

Newsmagazine for Memorex Employees
Volume 10, No. 3 / April, 1973
U. S. Edition



Spitters Meets With Employees

INTERROOM

THE COMPUTER HISTORY MUSEUM



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Employees Celebrate Anniversaries

5-Year Anniversaries

The following employees have marked their fifth anniversary with Memorex. Each employee will receive a five year pen in recognition of his or her contributions to the company.

Lillian Anaya	Judith A. Jenkins
Bahrija B. Apaydin	Mary E. Kameda
Lucy L. Avelar	Lucille E. Kramer
Ernestina M. Balderas	Paul E. Kuehling
Frank M. Batista	Gloria J. Mahoney
Ray Bell	Jose D. Melo
Carmen E. Benavidez	Donald M. Miller
Alice Boros	Deha R. Pena
Norbert Broussard	George W. Skeggs
Ray S. Cook	Harry K. Tekawa
Robert David, Jr.	Walter F. Vierra
Joseph Errico	Victor M. Winebrenner, Jr.
Jose Guerra	Margaret W. Wong
David B. Hawkes	Charles R. Wunderlich
Mary C. Holquin	

10-Year Anniversaries

Two Memorex employees celebrated their 10th anniversary with Memorex at recent ceremonies. **Art H. Burt**, micrographics coating operator, and **Evelyn T. Jensen**, video finishing operator, were presented with engraved clocks in recognition of their participation in the company's growth during the last decade.



E. D. Larson, vice president and general manager of Equipment Products Operations, made the presentation to Burt at ceremonies held at the micrographics facility. **Richard M. Bourgerie**, vice president of Media Operations, made the presentation to Mrs. Jensen at ceremonies held at the Tape Plant.

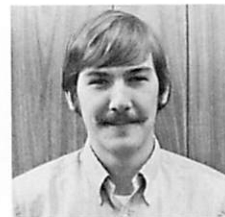


New MAG Officers Elected In Eau Claire

Memorex Activities Group (MAG) officers were elected recently at the company's printed circuit board plant in Eau Claire, Wisconsin. The officers will serve for one year. The new officers are: **Richard Kelley**, President; **David Fisher**, Vice-President; **Rose Bignell**, Secretary; and **Bonnie Freezy**, Treasurer. **Eloise Jiskra**, **Shirley Monpas**, **Elizabeth Franson**, and **Phyllis Modl** will serve as directors. (Modl is camera shy.)



Richard Kelley



David Fisher



Rose Bignell



Bonnie Freezy



Shirley Monpas



Eloise Jiskra



Elizabeth Franson

INTERCOM

Editor: William D. Bellou
Production: J. B. Shallenberger, Jr.



On The Cover: Memorex president Laurence L. Spitters discusses the company's investment and financial program and also the recent restructuring of Memorex operations with employees in Santa Clara. Meetings were also held at numerous field offices throughout the country. (See story on page 3).



Spitters Meets With Employees

Memorex president **Laurence L. Spitters** held a series of employee meetings recently to discuss the company's investment and financial program and also the recent restructuring of Memorex operations.

The employee meetings were held in Santa Clara and at numerous field offices throughout the country. Spitters expressed his appreciation to Memorex employees for their industrious work of the past year, especially during the last half of 1972 during each of the meetings. (A video tape of the president's address was viewed by employees at Memorex's International Offices.)

The following are key points from the president's address:

1. Management is determined not to lose the operating expense savings effected in 1972. With growth of 1973 revenues, higher earnings will be leveraged.

"In 1972, we consolidated operations which had previously been organized in an Information Equipment Group and an International Group into a single centralized and functionalized Memorex organization," Spitters said. "The result was a very substantial cost savings in a number of centralized functions. These include accounting, personnel, order administration, purchasing, advertising and public relations, and facilities management functionalization. These centralized functions must now be retained in the new organization of the business," said Spitters.

2. Memorex equipment business will grow significantly in 1973 with better service costs and with increased outright sales.

"The increase in our equipment business in 1973 will approximate a 40 percent addition to our lease-base in a year of capital constraint," said the president. "The increase in our lease-base will provide Memorex with a very large dimension of growth in 1973. More units will be produced and shipped from our manufacturing facilities in Santa Clara, Minneapolis and Liege than in any prior year of Memorex's history. These units, which are new generation equipment, have a predictable long-term revenue generation," he said. "They have excellent costs and will be extremely competitive," said Spitters.

