual awards.

- **Patent awards:** Innovation is our lifeblood, and we provide cash bonuses to recognize our employees for the time and effort that goes into getting a patent filed and issued.
- **Recognition awards:** Tiers can be recognized at any time during the year with a personalized award such as a gift certificate or travel voucher.

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 **educational 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 signature, one-year development program for all new college graduates. And it's true to its name – created to help you build on your education and quickly make your mark at TI.



Initially it was hard to imagine how my military experience and skillset would fit in at TI, but once I was here that changed. TI offered plenty of training, they embraced me and helped me determine where my skills fit in and gave me a great foundation for growth.

– Beth

I chose TI because of 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.

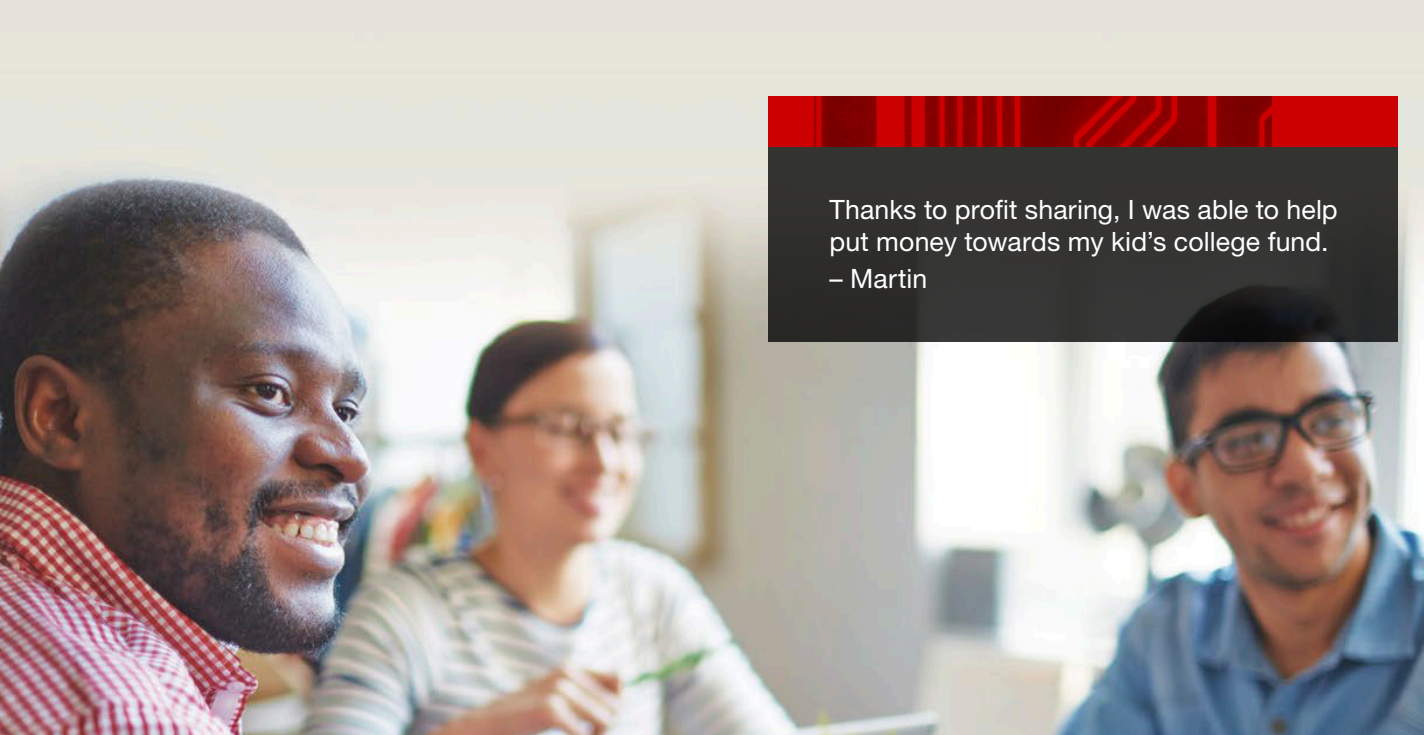
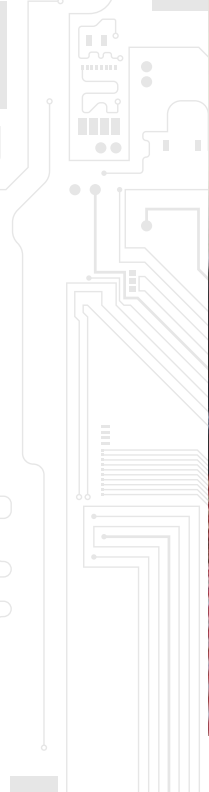
– Chalonda

