

# INTERCOM

## MEMOREX

A newspaper for Memorex people everywhere



Volume 20 Number 2 March 1982

## Seven receive Memorexexcellence awards

Highlight of this year's Memorex Management Meeting at Silverado Country Club near Napa, California was an award's dinner honoring seven Memorex employees as Memorexexcellence Award winners.

In addition, three members of Memorex's management team received special awards for Profit Improvement from Memorex Chairman Clancy Spangle.

The first to receive Memorexexcellence awards at this year's meeting were Thomas R. Dillon, materials manager of the Communications Group, and Ray Sinclair, Communications Group staff engineer. Dillon and Sinclair received the award for Excellence in Cost Reduction.

Dillon's award was for positive accomplishments of the organization in overall cost reduction, and Sinclair's award was actually for the 2078 Display Station cost reduction team which he headed. Other members of that team included Ron Smith, Purchasing; Faye Smith, Purchasing; Jim Bocchino, Quality Assurance; John Hansen, Manufacturing Engineering; Dominic Nguyen, Test Engineering, and Chuck Mosby, Manufacturing.

Awards were given to three individuals in the area of Excellence in Quality: Terry Bell, account customer engineer; Robert Dillon, manager, Storage Systems; and Charles Anderson, senior staff engineer, Storage Equipment Manufacturing and Development.

Bell was honored for the outstanding work he did on the Mead Corporation account in Dayton, Ohio, where he brought the level of performance up to zero hard fails in 69 million accesses in the month of December. That means that there were no hard fails on the forty machines which issued 69,000,000 SID's in the month.

Dillon and Anderson were both honored for the work they did in solving critical and urgent problems on the 3674 and 3676 storage controllers. Their work involved long hours and weekends, in the factory and in the field.

Both were also key in producing the enhanced error recovery for the 365X and 365Y products.

The final area in which a Memorexexcellence award was presented this year was the area of technical achievement. Ross Clark, manager, Product Development, Computer Tape Division, and Frank Chung, a staff engineer for that Division, were both presented Memorexexcellence awards for their work on the "Bravo Formulation." cont. on page 2



Bob Milo, operations manager for the Tucson, Nogales, and Magdalena plants (left), holds the ribbon at the recent opening ceremony for the Magdalena plant, while Dr. Samuel Ocaña García, Governor of Sonora, Mexico, cuts the ribbon.

## Magdalena facility officially open

The Magdalena plant is now producing cables and harnesses for Memorex product lines. Officially opened and dedicated on February 12, the plant manufactures I/O cables used to attach strings of Memorex drives to each other and harnesses for internal linkage of electrical systems.

Bill Krehbiel, vice president Storage Equipment Operations, said in his opening remarks at the dedication ceremony, "This plant represents a visible commitment by the Memorex Corporation to our continued participation in the programs of the Mexican government that are designed to provide additional employment to the citizens of Mexico. We of Memorex look forward to a long and fruitful association here in Magdalena, and to continued growth of our activities within this community."

Prior to the opening of the Memorex facility there, no industrial plants existed in that area. Therefore, almost all new employees are receiving training by Memorex in their new jobs. The work force will total 225 when all positions are filled.

The goal is to move all cable and harness manufacturing from Nogales to Magdalena, thus freeing the Nogales plant for other tasks.

The location of a manufacturing facility

in the Magdalena area will benefit both the area and Memorex. Memorex employees will comprise a stable work force which will aid the economy of the community and Memorex Corporation will realize reduced product cost which will allow us to be more competitive.

## Larry Chamberlin appointed vice president, human resources

Larry Chamberlin has been promoted to vice president, Human Resources, for Memorex Corporation. In his new posi-



tion, Chamberlin will be responsible for all Memorex Human Resources activities, reporting to C.W. Spangle, Memorex chairman and chief executive officer.

Chamberlin joined Memorex in 1978 as Human Resources manager for the Company's General Systems Group. He later served in the same capacity for Memorex's Peripheral Equipment and Storage Equipment groups, and most recently was Human Resources manager for the corporate staff and storage systems organization.

Prior to joining Memorex, Chamberlin was with International Rectifier Corporation for 10 years, serving that company as personnel manager. He received his B.S. degree in Personnel Administration from California State University at Northridge.

## Memorex donates t-shirts for Agnews Special Olympics

Something very special is happening at Memorex this Spring. Memorex Corporation has donated 650 t-shirts to the Agnew's participants of Special Olympics, an athletic and recreational event for mentally-retarded children and adults. Contests include wheelchair races, table bowling, frisbee throwing, and balloon popping, among others.

The Special Olympics Oath is "Let me win, but if I cannot win, let me be brave in the attempt." However, all participants are considered winners just for participating and that will be reflected on the t-shirts with the phrase "I'm a Winner."

Because Memorex is the first Santa Clara County company to make such a donation to the Special Olympics, the staff and residents at Agnews are "overwhelmed" by our interest.

The donation of t-shirts is only the beginning. Many Memorex employees have volunteered to assist at the three local events at Agnews Hospital (April 24, May 1, and a Saturday in late August) and more are needed.

Volunteers will be asked to push wheelchairs, use stopwatches, track times, be judges, and give lots of hugs, among other things. The first 100 Memorex volunteers will also receive a Special Olympics t-shirt.

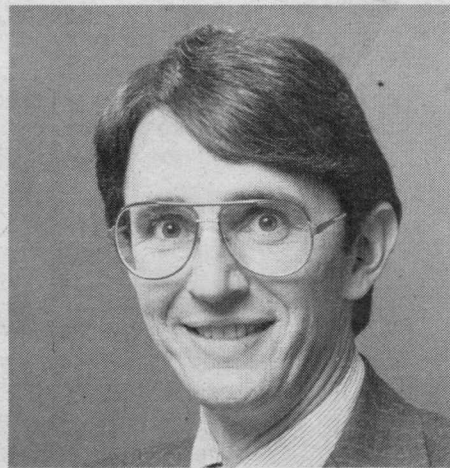
Participation in this special event is a truly inspiring experience and something of which all Memorex participants can be proud.

If you and your family wish to volunteer, please call Betty Thomas at 996-9000, extension 304 right away. Be sure to give her your t-shirt size.

