

MEMOREX

# INTERCOM

THE COMPUTER HISTORY MUSEUM



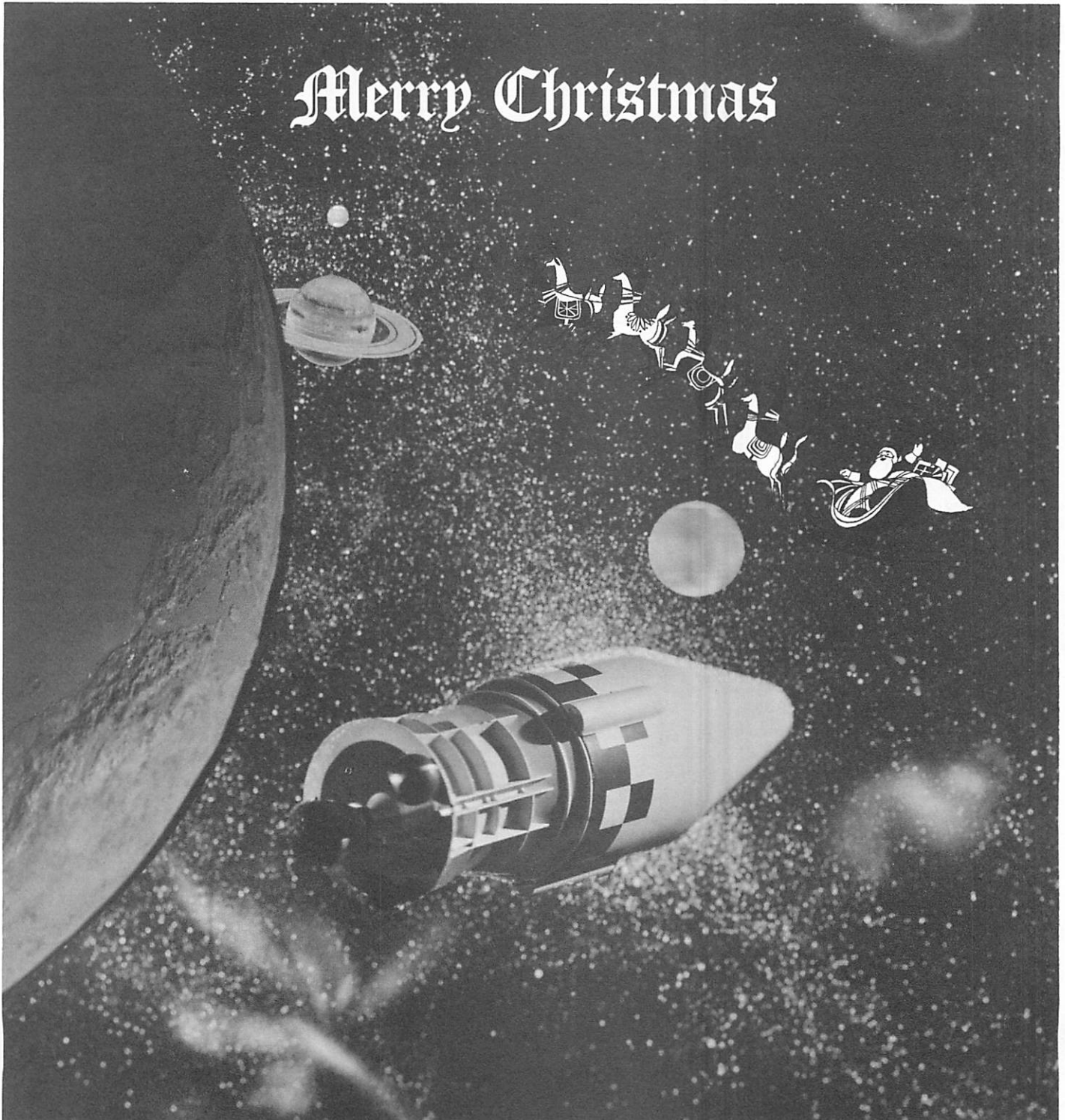
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NEWSLETTER FOR EMPLOYEES

VOLUME 3, NO. 12

DECEMBER, 1966

Merry Christmas



SEE PAGE 2



# PROFIT SHARING POINTS

By JOHN MORSE



## PROFIT SHARING POINT VALUE CONTEST

In January, Memorex will hold its second annual "Guess the Profit Sharing Point Value" contest.

