

INTERCOM

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Memorex Expansion Continues

It seems that an accurate synonym for Memorex Corporation might be the word "expansion".

It began October, 1964 when the east wing was added to the original structure. Last month expansion picked up again as the construction commenced on our new three story appendage. The ground floor is already nearly completed. The walls, which will be concrete tilt-up for the warehouse area and steel frame with aluminum and glass for the multi-story laboratory and office section, will go up this week. Next week the builders plan to start work on the steel frame for the building. It should be roofed in December.

Meanwhile, construction on the new offices in the mezzanine area across the hall from the cafeteria is nearly finished. Plant engineering, industrial engineering and production personnel will occupy this area.

Sometime in December, work will begin on two new production lines. These new production facilities, scheduled to be completed in the latter part of March, should double our output.

Profit Sharing Popular in U. S.

There are more than 85,000 profit-sharing plans in American business today, including such well known companies as Standard Oil of California, Sears, Bank of America, Motorola, and Ampex.

Procter and Gamble has the oldest established plan, dating back to 1887. Memorex has one of the newest—a deferred plan to which Memorex will contribute 10% of every profit dollar. There are over 35,000 deferred plans similar to Memorex's, in which contributions from profits are made to trust accounts for employees.

Past history shows that profit-sharing companies are good investment. The stock market performance of profit-sharing firms versus non-profit-sharing firms provides substantial evidence that profit-sharing companies grow more rapidly as shown by the price appreciation of their stock.

Between 1954 and 1960, a study was made of the Council of Profit Sharing Industries whose stock was listed on the New York Stock Exchange. A comparison of the stock prices of these firms was made to the Dow-Jones Industrial Averages. During the six year period (1954-1960), their average price gain was 237.3%, while the Dow-Jones Industrials' gain was only 52.3%.

This comparison shows that profit-sharing companies have had better than average profit growth; and growing profit means increasing profit-sharing contributions.

Blood Credit Club To Aid Employees

A Blood Credit Club, sponsored by MAG, is being established for Memorex employees. A blood bank that is available to all employees will increase the scope of the Company Health Program. A tentative date of November 8, 1965 has been established for the Blood Mobile to visit Memorex. Employees and their immediate relatives are eligible to contribute to and draw from the credit club. The normal charge for blood is \$25.00 per pint. However, Memorex employees will be able to obtain blood for a \$7.50 processing charge. The processing charge is covered under the medical insurance.

Details pertaining to the donation of blood will be circulated prior to November 8, 1965.

Anchors Aweigh

Pictured above, Don Casalas, Associate Engineer in Product Technical Services, sails out to sea in his recently renovated sailboat. Don bought the boat eight years ago when he lived in Madison, Wisconsin. Since then he has moved eight times, towing the 18' x 7' sloop around with him wherever he went.

On the way from Montana down to Phoenix the boat caught on fire because of friction generated its bottom rubbed against the wheel of the trailer. Don, the hero of this story, quickly and skillfully extinguished the fire.

However, rebuilding the burnt boat was not such a quick task. It took Don three months to complete this project.

Finally, after a vexing restoration process, Don launched his craft last August at San Leandro Marina and everything has turned out happily ever since.

Memorex is now a member of this group of companies. The combined efforts of all employees will determine our future growth; and our future growth will determine our share of future profits.

YOU HELP MORE THE UNITED WAY

LAST YEAR'S RESULTS

Since its formation in 1959, the United Fund has successfully surpassed its financial goal each year. In 1964, the UF drive netted 104% of the projected \$1,897,532 by collecting \$1,964,667.

- ★ Volunteer strength, ideas, management and leadership are put to good use through the United Fund's unified campaign.
- ★ An "Open Door" policy is maintained by the United Fund. Any agency with appropriate health and welfare services and objectives to complement both, may apply for membership in the United Fund.
- ★ Many families or individuals at some time find a need for trained professional services provided by agencies associated with the United Fund. Your United Fund dollars support these services and provide the helping hand sought by those in need.