## Foster Markolf promoted to top legal position

Foster Markolf has been promoted to the position of vice president, legal, for Memorex, reporting to Tom Stevens, vice president, finance. Markolf joined Memorex in 1977 and has been responsible for the legal support to Storage Equipment, Communications, and the Memorex Finance Company. In his new position, he will work closely with Burroughs' general counsel, Don Swan.

Prior to joining Memorex, Markolf was with the Shell Oil Company and Morrison and Foerster, a San Francisco law firm. He is a graduate of Stanford University and the University of San Francisco School of Law.





# SPORTSTALK

by Tracy Adams (guest columnist)



The winning team and their trophies shown left to right, top row: Tracy Adams, Gary Eubanks, C.J. Joiner, Bob Glaviano, Jim Jones, and coach Steve Warburton. Bottom row: Bubba Richardson, Robert MacDonald, Frank Paul, Dave Mitchell, and Tony Day.

## Memorex champions retain crown

Memorex's City League basketball team went head-to-head against NASA-Ames and retained the championship crown of the Sunnyvale Winter B League on February 16.

After scoring the first basket of the game, the Memorex team fell to a 10-point deficit mid-way through the first half.

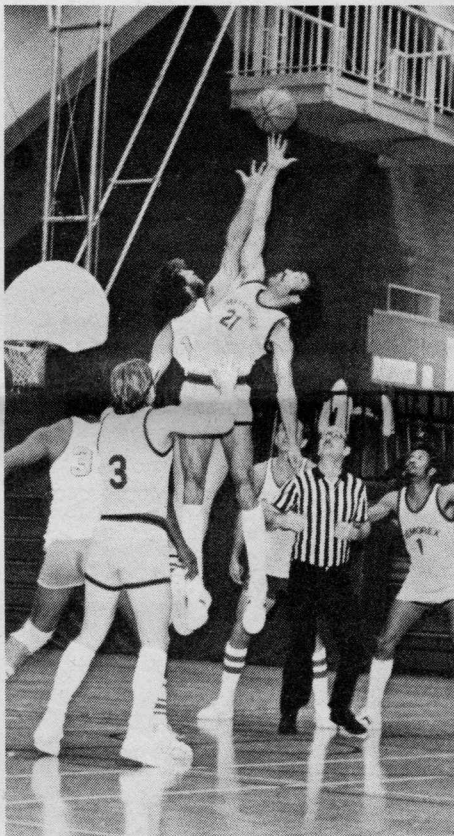
Aggressive rebounding by Tony Day, in spite of a minor injury in the first half, and Bubba Richardson brought Memorex within 5 points by the end of the first half.

In the second half, the Memorex team, sparked by Robert MacDonald's outside shooting and excellent penetration, moved ahead of NASA-Ames by 5 points late in the half and held on to win 59-57.

The only NASA-Ames player the Memorex team was really concerned about was Mark Green since they had played the NASA-Ames team last year and knew what to expect. As it turned out, Green scored more than half of NASA's

total points in the game. Incidentally, Green recently came to work for Memorex as a contract production control expeditor.

It was a very exciting game played by an outstanding team—a team to watch in the future.



Going up for a jump ball are Tony Day (number 21) and a NASA-Ames opponent.

**EDITOR'S NOTE:** Starting with the next issue of *Intercom*, Bill Davis, Corporate editor/writer in the Computer Tape Division, will be writing a regular sports column about Memorex-sponsored sports and Memorex employees involved in sports outside the company. Bill is volunteering to write this monthly column and would appreciate information regarding all sports activities. He can be reached at (408)987-0319.

## Jenner Classic returns to SJCC

The greatest number of world-class track and field athletes ever assembled in the Santa Clara Valley will be coming to San Jose on Saturday, April 17, at 1 p.m. to compete in the Bruce Jenner Classic.

This important sports event will be covered by NBC-TV for showing on April 18 all over the country. Art Burns, one of our own employees, will be competing in the discus-throwing event. Burns is a development engineering recruiter in Storage Equipment.

MAG is offering a discount for all Memorex employees and their families. If you're interested in attending this exciting sports event, you may pick up a discount coupon in the MAG office, then order your tickets with the coupon.

There are a limited number of coupons available and tickets must be ordered as soon as possible.

## Looking back

### 15 YEARS AGO . . .

- Disc Pack Corporation in Hawthorne, CA., became a wholly-owned subsidiary of Memorex.
- The Memorex Board of Directors approved the first European plant. The multi-million dollar facility was planned to be located in Liege, Belgium.
- Lena Salerno and Dorothy Swanson, laundry operators in the computer tape plant, laundered, folded, and bagged 490 pair of coveralls in one day, breaking their own previous record of 400.

### 10 YEARS AGO . . .

- Three Memorex packaging designs won awards in INDUSTRIAL DESIGN magazine's 18th Annual Design Review competition. Winning designs were the 14" videotape shipping container, the CMX console, and toner bottle.
- The Disc Drive test area produced the 10,000th Memorex 660 disc drive, marking the milestone at a party for the department's employees.
- Roland Gallegos, inspector (at that time), and Wayne Elder, mechanical engineer, celebrated 10-year anniversaries with Memorex.

## OEM introduces 5¼" rigid drives

Memorex recently announced its first 5¼-inch Winchester-type fixed disc drives, the Memorex 306 and 310, offering unformatted storage capacities of 6.7 and 10 megabytes, respectively.

Identical in size and mounting configuration to a mini-flexible disc drive, both of the new rigid disc drives offer the industry-standard interface.

The 306 and 310 feature simplicity of design, utilizing a sealed head-disc assembly and only two printed circuit board assemblies. Both use Winchester technology and field-proven design features to ensure a high degree of data reliability.

Both models can be user-installed in the same space allotted to a mini-floppy without provision for any additional cooling. The drives can be mounted horizontally or vertically, resting on either side or on their bases. Power requirements are similar to those of the mini-floppy.

