INTEROFFICE MEMOREX

A newspaper for Memorex people everywhere

Volume 20 Number 3 April 1982

THE COMPUTER HISTORY MUSEUM
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Speechmasters' officers are shown above, left to right: Marg Cimafranca, vice president of administration; Jerry Andrews, sargent at arms; Denna Johnson, publicity chairperson; Dean Earl, president; Cres Cole, vice president of education; Rosalie Arnason, past president; and Jim Shannahan, treasurer. Not pictured is Kris Bear, secretary.

Speechmasters offer practice in personal expression

Experts agree, personal success largely depends on how well you express your thoughts, opinions, and ideas. A group at Memorex offers the opportunity to improve your ability to say what you're thinking, think more clearly about what you're hearing from other people, listen more effectively to the ideas of others, and evaluate those ideas.

Memorex Speechmasters, a club within Toastmasters International, provides a cordial, supportive, and relaxed setting in which to develop and practice your ability to express youself before others.

Additionally, you will realize increasing self-confidence, ability to organize logical thoughts and present them self-assuredly, and achieve a better understanding of human relations.

In short, you **will** become a better communicator.

Meetings are currently held every Wednesday from noon to 1 p.m. in the Building W Auditorium, 1125 Memorex Drive. Membership is open to all Memorex employees and dues are $24 per year. For further information, contact Marg Cimafranca at (408) 987-2614, or Denna Johnson at (408) 987-9993.

Stock certificates still unredeemed

Many employees who hold publicly-purchased stock certificates in Memorex have not yet surrendered those certificates. They are valued at $14 per share and are not accruing any interest. Therefore, they should be redeemed as soon as possible so holders may re-invest or have access to that money.

All employees who hold those stock certificates must fill out the Letter of Transmittal that was sent to them by the Bank of America, the transfer agent for Memorex Corporation Common Stock.

Emphasis is placed on the fact that employees who hold shares purchased through the Employees Share Plan or the TRASOP Plan do not have certificates to surrender and are not affected by this request.

For further information, you may contact Gina Jantzer at (408)987-1795.

Stavely leads Flex Disc Media

Brendan Stavely has been appointed vice president and general manager of the Flexible Disc Media Division, replacing Michael Rogers who was recently promoted to vice president of strategic and marketing planning of the Media Products Group. Stavely, formerly managing director of Memorex's plant in Clondalkin, Ireland, will report to Dick Martin, president of the Media Products Group.

In his new position, Stavely will have profit and loss responsibility for Memorex's entire flexible disc media business. The Clondalkin facility will continue to report to Stavely in Santa Clara through the managing director of the Irish facility. Stavely joined Memorex in 1979 to establish the Clondalkin plant. Prior to that, he had worked for El Company, a subsidiary of General Electric, in Ireland; General Instruments in Taiwan and Malta; and National Semiconductor in Thailand.

Burroughs revenues and earnings up

Burroughs Corporation recently announced an increase of 22 percent in net earnings and 31 percent in revenue for the first quarter of 1982 compared with the same time period last year. First quarter results include the operations of Memorex which became a free-standing subsidiary of Burroughs in December of last year.

While specific results were not identified, W. Michael Blumenthal, Burroughs chairman and chief executive officer, said the Corporation was encouraged with the continued progress at Memorex and the positive contribution it made to Burroughs' first quarter results. Incoming orders, excluding the contribution of Memorex, were essentially at the same level as the comparable quarter of 1981.

"We are pleased to have been able to show continued improving performance in quarter-to-quarter earnings comparisons despite generally poor economic conditions worldwide," said Blumenthal.

Flex Disc Media introduces new concepts in quality

There's a lot of excitement in the Flex Disc Media Division lately, due to the initiation of their quality program in conjunction with the Corporate Quality Program. Key to their program is manufacturing's increasing awareness of what quality means to the product and to the business. Rather than quality just being a word, it is now being built into the product through a team effort led by quality assurance manager, Ann Bassford, and manufacturing manager, Charlie Kimball.

Kimball, a recent hire, has spent over 25 years in manufacturing and has introduced the "station control" concept into the Division.