The winner will receive an all-expense-paid weekend for two in Las Vegas, the new entertainment capital of the world. First prize includes a jet flight for two to Las Vegas, three delightful days and two wonderful nights in one of the twelve major multi-million dollar resort hotels located along the arch-lighted boulevard called "The Strip," and a spectacular show with international stars from London, Paris, Rome, Hollywood and Broadway.

To win this opportunity for swimming, nightclubbing, golfing or gambling in Las Vegas' play-around-the-clock atmosphere, all that is required is to make the closest estimate of the Memorex 1966 Profit Sharing Point Value. Contest rules will be announced in the January INTERCOM.

The Point Value is used to determine the share of every member of the Profit Sharing Plan in the annual contribution by the Company. The Point Value is computed as shown in the Profit Sharing booklet, HOW PROFIT SHARING WORKS (pages 3-5). Essentially, the value of each Profit Sharing point is determined in the following manner:

1. Each eligible employee receives one point for every \$100 of salary earned in 1966. (Salary earned in excess of \$15,400 does not count.)
2. Each eligible employee receives two points for each full year (ending December 31) of continuous employment.
3. The Company's contribution to Profit Sharing (10% of net prof-

its before taxes) is divided by the total number of points of all employees eligible under the Plan. This will give the dollars and cents value per point.

The Point Value is multiplied by the total points in each eligible employee's account to compute his share of the Profit Sharing contribution for 1966.

percentage of your annual compensation which equals your savings and investment account in Profit Sharing. This sum is not deducted from your annual compensation but is in addition to it.

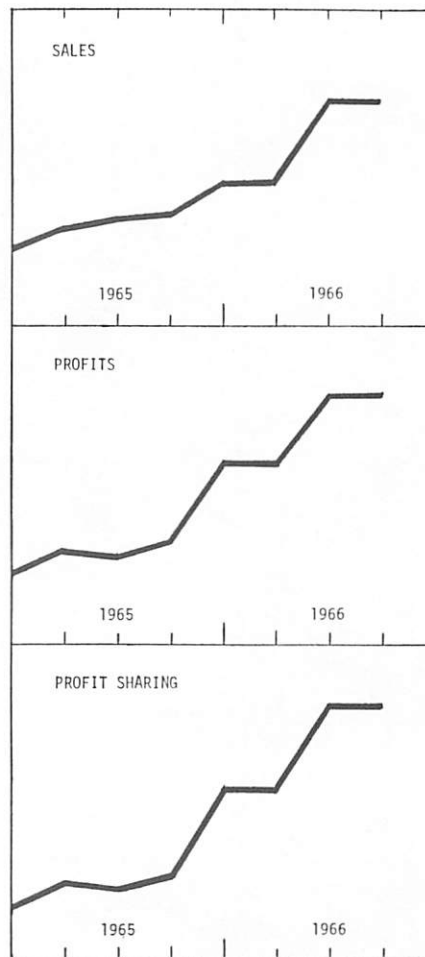
Last year did you have a savings and investment program of more than 10% of your salary or wages? Memorex Profit Sharers did!

## PROFIT SHARING FOR FIRST NINE MONTHS

The reserve through September 30 for the annual Profit Sharing contribution was \$411,000. Thus, for the first nine months of 1966, the Profit Sharing contribution has accrued at an average rate of \$45,700 per month.

The \$411,000 for the first nine months of 1966 represents a 135% increase over the \$175,000 for the comparable period of 1965.

Below is a chart which shows Memorex's sales, profits and Profit Sharing for each quarter of 1965 and for the first three quarters of 1966.



## THE VALUE OF \$1 SAVED

The actual worth of a cost savings idea is often undervalued. Each dollar saved by a Memorex Profit Sharer adds \$1 to our Net Income Before Taxes. It would take approximately \$5 of sales to produce that same dollar of profits.