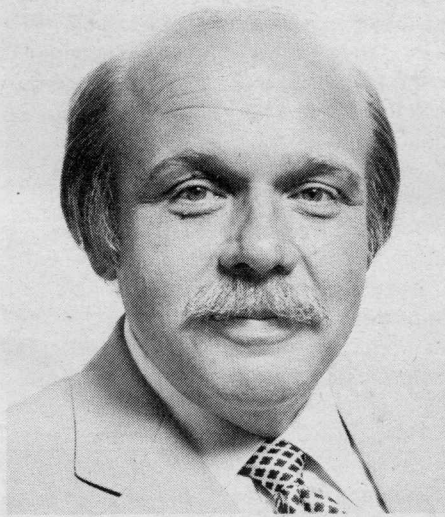
The 306 and 310 were designed in a joint engineering development effort with Memorex Japan Ltd. and Nippon Peripherals Ltd. (NPL). NPL, a joint venture subsidiary of Fujitsu and Hitachi, will initially manufacture the drives. Memorex plans to manufacture both models at one or more of its disc drive manufacturing plants in Santa Clara; Westlake Village, CA; Winnipeg, Canada; or Glenrothes, Scotland.

## Memorexcellence

cont. from page 1

This was a major product improvement further extending the technological leadership of Cubic HD formulation. In addition, the product went from the "dirtiest" to the "cleanest" running Memorex tape.

Special awards for Profit Improvement went to Hal Krauter, chairman of the Board of Directors of Memorex Finance Company; Fred Koehler, vice president and general manager, Computer Tape Division; and Bob Berry, vice president, Service, U.S. Equipment Sales and Service organization.



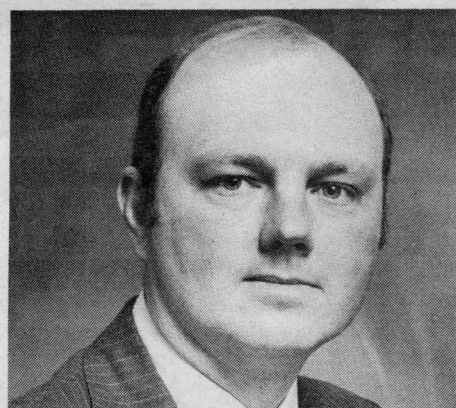
## Promen promoted to vice president

Richard R. Promen has been promoted to vice president, OEM storage equipment sales, reporting to Norman Petersen, vice president for OEM storage equipment operations.

Promen, who joined Memorex last year as manager, national OEM sales for storage equipment, is now responsible for all OEM sales activities for Memorex storage equipment products in the North American market.

Promen held a variety of technical and sales management positions with Sperry Univac from 1961 to 1970. He worked for Control Data Corporation from 1970 to 1979, as western regional manager for OEM peripheral products, and was responsible for all regional OEM marketing functions in nine states.

More recently, Promen has worked as director of marketing, peripherals, for Kierulff Electronics, then as national OEM sales manager for another Los Angeles-based firm, C. Itoh Electronics. He holds a BS degree from the University of Wisconsin.



## Krapf chosen to head RMCD

Russell Krapf has joined Memorex Corporation as vice president and general manager of the Rigid Media and Components Division of the Company's Media Products Group. He reports directly to Richard Martin, president of the Media Products Group.

Krapf joins Memorex from Nashua Corporation of New Hampshire, where most recently he was manufacturing manager of both rigid and flexible disc products. Krapf, who joined Nashua in 1973, had previously held various manufacturing, engineering and quality assurance positions with Nashua, Marlboro Wire Goods and Raytheon Company.

A graduate in Engineering Science from Florida State University, Krapf also holds an MBA degree from Boston University.



## Tekawa named "Man of the Year"

In a surprise presentation ceremony in his honor, Harry Tekawa, Corporate manager of international distribution and traffic, was recently named "Man of the Year" by the management team of Memorex's Liege division in Belgium.

For his consistently reliable service in 1981, Harry was presented a beautiful bowl from Val St. Lambert, an old, well-known crystal manufacturer in Liege, and a plaque naming him "L'homme de l'annee."

The Liege management team making the presentation is comprised of: Joe Renard, general manager; Armand vos deWael, equipment manufacturing manager; Jean-Jacques Jouan, media manufacturing; Maurice Coomans, engineering development manager; Lucien Sadeler, human resources manager; Gilbert Marquenie, finance manager; and Stephane Szmaaj, distribution center manager.

Tekawa, who supplies the Liege division with raw materials and finished goods inventory, says, "It's been a real pleasure to work with our Memorex people at Liege through the years."

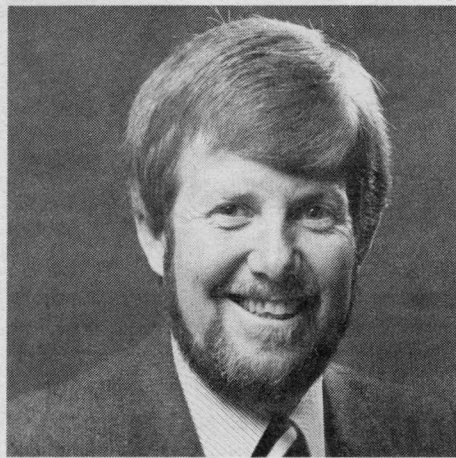
Since joining Memorex in that capacity in 1969, Tekawa has visited Liege three times. He expects to make another trip sometime in 1982.

## INTERCOM

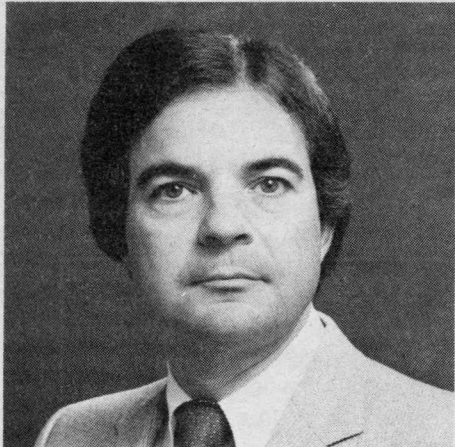
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# Bridges, Consoli named to key finance posts



Wayne Bridges



Joe Consoli

Tom Stevens, vice president of finance, has recently announced a restructuring of his organization which includes two key promotions.

Wayne Bridges, previously manager, internal audit and manager, Storage Equipment Accounting, has been

promoted to the position of Corporate controller, reporting to Stevens. Additionally, Bridges will have functional responsibility for financial procedures, accounting and control systems, internal and external audit activities, and reserve reviews.

Prior to joining Memorex in 1979, Bridges was the Corporate controller at American Building Maintenance Industries, manager of corporate accounting and tax at the Rucker Company, corporate controller with the NSW Corporation, and was with Price-Waterhouse as auditor and tax accountant.

Bridges holds a BA in business administration from St. Mary's University in San Antonio, Texas.