A station is a point where something is processed, something happens to the product being manufactured. Into that station are inputted equipment, specifications, tools, processes, raw materials, **and** people. All of those elements in combination create a product. In order to optimize the result (that is, create the highest quality product), the inputs must be controlled.

"In order to have quality," says Kimball, "you must have manufacturing controls, engineering controls, maintenance controls, and material controls, right down the line. Control of all these functions gives you quality and, if you control them well, you get **good** quality."

For that to occur, there must be a thorough awareness of what is supposed to happen at each point. If the process deviates at all from a particular specification, there must be a means of putting things back into specification. Those processes and their inherent variables must be understood by all functions in the organization.

Of the variable elements, human variables are the hardest to predict. Materials and equipment are inanimate objects that can generally be measured and predicted and will usually stay within those measurements. People, on the other hand, are much less predictable.

In spite of that, it is one of the objectives of Flex Disc's quality program to understand those variables and their interrelationships and predict them as much as possible in order to create the highest quality product.

Tied in with the station control concept and measurement of variables, are process audits performed by process engineering. The audits are valuable because they serve as a system of checks and balances and a means of ascertaining that the station is operating as planned. Since station operators get so accustomed to seeing one process all the time, mistakes (that is defective products) can occasionally slip by unnoticed, so audits also serve as monitoring devices.

One of the results of the auditing process recently put into place was the identification of a critical area that was costing a great deal of money due to nonconformance. Because part of the station control concept is to use the team approach to investigate any station suspected of producing bad quality, the Division recently formed a team to resolve the nonconformance problem in that identified area. The team comprises a manufacturing engineer, a quality engineer, supervisors from maintenance and manufacturing. In addition, station operators are consulted at various stages of the problem analyses. The team is working together to solve that particular problem, an approach never before utilized in Flex Disc. An unexpected benefit of the team approach is that members are finding that their inter-relating with each other contributes to a greater understanding of what the others can and do contribute to the Division and to the specific solution of that problem.

A strategic objective of the program is to establish a quality attitude throughout the Division that will enhance quality levels, personal attitudes toward quality, and pride in workmanship.

A key ingredient in the success of the program is measurement of the quality of an employee's performance. A measurement system is being devised whereby the quality of an employee's performance (one of the criteria in a performance appraisal) will no longer be measured by personal feelings and/or intuition on the part of the supervisor or manager. The measurement system will be documented and defined so that there will be little or no room for personal feelings to come into the appraisal process.

Kimball and Bassford also plan to schedule meetings for employees where they will meet and talk with Memorex

continued on page 2

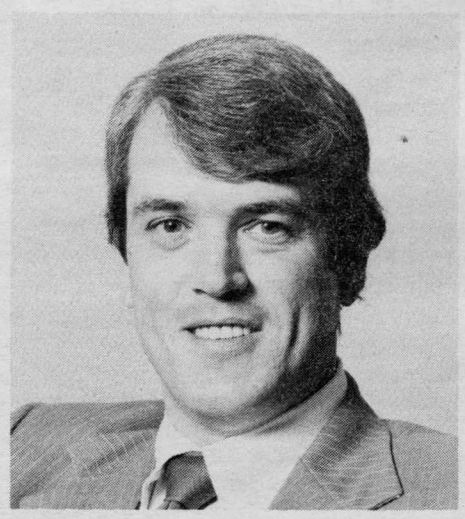
Rogers takes new MPG post

Michael Rogers has been appointed to the position of vice president, strategic and marketing planning of the Media Products Group, reporting to Dick Martin, president of the Media Products Group. Rogers was most recently vice president and general manager of the Flexible Disc Media Division, having been appointed to that position in February 1981.

Rogers originally joined Memorex in 1967, leaving the company in 1969 then returning in 1978 as marketing manager for the Computer Tape Division.

In his new position, Rogers will have responsibility for the formulation and presentation of the Media Products Group's strategic plans. In addition, he is responsible for assisting the operating divisions in the formulation of their strategic and marketing plans.