"One of the changed characteristics of our 1973 equipment business will be the added emphasis upon equipment sales. No other company in our industry has had the heavy emphasis Memorex has had upon the leasing of our equipment unit," he explained.

"During 1972, Memorex's sales ratio to leases of equipment units approximated 5 percent and 95 percent respectively. No other company in the industry, including IBM, has a sales ratio of less than 25 percent. Most of Memorex's competitors in the computer industry have a 50-50 balance between sales and leasing of units."

"In 1973 we have targeted sales at approximately 15 percent of our output. If our operating people are able to sell one in nine units while leasing the other eight, it will have a very substantial effect upon our current revenues and current profitability."

3. Internal control of our business is today at an advanced level.

"Never before in the history of our company has every aspect of our operations had the high visibility we have today. Every dollar of revenue, cost and expense has a visibility. As a result of our newly instituted cash management system in early 1973, we have in Santa Clara on a weekly basis, control of every bank account throughout our worldwide operations. These number more than 100 bank accounts. We have this control today; we did not have it in 1972 or in prior years," said Spitters.

4. A comprehensive and integrated plan for corporate development is now in preparation to provide direction in our operations for 1973 and 1975.

"In our 1969 annual report and other publications, we articulated the corporate development program for Memorex. We described phase 1, in which we would enter the equipment business as a supplier to other systems manufacturers for their incorporation of our equipment into their systems."

"Our second phase was the evolution of an end-user business that required the organization of end-user marketing organization. We

also described the third phase of our corporate development, which was our entry into the systems business."

"In the period ending 1972, we have culminated this earlier corporate strategy and we now must develop a corporate development program for future years," emphasized Spitters. "Our objective in 1973 is to coordinate and integrate Memorex's corporate development plans. We now have a comprehensive and integrated plan for market exploitation, for relative emphasis in future years upon the different assets of our company, plan which we can then disseminate throughout our company so Memorex employees will have a clear and comprehensive understanding of Memorex corporate objectives," he said.

5. Memorex is committed to aggressive research and development programs. With the completion of the initial phases of the 3670 Disc Storage Subsystem and MRX Computer Systems developments, representing more than 80 percent of December 31, 1972 "Intangible" R&D costs, our deferred accounting policy has been vindicated.

"In 1973, Memorex will spend more than \$12.5 million for research and development. Emphasis will shift to manufacturing cost reductions and product enhancements. In past years the level of our research and development expenditures has related more to the target company which we were trying to build than to the then current level of revenues," said the president.

"In 1973, perhaps for the first time in recent years, Memorex will be relating the level of R&D spending to 1973 revenues. Our 1973 revenues, pursuant to our operating plans, will approximate \$180 million," explained Spitters. "Our research and development level of spending will approximate \$12.5 million, which will continue to represent a very substantial appropriation for new product development, but a level of appropriation which is related to the projected revenues Memorex will attain in 1973."

"The shift in 1973 will be to manufacturing cost reduction programs and to product enhancements," said Spitters.

(Cont. on page 7)

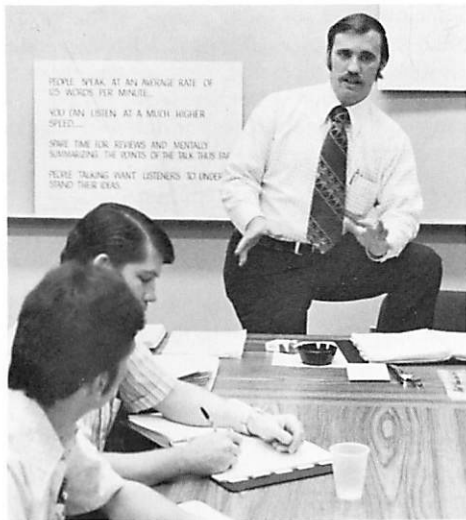
Existing Programs Revised

New Human Development Programs Established

New human development programs have recently been established at Memorex, old ones revised and expanded, and the number of employees participating increased substantially, according to **Tom O'Brien**, manager of manpower planning and development.

The latest addition to Memorex's human development program is the Supervisory Training Program (STP) which was developed for employees who have little or no experience and/or training in management.