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



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

Live

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

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 Tiers 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 or for other personal activities.

Your annual accrual rate for time off increases with your length of time at TI.

Parental benefits

We support our families, too.

Accrual rates

Full years of service	Full-time* hours accrued per month
0-4	13.4
5-14	16.7
15+	20

Additionally, we offer 11 paid holidays per year for all Tiers.

Parental paid time off: TI provides four weeks of paid parental leave for birth, adoption or surrogacy. Birth mothers also get an additional eight weeks of paid maternity disability leave.

Adoption: For adoptions, TI will reimburse up to \$5,000 of expenses per child.

Infertility: TI offers medical plan participants and their eligible dependents up to \$35,000 in medical and pharmacy benefits for infertility.

Typical compressed work week schedule

	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
7 am - 7 pm	A	A	A	A*			
7 pm - 7 am	B	B	B				B*
7 am - 7 pm				C*	C	C	C
7 pm - 7 am				D	D	D	D*

* = Swing day

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 annual on-site flu shots.

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% of your preventive care expenses, such as annual exams and immunizations.

Receive free money with a HSA

- An HSA lets you save money tax-free, giving you more control over how you pay your medical expenses.
- TI will contribute annually 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 should you leave the company.

Dental

- We offer two levels of dental insurance coverage.
- Annual exams are covered at 100% 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.

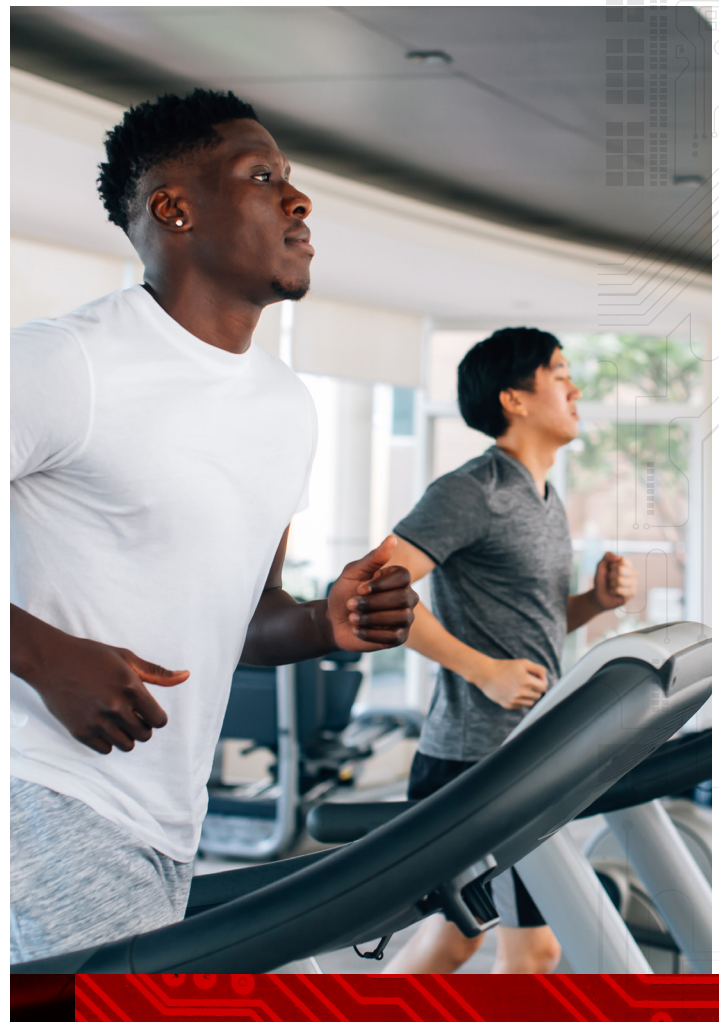
Tax savings through flexible spending accounts

