

INTERCOM

NEWSLETTER FOR MEMOREX EMPLOYEES

VOLUME 5, NUMBER 8

AUGUST, 1968

If You Have Questions Or Comments INPUT-OUTPUT Has The Answers

Webster's Dictionary defines "Input" as "what is put in, as power into a machine." It defines "Output" as "the total quantity (of solutions, in our case) produced, especially over a long period of time."

Few words could better describe INPUT/OUTPUT, the important new communications program that provides Memorex employees with a channel through which they can obtain answers to questions or comments they may have about company work procedures, house rules, benefits, employee-management relations, products, etc.

The "Inputs" received through this new program will assist management in reviewing policies and practices, correcting misunderstandings, and pinpointing areas that need improvement. The "Outputs" are the answers and action that come as a result of the questions and comments received through the program.

Special INPUT/OUTPUT forms have been placed throughout the company. Each form will have space for a question or comment, the person's name and home address, a space to indicate if the question can be printed in the Intercom, and a place to check if a confidential interview is desired. Once the form is *completely* filled out it should be sealed and placed in one of the conveniently located locked boxes that are provided in the Disc Pack and tape plant cafeterias.

The forms will be collected each work day. Employee Relations Supervisor Bill Ramsay will collect them in Santa Clara and a designated manager at each of our other locations will forward the forms to Bill. *Bill is the only one who will open the sealed envelopes.*

He will number each form, remove the writers' names to make them anonymous, then send them to members of top management for replies.

When an answer is completed it will be sent to an INPUT/OUTPUT Committee, who will analyze it and insure that the reply clearly answers the question or comment. After the answer is approved by the committee, Bill will send it to the home of the person who originated the question. Written answers can also be supplemented by confidential interviews with management representatives at the request of the originators.

In a letter to all employees, Company President Laurence Spitters said "The procedure of keeping the names confidential from all except the one person (Bill Ramsay) will eliminate any bias on the part of those who answer the questions. The objective of this program is to achieve a common understanding by all employees of the affairs of Memorex and to learn from all employees their questions and concerns. The name of the individual who assists us to do so is unimportant."

Memorex and Technicolor Boards Approve Merger

The Boards of Directors of Memorex Corporation and Technicolor, Inc., have approved the merger of the companies, in which the magnetic recording media and equipment business of Memorex and the photographic products business of Technicolor will be combined. When approved by the shareholders, the Technicolor photographic products business will be operated as a subsidiary of Memorex under the name Technicolor, Inc.

REGISTERED YET?

If you want to vote in the presidential elections you must register by Sept. 12. Call your County Registrar or Voters for further information.



INPUT/OUTPUT forms are easy to find and easy to use. Here Steve Williams examines the forms and the locked INPUT/OUTPUT box in the tape plant cafeteria.

Japanese Approve New Company

The Japanese government has officially approved the formation of a joint venture company between Memorex and Kanematsu-Gosho, for the sale and service of tapes and disc packs in Japanese markets.

The new company, Nihon Memorex K.K. (English name—Memorex Japan, Limited), is equally owned by Memorex and Kanematsu-Gosho. The latter firm is a large Japanese trading company, which has handled the sales of our products in Japan for about four years.

Memorex's senior management representative in the joint venture company is Larry Lueck, who is now a vice president of Nihon Memorex. Larry has been with Memorex since mid-1967, as manager of Japanese Operations.

Wilbur Yamada, an accountant in the Santa Clara plant Budget Department since January, 1967, has been promoted to finance manager of the new company. He will be leaving Santa Clara for his new assignment early in September.



PROFIT SHARING POINTERS

By JOHN MORSE



Questions & Answers

Q. *Can I designate any beneficiary I choose? Can I change beneficiaries?*

A. Yes, to both questions. You can name anyone (a person or persons or your estate) as beneficiary, and this selection can be changed upon special written notice. However, if you are married and name a person other than your spouse as beneficiary, it will be necessary for you to secure the signature of your spouse on your application blank. The Application for Membership and Designation of Beneficiary form is available from the Profit Sharing Administrator.

Q. *How does a leave of absence or temporary layoff affect continuous employment?*

A. A leave of absence or temporary layoff without fault of the employee is not a break in employment if the employee returns to work within twelve months or when requested by the Company, if earlier.

Absence or layoff of more than twelve months breaks the continuity of employment. Special cases, such as disability, will be determined by the Executive Committee.