"The course offers fundamental management concepts and orientation to company policies in nine two-hour session meetings held twice a week," said **Phil Hanford**, manpower planning and development specialist, who conducts the STP Program. "The course includes instruction on interpersonal and verbal communications, time management, production scheduling and control, compensation, performance appraisals, benefits, labor relations, the affirmative action program, and human behavior."



Phil Hanford, manpower planning and development specialist, discusses effective listening with new P.C.B. manufacturing supervisors participating in the Supervisory Training Program.

Management Development Workshops are now custom designed

Another newly instituted addition to the human development program is the Management Development Workshops, which are individually designed to meet specific training or developmental needs as identified by department managers, directors, or vice

presidents. "In the workshop, managers focus on improving their skills in communications, problem solving, decision analysis, and interpersonal effectiveness," said O'Brien. "The workshops are usually conducted in two four-hour sessions."

"The Management Development Workshops are becoming very popular at Memorex," said O'Brien, "because they deal directly with a management team, or a manager and his subordinates as one entity as opposed to mixed groups." This gives managers the opportunity to discuss topics and concerns with their department co-workers and ultimately results in their learning together, he said. "The workshops thus provide employees with common reference points in their work," he added.



Tom O'Brien, manager of manpower planning and development, makes a few closing remarks at a Management Development Program session before each participating manager received certificates of completion.

Organizational development through team building

During the past year, a number of managers and their subordinates have participated in a recently developed educational process called Team Building, explained O'Brien. "Team Building focuses on identification and solution of the group's work problems, particularly interpersonal problems which may stand in the way of the team's cooperative competent functioning," he said. "It results in increased organizational effectiveness."

During the day-long Team Building sessions, participants improve their interpersonal relationships and effectiveness by improving communications skills, discussing authority problems, and improving trust among group members. This method of organizational

development is gaining acceptance, and will be utilized increasingly in the coming months," said O'Brien.

Management Development Program sharpens management skills

The Management Development Program (MDP), a 10-week course, assists first level managers in developing or sharpening their management skills and techniques. It also acquaints managers with Memorex policies and procedures. This program consists of lectures, discussion and written exercises.

"Directors from specific areas of the company have assisted as co-leaders during many of the MDP sessions," said Hanford. "Their participation has added greatly to the program's success, and exemplifies the company's interest in the development of human resources," he said.

Social Awareness workshops expose managers to the problems of the minority worker

The Social Awareness Workshops are held periodically to help expose managers to some of the important problems which face minorities and women in the working environment. "Managers also learn of Memorex's Affirmative Action Program, which offers equal opportunity for all employees in the company," said O'Brien.

On-The-Job (O.J.T.) Training has expanded throughout the company

On-The-Job Training, which was one of Memorex's first Human Development Pro-

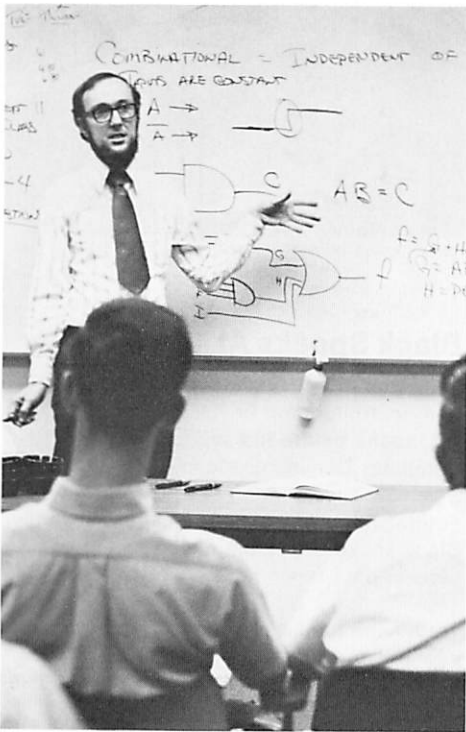


Bob Leek, senior sub-assembler, removes a printed circuit board following the wave soldering process. Leek received on-the-job training prior to becoming a senior sub-assembler.

grams, has expanded rapidly throughout the company, according to **Bob Biddinger**, director of Personnel. "Each on-the-job training program is instituted by department managers, who may call for the assistance of the manpower planning and development department to provide course material and numerous teaching aids," said Biddinger.



