

INTERCOM

JUNE, 1966

Volume 3 No.6

FIVE-YEAR PINS AWARDED



Memorex awarded its first five year pins this month. The pins were awarded at a small dinner by President, Laurence Spitters.

Those seven original employees receiving five year pins were (from L to R): Laurence Spitters, president; Elisabeth Herzfeld, physical chemist; Gordon MacBeth, production manager; Eric Daniel, director of research; Robert

Brumbaugh, engineering division; Larry Noon, vice president of administration; and not pictured, Ron Hatch, material manager.

Also attending the dinner were those employees who will receive their five year pin some time this year. They are: Richard Vasey, production manager; Lester Hadley, mechanical engineer; Carl Anderson, company secretary; Albert Delman,

instrument technician; William Christie, mix supervisor; Russell Johnston, technician; Edward Seaman, vice president; Roland Gallegos, lead slitter operator; Rex Lindsay, manufacturing vice president; Louis Higashi, senior research chemist; Wayne Elder, associate engineer; and Howard Burkhart, assistant treasurer



A Word From The Editor



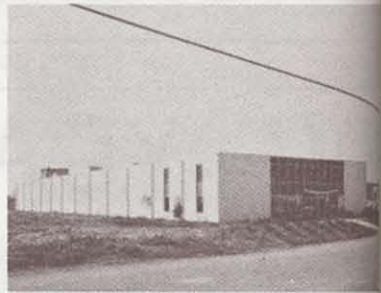
With this issue we mark our 2nd anniversary as Memorex's monthly employee newsletter.

We have come along way since that first issue in 1964. We have done our best to keep you informed about your company and your fellow employees. We have tried to serve both management and employee, and to keep you informed of your company and its activities.

We have selected several issues of the newsletter from the last two years that we feel show the growth and development of the "INTERCOM" and Memorex. We hope you will enjoy this nostalgic look into the past.

This issue also marks my last issue as your editor, starting next month Gary Williams will be your editor. These last eight months have been very rewarding and enjoyable for me. I would at this time like to thank all of you who have helped me these past months, especially my staff: Sara Millar, Nima Luttrell, Roger Cook, and Georgene Gottlieb. Without your help, there would not have been a newsletter. Thank you.

David J. Shepard



????????????????????
 ? WIN A \$79.50 WALTHAM WATCH !!! ?
 ? SUBMIT YOUR ENTRY FOR THE NAME ?
 ? AND DESIGN FOR THE FRONT PAGE OF ?
 ? OUR MONTHLY PAPER - - ENTRIES MUST ?
 ? NOT EXCEED 8" IN LENGTH - DEADLINE ?
 ? IS JULY 1ST - TURN IN ENTRIES TO ?
 ? THE M.A.G. SUGGESTION BOX. ?

JUNE EDITION VOL. 1, NO. 1

THE PEP TALK

A most able and energetic person is Charlie Gill. He's an outstanding person in many respects, and yet he's fairly typical of many Memorex people.

Charlie is a hard-working member of the CS&D laboratory staff. He's also a student at San Jose State working on a degree in Chemistry. He has a charming wife and two little children to whom he obviously devotes a great deal of time. Charlie was the prime mover in organizing the Memorex basketball team and played as its captain—he also promoting other Memorex athletic activities. And, he's a member of the M.A.G. committee.

So, when the idea of a Memorex newspaper was suggested, it wasn't surprising that Charlie would volunteer to do the work of organizing and editing!

Good luck to Charlie and his newspaper associates who will keep us up to date on what's happening at Memorex. No doubt they'll have success and the newspaper will soon become a vital part of life at the company.

Memorex has people of ability and energy at every echelon and in every facet of our business. We couldn't compete successfully if we didn't, because it's people who determine the quality of our products. Memorex is successful because our products are error-free, dirt-free, perfectly manufactured and carefully handled and packaged, and sold with integrity. While good machinery and facilities contribute to the result, they are only tools. It's people who make the difference.

I believe all of us are very fortunate in being a part of an organization with Charlie Gill and so many other Memorex people of ability and character. It's like playing for the Yankees—-or maybe even the Giants in 1964.