Q. *How is my share of the Plan allocated if I have been a member for less than one year?*

A. If you are a member for less than the entire year, you will be credited with the number of compensation points allocable to the number of months you were a member.

Q. *When are allocations made?*

A. The Company's contribution for each year is made once a year after the profits for the year have been determined by independent Certified Public Accountants. Allocations to members' accounts are made once a year after the end of the year and will be shown in a quarterly statement sent to all members. Changes in each member's account due to earnings and changes in the Fund assets during the year will be shown in each quarterly statement.

Q. *When will I receive my first quarterly statement?*

A. The Company will make its annual contribution for the year in which you become a member after December 31. You will receive your initial statement by April 30 of the following year.

Guard Force Changes Aug. 30

Buckingham Palace has its changing of the Guard and so does the Santa Clara plant, but ours usually is not as ostentatious. However, Friday morning, August 30, everyone entering the plant will notice there have been some changes made.

No, we won't be using the palace guards, though we will have a new guard force from Hallmark Securities Service, Inc.

In announcing Memorex's changing of the guard, Plant Engineer Steve Windisch urges all employees to help the new men by adhering to company rules and following any directions they may give. *The new guards will require that anyone entering the plant have a badge. They will also be checking the parking lots to make sure that cars are parked in the proper zones.*



A CHECK IN THE HAND is worth \$100. That's how much Bob Larsen (center) received from the company for a patent disclosure on a disc pack formulation. Presenting the check to Bob are Research Director Eric Daniel (left) and Chemical Development Director Gordon MacBeth. Gordon is representing Bob's manager, Orville McCurdy, and Eric extends congratulations from the company's newly formed Patent Committee. The new committee reviews all patent applications. Besides Eric, who is committee chairman, and Gordon MacBeth, its members are Engineering Director Roland Jang, Industrial Engineering Manager Dick Wesendunk, Product Development Director Ken Taylor, and Patent Attorney Karl Limbach.

COMPUTER MANUFACTURER TO BUY PSC DISC DRIVES

Memorex President Laurence Spitters announces that Peripheral Systems has been awarded the first contract by a major computer manufacturer for its IBM-compatible Disc Drives.

According to Mr. Spitters, the contract was awarded by Scientific Data Systems, Inc., a Santa Monica, California, computer manufacturer. The contract calls for the company to purchase \$2.5 million of Model 660 Disc

Drives, with initial deliveries expected to begin in early 1969.

Mr. Spitters said "The expression of confidence in our capabilities by Scientific Data Systems heightens the probability of obtaining additional contracts from other computer manufacturers."

The Model 660 Disc Drive is used for high-speed random data access in third-generation computer systems. The drive features the unique Memorex voice coil linear motor for the fastest

access time available and 50 fewer moving parts for greater reliability and less maintenance.

The 660 is the big brother of the 630 which was Peripheral's first product, and is very much in production. The 630 was announced to Memorex employees and the public just a year ago this month and Peripheral received its first contract for the smaller drives in March of this year.



DISC PACK Product Manager Bill Lore compares a new Mark VI pack (right) with a smaller Mark I. The new packs are now in quantity production for immediate delivery, according to John Del Favero, Memorex executive vice president. The Mark VI has 11 discs with 20 recording surfaces and double the packing density available with the Mark I. The new pack is used on Memorex 660 and IBM 2314 disc drives, while the Mark I is used on 630 and 2311 drives.

The Belgians Are Coming! The Belgians Are Coming! The Bel...

Nine Belgians, many with their wives and children, will arrive at San Francisco Airport September 1 and 2, on their way to Santa Clara for three months of training at the tape plant.

The men are part of the management staff of our Belgian tape plant, which is now under construction in Liege Province.

Andre Franquin, Rene Halleux, Firmin Biver, Jacques Philippart, Christian Muylle, Jean-Marie Dirix, Henri Vanhal, Jose Marquet, Carlos Meyers, and their families will be greeted at the airport by another Belgian, Andre Plume, Andre, administrative assistant to Liege Plant Manager Dick Vasey, has been in Santa Clara since July.

Andre will coordinate training of the nine new arrivals until he returns to Belgium on September 15. Then, Dr. Peter Wymann will help with their training. Dr. Wymann was recently promoted from Manager of Advanced Development at the home plant, to technical manager of Memorex European Operations.

Two others from the new plant who are already in training are Hans Karsten, a mechanical systems engineer,



DURING A BREAK Andre Plume, Michelle Goris, and Hans Karsten (left to right) gather to study up on points of interest in Northern California.

and Michelle Goris, who will do clerical work for Andre Plume, as well as helping with training and translating.