Participants of the first Supervisory Training Program receive operating instructions on the PCB Tester from Clarence Smith (l), PCB assembly department manager.



Bruce Manildj explains a logic design problem to employees in a recently completed logic design course. Logic design is just one of the many courses available to employees through the After Hours Education Program.

Educational Programs

While the O-J-T programs assist employees in becoming more proficient in their present job, the Technical Job Enrichment Program enhances the employees' opportunities for advancement. Courses are taught by fellow employees at the Memorex Education Center, which is located on Memorex Drive. The program will be expanding as the needs for additional courses are identified. Recent offerings include basic electronics and logic design.

After Hours Education

Another education program available to employees to enhance their advancement opportunities is After Hours Education. The program consists of quarter or semester-long courses held in the evenings by various local schools such as West Valley College, University of Santa Clara, California State University at San Jose, University of California at Berkeley and at Santa Cruz. Notices of available course offerings are regularly posted on bulletin boards throughout the company.

Education Reimbursement

To fully encourage employee participation in the After Hours Education Program, the company has an education reimbursement policy. "Hundreds of employees take advantage of this benefit every year," said Hanford. "Reimbursement applies to single courses as well as degree programs in many areas including business administration, secretarial skills, mechanical engineering, electrical engineering, accounting, and many other courses."

Up to 100 percent reimbursement of after hours education costs are paid by Memorex for job-related courses. The percentage paid depends on how well the course relates to the employee's job.

Employees take advantage of career and educational counseling

Many employees have received Career and Educational Counseling through the Personnel Department. "Keith Rosheim, manager of corporate employment, **Carlyn Rheinhold**, placement specialist, and **Jim Chatman**, personnel assistant have reserved Thursday afternoon from one to four p.m. for career counseling," said Biddinger. "In addition, Tom O'Brien and Phil Hanford are available on appointment to counsel employees on educational/training needs and available courses."



The Memorex Education Center, one of the best equipped industrial training sites in the Bay Area, offers Memorex employees a central location for training and educational activities. In addition to extensive sales and field service training, the center is utilized for various management development programs and workshops, safety and first aid training programs, and also a few Bay Area schools.



Practicing their first-aid techniques on Tom Steele during a training session are (l to r) Hugh Hagel, Al Chukes and Judi Fink. First-aid training is included in Memorex's Human Development Program.

News In Brief

Manufacturing Organizational Changes Announced

Robert H. Smith, vice president-Manufacturing, has announced organizational changes which will place the Santa Clara manufacturing facility on a decentralized basis and create a "factory within a factory" concept for three main product groups.

Heading up the Systems and Peripherals group will be **S. W. Stegemeyer**. Storage and controllers will be headed by **N. W. Jacobs**, and **W. T. Hankins** will head PCB Manufacturing. Quality, Inventory Control, M. E. Support, Test Engineering and Purchasing will remain central functions and will report through their respective managers to Smith.

MRX₂ Tape Well Received

Consumer Product's recent announcement of the new MRX₂ Oxide audio tape has been well received by the press, and major articles have appeared in many high fidelity trade magazines. The new iron oxide MRX₂ tape offers the advantages of performance quality equivalent to chromium dioxide tape without the need for special bias switches.



The new MRX₂ Oxide Cassettes

Increases In IC Test Process

More than 800,000 integrated circuits (IC's) were tested by Receiving and Inspection during the month of January, according to **Robert Smith**, vice president of Manufacturing. The IC test process has increased significantly during the past year, said Smith.

"There are now more than fourteen process steps or tests in which IC's are subjected prior to acceptance, the final one being a computerized functional test of each part," said Smith. (By comparison, in 1971, there were only three process steps.)

First Santa Clara Produced MRX Computers Shipped

The first MRX/40 Computer System produced in Santa Clara was shipped to Germany on March 30. Santa Clara Manufacturing is currently providing sub-assembly and wire wrap support for the Computer Systems being assembled and tested at Midwest Systems in Minneapolis, Minnesota. (For more information see next month's edition of INTERCOM.)