Larry Spitters

MEMOREX ORGANIZATIONS AND DEPARTMENTS

Memorex Activities Group

This paper along with the many other activities is sponsored by the "Memorex Activities Group" (better known as M.A.G.). The purposes of the M.A.G. are many. Some of these are:

1. Organize social events that involve the entire plant, such as summer picnics, Christmas parties, etc.
2. Plant athletic activities.
3. Special condolences to employees who are hospitalized, etc.
4. Special discount purchasing privileges.
5. All special events that the employees might consider necessary to improve the well-being of Memorex.

By now you may be wondering where all the money is coming from to finance this. In the past, the company has picked up the tab. Now we are sharing this expense through M.A.G. along with the company, and we have extended our sphere of activities. Membership in the M.A.G. is 25¢ per week and the company has gone along with M.A.G. and matched dollar for dollar the amount the employees have contributed. This, however, is not the only source of income of M.A.G., but all profit received from the food vending machines goes to M.A.G., also.

If you didn't see or haven't seen a deduction to M.A.G. on your check stub, then you are not officially a member of M.A.G. Contact your nearest M.A.G. committee member or drop a note into the M.A.G. box located in the hallway near the coffee machines down stairs for membership forms.



JANUARY EDITION VOL. 2, NO. 1

Major Improvements In Medical Insurance For 1965

Memorex's Group Insurance Plan will be a lot more attractive this year as a result of major improvements which went into effect January 1, 1965.

These improvements will be available to you and your dependents without cost to you! Memorex will continue to pay the entire cost of the complete plan.

IMPROVED BENEFITS

Hospital "Extras" will now be payable up to \$1,000 per disability.

Hospital Emergency Care (or accident or surgery) will be payable up to \$1,000.

Surgical/Medical Benefits increased 37 1/2%.

For instance the maximum surgical allowance is increased from \$750 to \$825; Home visits are increased from \$1.50 to \$4.25.

New Medical Benefits are included in the Basic Plan.

Charges by an Assistant Surgeon are now included; so are consulting fees and special medical "work-up".

Maternity benefits increased from \$150 to \$400 for a normal birth. (Coverage for complications is also broader.)

Major Medical increased to \$20,000.

A NEW HORIZON OF SERVICE

The Santa Clara County Medical Society is writing to us to give you the best type of medical care. The Foundation for Medical Care is a "non-profit" plan. This means that if you use a doctor who is a member of the Foundation (about 80% of Santa Clara doctors) they agree not to charge you more than the plan will pay. You, therefore, can end up with 100% cost of medical expenses.

But let us be clear about one thing. This does not mean that you have to use a Foundation doctor. It will here, and should wherever, free choice of physician. If you use a non-Foundation doctor the cost of major medical plan will pay just as if you use a Foundation (limited); but this doctor had agreed to charge you more than the plan's allowance.

A list of Foundation doctors will be supplied in near future.

This new plan has been adopted after months of study and comparison with many other plans of its size. It was developed to afford you excellent protection. We are happy to make it available to you as a result of indicating our desire to make Memorex a good place to work.

SCHEDULE OF BENEFITS

BASIC MEDICAL PLAN	Employee's Share
Hospital Benefits	
Daily Rate (less any Employee Share)	\$10.00
Number of days per confinement	30
Hospital Extras	\$1,000
Emergency Services	\$1,000
Medical Benefits	
Home and Office Visitation	\$15.00
Home Visits	\$4.25
Office Visits	\$3.00
Hospital and Consultation Fee	\$4.00
Hospital Visit	\$2.00
Consultation, up to	\$6.45
Surgical Benefits (Included)	
Surgery Maximum	\$20,000
Anesthesia Service Maximum	\$750.00
Additional Anesthesia Maximum	\$225.00
Laboratory and X-ray Benefits	\$500.00
Supplementary Accident Benefits	\$200.00
Maternity	\$400.00
Profit Benefits



MEMOREX INTERCOM

NEWSLETTER FOR EMPLOYEES

January, 1965, Vol. 11, No. 1

Page 11, No. 1

First Memorex Open House Today

A Greeting From...