If each of Memorex's 900 employees saved \$1 each day in their work, their cost savings efforts would contribute over \$200,000 to profits during the year. It would take \$1,000,000 of extra sales to equal this profit.

The efforts of each Memorex Profit Sharer in his or her work can produce significant cost savings. And each dollar saved means \$1 added to profits and an increase in Profit Sharing for the year.

## MEMOREX INTERCOM

NEWSLETTER FOR EMPLOYEES

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## WHAT DOES THE POINT VALUE MEAN TO YOU?

Last year the Point Value was \$10.6789. This meant that participants in last year's contribution had a savings and investment program through Profit Sharing which was greater than 10% of their salary or wages.

When you compute this year's Point Value, you are actually computing the

## ABOUT PAGE 1

When our most recent U. S. space explorers sighted a UFO streaking across their paths little did they realize it was jolly old Saint Nick, until their film was developed. Santa, pioneer of wingless flight, was probably out to wish them a safe and merry Christmas. Picture courtesy of Lockheed Missiles.



Photos by PAUL SEQUEIRA

## EXPLORERS SET SAFETY RECORD

A little-known fact about the historic Lewis and Clark Expedition is that on the entire, 29-month voyage along rampaging rivers, over the rugged Rockies and Cascades, and through the jealously guarded hunting grounds of primitive Indian nations, the 34-man party suffered but one death and one serious accident.

The fatality was probably due to a ruptured appendix and can be called non-preventable. The accident victim was Captain Meriwether Lewis, shot through the thigh while elk hunting in a thick willow grove with Peter Cruzatte.

In view of the remarkable safety performance of this famous party, we wonder how we can so consistently lacerate ourselves with tools, sprain and shatter our body parts, and obliterate ourselves with uncontrolled horsepower.

It's probably because the less obvious the danger surrounding us, the more wide open we leave ourselves for the knockout blow. And vice versa. If we were towing a dugout up a swirling rapids, or packing gear along a cliff-hanging Nez Perce trail over the Continental Divide, our guard would be up! But in the routine handling of tools, climbing of ladders, traveling of stairways, driving of cars, we're trapped by the "no danger" fallacy. We fail to detect the faint whiff of danger that is ever-present in the ordinary routine.

We don't recommend that you adopt a permanent case of jitters. We merely suggest that you slightly enlarge your bump of caution for your day-to-day activity. Cultivate the gently-nagging idea that 100% complacency is dangerous . . . even in the old rocking-chair.



*"I'm sure sorry, Ed! I'm usually very careful about where I point my torch!"*

## New Sales Engineers Bolster Growing Field Sales Force

Four new Sales Engineers have been added to the growing field sales force, it was announced by Edward S. Seaman, vice president of Marketing.

They are, G. "Duke" Croxton, Irving H. Hamlin, E. G. "Skip" Higdon and C. Arnold Schlinke.

Operating out of Memorex Regional Office in Atlanta, Georgia, Duke Croxton will service accounts in Georgia and North and South Carolina. He comes to Memorex from the National Cash Register Company where he was in Data Processing Sales. He also worked in the Computer Center of Lockheed-Georgia Company.

A graduate of Emory University, Atlanta, Georgia, he earned a B.A. and M.A. in Mathematics. Duke, his wife Marion, and their two children, Kelly and Camille make their home in Tucker, Georgia.

Irv Hamlin has opened a new Memorex district office in the Syracuse New York area, and he will service accounts in upper New York State. He has had more than eleven years' experience as an account representative with Burrough's Corporation in the Equipment and Systems Division.

A graduate of Central City Business Institute, Irv also attended Syracuse University. He, his wife Hazel, and their four children, Karen, Cynthia, Scott and Susan, reside in Baldwinsville, New York.

Serving Memorex accounts from the St. Louis district office, is Skip Higdon, who recently joined the Memorex sales staff after serving eight years with United States Gypsum Company. He is a graduate of Grinnell College, Grinnell, Iowa.

Skip, his wife Joan, and their three children, Kimberley, Windy and Cindy make their home in Ballwin, Missouri.