UNITED FUND CHAPTERS

- ★ "Give where you work to support agencies where you live". All United Fund collections are channeled into a central account and then redistributed according to the residence of the donor.
- ★ The United Fund belongs to the people. Its by-laws provide for unity between those who give, those who serve and those who benefit.
- ★ From activities and counseling for servicemen to social rehabilitation and youth service, the United Fund safeguards the needs of your community.

The County has divided itself into six United Fund Chapter areas: PALO ALTO, LOS ALTOS, MOUNTAIN VIEW, SUNNYVALE, CENTRAL (includes San Jose, Santa Clara, Alviso, Milpitas, Campbell, Cambrian Park, Cupertino, Los Gatos, Saratoga, Monte Sereno and Monte Vista) and SOUTH COUNTY.

Contributors in each chapter elect a board of directors and their officers annually and set up a committee structure to decide the allocation of funds within that specific chapter area, conduct the campaign and supervise the year-round United Fund administration. A small county-wide UF staff serves the chapters and looks after operations under the policy of the SCCUF Board--drawn from chapter boards.



QUESTIONS AND ANSWERS

What is the United Fund?

The Santa Clara County United Fund is an organization operated by "givers"---local citizens just like yourself. The main purpose and objective of the United Fund is to raise funds for 66 UF affiliated agencies and do so in an economical manner. The United Fund also strives to eliminate the many separate appeals held each year and to combine as many of these as possible into one campaign.

How was the United Fund formed?

United Fund was organized by industrial and community leaders in this area as a result of their concern for the alarming number of separate appeals for time and effort as well as money. Their United Fund replaced the old Community Chest in 1959 and operates this day as a "givers" organization.

How is the United Fund governed?

Both fund raising and agency allocations are handled by volunteers on an individual community basis. The six chapters---Los Altos, Palo Alto-Stanford, Central Area, Sunnyvale, San Jose, South County and Mountain View---hold public elections each year to elect their own board and officers. They set UF policy which is then carried out by a small full time staff.

How United Fund money is distributed

Funds are distributed by the volunteers who make up the allocations and admissions committee of the chapters. They are appointed by chapter presidents. Membership is drawn from a broad spectrum of community interests to provide a cross-section of mature judgment. Labor, management, the professions, and civic groups are brought together on three-year terms of office. One third of the committee retires each year to provide continuity of experience and allow for a breaking-period for "freshmen" members of a committee.

For a period of months, these non-paid volunteers study community needs, problems and growth as well as the needs of the 66 agencies who serve you and other citizens.

Are administration & campaign costs high?

No! In fact, the Santa Clara County United Fund's small 8% year-round operation and campaign expense is the lowest on the West Coast of a community-wide campaign. It's a known fact that many separate drives spend in excess of 30% for their costs, but through the United Fund's low 8%, 92 cents out of every dollar you give goes directly to work supporting agency services throughout the county.

Why should I pay for youth work when I already pay for my kids to belong?

The amounts that are paid by parents and children for participation in youth programs such as Boy Scouts, Camp Fire Girls, Girl Scouts, and the "Y's" do not begin to cover the cost of operating these programs.

For example, in 1964 it cost the Girl Scouts \$10.83 per girl. United Fund paid for \$6.83 of that amount. The remaining \$4.00 was made up by the annual Girl Scout cookie sale. The national membership fee you pay for your daughter is routed to the national offices and they constitute the major financial support for nation-wide policy-making, research and development of new programs that are put into effect at the local level.

What would happen if there were no United Fund?

The community would be plagued with more than 66 separate appeals---chaos would replace sound community planning unless some of the less popular or less well-known agency services were taken over by the government. And if it became necessary for government to run our now private agencies, an added fee would be attached to our already-heavy tax burden.

What should I contribute to the United Fund?

Only you can determine what your gift will be. However, the giving "formula" set by a group of United Fund volunteers helps the giver to know his share of responsibility for the community's health, welfare and youth services provided by UF agencies.

One hour's pay per month is urged for those earning less than \$10,000 annually. Those making above that figure are asked to consider contributing at least 1% of annual income.

What is payroll deduction?