Each of the Belgians is, or will be, assigned to a host who holds a job similar to the one the Belgians will have when the Liege plant is finished. The hosts and their guests will work together for most of the next three months, though the new men will also be learning about nearly all areas of the plant.

Don Smith, manager of Personnel Administration, is in charge of the entire training program for Memorex European Operations, but Andre Plume, Dr. Wymann, the hosts and many others will all be working with the Liege plant supervisors and managers.

EMPLOYEES ON THE MOVE

By JUDY BONINO

Jim McSpadden did his job as manager of the Tax Department so well he was asked to leave the country—actually, he was promoted to accounting supervisor at our Belgian tape plant. He came to Memorex in 1966, working for **Corporate Secretary Carl Anderson**, as senior tax accountant.

Congratulations to **Johnnie Clark** who was promoted to foreman in the In-Process Inspection Department in June.

Bonnie Brock also received a June promotion. She moved to order clerk in Marketing, from her former job as personnel clerk in Industrial Relations.

Bernard Burnett has taken over a foreman's position in Instrumentation. He moved from Production Test.

The Slitting Department has three new slitter operators as the result of in-house promotions. They are **Petros Stratton**, **Jose Melo**, and **Raul Martinez**.

Ruby Jennings has been promoted to finishing operator with Instrumentation. She formerly was a light duty cleaner in Contamination Control.

Ben Kimura moved up to recording specialist in the Product Test Lab. Ben was a technician in the same department.

Dave Stone has taken over a technician's job with advanced development. Dave was previously a mix operator.

Disc Pack Scheduling lost its production clerk to Accounting. **Gladys**

Katsikis is now working as an accounting clerk in the Billing and Credit area.

Tim Sides has been promoted to a slitting job. Before his promotion he worked in the Maintenance area as a maintenance helper.

Contamination Control lost one of its heavy duty cleaners, **Roy Valdez**. Roy is currently working in Production as a surface treater.

Neal Dempsey has transferred to the Belmont sales office as a sales representative. Neal has been assistant manager of Advertising and Promotion, working with **Jerry Kelly**, manager of that department. **Harvey Wilkinson** has been hired to fill Neal's position.

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An official publication for employees of Memorex Corporation. Published monthly by the Industrial Relations Division, 1180 Shulman Ave., Santa Clara, Calif. 95050.

Member of:

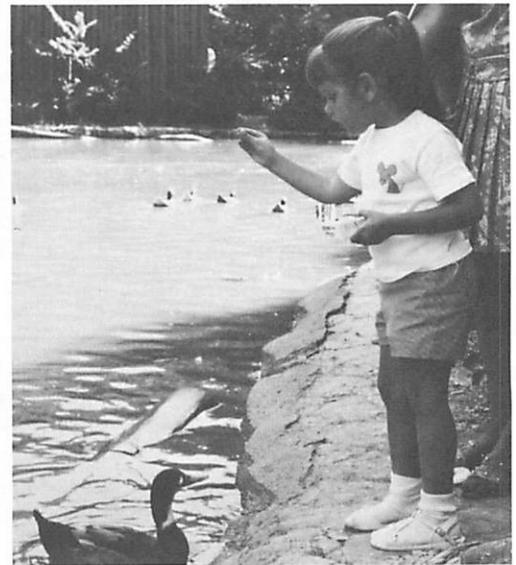
BASIC
Bay Area Society
of Industrial
Communicators

ICIE
International
Council
of Industrial
Editors

More Than 3,000 Enjoy MAG Picnic At Frontier Village



ABOVE—Jim Kurtz, ten-year-old son of Santa Clara plant employee George Kurtz, went to the August 10th MAG family picnic expecting a good time and good food, but didn't plan on the reception he got. Jim went through the Frontier Village gates just in time to become the 2 millionth visitor to the San Jose amusement park. Gate girl Pat Bevis awards him with a lifetime family pass and 50 special ride tickets. With Jim are his parents and his sister, Tamie, and brother, Brad. More than 3,000 Memorex people attended the all-day picnic and the pictures on this page show just a few of the many activities they enjoyed.



Photos by Bob Mendonca

AUSTRALIA, HERE THEY COME

Chris Perry spoke about his coming trip to Australia with such an infectious enthusiasm that we left wondering why more people aren't pulling up their stakes and moving half way around the world.

