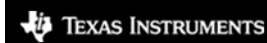


TI Values and Ethics



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Policies - Equal Employment Opportunity

Last reviewed January 2016

Why this Policy?

We recognize that it's people, with their inherent differences, that make a company innovative. At TI, we believe that when our individual differences are allowed to impact our collective decisions, we get stronger ideas and more competitive results. So we strive for an inclusive environment, one where all employees treat each other with respect, dignity and fairness, and where everyone knows they have the opportunity to play an important role.

Our Policy is...

TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotion, transfers, compensation, discipline, benefits, termination and all other terms and conditions of employment. Employment decisions at TI will be administered without regard to race, color, religion, creed, disability, genetic information, national origin, gender, gender identity and expression, age, sexual orientation, marital status, U.S. veteran status or any other characteristic protected by applicable law. Additionally, harassment based on any of these characteristics will not be tolerated.

To protect the integrity of our beliefs, TI will not tolerate harassment or retaliation against any employee or applicant for filing a complaint, participating in an investigation, opposing any unlawful act or practice or exercising any right of non-discrimination protected by law.

Additional policies applicable in the U.S.

As a company that does business with the U.S. federal government, in addition to its non-discrimination obligations, TI is required to maintain an affirmative action program to ensure that qualified applicants and employees are receiving equal employment opportunities in all aspects of their employment. TI's non-discrimination obligations as a federal contractor include the following:

TI will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by TI, or (c) consistent with TI's legal duty to furnish information.

Responsibility for Equal Employment Opportunity

All TI managers and supervisors are responsible for successful implementation of this policy in accordance with applicable laws. Human Resources is responsible for overall compliance and equal employment opportunity at TI. This includes ensuring that updating, monitoring and reporting on EEO progress is performed on a regular basis.

The above policy describes the current policy of TI, and will be interpreted, administered and amended by TI within its sole discretion. This policy is not intended to, and does not confer legal rights or impose legal obligations. TI strives to provide a rewarding work environment. We recognize that each Tier is an at-will employee, meaning that each employee is free to terminate his or her TI employment relationship at any time for any reason, and that TI is free to do the same. Our hope is that each employment relationship will be mutually satisfying, and therefore, long-term.