Spitters Interviewed by CBS

An interview with Memorex President **Laurence L. Spitters** was part of a half-hour CBS-TV news report on the anti-trust suit against IBM. The report was aired in two segments on February 28 and March 1. Scenes taken at the Memorex manufacturing facility in Santa Clara were included in the program.

Hankins Appointed Director PCB Manufacturing

William T. Hankins has been appointed director of Components and PCB Manufacturing. Hankins was formerly plant manager of Mem-Mex, Nogales, Mexico. He will replace **D. B. Gustafson**, who is now Technical Assistant to **E. Douglas Larson**, vice president and general manager of Equipment Products Operations.

New Distribution Network Provide Cost Savings in '73

Traffic and Distribution has implemented a new product distribution network, and has negotiated contracts with carriers which will yield net savings to Memorex of about \$590,000 in 1973. The network encompasses all movement of Memorex products from Memorex facilities to our customers.

Mem-Mex Employees Awarded

Twenty-five employees were awarded certificates for outstanding achievement in efficiency and quality for 1972 at Mem-Mex, Mexico recently. Fifteen people were also recognized for perfect attendance during the year.

Jahr Appointed Assistant Director Of Remote Facilities

William R. Jahr has been appointed assistant to the director of Remote Facilities. Jahr succeeds **Rudy Sikorsky** who recently assumed the position of Plant Manager of engineering services at Midwest Systems, Minneapolis, Minnesota. He has held various positions in the computer industry and has several years of experience in printed circuit layout, fabrication and assembly.

Business Products Salesmen Attend National Sales Meeting

Memorex Business Products Salesmen throughout the country attended a National Sales Meeting recently in Santa Clara. **Bob Richards**, National Decathlon Champion, lecturer and author, spoke before one of the session meetings. Richards discussed individuals who have accomplished great tasks in life with the power of motivational thinking in sports, selling and those who have overcome handicaps.



Bob Richards

Black Speaks At Conference

William D. Black, manager of communication controllers for Development Engineering, spoke before the second annual Computer Communications Conference Seminar, Time-sharing: Past, Present, Future which was held in San Jose recently. Black spoke on human factors considerations in data terminal selection.

Traditional topics such as on line costs and interactive programming languages shared the program with topics dealing in how time-sharing systems affect people, such as Sociological Spin-off from Computer-Communications Systems Engineering.

The Seminar was sponsored by the San Francisco chapter of the ACM, San Francisco Communications Technology Group, and California State University at San Jose.

Spitters Meets With Employees (cont.)

"We will have a major thrust in software development. Only with the necessary software enhancements can we be assured that our computer systems products will have a long-term revenue generation."

"The comprehensive set of software programs which are being delivered today with our new computer systems has astounded the

computer industry. Never before has a new entrant to the computer business supported initial shipments of computer systems with the extensive array of software that Memorex has available to customers."

6. Memorex's worldwide media business was profitable in 1972. Reduced manufacturing costs and good growth potential for audio cassette and video products, and the rebuilding of the domestic media sales organization will continue media business improvements in 1973.

"In 1972, on an international basis, our media business was constantly profitable, during each quarter," said Spitters. "Our economic analysis of our media business indicates that our net profit after taxes approximated seven percent. In 1973 we will improve the amount of profitability we enjoy in our media business. We will however shift emphasis in-

creasingly to the more prospective products, the audio cassette and video tape products. Both of these products have a high factor of market growth and an ever increasing demand."

7. International Operations continue to produce consistent and excellent results, and they continue to provide a necessary balance to our business.

"During 1972, more than 40 percent of Memorex's corporate revenues derived from our International operations, and more than 50 percent of the company's profitability," said Spitters. "International Operations is an extremely important part of Memorex's total operations and will continue to be," he said. Our equipment operations internationally will increase approximately 35 percent in equipment derived revenues in 1973."

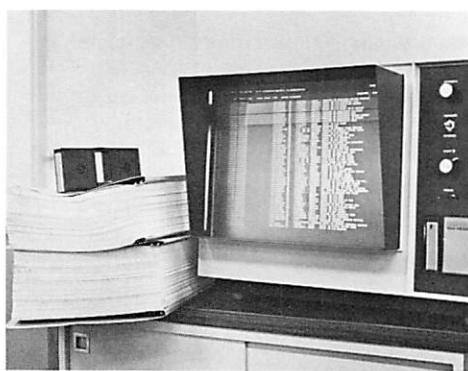
Memorex COM System Replaces 7 Tons Of Paper With 50 Pounds Of Microfilm

One of the nation's largest banks, the 96-branch Mellon Bank of Pennsylvania, is using a Memorex 1600 Series Computer-Output-Microfilm (COM) system to replace seven tons of paper monthly with only 50 pounds of microfilm. The bank states it generates more than 20 million line-per-month and is saving up to 60 percent of the costs of producing daily reports.