Joe Consoli, who came to Memorex as assistant treasurer in 1981 from Fairchild where he had held several significant operating and staff financial positions, has been promoted to the position of Memorex treasurer, also reporting to Stevens.

Consoli was vice president of finance for Precision Monolithics prior to joining Fairchild and before that, served in a variety of controllership positions at other companies.

He holds a BS in industrial engineering from California State University at Los Angeles and an MBA from the University of Southern California.

As part of the same restructuring of Steven's organization, Bill Wicks, manager of Corporate budgets and measurements, will now report directly to Stevens, and will continue to have responsibility for the Company-wide financial budgeting, forecasting, management reporting and analysis as well as inter-Company transfer pricing and capital project review.



Wayne Saylor, right, explains to David Horowitz how Memorex audio tape is used to shatter glass.

## Memorex "Fights Back" and wins—hands down

Memorex's "shattering glass" commercials set many firsts in television advertising and made Memorex's name synonymous with high quality audio recording tape.

Recently, the shattering glass commercial set another first. NBC's David Horowitz "FIGHT BACK!" show challenged the Memorex ad in a September show and, even though Memorex supplied information and equipment to shatter a glass correctly, Horowitz and his staff were unable to duplicate the Memorex commercial. He challenged Memorex to "fight back" and demonstrate how a glass can be shattered using Memorex tape.

Memorex accepted the challenge and asked Wayne Saylor, audio engineer for the Consumer Products Division, to supervise the technical aspects of Memorex's response. This was the first time a company had accepted the "FIGHT BACK!" challenge.

The shattering glass commercial dates back to 1970, when Memorex asked its advertising agency handling audio tapes to investigate whether it might be possible to cause a goblet to shatter by exposing it to direct or amplified singing. The idea was to show quality sound reproduction visually, somewhat similar to RCA's "His Master's Voice" advertisement.

After intensely researching the request, the acoustic consultants hired by the ad agency found that "off-the-shelf" wine goblets could be shattered by both amplified voice and amplified voice recorded

on Memorex tape. The first commercial, on which Memorex fellow Eric Daniel assisted, featured operatic tenor Enrico DiGuseppi in 1971 with the motto "reproduction so true it can shatter glass."

The next commercial used the voice of operatic soprano Nancy Shade. Ella Fitzgerald appeared in the third commercial which asked "Is it Ella or is it Memorex?" Finally, in September, 1973, Ella appeared in a commercial with Count Basie and used the famous line "Is it live or is it Memorex?"

Other performers used in the successful series of television commercials were Nelson Riddle, Melissa Manchester, Chuck Mangione, and Chicago rock singer David Bickler.

Horowitz and his crew traveled to Santa Clara in December to tape a demonstration in the sound studio of the Consumer Products Division on Memorex Drive. Alan Davis, marketing manager, explained to Horowitz why we do the commercial, and Wayne Saylor demonstrated how it is done.

With the cameras rolling, Saylor successfully broke glass after glass. Horowitz was impressed, because Memorex stood behind its commercial, accepted his challenge, and fought back.

The show, which is syndicated, has already been shown in a number of cities around the country, including San Francisco. For information on other cities where it will be shown, contact your local NBC affiliate about "FIGHT BACK!" show number 81/17.



The Storage Equipment and Media Credit Departments recently concluded a wager resulting in a win for Media and a pool party for Storage Equipment! The wager involved a four-month period during 1981 when the two organizations competed in three areas for top billing; cash collections, delinquencies, and open items. Media won by a small margin through the diligence of Jim Butler, Media credit manager; Beverly Threat, credit supervisor; Dave Kirlin, Dick Gross, Betsy Pule, and Becky Billings, all credit analysts. The Storage Equipment group who took the plunge are shown, left to right: Spencer Mills, credit analyst; Pam Bobay, credit analyst; Jim Fields, Group credit manager; Walter Rempfer, credit analyst; Laurie Heidt, credit support analyst; Shirley Temple, credit supervisor; and Gene Bedford, Corporate credit manager who was acting Storage Equipment credit manager at the time of the wager and felt obligated to be "in the swim" with his former department.

## SST provides management training for CE managers

The Supervisory Skills Training program, a new management development course designed to enhance Customer Engineering (CE) management skills, was recently introduced to Memorex CE managers.

Developed by the technical training department of customer engineering and Dave Hilst, manager of customer engineering training and development, and enthusiastically supported by area managers, program goals are to effect individual and organizational behavior modification in order to provide better customer service and produce better CE managers.

The on-going course addresses such subjects as: handling complaints, time management, problem analysis, setting performance goals, improving employee performance, and negotiating, among other subjects.

The 11-day course is presented in one 5-day session and one 6-day session off-

site with a maximum of 12 participants in each class, three from each of the four areas of the country.

John Lewandowsky, western area technical support manager located in Dallas, said, after completing the course, "After 20 years in electronics, I'm new in management, so the course was very informative for me."

Al Hill, Chicago branch manager who has completed the first half of the training, recommends it to all CE managers. Says Hill, "I put the negotiating skills to use the very next day in a critical account situation and saved the account." Needless to say, Hill feels the course is excellent.

According to Hilst, "The SST program is one phase of a planned three-phase program. The next phase is scheduled to begin for those people who have completed the SST phase."

## "Spirit of '81" in SE brings awards and rewards to many

Storage Equipment has concluded its "Spirit of '81" program with resounding results. At a recent luncheon, 54 winners for the month of December were awarded a total of \$17,969. In addition, three cash awards for \$250 each were drawn from fourth quarter participants. Having already won a "Spirit of '81" award for their suggestions, Hal Strait, industrial engineer, Lida Weidlich, senior QC engineer, and Rudolfo Sanvicente, manufacturing equipment supervisor, won an additional \$250 each in the drawing.

A grand prize drawing was also held. Sharon Henry, process costing manager, who was also a \$250 winner in the third quarter drawing, won \$1000, which she promptly put in the bank. Sharon says of her awards, "It was just the luck of the Irish."

The program elicited ideas in 1981 which resulted in \$33.9 million in savings for the organization. Approximately \$130,000 in awards was distributed to 501 program participants for the year, the average award being \$257.