In addition to his strategic planning function, he will assume the staff assignment of marketing planning. In this capacity, he will be responsible for the provision of technical assistance to the Division marketing functions as well as to the Group sales and support organizations.



SPORTSTALK *by Bill Davis*

Skiers excel — here and there

Extraordinary Memorex skiers, left to right, Charlie Hanson, Rodney Laas, and Jack Pinch, are shown above working their way down the slopes of Memorex. Some people are so hooked on skiing, they don't care where they do it!

The word excellence as a part of the Memorex name denotes the quality of our products as well as the contributions of the people behind those products. Few of us, however, realize the extent to which this excellence carries over into our personal lives.

The contributions of three Memorex employees who give meaning to the word excellence are featured in "Sports Talk" this month.

Jack Pinch, mechanical design and drafting supervisor in the Large Disc Drive Division, has been snow skiing for four seasons. What makes that interesting is the fact that Jack has gone from beginner to instructor in this short period of time. He won a silver medal in the NASTAR Slalom Race in February and teaches every weekend at Squaw Valley.

"I really love skiing," Jack says, "and I especially love teaching. There's no bigger thrill for me than to take someone who has never skied and, in the course of an hour or two, have them doing just that."

Jack is currently working hard to sharpen his skills in preparation for tryouts at the end of March for an instructor's position at Bear Valley, reported to be one of the best ski schools in the country. Best of luck, Jack.

Rodney Laas and Charlie Hanson are both seasoned skiers, in terms of time spent on the slopes. Laas has been skiing for the last 20 years, Hanson for 25 years. In addition to being excellent skiers, both belong to local chapters of the National Ski Patrol, an organization with almost 22,000 active all-volunteer members.

Although most ski resorts have their own professional staffs which patrol the slopes every day of the skiing season, enthusiasm for the sport is such that resorts must also enlist the services of the National Ski Patrol. Each volunteer must patrol his assigned area at least eight days a season and, in some groups, as many as 12 days.

Patrollers are required to perform safety checks on the slopes and give first aid and assistance to all skiers. They are first on and last off the slopes, which leads to some fairly long days.

In preparation for this, they are required to take courses in first aid (including CPR) and avalanche and mountain rescue techniques. Refresher courses in all these areas are taken over a three-day period each year.

Laas, engineering documentation specialist in Storage Equipment, belongs to the San Jose Ski Patrol and patrols at Tahoe Donner where he has been for the last eight years. "We are required to patrol only eight days a year," he says, "but I usually put in ten to twelve days." Surely, there are many skiers who appreciate the extra time Laas puts in.

Hanson, product marketing manager in Communications, is a member of Skyline Patrol which operates out of Stanford. He has been patrolling for the past 15 years, 12 of which have been at Squaw Valley where he currently patrols.

In May of 1978, Hanson was given the Service and Safety Award by the National Ski Patrol for his participation in the rescue of 108 victims from a broken aerial tram in Squaw Valley on the night of April 15, 1978. Constantly threatened by winds up to 60 mph, Hanson and other volunteers worked for 11 grueling hours without food or rest.

So, skiers, keep a sharp lookout the next time you hit the slopes. You may just see a familiar Memorex face! It is in giving more than expected that leads to excellence. Jack Pinch, Rodney Laas, and Charlie Hanson have demonstrated just what can be accomplished when you do.

Golf season is well underway

The Memorex Divoteers Golf Club held their fourth tournament of the year at Sunol Valley Golf Club on Saturday, March 20.

Although the fairways were soft and spongy from the recent heavy rains, the greens were in very good condition and were very quick.

Ninety-three employees and their guests turned out for this tournament, necessitating four flights. Rod Thompson shot a nice 81, and his 16 handicap gave Rod the Low-Net Trophy for the first flight. Jack Sanders was Low-Net winner of the second flight, Randy Lane won the third flight, while Mike Yam received the trophy as fourth-flight winner.