LAURENCE SPITTERS

President Memorex Corporation

FAMILIES, FRIENDS HERE

Welcome to Memorex!
On behalf of all of us here at Memorex, I welcome you to the first Memorex Family Day Open House here, to the first Memorex Family Day Open House here, to the first Memorex Family Day Open House here. This is truly a day for the whole family. Not only will wives or husbands be able to show the family their working areas, but they also will have the chance to have not previously seen, and meet and talk with fellow employees and their families.

Family Day will be topped off with "Taping Fantasy", the annual Memorex Taping contest. It will be held tonight, at the Los Altos Hills Country Club, from 9 p.m. to 7 a.m. Let's a semi-formal affair, with admittance free to all members, and only \$4 a couple for nonmembers.

Family Day is Top the Air Show. In the main lobby, there will be a surprise for each one, plus many interesting and informative things along the tour, designed to appeal to the younger set.

Top features, they'll be surprised to learn that those who work in the main room area need to have a belt first, even if it is an air belt. Slightly later in the tour, kids'll be able to see a microscope that has power enough to enlarge an object nearly 100,000 times! In the Video Tape Center, video tapeless programs will be shown on video tape, and still further on, the film story of Memorex will be shown via special cable TV hookup from the Video Tape Center.

As an added feature, they'll learn what it's like to be a televisor, through the use of closed circuit TV in the Research Center.

Of course, no tour is complete without a well-timed and beautiful display of cookies. But still be in abundance when the tour finishes in the lunchroom.

For the coffee talk, special production demonstrations have been arranged to graphically tell the story of the Memorex product, and, however, on the long view to perfection and final distribution.

There'll be also some demonstrations, where visitors can actually see finished tape being pulled onto the giant rolls, which then make the slitting operation, dividing the tape into specified widths. Finally, each inch of tape is checked for any imperfections. This step, known as certification, will also be demonstrated.

The uses of Memorex tapes will be best and completely shown, with demonstrations at the Video Tape Center and later in the Research Center.

While thinking, though, it should be remembered that Memorex isn't just a production line or a video tape

(Continued on page three)



and your family and friends are warmly welcomed to the Open House in Santa Clara. In the hope of Memorex Corporation's facilities you will see some of the innovation in which our products are researched and designed, the manufacturing operations which produce the finished products, and demonstrations of their uses.

As you'll especially interesting a demonstration in which you'll see special at work being done. The tour will be presented in television tape. The tour will be presented in television tape. The tour will be presented in television tape.

Memorex Open House has been planned to enable you to become acquainted more fully with your place of work. It will also be a great opportunity for you to meet the families of fellow employees. To add to the quality of the day refreshments will be served in the lunchroom.

As you'll especially interesting a demonstration in which you'll see special at work being done. The tour will be presented in television tape. The tour will be presented in television tape.

Laurence V. Spitters

Memorex Expansion Story Told



THIS AERIAL PHOTOGRAPH SHOWS MEMOREX MUCH AS IT IS TODAY. SEE STORY BELOW FOR EXPANSION HISTORY

Over the past four years, Memorex Corporation has enjoyed a very impressive growth rate, which has included expansion to new facilities, acquisition of land around the present location, purchase of existing buildings and renting of additional space around the operations.

Talking memorial, indicated in photograph above:

Point 1 represents the first building on the original 40 acre parent site, at 1497 Shuman Avenue. It is also pictured below, as it appeared shortly after completion in November, 1942.



Point 2 is a 20,000 square foot addition to the existing plant, which approximately doubled the original facility. Upon completion in October, 1950, Memorex had a second production line which doubled the existing production capacity.

Point 3 is the present employee parking lot, which will soon be the site of a three-story addition to the existing plant.

Points 4 and 5 are rented buildings, used for warehousing and offices, respectively.

Point 6 is building and property purchased in October, 1954, to be used for expanding existing plants.

Point 7 indicates the approximate location of 18 acres of land acquired in April of this year, to be used for future plant expansion.