Many firms offer a payroll deduction program to their employees, whereby employees may pledge their UF contribution for the year in small monthly deductions. Under this unique UF policy, you may "give where you work to support the agencies where you live." In other words, the money you pledge to the United Fund will be returned to your home community to be put to work in those agencies serving your place of residence.

The UF "loaned executive" program

To aid in solicitation of campaigns in industrial firms and local businesses, companies "loan" the UF a total of 10 top management people to work full-time as members of the UF staff for a period of eight weeks during campaign.

Why do some agencies charge fees?

United Fund agencies are encouraged to charge fees, based on ability to pay in order that they may be as self-supporting as possible. In this way, United Fund dollars are stretched to provide more services to those in need. If agencies did not charge fees, the United Fund would have to appeal to the community for considerably more than it does. Service, however, is never denied anyone on the basis they cannot pay all or any part of the fee.



thanks

Memorex Merchants Kickoff EMPLOYEE SPOTLIGHT New Season

Sportsminded Memorex employees formed a football team last month under Manager, Bob Mathews. Dubbed "The Memorex Merchants", they were admitted to the Santa Clara League and will play every Thursday evening, except for October 14, at LaFayette Field (on the corner of LaFayette and El Camino).

Below is a list of the Players' names and the game schedule:

Bob Mathews- Mgr.	Joe Stewart
Clarance Hamm	Walt Cox
Charlie Gill	Bruce Barton
Bill Pratt	Jim Keenen
Kit (Carson)Weaver	Mike Warren
Ed Horn	John Cusiamino

SCHEDULE

Oct. 7	- Memorex Merchants vs -	9:00 p.m.
	Western Electric Colts	
Oct. 14	- Memorex Merchants vs -	
	bye	
Oct. 21	- Memorex Merchants vs -	9:00 p.m.
	B & W Roofing	
Oct. 28	- Memorex Merchants vs -	8:00 p.m.
	Hank's RX	
Nov. 4	- Memorex Merchants vs -	7:00 p.m.
	49'ers	
Nov. 11	- Memorex Merchants vs -	7:00 p.m.
	Mixers	
Nov. 18	- Play-offs if necessary	8:00 p.m.

The team won their first game of the season 12-6.

Grateful Bowlers Honor MAG

Memorex Swingers, the swing shift bowling league, has presented MAG with a trophy, in appreciation for sponsoring their teams. MAG President, Dick Lfletcher, accepted the trophy with the following statement: "On behalf of MAG, we are happy to accept this trophy".



Credits go to Bill Christie for his smooth, quick action in dousing a small fire which began in the coating room last month.



Mary White

The employee spotlight this week is on Gray Shift Computer Packager, Mary White. Mary was born February 13, 1934, in Colt, Arkansas. She attended elementary school there as was graduated from Fort City Junior High School in 1949.

Culminating a girlhood romance with a boy she had known since she was a baby, Mary married Ira White on April 9, 1950.

After a year of married life the Whites moved to Bakersfield, California, in late 1951 where they remained for six years. In 1957 they moved with their four children (three boys and a girl) to San Jose where Mary worked for two years as a cable blower at Ampex Corporation.

On July 16, 1964, Mary joined Memorex as a Shift Instrumentation Packager in which position she worked for a year. On July 16 of this year, she moved into the position of Computer Packager.

Mary, who had never bowled before, joined the Swing Shift Bowling League and last winter won the trophy for High Series.

Mary enjoys her work here and thinks the Company is unique. She thinks the people here are more closely knit than at any company for which she has worked. As she puts it, Memorex people are "more like a family than most. Coming from Mary, who has been a workaholic girl all her life, this is quite an endorsement.

Roger W. Cook

MAG Presents Financial Statement

MAG FINANCIAL STATEMENT, SEPTEMBER 15, 1965.....

Cash balance July 1, 1965 \$ 4,966.11

Cash receipts July 1, 1965 to September 1, 1965 2,011.00

Expenditures July 1, 1965 to September 15, 1965

Flowers	\$14.12
Sports	473.20
Miscellaneous	95.28
Picnic	3,172.34

Cash Balance September 15, 1965 \$ 3,222.41

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