Low-net winners for previous tournaments this year were as follows:

Laguna Seca

First Flight: Jim Johnson
Second Flight: Larry Sturgeon
Third Flight: Larry Knapp

Ridgemark

First Flight: George Ledger
Second Flight: Bill Espino
Third Flight: Ed Johnson

Aptos Seascape

First Flight: Vern Johnson
Second Flight: Bruce Campbell
Third Flight: Larry Knapp
Fourth Flight: Frank Batista

Any Memorex employee interested in participating in one of our monthly tournaments should contact one of the following members of the golf committee for further information: Frank Alleshouse, 7-0951; Chet Dilka, 7-2129; Jim Moore, 7-9893; or Phyllis Rankin, 7-1534.

Bowlers sought for summer teams

The Memorex Summer Bowling League is looking for 50 bowlers (no previous experience required) to form ten teams in a co-ed league. The league bowls at 6:15 p.m. every Monday starting on May 17 and ending on August 30 at Saratoga Lanes in San Jose. If you're unable to bowl on a regular basis, you may sign up as a substitute, in which case you'll be asked to fill in for a regular team member unable to bowl. To sign up, call Esther Tuliao at (408) 987-1645.

Fitness Run rescheduled

Don't forget the Memorex Fitness Run rescheduled for May 22 at West Valley College. Preregistration fee is $1 if you sign up by April 9 and $1.50 if you sign up after that, until 8:00 a.m. the morning of the Run, which starts at 9:00 a.m.

This annual race, which covers 3.6 miles around the West Valley campus, is open to all Memorex employees and their families. Participants may run, walk, jog, or crawl the course—whatever gets them to their goal. All entrants will receive a Memorex Fitness Run t-shirt, compliments of MAG.

Watch the MAG bulletin boards for further information and locations to pick up registration forms.

April Bishop, senior graphic designer (left), and Gerard Fujita, art director in the Corporate Design Center, were recently presented with Awards of Excellence by United Way of Santa Clara County, for their joint efforts in the design of the Memorex United Way t-shirts. Choosing "I Gave at the Office" as their slogan, Bishop and Fujita were honored for their design at a luncheon at the Rodeo in Sunnyvale. Also receiving an award from United Way was David Della-Maggiore, Corporate Public Relations Manager for the special United Way edition of the INTERCOM. Congratulations to these talented people!

Memorex campaign honored by UW

At a special United Way luncheon recently held to honor employee groups that did exceptionally well in the 1981 United Way Campaign, Memorex employees were singled out for two major accomplishments. We received the highest award that any employee group can earn—the Award of Excellence—which is presented to groups that achieve an average of $50 per employee in contributions for one year. Memorex employees were also singled out for exceeding the 1980 pledged amount by 87%, almost double. Considering the economic situation right now, that is something we can all be proud of.

Harold Stanley, 1981 drive co-chairman for Memorex accepted the Award of Excellence for Memorex employees. You may view your award in the Building 12 lobby.

McMenamin earns surprise award

For the care and the many volunteer hours she spent preparing an audio/visual presentation for the Shippers National Freight Claim Council (SNFCC), Madeline McMenamin was recently presented with a beautiful silver tray and a cash award in a surprise ceremony in her honor.

McMenamin, domestic traffic manager in Corporate physical distribution, was caught completely off guard by the two representatives of the SNFCC who came to Memorex to present her with the award.

The purpose of the SNFCC is to represent the shipping public to protect cargo in transit by effecting legislation and regulation. McMenamin's audio/visual presentation, which she put together single-handedly, concerned proper receiving procedures to protect loss and damage.

One of the SNFCC representatives making the presentation said during the ceremony, "We hope this (the award) serves you as well as you serve us." Congratulations, Madeline!

Flex Disc Media

continued from page 1

vendors and customers. Those vendors and customers are in a position to provide unique viewpoints on our products and their quality and can identify some of the problems they may be having with our products. Additionally, it will give Memorex employees an opportunity to tell vendors some of the quality problems they have with the vendors' products.

There will be employee meetings, similar to quality circle meetings, where employees will have the opportunity to discuss and point out to their supervisors and managers some of the specific problems they're having in the performance of their tasks.

Kimball has also initiated the practice of "cruising" through the plant at various times during the day to ask employees how things are going and to find out directly from them what specific problems they're having.