Point 8 is new paved employee parking. Part to the left of 8 but not in the picture, is a two acre plot which will be used for parking above operations plant no. complete. Also to the left of 8 is the small street building, which is owned and used for research.

Point 9 is property acquired in late May, 1963, which is also to be used as additional employee parking.

THREE FIELD SALES ENGINEERS GIVEN PROMOTIONS IN MAY

It was officially announced Tuesday, May 11, that three members of the Memorex sales staff in district sales offices, have achieved promotions. They are: Vern Swartout, to Central Regional Sales Manager; Jim Cantwell, to Southern Regional Sales Manager; and George Halper, to Corporate Contract Manager.

Mr. Halper is now manager of sales operations over a thirteen-state area, comprising Ohio, Illinois, Indiana, Kentucky, Michigan, Iowa, Minnesota, Missouri, Kansas, Wisconsin, Nebraska, and North Dakota. He will also supervise activities in district offices soon to be established in the central region.

Jim Cantwell, as Southern Regional Sales Manager, will supervise operations in eleven states, North Carolina, South Carolina, Georgia, Florida, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma and Texas. He will also supervise future offices in the southern region.

George Halper, as Corporate Contract Manager, will concentrate on the sale of magnetic tape to many of the major corporations.

All three men were promoted from Sales Engineers, positions which they held since June, 1962.

A Bird's Eye View of Family Day



MEMOREX INTERCOM

NEWSLETTER FOR EMPLOYEES

MARCH 1965

Volume 8 No. 3

\$280,185 SHARED!

DON ANDERSON WINS TRIP TO LAS VEGAS
Gerald Tipton, Florence Swartout, Runners-up

POINT VALUE FOR 1965 \$10.6789.

Memorex will contribute \$280,185 to Profit Sharing for the first year of the Plan's operation, it was announced Tuesday by Laurence Spitters, President.

The contribution represents 30% of \$1,467,950, the Company's 1965 net profits before income tax and the profit sharing deductions.

The \$280,185 will be distributed among 118 eligible employees who have a 1964-65 net 26,733 service and corresponding points, according to the final audit just completed by Joe Geary, our Internal Auditor.

The audited figures resulted in a Point Value for each profit sharing point of \$10.64, which means that eligible employees will be allocated \$110.46 for every \$100 of their base compensation.

DONALD ANDERSON WINS CONTEST

Donald Anderson of Quality Control won the \$10,000, all expense-paid weekend for two in Las Vegas, the entertainment capital of the world. He submitted the correct entry in the contest, winning the first prize, by estimating the Point Value to be \$10,000. His prize entitles him to a jet flight for two to Las Vegas, three delightful days and two nights at the magnificent Vincent Square Hotel, and a midnight show in the famous Flamingo Room.



winners

Don Anderson of the Finance Division presented Bob Anderson with the tickets to Las Vegas as Florence Swartout, center, and Gerald Tipton look on.

SECOND, THIRD PRIZES

Winner of the second place prize, \$2500 U-T Savings Bond, is Gerald Tipton of Quality Control, whose estimate was \$10,316. The third prize of a \$25 U-T Savings Bond will go to Florence Swartout of Manufacturing for an estimate of \$11,042.

Names of the contest winners were released today by the Profit Sharing Executive Committee. The members of this committee, which also set the rules of the contest, served as contest judges. Decisions of the judges are final. The Executive Committee extends its congratulations to the winners.



PROFIT SHARING POINTS

First Participation Statement Mailed

The first Profit Sharing Participation Statement was mailed to all employees on May 27. Each member's share of the Company's 1965 contribution was more than 10.5% of the compensation he received while a member of the Plan. (Base compensation excludes overtime, commissions and salaries above \$15,000 per year)

Anyone who was a member of the Plan in 1965 and did not receive a statement should contact the Profit Sharing Administrator. (Ext. 350)

Vested Interest Explained

The Statement showed each member's share as of March 31, 1966, and his vested interest on that date. A number of questions arose regarding vested interest. Members earn their share by a process called vesting. For every three months of continuous employment (starting with the first day of the month after which he began his employment) a member gains a 5% vested interest in his account. At the end of five years, he will have a 100% vested interest. If he leaves Memorex before five years of employment, he will receive the vested interest in his account. If he leaves after five years, he will receive his entire share.