Some of the award winners and their suggestions were: Gail Francis, supervisor purchasing administration, recommended the removal of unneeded telephones from various locations resulting in a savings of \$5,630; Andrew Darab, CAD/CAM engineering manager, suggested the elimination of duplicate shipment of 3674 maintenance manuals representing savings of \$13,293; Jimmy Tong, fabrication/test technician, recommended modifications to matrix boards in 677 final test resulting in savings of \$319,400; Ysabel Rodriguez, senior fabrication specialist,

devised and implemented a method for salvaging centerpoles which had drills broken off during manufacturing, saving the organization \$6,105 annually; Lou Guada, staff manufacturing engineer, changed the relief gap on multi-layer fab boards to allow screen printing instead of contact printing resulting in savings of a remarkable \$885,203; Virginia Rogez, senior auto insertion operator, made replacement parts at home for auto insertion equipment to avoid machine down time and brought savings of \$21,600; Saji Zaffar, staff engineer in quality control, introduced a single-document inspection instruction replacing multiple documents formerly used and representing savings of \$15,332; Wayne Fortino, staff engineer, released a one-piece foam molded contour cover used in 677's replacing a multi-piece design and saving \$29,633 annually; Al Trznadel, staff engineer in manufacturing, recommended the utilization of scrap materials from the 601 area to build machine insulation barriers for the 677 resulting in a savings of \$9,464; George Medawar, program administrator, and Jim Stimson, staff industrial engineer, jointly suggested increased truck-load capacity for transportation of 677 frames between Santa Clara and Nogales by the addition of a second-level loading floor, representing \$29,670 in savings; Wanda Sumad, senior head assembler, suggested spreading a screen above the slurry tank to catch and salvage cores which fall off during the wafering process and saving the organization \$22,650.

These and all other participants are to be congratulated on their contributions.



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#### NEW BENEFITS

Besides eligibility to enroll in the Burroughs Stock Purchase Plan, Memorex employees may now take advantage of another new benefit: maximum coverage has increased from \$250,000 to \$500,000 for employees in the Memorex Medical/Dental Plan.

#### RETIREE BENEFITS

Life insurance, medical/dental plans, and pensions are provided at no cost to eligible Memorex employees on retirement. Memorex pays the full cost of these plans and shares the cost of providing the retired employee with benefits from Social Security.

As reported in the December *Intercom*, Memorex was recently listed at the top of the "Pension Honor Roll" in Forbes magazine, for ranking number one in the nation in terms of asset coverage as a percentage of accumulated vested benefits.

The pension plan pays the retired employee a regular monthly amount for as long as the retiree lives. In addition, the plan allows the retiree to provide a lifetime source of income to a spouse, if married at least one year, should the retiree die as an active employee but while eligible for early retirement (after age 55 with at least 10 years of service).

The plan also continues paying a pension benefit to the spouse or survivor at the time of the retiree's death after retirement.

A vesting provision is included in the plan which provides the retiree with a pension at retirement age, even if the employee leaves Memorex before that age. For the purpose of vesting, the employee receives credit for all full (12-month) years of service starting from the date of hire.

The pension plan also provides optional forms of payment, depending on the employee's need and the total value of the benefit due.

Each year, Memorex mails eligible employees a statement showing the status of that individual's pension plan account. When an employee is ready to retire, Memorex will provide all required benefit application forms. However, the plan administrator or Human Resources representative must be notified at least 60 days prior to the anticipated retirement date.

All questions about the pension plan

## Credit Union pays new rates

The Memorex Employees' Federal Credit Union (MEFCU) has recently announced new dividend rates paid on savings in Credit Union accounts. Because our member-owned Credit Union is nonprofit, dividends are calculated at the highest possible percentage rate. The dividend paid on shares is based on MEFCU income after expenses and required reserves.

The Board of Directors has elected the following plan for payment of dividends to shareholders:

Share Balance	Annual Rate
\$5.00 to \$500.00	6%
\$505.00 to \$3,000.00	7%
\$3,005.00 to \$20,000.00	8%
OVER \$20,000.00	9%

Dividends are earned monthly and paid quarterly, provided shares remain on deposit through the last day of the quarter. Money deposited in your share account on or before the 10th of any month will earn dividends for that entire month. Deposits made after the 10th of the month will begin earning dividends on the first of the following month.

Personal and auto loans are now available through the Credit Union. Personal loans are offered at 18½% interest. Auto loans for new cars are at 15½% interest and on used cars at 16½%.

For information on these subjects or any other Credit Union service, call the Credit Union office at (408)987-1122.

should be directed to your Human Resources Representative.

#### REMEMBER?

Remember that beautiful multi-colored benefits package you received right before last Christmas? A task force led by Gene Robles, Human Resources policies' manager, and including employees from benefits accounting, payroll, the print shop, and the mail room worked diligently to provide you with that information so well packaged. Employees in the mail room and print shop worked especially long and hard hours to get it out to you before the end of the year.

Included in the package are facts and figures on all varieties of benefits provided by Memorex to its current and retired employees.

Though there have been some minor changes due to the merger with Burroughs, most information is accurate and thorough. If you haven't yet read it, do! A special thanks to all those contributing to its production and distribution.

#### UPDATE ON RESULTS OF BURROUGHS STOCK PURCHASE PLAN

Of the 5,620 eligible employees, more than 50% enrolled for payroll deductions to purchase Burroughs stock through the Stock Purchase Plan offered January 1.

Under the requirements of the Plan, employees pay 85% of the average of the highest and lowest market prices on the first day or the last day of the purchase period, whichever dollar amount is lower. A purchase period is of six months duration and begins on January 1 and July 1 of every year of the Plan.

Enrollees may withdraw from the program at any time, in which case the total amount held is refunded in full. However, an eligible employee may not participate in the next purchase period following that in which funds were withdrawn.

Human Resources representatives may be contacted for more information.

## Hertz and Avis offer discounts

Effective immediately, all Memorex employees are eligible for substantial discounts on the rental of cars from Hertz and Avis. These discounts apply to car rentals for business and personal use and are available only on presentation of an approved ID card or sticker.

Discounts apply to car rental time and/or mileage charges only and exclude local taxes, collision damage waivers, personal accident insurance, refueling service charges and drop-off charges, where applicable.

To apply for an ID card or obtain a sticker, contact the MAG office at (408)987-2357.