"If you really want to know what's going on in a process, talk to an operator. He or she has the best sense of what's going on there," says Kimball.

As for the result of Kimball's cruises through the plant, he says, "The difference is now when I walk through the shop, it never fails that somebody stops me and talks to me about something they're having a problem with. This wasn't done until recently. They recognize that there is more interest in what they're doing."

"I have never seen the emphasis placed on quality that is being placed there now," says Bassford. "When we first started business, we were building a Cadillac product because we had to get into the marketplace. We were up against IBM. That changed toward the late 60's and it became more and more volume to keep up with the competition. Now, that trend toward quality is coming back into focus. Quality has to be there to maintain that level of customer confidence."

Certainly, Flex Disc is well on the way to enhancing customer confidence and greater employee satisfaction due to increasing quality awareness and the manufacture of highest quality products.

INTERCOM

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A conversation with Tom Stevens, vp finance

Tom Stevens is Memorex's new vice president of finance reporting to Clancy Spangle, chairman and chief executive officer. Stevens originally joined the Company in 1975 as finance director for the Europe/Middle East/Africa Group headquartered in Liege, Belgium. Since then, he has served as director of Corporate budgets and measures, Corporate controller, acting vice president of finance, and vice president and treasurer.

He and his wife Nancy live in Los Altos with their children John (9), Kristina (7), and Michelle (5). As an introduction to Memorex employees, Stevens was recently interviewed by the INTERCOM.

INTERCOM: You seem to enjoy what you're doing. What's fun about your work and what are its greatest rewards?

STEVENS: The most fun part of my job is the opportunity of working with people, whether it's peers, subordinates, or superiors. It's fun to have the opportunity to work toward a common objective and, in the process, see how individuals grow in their jobs and develop skills that they really hadn't had before. Not only do I have the fun of watching other individuals grow, but I grow, too.

INTERCOM: What are your goals in your new position as vice president of Finance?

STEVENS: The first goal, which is important to me and I hope to the people that work with me, is the opportunity to stabilize the Finance, ISD, and Administrative organizations. In the 1980-81 timeframe, there was a considerable amount of turnover. Now we have the opportunity to create an environment where Memorex is an exciting place to work and everyone can contribute to helping the Company become more profitable and viable.

Second, it is important that as the Company has progressed financially in the third and fourth quarters of 1981, we do not slip backward, and that everyone is working toward the objectives of improving the rate of profitability and asset performance that we can achieve in 1982. Our budgets indicate that we need to continue to do a better job, and I believe everyone must be focusing on all areas of improvement in order to return the Company to the level of profitability that we have had in prior years.

INTERCOM: What obstacles, if any, do you anticipate?

STEVENS: The greatest obstacle that I can see in effectively running a company, particularly in the information storage business, is the degree of intense competition that exists not only from large companies, but from the smaller start-up companies. We all must work hard and smart to come out on top. And the second obstacle is managing a company located in Silicon Valley where employee turnover appears to be a way of life.

INTERCOM: What problems cause you the greatest concern?

STEVENS: The issues of employee attitude, turnover, and dedication to improving the financial results. However, I am very enthusiastic about the management team that Clancy Spangle has put into place. The challenge in the short term is learning how to work together and communicate effectively.

INTERCOM: What impact do you expect the merger with Burroughs will have on the Finance organization?

STEVENS: So far there really has been very minimal impact. The explicit written and verbal communication from Burroughs indicates that they do intend to run Memorex as a wholly-owned subsidiary. We have reviewed the various financial functions that existed at Memorex during the time of the acquisition and the conclusion of the people in Detroit, as well as the people at Memorex, is that they will continue at Memorex on the basis that they have in the past.

This does not mean that there will not be some economies relative to utilizing some of the services that Burroughs has or, vice versa. But I really do not see a dramatic change in the roles that we are performing.

INTERCOM: If you had an unlimited budget, what new projects would you start?

STEVENS: Oh, that's tough. I guess I would conduct a thorough review of where we could utilize improved data processing systems, not only in the finance community, but also in the operating community. This is an area which is of strong interest to me personally.