- 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.

Mental health

- Employees around the world have access to a global Employee assistance program (EAP) through Magellan HealthCare that includes tools and resources to improve mental, practical and physical well-being.
- Support includes free short-term counseling sessions; self-care programs; and a resource library with tools, webinars, podcasts and more.



Investing in your future


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% match to your 401(k) account to free online workshops or in-person financial counseling sessions.

- TI matches your contributions, dollar for dollar, up to a maximum match of 4% of your pay when you contribute pretax (traditional) or post-tax (Roth) dollars from your paycheck into your TI 401(k) account.
- 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

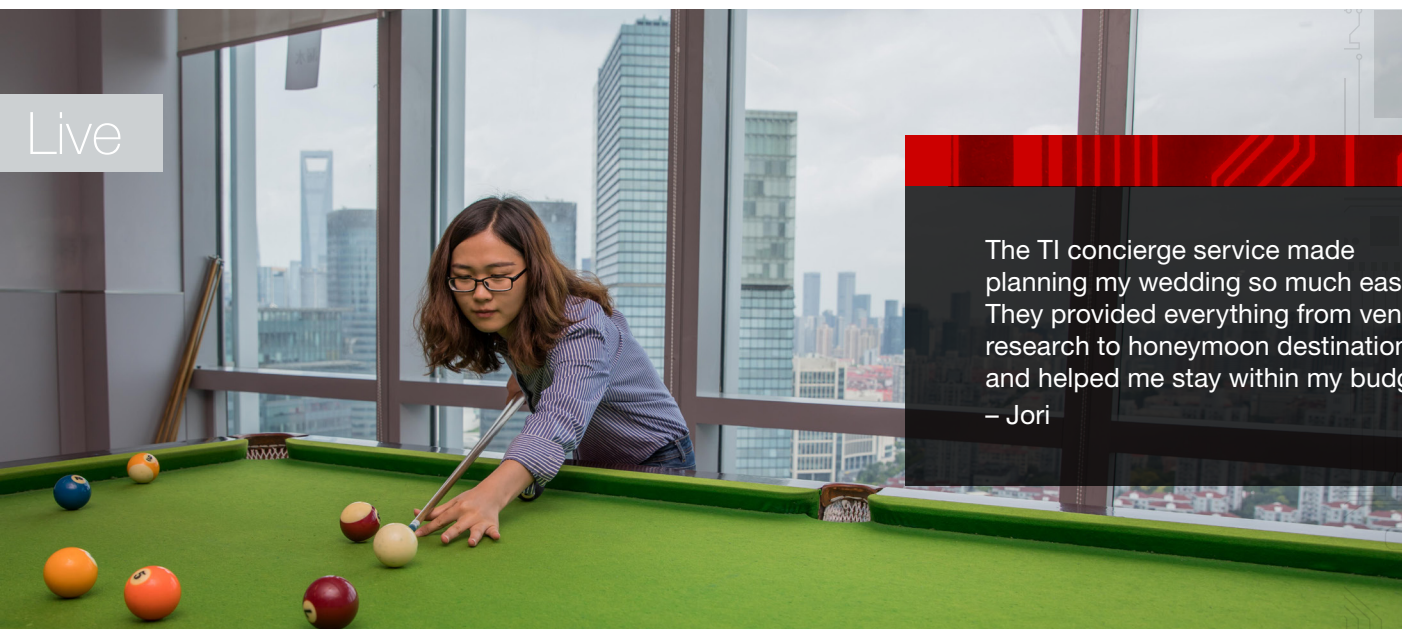
Sometimes the unexpected happens, and we provide resources to help protect your income and finances when they do.