Memorex customers in the Southern Texas area are now being served by Arnold Schlinke from the new Memorex district office in Houston. Arnold comes to Memorex from Honeywell, Inc. where he was an Account Representative for the Computer Control Department.

He is an electrical engineer graduate from the University of Texas. Arnold, his wife Dorothy and their three children, Michael, William and Susan live in Houston.

## NEW DIVISION HIRES MANAGER

Jack Shannahan, Industrial Relations Division manager, announces the hiring of Don Newton as employment manager.

Don is a graduate of St. Lawrence University, Canton, New York, with a B.S. Degree in Psychology. He will be in charge of employment and recruiting, mainly for professional positions.



He was formerly manager of personnel administration at Lenkurt Electric in San Carlos, where he has worked for the past seven years.

Don originally came to California from Pennsylvania with his wife, Lynn, and two daughters, Pam and Debbie. They now have a third girl named Kristy.

## PERSONNEL TIPS

Any employee planning to enter the hospital should obtain disability forms in the Personnel Office before going in. For an unplanned hospital stay, a member of the family may pick up the forms. This should be done as soon as possible in order to facilitate prompt payment.

One other instance when disability is paid is when an illness extends for more than 7 days.

Hospital payments will be made directly to the hospital when and if the forms have been properly filled out and filed.

**Sick benefit payments always go directly to each employee, but these checks must not be cashed. They must be returned to Carmel Wilton, company nurse, for adjustment with the Memorex sick leave plan.**

Anyone with questions about disability forms or payments should see Carmel.

## CHRISTMAS PARTY BEST EVER HELD, SAYS PRESIDENT

The annual Memorex Christmas Ball, held Saturday, December 10, at the Fairmont Hotel in San Francisco, was attended by nearly 1100 MAG members and their friends.

The only persons unhappy with the dance were those who did not go. Those who went were treated to a delicious buffet dinner and the big band sound of Del Courtney.

At 8:30 p.m. the Fairmont Grand Ballroom was opened, to reveal two brightly-lit Christmas Trees and more than 100 tables decorated with Christmas Tree center pieces of blue and green tinsel. Snowflake mobiles hung from the ceiling and created an illusion of falling snow as the couples danced.

Mid-way through the evening Memorex President Laurence Spitters delivered a short speech. Praising the MAG committee for their work in organizing and planning the dance, he called it the best Memorex has ever had.

## The "Invisible Man"

Now that the Christmas Ball is over there will be a lot of warm memories of the fun that was experienced by those who went. Unfortunately though, not all the memories will be happy.

One man in particular may be able to laugh about what happened to him, but probably not for quite some time. His problem began as the dance was breaking up.

He was standing near Roger Cook one minute, then he was gone. Vanished!!

Roger, the man's wife and several others searched all over the hotel to no avail. Then they checked outside without finding him. They looked for hours. Finally, at 8 a.m. he finally called home and announced that he was safe.

It wasn't until later that his story was pieced together. He had left the Fairmont unnoticed, to go to the car he had come in. It was locked, so for some reason he decided to walk down the block.

He lost his sense of direction. After wandering around for a while he got a room in the Plaza Hotel.

So ends the tale of Memorex's "invisible man." Some day he may be able to laugh about this story, but not for a long while.

## Jorgensen Fills New Position

Finn Jorgensen has been named to the new position of Manager, Recording Research, Memorex Corporation in an announcement by Eric D. Daniel, Memorex Research Director.

Highly oriented to the recording field, Mr. Jorgensen has had eleven years' experience in the recording field. He was most recently Director of Research at Winston Research Corporation, a subsidiary of Fairchild Camera and Instrument Corporation. He has also been employed by Astro Science Corporation and Western Electro-Acoustic Laboratories.

An electrical engineering graduate of the Technical University, Copenhagen, Denmark, he served for two years as Telecommunications Lieutenant in the Danish Navy.

Mr. Jorgensen, his wife Bodil and their two children, make their home in Cupertino.