## Employee referral program revived

"Tell a friend" and earn some extra money. For certain bonus-eligible positions, Memorex is reviving the employee referral program which provides cash bonuses to employees who refer applicants later hired by Memorex as full-time regular employees. After the new hire has been with Memorex 90 days, bonuses are paid to the referring employee in amounts ranging up to \$500.

Traditionally, Memorex employees have been the Company's best source for identifying and hiring new employees. With the current hiring requirements that we have, Memorex would like to re-emphasize the Employee Referral Program.

This is an excellent opportunity for all of us to increase the number of quality people that we work with, and get a cash award at the same time.

For additional details on how the program works and which positions are classified as "bonus eligible," please contact your Human Resource representative or the Corporate employment office.

# MAG—what and who it is and what's in it for you

MAG is the Memorex Activities Group, an employees' group that plans and conducts recreational and social activities for all employees. All permanent full-time employees are automatically members.

Since MAG is sponsored and funded by Memorex Corporation, there are no membership dues. However, since company-provided funds do not always cover the total costs of MAG activities, there is sometimes a charge for participation.

MAG is governed by a 13-member Board of Directors comprising 12 representatives appointed by the divisional Human Resources departments and a company representative. The 12 appointed Board members represent each organization and/or building site location.

The Board is supported by MAG representatives of which there are an unlimited number and who normally serve a one-year term.

MAG plans a calendar of events which includes upcoming activities and events for one year. At least one main event is planned for each month of the year and can include such activities as: winery tours, river rafting trips, Reno and Tahoe trips, tours of Hearst Castle, deep-sea fishing trips, and ski trips, among others.

Additionally, MAG puts on the annual Christmas dances and the children's Christmas party. MAG sponsors team sports available for the athletically-inclined or employees looking for exercise and/or fun. Some of the many team sports offered are: softball (men's, women's, and co-ed), soccer, basketball, football, bowling and golf.

MAG also sponsors the clubs formed by special-interest groups of employees, such as the Ham Radio Club and the Chess Club. New clubs may be formed if enough employees show an interest in a certain hobby.

Discounts for many activities, goods, and services are offered through the MAG office. Memorex employees may obtain discount cards from the MAG office for all the well-known amusement parks in California and for the purchase of goods and services such as tires, photo processing, County Transit tickets, etc.

Information on MAG-sponsored activities, events, and benefits is posted on MAG bulletin boards, sometimes covered in the *Intercom*, and is always available by calling the MAG office at (408)987-2357 or contact your local MAG rep if you're located out of the Santa Clara area.

#### MAG Representatives

The purpose of a MAG Representative is to assist in planning and organizing the various activities, events, and services offered through MAG and to assist in

communicating information about those activities, events, and services to all Memorex employees.

The MAG representative must be an interested and enthusiastic individual with a friendly, positive attitude and, most of all, a desire to make Memorex a better place to work. The MAG rep must be willing to donate whatever time is necessary to implement each assigned activity successfully. Normally, a MAG rep can spend approximately one-half hour per week of company time on MAG projects. However, since the success of many projects requires more time than that, a MAG rep can expect to spend some of his own time in support of those projects.

The term of a MAG rep normally extends at least one full year, during which time the rep is asked to attend all committee meetings for projects in which they are involved, the annual installation luncheon in March, and monthly Board meetings held the second Wednesday of each month. However, attendance at the monthly Board meeting is not mandatory.

Reps who work on a particular activity or event are admitted without charge to that function. If the rep is unable to attend that function, the option of attending another function free of charge is available.

Additionally, MAG reps enjoy the satisfaction of making a positive contribution to the quality of other Memorex employees' lives and recognition for a job well done.

There is no limit to the number of openings for MAG reps. The more reps serving and the more interest shown by employees in the services available through MAG, the better for us all.

If you're a person who cares and would like to contribute to making Memorex a better place to work, there's room for you, too. Contact the MAG office at (408)987-2357 for more information.

## Ella named "Woman of the Year"

Ella Fitzgerald, spokesperson for Memorex for 10 years, was recently presented the "Woman of the Year" Award by Harvard University's Hasty Pudding Club. "Ella Fitzgerald is timeless," said a club spokesman. Introduced as "the undisputed first lady of jazz, one of the wonders of the musical world," Fitzgerald accepted the pudding pot (the club's emblem), a dozen yellow roses, and a huge green and yellow basket symbolizing lyrics from her first gold record. Said another spokesman, "Anyone who's heard her singing would know why we chose her."



Quality Circle members from Communications are shown above at a recent awards luncheon in their honor. In alphabetical order, they are: Margaret Alvarez, Sylvia Anderson, Charlene Cambra, Mike Cook, Brian Daly, Robert Dorf, Pat Elizondo, Henry Guth, Betty Hale, Mary Huff, Thomas Hutchens, Peggy Hyland, Rose Ibanez, Brenda Ivy, Laura Johnson, James Kauss, Bernadette Luongo, Maureen Majid, Hazel Martin, John Martin, Michael Mauck, Jim Milburn, Charlie Miller, Barbara Moniz, Dorothy Newhall, Paul Nilson, David Ojeda, Alex Poteki, Vera Ragland, Richard Schiller, Donna Smith, Leonard Sudyka, Barbara Taylor, Phyllis Terrel, John Toohey, Gordon Vold, and Bob Winthrop.

