

## 2016 Plans/Deliverables Graded

### 1. Making it easier to be an Intel retiree

- Continue providing retirees with a single venue for fast, efficient and accurate answers from Intel via the Intel Retiree Organization mailbox, [intelretiree@gmail.com](mailto:intelretiree@gmail.com). **(DONE + Continue)**
- Continue to maintain relevant, timely and up-to-date communications via our website, News Flash, email, postcards and by leveraging Intel communications and the IRO mailbox where appropriate. (ex: Add information for spouses of deceased retirees.) **(DONE, info for spouses NOT DONE. don't carry as deliverable in 2017, work this as a Tamara issue - create a listing of retiree benefits that retiree spouses are eligible for and a contact link or phone number for those benefits.**
- Continue to monitor Intel's new retiree website to ensure accurate and up-to-date information is maintained. **(DONE + Continue)**
- Continue the retiree business directory and solicit articles about those businesses. **(Done, should this be part of jobs focus for 2017 ? DROP**
- Survey our News Flash readership on article interest, frequency of News Flash, format of News Flash, and social media opportunities. Reevaluate our communication strategies based on that feedback. **(Survey DONE, strategies in review as part of plan 2017)**
- **For 2016:** Reevaluate our communication strategies based on Intel's feedback and data, especially in the area of social media. **(Partial DONE)**

### 2. Building an Intel retiree community that is an asset to Intel and the communities in which we reside

- **Continue to work with Intel on using retirees as assets**
  - Increase the number of retirees participating in the Intel Foundation matching programs. **(DONE + Continue)**
  - Publish process for retirees applying for Intel retiree SA CW positions with Kelly OCG. **(DONE as a pilot),** issues being worked: Communication to Intel managers & Kelly OCG response SLA. **(Continue as part of jobs focus)**
  - Explore retiree patent submission and inclusion in Think Tanks. **(Done as part of the CW program. DROPPED due to lack of retiree interest)**
  - **For 2016:** Review program in April to see if there is enough progress to go from pilot to program. **(NOT DONE, multiple program managers, headcount actions w/I Intel slowed progress)**
- Use the IRO story to educate others about the work of the organization and how Intel Values are at work in our communities through our retirees. **(Not Done, Needed Intel's pull on this idea & it just never came through. Drop this approach. WBD for 2017)**
- **For 2016: Come up with a plan, with Intel's inputs.**
- Work with site committees to define site level activities that will involve retirees and facilitate necessary processes. **(Done, piloted in Folsom, concluded retirees are not interested in helping or attending local events. They do want to come to big events, like the 30<sup>th</sup> Folsom Anniversary & the Gordon Moore event)**
- **For 2016:** Explore what is possible for retiree participation in Intel's 50<sup>th</sup> Anniversary, if Intel begins planning it. **(No planning began in 2016, we asked multiple times within the year, Continue)**

- **For 2016:** Add plan for mentoring employees, with Intel's inputs. **(NOT DONE. Decided to drop after further discussion.)**

### **3. Retiree's feel part of the Intel family**

- Continue to work with Intel on expanding discounts and Great Place to Work benefits for retirees. **(DONE, added many in 2016 ! + Continue)**
- Work with our new Auxiliary circuit capability to improve the access that retirees have to Intel non-confidential content, and make it our portal of choice (Intel Involved, Intel Store, McAfee, etc.) **(Done, users increased dramatically during the year + Continue)**
- Continue to offer our IRO business cards. (Launched in April 2015).**(DONE)**
- Continue to have retirees participate in Intel events and network with senior Intel Managers on increasing opportunities for retirees (ex: the Gordon Moore Event & Folsom 30th) **(DONE, 50th anniversary in future)**
- Increase percentage of Intel retirees who become members of IRO. **(Not Done, but we grew dramatically in 2016, while losing a few % points. We think this is going well.)**
- Continue to increase annual dinner attendance. **(Done)**

### **4. Improving IRO's capability, recognizing our success**

- Recruit more retirees to support our committees and sites **(DONE) Continue**
- **Develop a strategic succession plan for IRO officers and committee chairs to ensure organizational continuity. (Not DONE, WBD)**