## Author "Cashes In" On Technical Article

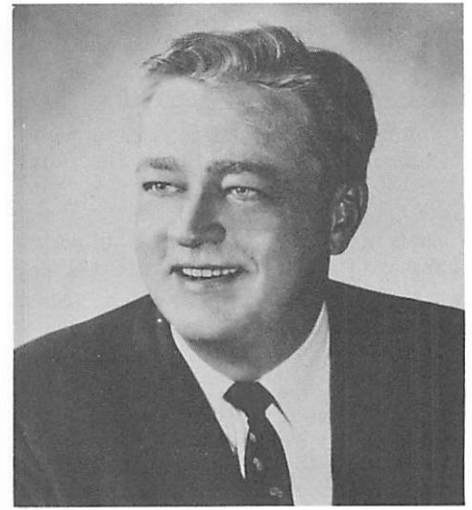
"Causes of Failure in Broadcast Video Tape," a technical article written by Keith Reynolds, has been accepted for publication by Broadcast Engineering.

Broadcast Engineering, the "Technical Journal of the Broadcast-Communications Industry," has offered Keith \$75 for the article.

Keith, who specialized in video tape applications for Product Technical Services, will also receive a cash bonus from Memorex. The company has a policy of awarding money to employees whose technical articles are published.

The article is the first one by a Memorex author to be accepted for publication since the incentive plan began.

Jerry Kelly, Advertising and Promotion manager, explains that technical articles should first be submitted to him. He is a member of the company Technical Communications Committee, which reviews them. They are then sent to various trade magazines and technical journals, depending on the types of articles.



## Red Cross Blood Drive Nets 108 Pints

Mrs. Virginia Connell, from the San Jose Chapter of American Red Cross, has announced that last month's Memorex Blood Drive was "very successful."

The Red Cross people collected 108 pints of blood in their one day stay. Memorex employees are now qualified for the Red Cross "Group Credit Policy," beginning January 1, 1967.

This means that any employee or family member can receive blood during 1967 without having to replace it.

Carmel Wilton, company nurse, is the only person authorized to release blood from the Memorex account. Any employee who uses blood should see Carmel or face the possibility of having to pay for it.

## NEW HIRES

Memorex welcomes its new employees for November. They are:

Randall Baldinger, Ernest Bostetter, Patricia Cowman, Michael Forrester, Irving Hamlin, James Hartley, Bobby Jenkins, Lois Krebb, and Robert Reynolds.

Paul Chavez, Robert Parker, Raymond Papa, Robert Okano, Kenneth Ferrin, Kenneth Lee, Raymon Sherman, Thomas Vrhel, Edward Hawkins, Thomas Cross, Abelardo Duran, William Barksdale, Joe De Cristofaro, Diane Leszcz, Joan Mackenzie, and Patricia Phillips.

## Tell Us About Your Hobbies

How did you get started? Let us take pictures of your work. Photography, painting, gardening—anything—well almost. Contact any of the INTERCOM staff, or leave a message in the Personnel Office.

### FLU SHOTS

Carmel Wilton, Memorex nurse is now giving second Flu shots from 7:30-11 a.m. and from 1:30-3:30 p.m.

# ★ ★ ★ MAG SHORTS ★ ★ ★

## MAG BOARD OF DIRECTORS

Jim Keenan, MAG vice president and elections supervisor, announces that Bob Mathews, Dan Pevernick, Jim Ellis, and Sue McCandles have been elected to the MAG Board of Directors.

Don Mumm, Dan Jones, Marion Mertsching, and Don Schleth have been chosen as alternates.

Roger Cook, presently serving as president, Jim Keenan, Wayne Elder and Tony Allen are the retiring board members.

When Roger was elected six months ago he and the board set several goals they hoped to accomplish during their terms of office. Among the ones they set were to organize clearly set MAG policies; provide the best social events possible; sponsor a number of activities for people of various interests; and to encourage greater MAG participation by employees.

They met the first goal by writing the MAG Policy Book, which will augment the constitution. The two main social events, the Frontier Village picnic and the Christmas Ball, drew a total of nearly 3,000 people and were hailed by almost everyone as great successes.