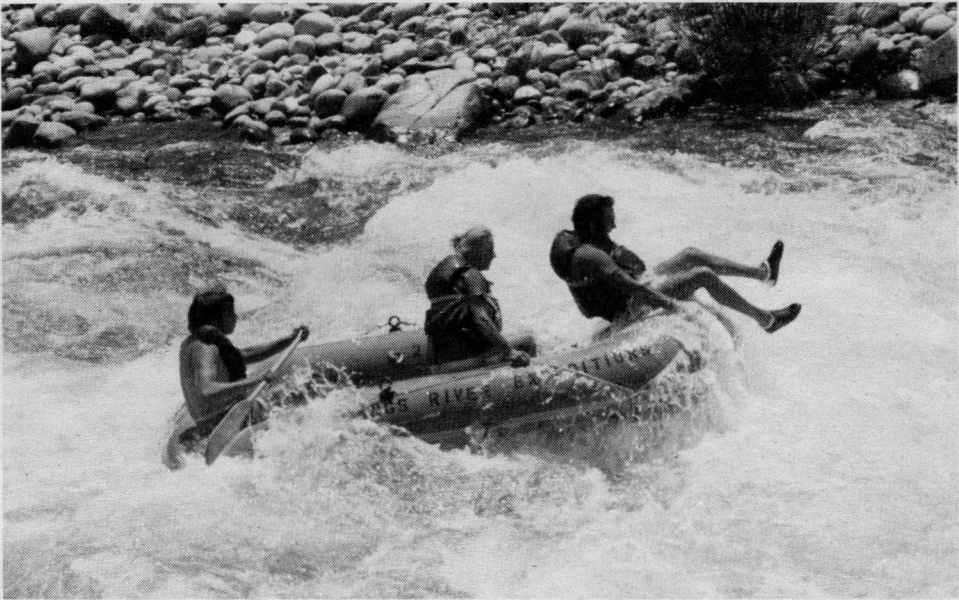


# MAG-sponsored activities and events for 1982

<b>March</b>	
19	Night at the Races, Bay Meadows
20	Sunol Valley golf tournament
20, 21	Hearst Castle and Mission St. Inez tour
20-27	Mt. Bachelor, Oregon ski trip
26-28	MGM Grand trip
*	Sign-ups for soccer and softball
<b>April</b>	
3-10	Jackson Hole, Wyoming ski trip
3-10	Maui, Hawaii trip
17	Pajaro Valley golf tournament
17	Winery tour
22-28	Mazatlan, Mexico trip
24	Memorex Fitness Run
30-May 2	MGM Grand trip
*	Softball season begins
*	Soccer season begins
*	Sign-ups for summer bowling leagues
<b>May</b>	
1	Deep-sea salmon fishing trip
9	Pasatiempo golf tournament
12-18	Puerto Vallarta, Mexico trip
15	Memorex Day at Marine World Africa U.S.A.
15-16	Hearst Castle and Mission St. Inez tour
18	Gold jewelry sale at Communications in Cupertino
19	Gold jewelry sale at Memorex Drive cafeteria
19-25	Mazatlan, Mexico trip
20	Gold jewelry sale at San Tomas cafeteria
21-23	MGM Grand trip
22-23	King's River raft trip
29	Oakland A's game
29-June 5	Maui, Hawaii trip
31-June 1	King's River raft trip
*	Intramural softball sign-ups
<b>June</b>	
1-7	Puerto Vallarta, Mexico trip
7	Memorex Day at Marine World Africa U.S.A.
13	Memorex Day at Marriott's Great America
14, 15	King's River raft trip
18-20	MGM Grand trip
19-26	Maui, Hawaii trip
20	Spyglass/Pebble Beach golf tournament
25-27	Camp Mischief
*	Harbor Bay Cruise
*	Intramural softball season begins
*	Summer bowling season begins
<b>July</b>	
3-10	Maui, Hawaii trip
4-11	Kauai, Hawaii trip
10, 11	King's River raft trip
16-18	Camp Mischief
17	Alcatraz trip (one-way)
17	Half Moon Bay golf tournament
24, 25	Santa Cruz Family Fun Days (Saturday/Sunday)
26, 27	Santa Cruz Family Fun Days (Monday/Tuesday)
31	American River raft trip
*	Sign-ups for flag football
*	MGM Grand trip
<b>August</b>	
6	Night at the Races, Bay Meadows
14, 15	Russian River canoe trip
14-21	Maui, Hawaii trip
15-22	Kauai, Hawaii trip
27-29	Camp Mischief
28	Edgewood Tahoe golf tournament
*	MGM Grand trip
*	Sign-ups for men's and women's basketball teams
*	Sign-ups for soccer
*	Sign-ups for winter bowling leagues
<b>September</b>	
11, 12	Russian River canoe trip
18-25	Kauai, Hawaii trip
26	De Laveaga golf tournament
*	Hearst Castle and Mission St. Inez tour
*	MGM Grand trip
*	Fall soccer season begins
*	Winter bowling season begins
*	Sign-ups for men's and women's basketball
*	Flag football season begins
<b>October</b>	
2-10	Kauai, Hawaii trip
6-12	Puerto Vallarta, Mexico trip
16, 17	Tournament of Champions (golf)
19	Gold jewelry sale at Communications in Cupertino
19-25	Mazatlan, Mexico trip
20	Gold jewelry sale at Memorex Drive cafeteria
21	Gold jewelry sale at San Tomas cafeteria
30	Halloween costume party
*	MGM Grand trip
*	Basketball seasons begin
*	Oktoberfest

<b>November</b>	
10-16	Mazatlan, Mexico trip
17-23	Puerto Vallarta, Mexico trip
20	Las Positas Livermore golf tournament
21-28	Kauai, Hawaii trip
*	Napa Winery tour
*	MGM Grand trip
<b>December</b>	
4	Memorex Christmas Dance—casual
4	Laguna Seca golf tournament
18	Memorex Christmas Dance—semi-formal
19	Memorex Children's Christmas party
26-Jan 2	Kauai, Hawaii trip
*	MGM Grand trip

\* exact dates not available at press time; call the MAG office at 987-2357 for details.



Shown above are two Memorex employees and a river guide enjoying the ride on a King's River rafting trip.

## White-water rafting provides thrills and fun on King's River

Imagine floating down a river on a rubber raft, enjoying the beautiful scenery, the wildlife, the crystal clear air. Suddenly, you hear a roar up ahead and the river seems to carry your raft faster. In an instant, you and your raft mates are riding the rapids! You clutch the safety ropes, hold your breath, and let the river take you for a fantastic ride. The raft pitches and turns through the foaming white water, picking up speed, dodging rocks. Just as suddenly as it began, it ends, and you're once again riding a slower-moving, more peaceful part of the river. You let go of the ropes, resume breathing, and marvel at surviving your wild ride through white water. A few minutes pass and one of your fellow rafters detects a roar. Everyone is silent, listening. It's another set of rapids, no mistake. Your heart races and you grab the ropes in anticipation of another King's River rapid. Maybe it's Pipeline, or

the Devil's Staircase, or Sidewinder, or Widow-Maker. Whichever rapid it is, you know what to expect—excitement! Many Memorex employees have been enjoying white-water rafting on King's River since 1974. The MAG office is offering four two-day raft trips this summer for the experienced and inexperienced rafter. The cost includes all food, drinks, campsite, entertainment, and initiation for beginners. Available openings are May 22 and 23, May 31 and June 1, June 14 and 15, and July 10 and 11. If you wish to go along with the group and just camp, but not ride the river, the camping fee only is \$31. Trout Fishing is touted to be excellent on this river, so bring your worms and poles. If you're interested in signing up for one of this summer's trips, call the MAG office at (408)987-2357. A \$25 deposit is required to hold your space and the balance is due 30 days prior to your trip.