The Plan became effective on January 1, 1965. Therefore, old employees who started to work before September 30, 1964, did not earn a vested interest before that date. On January 1, 1965, all employees with at least three months' employment automatically became members of the Plan and were 5% vested on January 1. During 1965, they earned an additional 20% vested interest and were 25% vested on December 31, 1965. After another three months, they were 30% vested on March 31, 1966, the date of the Participation Statement.

Bank of America Chosen Advisor

Of interest to all employees is the manner in which the Profit Sharing funds will be invested. The Executive Committee of the Profit Sharing Plan voted unanimously to appoint the Bank of America as investment advisor to the Plan. The Bank's Investment Committee will review our Plan and make recommendations for investing the funds in the Plan. These investments will be made by the Bank and held in the Profit Sharing Trust.

First Profit Sharing Distribution

The first Profit Sharing distributions were made to former employees last month. Checks totaling \$3,670 were mailed in payment of the vested interest of the shares of employees terminating before March 31. The non-vested portion of their shares, \$16,685, will be reallocated to all the members of the Plan at the end of the year.

MEMOREX INTERCOM

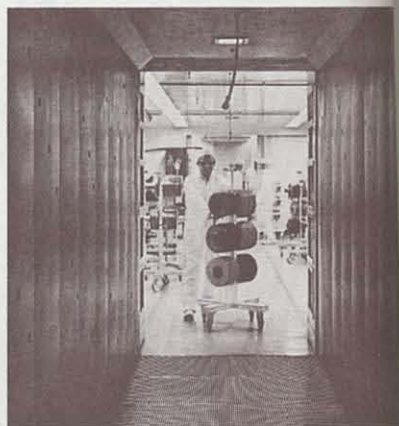
David J. Shepard
EDITOR

STAFF:
Sara Millar
Nima Luttrell
Roger Cook
Georgene Gottlieb

New Employees

Gary Harris, Albert Cole, Edward Hunter, Kurt Ukat, Mitsuru Okano, Forczek, James, Robert Reif, Glen Dilley, Glenda, Emma Chavoya, Tom Cook, Dennis Coil, Frances Gatto, Dennis Herwig, John Hull, James Jones, Norman Moore, Kathryn Moore, Olga Umland, Josephine Tamez, G. Wike, Tokio Tanaka, Fred Kameda, Tom Yoshida, Lawrence Davis, Robert Brown, Mary Barnes, Marian Castle, Joseph Gonzales, George Pearson, Willa Wesley, Regina Palmer, Chae Perreira, Burnett, Gale, Gary Taylor, Virginia Jennings, Glenn Handly, Mercy Herrera, Marjorie Hill, Marilyn Blum, Vern Bussell, Gwendolyn Jones, Nora Dixon, Nancy Smith, Hermelinda Antu, Bettie Buschelmann, Kazuko Cochran, Dolores Jaramillo, Ofelia Lara, Mary Ann Plunkett, Leroy Rodrigues, Irene Stowell, Ruth Wegner, Mary Wooten, John Coyle, Alan Ainey, Eileen Rutledge, Cyril Collins, Elisabeth Crum, John Robbins, Judith DeFranco, Lynn Sorenson,

New Ad Features Ron Porter



Latest generation tape maker

This is the most advanced tape maker... The new...
MEMOREX

EDITORIAL COMMENT

This Year'll Be . . .

- ...better for your children if you set aside the toys more often and talk.
- ...better for your community if you stop standing on the sidelines barking at public officials and pitch in to correct the things you don't like.
- ... better for the Company if you care as much about the quality of your work as you care about the size of your paycheck.
- ...better for a faltering stranger if you lend a hand.
- ...better for you if you make it a point to meet new friends, visit new places, read books on new subjects, broaden your horizons.
- ...and much better for you if you have done these things by December 31, 1966, when you can look back and say, "This is the year that was."