- TI provides free basic short-term disability when you are out of work for illness or injuries with coverage that includes 100% of your base salary for 13 weeks, then 75% for the next 13 weeks, with options to buy up for higher levels or extended duration.
- TI provides free life insurance equal to 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.



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



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

Other services TI offers to help balance work and life

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

Concierge services and discounts

- **myConcierge service:** a free benefit to help balance the demands of work and home life (special event planning, tickets to events, gifts for your family or coworkers, flower arrangements, realtor referrals, housekeeping services, home repair, auto detailing). You pay only for the cost of the items or services that you request, plus any service charges or delivery fees.
- **Corporate discounts:** on hundreds of products – from mobile phones and computers, to cars and travel providers.
- **Commuter benefits:** discount passes for the Dallas Area Rapid Transit in Dallas.

On-site amenities and activities

- Access to on-site fitness centers and walking paths at most U.S. sites.
- On-site cafeterias and coffee bars in many locations.

- Intramural teams and activities in many locations.
- On-site camps for kids ages 3-12 during winter, spring and summer breaks (Dallas area).
- Special parking for expectant mothers and on-site private rooms for nursing mothers.

Family services

- Help with will preparation and discounts on tax-return preparation.
- Resources for providing elder care.
- Adoption assistance.
- Child care discounts through a national child care company and parenting resources.
- Breast milk shipping reimbursement when traveling for TI business.
- Identity theft protection.

Educational assistance

- Assistance provided to employees who want to continue their formal education as part of their professional development.

Employee referral program

- Cash bonuses for referring candidates to work at the company.

Give

One of our three ambitions is to be a company that we're personally proud to be a part of and would want as our neighbor. For decades, TI has worked to build stronger communities where the company has operations.

Our giving and volunteering programs:

- Engage Tlrs globally through giving campaigns and volunteering programs.
- Improve our global communities through contributions to nonprofit organizations where TI operates.
- Combine monetary investments with employee involvement for the greatest impact.

Since 2010, TI and the TI Foundation have given more than \$400 million in matching gifts, grants and in-kind donations. The TI Foundation has also invested more than \$50 million specifically in science, technology, engineering and math (STEM) education in North Texas.

Giving

TI is committed to building stronger communities where we live and work around the world.

Through our corporate and TI Foundation giving, we invest in programs targeted at priority issues within our major site communities. Through this, we aim to improve the quality of life, primarily in Dallas – TI's headquarters city – through well-considered and well-measured investments in education, human services, racial equity and arts. All of these are critical to a thriving and fair community - where people of all colors and cultures want to live and work. The TI Foundation also supports the voice and community mindedness of employees and retirees by matching their monetary contributions up to \$30,000 and the value of their volunteer hours up to \$1,000 per year.

Volunteering

Our employees have a passion for giving back and improving the quality of life in their communities. TI has more than 20 global

community involvement teams and other civic-minded employees who work hard to solve local needs. Together, they mentor STEM students, coach robotics competitions, volunteer at food banks and homeless shelters, clean up parks, plant trees, and give valuable time to serve their communities in other ways.

U.S. employees may match their volunteer time (a minimum of 10 hours and up to 80 hours annually) through the TI Foundation matching gifts program.



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

– Gregory

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 and join us!

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 equal employment opportunity (EEO) policy.

The following links provide more information regarding the Federal laws prohibiting discrimination in employment: [EEO is the Law – Notice of Applicant Rights Under the Law](#), [EEO is the Law - Supplement](#) and [Pay Transparency Nondiscrimination Provision](#).

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