MAG also sponsored a fishing trip, Reno trip, Red Cross Blood Drive, new golf club, and the Toastmasters; plus several other already established groups.

Finally, MAG participation was estimated to be 90% of those eligible to join.

New MAG officers, who will be elected in January, will face a tough task if they are to better the record of those in office before them.

## GOLF CHALLENGE

Ben Kimura, Don Horn, Mel McPherson and Gerry Tipton formed a golf foursome to soundly trounce four challengers from CDS Engineering, which is next door to the Santa Clara plant, Sunday, December 11.

The match began the Sunday before the 11th, but it was rained out on the 9th hole, proving even avid golfers will come in out of the rain—eventually.

Both halves of the match were played at the Almaden Course. The losers had to buy a dozen golf balls for the Memorex team.

The winners have already been challenged to another game, this time by a group from Lockheed. The date and place have not yet been decided.

## FRONTIER VILLAGE CLUB

The Frontier Village Wonderland Club (FWC) is offering free admission and a chance to meet Santa Claus to all FWC card holders during December.

MAG members who wish to receive FWC cards should contact Bob Bendit, Roger Cook, Pam Carlson, Maria Rascon, Willie Opp, or Jeff Deinert.

Besides free admission, meeting Santa, and free candy, FWC members and their immediate families are entitled to club discounts on all rides and attractions.

Frontier Village will be open every day, except Christmas, through January 2.

## BASKETBALL RESULTS

The Memorex basketball squad has reached the halfway mark in its ten game season, holding a 2-3 record.

Playing in the Santa Clara Industrial B League, the team has whipped Speedy Mart and Smorgas International, while losing to Retail Clerks, Magnificent 7 and Western Electric.

Walt Cox, team manager, is still looking for additional players to help the squad finish its season. The second half will begin after Christmas. Interested players can contact Walt at extension 464.

## "DR. ZHIVAGO"

The first Memorex night at Century 21 was successful according to Maria Rascon, the MAG officer in charge of the event.

Nearly 90 MAG members took advantage of lowered prices to see "Dr. Zhivago" three weeks ago.

Maria says the next company night at Century 21 will be sometime in February, to see Hawaii.



## QUESTIONS ABOUT MAG

MAG officers and board members have been receiving a lot of questions lately about where the group gets the money it spends on events such as the Christmas Ball and club activities.

MAG stands for Memorex Activities Group. It is entirely employee run, by officers who give hours of their own time, without pay.

The group receives its income from three sources: Employee dues, company contributions, and profits from vending machines. The company matches employee dues dollar for dollar. This money, plus vending machine profits, gives MAG a yearly budget of nearly \$25,000.

Some people have also asked what benefits Memorex subsidiaries, affiliates, and regional offices receive from MAG. At present, people serving Memorex in the field do not pay MAG dues and therefore are not members of MAG.

It is felt that field representatives can seldom take advantage of MAG benefits, since all activities are centered around the Santa Clara plant. It has been suggested that Memorex people in the field create their own social organizations best suited to their own particular needs.

When it is practical, all subsidiaries, affiliates, and organizations associated with Memorex will be invited to participate in MAG.

## MIXED LEAGUE BOWLING

The Two by Four's are in first place of the Memorex Mixed League, which bowls at 6:30 p.m. Wednesdays, at the Moonlite lanes in Santa Clara.

The Two by Four's have won 37 games, while losing 11. They lead the second place Bees and Gee, who are 36 and 12, by only one game. The Tappers are third with a record of 32 and 16.

Willy Opp, Maureen Opp, Clara McPherson, and Mel McPherson make up the leading team. Joanne Gerry, Keith Gerry, Marcia Burkhart, and Howard Burkhart form the second place Bees and Gees squad.

The Toppers are Larry Reddin, Becky Reddin, Vern Pedro and Mike Munson.

Mel McPherson and Al Miyatake have bowled the league's highest games so far. They have both rolled 235 scores. Mel has a 182 average and Al's average is 152.

## NEWS COVERAGE

INTERCOM wishes to give all MAG activities news coverage. If you have any information about sports events, club activities, or other pertinent MAG information, please send it to Gary Williams, c/o Personnel.