In utilizing the Memorex COM system, the bank has replaced costly and slow hardcopy line printers working off a 360/65 central processing unit.

According to Kenneth E. Cruze, operations analyst at Mellon Bank headquarters, the bank is achieving up to a 50 percent cost saving in supplies alone and generating approximately 10,000 pages of daily reports. The COM system is roughly 10 times faster than hardcopy line printers.

Prior to installation of the Memorex COM system, the bank used four-copy fanfold paper to generate its reports—which represented almost 20 million lines of data per month, or as much as 15 percent of the total printing done by the bank on its large-scale system. Daily report-generation was not only expensive but enormously time-consuming. Now, using COM techniques, 16 copies of each 800-page report can be generated in a matter of 20 minutes or less.



Mellon Bank of Pennsylvania reports its Memorex 1600 Series Computer-Output-Microfilm System has replaced seven tons of paper with 50 pounds of microfilm monthly. One Memorex COM Cassette (upper left) has replaced the bulky computer printout hardcopies it rests upon.

U.S.S.R. Representatives Tour Memorex

Representatives from the U. S. S. R. Ministry of Radio Industry toured the Santa Clara equipment manufacturing facilities and disc pack plant recently as part of a week-long discussion with Memorex officials including President **Laurence L. Spitters**. The Ministry of Radio Industry representatives are responsible for technical evaluation of certain computer products for possible use within the Soviet Union.

The visit and discussion were a continuation of talks concerning the possible sale of Memorex products to Russia, according to **Eugene Douglas**, project coordinator for East-West trade. "Memorex has been engaged in commercial representation with the U. S. S. R. since 1969," said Douglas.



Representatives from the U. S. S. R. Ministry of Radio toured the Santa Clara facility during a week-long discussion with Memorex officials. Participating in the discussion are (l to r) Savel Kliatchko, (translator), Eugene Douglas, Memorex project coordinator for East West Trade, Maureen Smith,

Bureau East-West Trade U. S. Dept. of Commerce, Joe Southorn, Memorex Manufacturing, Messieurs Gorshkov, Semeshkin, Konovalenko, and Makurochkin representing the U. S. S. R. Ministry of Radio, and Reto Braun, area manager for European operations.

INTERCOM

MEMOREX CORPORATION
SAN TOMAS AT CENTRAL EXPRESSWAY
SANTA CLARA, CA 95052

Promotions

Leighton Allen, Jr., to Senior Field Support Engineer
Mary Bahni to Process Test Technician B
Barbara Baird to Secretary A
Karl Balke to Electronic Technician B
Vivian Barbera to Head Assembler
John Battaglia to Field Support Regional Manager
John Bays to Department Technician, Assembly
Robert Beaton to Production Purchasing Manager
Lafay Boone to Receiving Inspector C
Terry Bruneau to Product Control Expeditor/Dispatcher
Judyth Bruno to Equipment Order Analyst
Mary Calhoun to Order Correspondent B
Glenn Campbell to Electronic Technician A
June Casey to Personnel Assistant
Frank Chester to Technical Instructor
Warren Chun to Electronic Technician A
Nolan Collins to Systems Programmer
Lynn Conway to Senior Staff Engineer
Ralph Cosner to Foreman, Molding
Bill Davis to Zone Manager, Consumer Products Division
Ingerlise Davis to Accounting Clerk A
Magdalena Donato to Senior Sub-assembler
James Dular to District Manager, Consumer Products Division
Edward Dunn to Electronic Technician A
Milton Dupre to Manager, Technical I
Donna Etzel to Order Correspondent B
Donald Faubion to Senior Engineer
Arthur Fluter to Buyer Assistant
Sandra Freshour to Systems Engineer Trainee
Paul Gamache to Manager, Marketing Finance
Kathleen Garcia to Customer Service Specialist B
Thomas Gardner to Technical Director
Jerel Gedecke to Maintenance Technician C
Patricia Ginger to Material Handler A
David Goodrie to Associate Programmer
Rodney Haggin to Department Manager, Purchasing
Mary Ann Hand to Order Correspondent B
Harry Hanks to Manager of Data Processing Services