Chris has worked at Memorex since June, 1964, most recently as an associate engineer, but on August 22, a few days after our talk, Chris, his wife Carol, and their three children boarded a P&O Lines ship bound for "Down-under." The cruise left from San Francisco and takes 19 days, stopping at ports in Los Angeles, Honolulu, the Fiji Islands, New Zealand, and finally, Sidney.

The Perry's are leaving the United States for several reasons—none of which have to do with national problems. "I am what you would call a patriot," says Chris, "and Australia would have to show me an awful lot before we would stay there permanently." He adds that California is his home and he plans to return, but not before his two main objectives are accomplished.

He wants to travel and to complete the two years he needs to receive his degree in Engineering. So he figured out a way to (if you will pardon the expression) "kill two birds with one stone." Chris knew from reading that Australia has some excellent universities.

He also knew that living conditions are not as expensive in Australia as they are in the United States. Plus, there is an added attraction. The Australian Government will pay about 30% of the travel expenses of people who move there. The only requirement is that anyone accepting the money live there for at least two years. Since Chris has two years of school left, he figures the timing is just right.

Chris has always wanted to see the world, a desire he claims comes from belonging to a family whose history includes a long line of travelers—one of the early Perry relatives came to the U. S. on the Mayflower. His parents visited many countries during his dad's 42 years in the Navy.

When Chris gets his degree he plans to take his family on a tour of the Far East, Middle East and Europe. He is also considering working in France or Germany for a while, to meet the people and learn their culture.

Chris says his family is excited about the move and he admits he can talk for hours about Australia, due, no doubt, to his having spent the last two years researching the country. Only his seven-year-old son Richard is up-

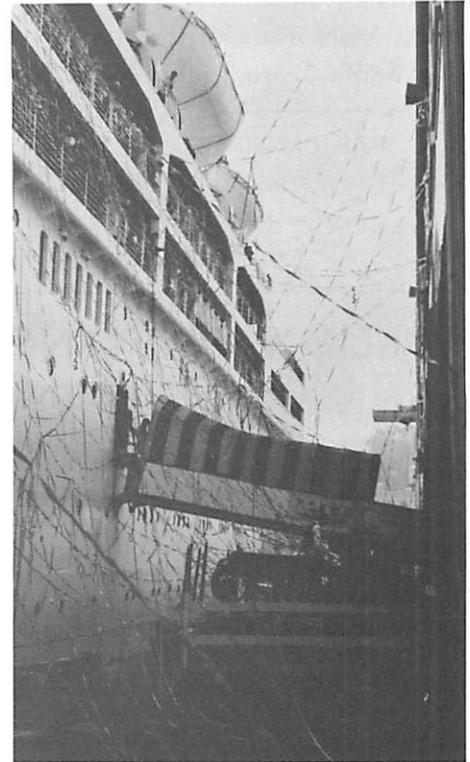


AUSTRALIA BOUND Chris Perry receives a goodbye kiss from Carol Fisher, wife of Ron Fisher, a few minutes before the Perry's left on a 19 day cruise to their new home. Ron is just out of the picture and that's Carol Perry holding Chris Jr. The scene to the right is typical of departure day. A band plays lively rag-time music as streamers fly and passengers line the railings to wave and shout last minute farewells.

set about leaving—and that's because he doesn't want to leave the girl next door.

The Australian Consulate in San Francisco helped Chris with his research by supplying films, brochures and other materials. But Chris says his best sources of information have been letters from several Americans now living in Australia, including Earl Bartel, a former Memorex employee who got the idea to move to Australia from Chris.

Chris says the family's biggest problem in preparing for the trip was to "shift our emphasis from acquiring items to getting rid of them. We've planned just about everything except where we will live when we get there.



We aren't worried about that, because we know pretty much what to expect in the way of living conditions and housing."

About all the Perry's are taking for their two year stay are linens, clothes, tools, kitchen utensils, and a few toys for the children.

They plan to live in Brisbane while Chris attends the University in that city. "The climate is much like California's and there are a lot of Americans among the 600,000 people that live there," explains Chris.

"I've enjoyed working for Memorex and we will miss all of our friends," he says, "But we are looking forward to seeing Australia, and a few other countries."

Military Reserve Policy Explained

Memorex has a military leave policy which enables reservists to take leave without undue hardships to themselves or to the company.

As a reservist, you are allowed two consecutive weeks of regular military leave each year. For these two weeks, the company makes up the difference between service pay and your regular Memorex pay. (Service pay normally includes base pay, plus actual pay for food, housing and family allowance, but excludes travel pay.)