We are a computer company and we need to be able to utilize computer systems in a much more proficient way than we are doing today. We need good, long-term systems plans in each one of our organizations so that they can more effectively use computer systems. Once these are established, we need to make sure that the funding is available to accomplish those objectives.

INTERCOM: How do you expect the economic climate now and in the near future will affect Memorex?

STEVENS: Very much. I would personally expect that during the next 12 to 18 months we will be in a period of recession and that interest rates will continue to fluctuate, but that they will stay relatively high. I think as we get closer to the re-election period, we will see an improvement in economic conditions.

I remember four or five years ago that people in the Company thought Memorex was rather recession-proof as a result of its consumer business and the heavy underlying growth of the industry.

Today, this isn't true. We are not getting the rate of orders that we would have received if the economic conditions were stronger. Big companies such as the Fords and the Chryslers, whose economic outlook is not as favorable as it used to be, are just not placing the quantity of orders that they would place in more normal conditions.

INTERCOM: What advice on time management can you offer?

STEVENS: Well, speaking for myself, there are three keys I try to follow. Number one is making sure the organization you have put in place eliminates redundancy so that pepole are not doing tasks in duplicate and triplicate.

Second, it is important to have very sound, professional people so that work gets done in a thoroughly professional way, which minimizes the amount of time you yourself have to spend on it.

Third, demand completed staff work on a prompt basis. I believe in my directs having the responsibility to review, study, and recommend the right course of action so that the only decision I have to make is simply whether that recommendation is correct or incorrect.

INTERCOM: What is your definition of success?

STEVENS: My thoughts on that are maybe somewhat different from other people's, but to me success is finding an organization that is trying to accomplish something fun and worthwhile and contributing toward this end in a meaningful way. The whole process of getting people together, working toward a common objective, the give and take, and the personal growth that is required of individuals creates the potential of success.

I happen to beieve that it is fun to work in an organization where people are working together to accomplish an objective that makes sense. Once that situation is created, that creates a lot of intensity, meaning, and commitment on my own part.

INTERCOM: If you could have two different careers, what would the **other** one be?

STEVENS: I guess we all give this some thought at various times, but today I enjoy very much what I am doing and I can't think of anything at this stage in my life that I would rather be doing.

I do like to counsel people relative to their careers, particularly in the areas of finance and data processing. So many people do not take the importance of planning their careers to heart and they make a lot of intuitive spur-of-the-moment decisions, not really understanding what fundamental bases are necessary to cover to be successful in their careers.

Too many people are learning these lessons from a hard-knock approach as opposed to sitting down and discussing those things with people who can share the right and wrong ways of doing some of those things.

INTERCOM: What single accomplishment are you most proud of?

STEVENS: Probably the building of the international finance organization when I first came to Memorex. There was a very unique situation when I arrived. The entire finance structure was run in a centralized environment. We had country operations that were being held responsible for making profit, yet all the financial support was coming out of Liege in a very centralized way.

Three months after arriving on the job, we decided to decentralize the financial support to each of the countries. In the course of two or three years, we completed that decentralization process and put in place some very sound, key professional finance managers in the countries, many of whom have been promoted two or three times over in the last five years. It is a very satisfying experience to see that organization working well today.

INTERCOM: When you were finance director for the Europe/Middle East/Africa Group and living in Belgium, what adjustments did you and your family have to make?

STEVENS: Well, I was very fortunate that my wife speaks French. I attempted two or three times to enter into courses to learn to speak French, but about as far as I got was "bon jour." I was fortunate that the Memorex people could speak English.

Probably the most unusual or noteworthy experience was when we rented our home. Everything in Belgium is basically run off fuel oil and, in most of the driveways, there is a sunken tank where you house all this fuel. When someone vacates the house, they pump all that fuel oil out, then you have to call back the truck to fill it back up at your expense. Nancy and I told them to fill up the oil tank. We got the bill a week later and it was for $3500. That was my rude awakening to the cost of energy in Europe.