Arthur Helfenstein to Sales Representative
Jack Helman to Field Support Branch Manager
Stanley Hernacki to Engineer II—Quality Control
William Hiegel to Department Manager, Purchasing
Raymond Iida to Technical Analyst A
David Irwin to Manager, Technician II
John Jackson to Engineering Specialist
William Jahr to Manager, Technical I
Claudine Jones to Inprocess Inspector C
Robert Jones to Department Supervisor—Technical Processing
Ronald Jordan to Education Program Supervisor
Dennis Kaufman to Product Control Specialist
Walter Koontz to Senior Engineer
Rudolf Kuhn, Jr., to Manager, Technical I
Herbert Lang to Senior Financial Analyst
Marilee Lansdale to Executive Secretary
Elizabeth Leis to Senior Sub-assembler
Andrew Leon to Manager, Technical I
Wayne Lettiere to Manager of Distribution
Thomas Lindsey to District Manager, Consumer Products Division
Patricia Lucey to Order Correspondent A
David MacLauchlan to Associate Engineer, Facilities
William Maw to General Manager, Latin-America
Earl McCaslin to Field Support, Engineer
John McElhenie to Territory Supervisor
Dolen McIntyre to Department Manager, Purchasing
Michael McNeill to Product Control Analyst
Lyle Meeks to Coating Operator A
Charles Michielsen to Associate Engineer
Douglas Middour to Field Support Engineer
Leo Miller to Sales Representative
Thomas Mitchko to District Manager, Consumer Products Division
Ronald Morosco to Senior Product Control Analyst
Joseph Morrow to Zone Manager, Consumer Products Division
Celia Moyle to Secretary A
Warren Mullen to Technical Instructor
Carolyn Myers to Inprocess Inspector C
Bobby Nolan to Department Technician, Assembly
Gary Packebush to Supervisor—Technical Processing
Robert Patterson to Engineering Specialist
Dorothy Peavey to Product Control Analyst
Richard Pisano, Jr., to Supervisor—Technical Processing

First Class Mail

Ernest Politte to Senior Associate Field Support Representative
Mihail Popovici to Manager, Technical I
Inge Poso to Inprocess Inspector C
Gerald Radvich to Department Manager II, Manufacturing
Robert Rafalovich to Manager, Accounting
Robert Reetz to Field Support Regional Manager
Leroy Richards to Process Test Technician B
Jane Robinson to Senior Systems Engineer
William Ross to Manager, Accounting
Frank Sanchez to Product Control Specialist
James Sanders to Manager, Technical I
Margo Sapinsky to Manufacturer Engineering Aide
Marlin Saucerman to Molding Supervisor, Comdata
Dennis Sax to Manager, Asset Management & Expense Control
Paul Simon to Senior Product Control Analyst
Reginald Simpson to Plant Maintenance Department Supervisor
Ronald Singleton to Manager, Technical I
William Skala to Senior Sales Representative
Luella Sparks to Product Control Expeditor/Dispatcher
Charles Splaine to Vice President Assistant
Duncan Sprinkle to Product Control Expeditor/Dispatcher
Dorothy Staehs to Text Preparation Supervisor
Ronald Stanley to Slitter Operator A
William Stark to Department Manager, Billing
Robert Stenger to Product Control Analyst
George Sugita to Electronic Technician B
Robert Teresi to Department Manager, Sales Billing
Leroy Thomas to Department Manager, Product Control
Gerrie Torres to Receiving Inspector C
Lauro Torres, Jr., to Manager, Technical I
Ronald Tosta to Assistant Plant Manager
Stephen Trovato to Senior Product Control Analyst
Leonard Turner to Senior Engineer, Manufacturing
David Vincent to Sales Manager
Glenn Wike to Warehouseman A
Richard Wolk to Area Manager
Roy Wright to Manager, Technical Processing
Norman Zimmerman to Senior Engineer
David Zornes to Senior Associate Field Support Representative
Nancy Zumini to Senior Sub-assembler