Should a company holiday occur while you are on military reserve duty, you will receive time off with pay at a

later date to make up for the missed holiday.

Reservists who report for duty on a continuing basis, such as one weekend per month, do not receive paid time off. Instead, their supervisors will make every effort to reschedule their work-week, so they will have the necessary time free for duty.

To receive proper payment for your two weeks active reserve duty, you must submit the check stubs from your military pay to the payroll department. You will receive full regular salary from Memorex while on duty and the adjustment will be made in your first check following your return to work.

RETURN REQUESTED

FOREIGN EXCHANGE STUDENT STAYS WITH REGIONAL MANAGER'S FAMILY

(Editor's Note: This article about the Vern Kuellmer family is reprinted from The Press Publications, Elmhurst, Illinois. Vern is regional sales manager for our Central Sales region.)

Mr. and Mrs. Vernon A. Kuellmer, 338 Cayuga Ave., Elmhurst, anticipate the August arrival of 17-year-old Roma Griffiths, daughter of Mr. and Mrs. Norman Griffiths, from a suburb in Victoria, Australia.

Roma, one of 29 Australian high school students, will be entering the United States for a year of studies and experiences under the American Field Service International Scholarship program. The group represents the largest contingent yet of Australian students participating in the exchange program between the two countries. Twenty-one American students will stay in Australian homes and attend Australian schools in the coming year.

Many letters have been exchanged between the Griffiths and the Kuellmers in recent weeks and Mrs. Kuellmer feels her "adopted" daughter will adjust to the "adopted" family and community life with ease.

The Kuellmers are the parents of Joanne, entering her senior year at York High School, as is her adopted AFS sister; Donald, a York freshman; and Karl, 18 months. Another son, James, is studying German at the University of Hamburg and will get his degree from Purdue in August.

Roma, a Roman Catholic, will be attending Visitation parish activities to round out her adjustment to American society. During her year she will par-

Creasey Appointed Conference Chairman

Harrel Creasey, manufacturing manager at Peripheral Systems has been appointed co-chairman of the American Society of Tool and Manufacturing Engineers Advisory Committee for the 1968 WESTEC/NORTH Engineering Conference and Exposition.



Joanne Kuellmer, left, and her AFS sister Roma Griffiths

ticipate in the mutual exchange of customs, ideals, interests and problems, telling about Australia while learning about the United States, Illinois, DuPage and the Elmhurst area.

WATS Saves Money

Two WATS (Wide Area Telephone Service) lines have been added to the Santa Clara plant telephone system. These WATS lines can be used to dial from the tape and Disc Pack plants to any location within the state, but outside the bay area.

These lines are accessible through our PBX operators. Telephone users merely dial "O" and request a WATS line from the switchboard operator. She will ask for your name, department number, and area code being dialed. Your line will then be connected to the WATS circuit and you may dial your call as usual.

Since charges for WATS calls are based on measured time rather than rate calling, the company should save approximately \$600 per month as a result of this new method of placing calls.

THE BLOOD BANK IS
COMING TO THE SANTA
CLARA PLANT OCT. 7
BYOB
(Bring your own blood)

Something Fishy Going On Sept. 15

There's something fishy going on and you don't have much time if you want to get in on it.

Sunday, September 15, at 6:30 a.m., a small fleet of fishing boats is leaving 48 Municipal Wharf No. 1, Monterey. Bob Mathews, the trips organizer, calls it the "largest Memorex fishing trip yet." He says there is room for 142 people and lots of refreshments and he expects the boats to be filled.

Cost per person is \$7.50, but \$3.75 of that will be refunded, as MAG has agreed to pay part of the expenses. Rental fishing equipment is also available.

Bob has asked that all money be paid by August 30, but you can call him (extension 208) after that date and see if there is still room on one of the boats.

MAG ANNOUNCES AMICABLE SPLIT WITH SUBSIDIARY

FLASH!—A small group, about 110 strong, has withdrawn from the Memorex Activities Group and is working on plans for its own group.

The split was an amicable one, however, as MAG and the employees at Peripheral Systems both agreed it was time for the subsidiary to form its own organization.

Jim Ellis and Jim Wallace are two of several who are helping to set up the new Peripheral Systems employees group. Jim is a past president of MAG and he has recently transferred to Peripheral. Howard Burkhart, the Controller of that company, says formal notice of the withdrawal from MAG was mailed August 15, so the new group has not yet had much time for planning, but he expects that it will be run on the same basis as MAG.