INTERCOM: If you could speak to all 11,000 Memorex employees about one thing, what would that be?

STEVENS: Well, first of all, I would just thank everyone for contributing during the difficult period of time in '80 and '81. The Company really did much better in the second half of 1981 and I know that took a lot of hard work.

So, primarily, it would be an expression of thanks for a job well done and also a wish that we never forget what we have been through, and that the same degree of energy and commitment be dedicated toward saving money and working toward improved profitability in the future so that we don't get into that kind of situation again.

INTERCOM: Is there anything else you'd like to say to the INTERCOM audience?

STEVENS: One of the things that might be of interest is a program called "Focus." Explicitly, we are trying to get at the issues of making Memorex a better place to work.

First of all, we have a lecture series where we invite executives from Memorex to come in and present to the Finance and ISD employees what they are doing. This has been going on for about two years. It is a very fun experience to have the Dick Martins and the Clancy Spangles come in and share with us what they're doing and then go into a question-and-answer period with our people.

Second, we have a quarterly Finance and ISD manager's meeting where the key managers in the United States get together once a quarter to review subjects of mutual interest as well as get to know each other on a personal basis.

The third subprogram of "Focus" is where we require our managers to sit down with their people once every six months and review with them how they feel about their jobs and the Company, and what sort of career aspirations they have. We then require their managers to communicate this in a formal way up through their bosses and eventually up through me. I spend easily an average of two or three days a month on this program. We concentrate on making sure that each individual has an opportunity to find learning and growing experiences as they become ready.

"Focus" is the main mechanism that we have in trying to convince our people that Memorex really is a good place to work and we really do care about them.

NEWSMAKERS

Johnson to manage OEM finance

Vern Johnson has recently been named finance manager, OEM Equipment Sales, Service, and Marketing, reporting to Norm Peterson, vice president of OEM Equipment Sales, Service, and Marketing. Johnson will maintain an indirect functional reporting relationship to Eric Croson, group finance manager for U.S. Sales and Service.

Johnson joined Memorex in 1976 in the Equipment Products Group Finance organization and progressed through various supervisory and managerial positions leading to manufacturing finance manager in the Large Storage Systems Group. During the last 18 months, Johnson was treasurer and controller of Memorex DIC, the word processing supplies joint venture which has been folded into Burroughs Office Supplies Division.

Johnson received a BA in economics from the University of Washington and an MBA from the University of Santa Clara.

Carlson named accounting manager

Don Carlson has been appointed to the position of accounting manager, OEM Equipment Sales, Service, and Marketing, reporting to Vern Johnson, finance manager.

Carlson joined Memorex in 1970 and has held various positions in the equipment finance area, most recently as manufacturing finance manager for the 8-inch disc drive division. Prior to that, he was with Beckman Instruments as an accountant.

Krug promoted to CE controller

Paul Krug was recently promoted to the newly-created position of customer engineering controller, reporting to Bob Berry, vice president of customer engineering. Since coming to Memorex four years ago, Krug has been in various management positions within finance, LSSG, customer engineering, and U.S. Sales and Service.

Prior to that, he held the position of finance manager for the European operations of Becker Industries and was a management consultant with McKinsey and Company. He holds an MBA from the University of Pennsylvania.

Greenberg named RMCD manager

Steven Greenberg has been named to the position of manager of production operations in the Rigid Media and Components Division (RMCD), reporting to Warren Kisling, manufacturing manager in RMCD.

Greenberg recently joined Memorex following a 20-year career with IBM, where he most recently held the position of manufacturing engineering manager. He holds a BS in chemistry and an MBA, both from California State University at San Jose.

Allen joins RMCD from Burroughs

James Allen has recently been named manager of product test and quality assurance in Storage Equipment Manufacturing and Development (SEMD), reporting to Howard Reed, SEMD staff manager.

Allen has been with Burroughs for the last 12 years and most recently was operations manager for the Peripheral Products Group at the Glenrothes, Scotland plant. He has a background in design engineering and holds several major patents on Burroughs peripherals.

Allen holds a master's degree in electronics from Edinburgh University and a bachelor's in electronic physics from the University of St. Andrews.

LeBlanc named to accounting post

Peter LeBlanc has joined Memorex Corporation in the position of manager, Payroll Operations reporting to Peter Aye, manager of corporate accounting services.

LeBlanc, most recently was employed at The Gap Stores, where he held the position of manager, Accounts Payable and Payroll manager. Prior to working for The Gap Stores, LeBlanc operated his own business.

He holds a BS degree in Political Science from Illinois State University.

Winklepleck promoted in RMCD

Joan Winklepleck has been promoted to manager of customer service in the Flexible Disc Media Division, reporting to Walt Remy, Flexible Disc Media marketing manager.

Prior to her most recent promotion, Winklepleck was manager of the contracts department in RMCD, preceded by six years' experience within Memorex in a variety of customer service positions.

Before joining Memorex, she was with Lockheed and Finnegan Corporation in various buying and marketing positions. Winklepleck holds a BA in management from California State University at San Jose.

Gorr joins RMCD marketing team

Darrell Gorr has been appointed marketing product analyst in RMCD reporting to Jim Coccara, RMCD product marketing manager. Before taking the new position, Gorr served six years within Memorex as an analyst for the legal department and marketing group in RMCD. Gorr holds a BA in management from California State University at San Jose.

Wong moves up in CE planning

Patrick Wong has been promoted to the position of customer entineering planning and programs manager, reporting to Bob Berry, vice president of customer engineering. Since joining Memorex in 1979, he has served as senior financial analyst in LSSG, manager of financial planning and analysis and manager of finance in customer engineering.

Prior to that, Wong held financial analysis positions at TRW and Mattel. He holds an MBA in finance from UCLA and a BA in economics from Stanford University.

MARCH ANNIVERSARIES

15 YEARS

Clifford Harter, Consumer Products Division
Patricia Cowman, Communications

10 YEARS

STORAGE EQUIPMENT

Storage Equipment Manufacturing and Development
Elmer Goings (LDDD)
Anthony Eppstein (MTEO)

U.S. Sales and Service
Ron Bulin
Judy Andros
David Wallestad
Joseph Gourd

MEDIA PRODUCTS GROUP

Consumer Products Division
Ronald Ginger

Precision Plastics Division
Jan Alba

LIBRARY CORNER

CALENDAR OF EVENTS

April 26-29	Ninth International Conference on Computer Architecture, Marriott Hotel, Austin, Texas.
May 3-5	International Conference on Acoustics, Speech and Signal Processing, Palais Des Congres, Paris, France.
May 9-12	Conference on Computers and Communications, Adams-Hilton Hyatt Hotel, Phoenix, Arizona.
May 10-12	International Symposium on Circuits and Systems, University of Rome, Italy.

SPECIAL EVENT

The Technical Information Library, in conjunction with Development Engineering Training, is sponsoring a "Quality Lecture Series" for all Memorex employees. The first two scheduled lectures and speakers are:

April 27	"The Quality of Management and the Japanese Style of Excellence," Dr. Robert J. Parden, Dean of Engineering, University of Santa Clara; Building 12 Auditorium, 4:00 p.m.
May 27	"The Effect of Quality on the Disc Drive Industry," Dr. James N. Porter, author of the Disk Trend Reports; Building 12 Auditorium, 4:00 p.m.

RMCD is honoring winners north and south! As part of RMCD's Key Contributor Program, awards were recently presented to employees of both the North and South Divisions for their significant contributions in the fourth quarter of 1981. Winners received special certificates and will have their pictures taken for display in the lobbies of their Divisions.

Winners in RMCD North are shown in the top picture, left to right: Joe Chen, Alvaro Rodrigues, Beverly Martin, Debi Garringer, Russ Taylor, and Wade Meyercord, president of Storage Equipment Manufacturing and Development, who made the presentations.

Winners in RMCD South are pictured below, left to right: Louise Laudano, Richard Ridgley, Meyercord, Maria Malkowski, Greg Carson, and Jose Mejia.

These employees are a credit to Memorex whose contributions are recognized and appreciated. Congratulations!