### Red Cross Blood Drive—1982 Schedule

	Date	Times	Group	Location	Goal
March	16	4 pm to 8 pm	Consumer Products	Consumer Cafeteria	30 pints
	18	8 am to 12 pm & 1 pm to 5 pm	Communications (Cupertino)	Mobile Van	60 pints
	19	4 pm to 8 pm	Consumer Products	Consumer Cafeteria	30 pints
April	8	7 am to 11 am & 12 pm to 4 pm	RMCD	Mobile Van	60 pints
	13	7 am to 1 pm	Computer Tape Div.	Building W	40 pints
	15	7 am to 1 pm	Memorex-DIC	Building W	40 pints
May	24	9 am to 3 pm	Corporate Staff & SSG	San Tomas Cafeteria	50 & 70 pints
June	2	9 am to 7 pm	SEMD	San Tomas Cafeteria	150 pints
	14	7 am to 11 am & 12 pm to 4 pm	Flex Disc Division	Mobile Van	60 pints
July	6	4 pm to 8 pm	Consumer Products	Consumer Cafeteria	30 pints
	8	4 pm to 8 pm	Consumer Products	Consumer Cafeteria	30 pints
	19	8 am to 12 pm & 1 pm to 5 pm	RMCD	Mobile Van	60 pints
August	20	8 am to 12 pm & 1 pm to 5 pm	Communications (Cupertino)	Mobile Van	60 pints
	10	7 am to 1 pm	Computer Tape Div.	Building W	40 pints
	12	7 am to 1 pm	Memorex-DIC	Building W	40 pints
September	1	9 am to 3 pm	Corporate Staff & SSG	San Tomas Cafeteria	50 & 70 pints
	22	9 am to 7 pm	SEMD	San Tomas Cafeteria	150 pints
November	8	8 am to 12 pm & 1 pm to 5 pm	RMCD	Mobile Van	60 pints
	9	8 am to 12 pm & 1 pm to 5 pm	Communications (Cupertino)	Mobile Van	60 pints
	18	4 pm to 8 pm	Consumer Products	Consumer Cafeteria	30 pints
December	23	4 pm to 8 pm	Consumer Products	Consumer Cafeteria	30 pints
	7	7 am to 1 pm	Computer Tape Div.	Building W	40 pints
	9	7 am to 1 pm	Memorex-DIC	Building W	40 pints
	13	7 am to 11 am & 12 pm to 4 pm	Flex Disc Div.	Mobile Van	60 pints





Shown with the RMCD Declaration of Quality Policy plaque at a recent presentation ceremony are left to right, top row: Wade Meyercord, president of Storage Equipment Manufacturing and Development; Bill Carlson, strategic business planning manager; Leo Tandecki, quality assurance manager; and Ken Cruden, marketing manager. Bottom row: Steve Young, finance manager; Phil Yaney, manufacturing manager of RMCD-South; Warren Kisling, manufacturing manager of RMCD-North; and Don Johnson, manager of development engineering.

## Quality improvement team leads RMCD program

The Rigid Media and Components Division (RMCD) quality program is well underway, tying in with the overall Corporate quality program and the new lifetime warranty on all M-formula products.

Leading the program in RMCD is the Quality Improvement Team chaired by Ken Cruden, marketing manager, and including representatives from five other functional areas: Warren Kisling and Phil Yaney representing manufacturing, John Brown representing quality assurance, Rob Williams representing finance, Ron Julius representing human resources, and Don Johnson representing engineering.

The key to the success of the program

is employee and management awareness which will be achieved through employee/management meetings, employee survey studies, measurement charts and goals, environmental clean-up programs, audio/visual presentations, and the declaration of Quality Policy.

### DECLARATION OF QUALITY POLICY

It is the policy of the Rigid Media and Components Division to ensure that quality management exists at all levels of the organization. We will establish, measure and conform to standards which produce error free work on time—assuring customer satisfaction, repeat business, and healthy growth.

### MARKETING

Will make commitments consistent with customer needs and Division resources. Sales aids, promotional materials, and advertisements will be factual, accurate, and timely.

### ENGINEERING

Will develop and maintain exact design specifications which meet customer requirements and will provide documentation for timely and reliable use by Manufacturing.

### MANUFACTURING

Will produce scheduled products on time, equal to or better than specifications in a safe, cost effective, and professional manner.

### QUALITY ASSURANCE

Will focus on the prevention of quality problems and will support Manufacturing in producing product on time to assure that final products meet all specified standards of performance and reliability.

### FINANCE

Will assume Division conformance to established accounting practices and provide timely and accurate analysis and reporting.

### HUMAN RESOURCES

Will administer an ongoing Human Resources program focused on the productivity, morale, health and well-being of the Division's employees.

The prerequisite of quality is each individual's responsibility to consciously and consistently perform her/his work properly the first time. Then, quality will continue to endure through personal pride and satisfaction of a job well done.

Departmental projects include specific objectives and goals for each functional area. Some of these objectives and goals will be met through defect analysis, reliability/life testing, and competitive analysis.

To support these activities, three new laboratories are being developed in RMCD; a chemical lab, a process lab, and a reliability/life testing lab.

The ultimate rewards for quality improvement are employee recognition, a reduction in costs, and customer satisfaction leading to repeat business. RMCD's measurement of quality will be reflected in annual benchmark surveys of employees and customers.

## “Action Awards” given in SEMD

Twenty-four employees in the Storage Equipment Manufacturing and Development organization have received “Action Awards” during the course of the 1981-1982 program, which has just concluded. Nominated by their peers for these awards, which are accompanied by a bonus check, the 24 winners were cited for outstanding competence in their jobs, willingness to take risks, being “team players,” and a drive to resolve problems.

Award winners were: Bob Cantu, Jack Cleesattel, Manchi Colah, Mike Cunningham, Bob Dean, Alan Eckles, John Eldridge, Wayne Fortino, Bob Haughs, Ray Iddings, Dave Kingsolver, Bill Koch, Kenneth Lee, Mary Martinez, Frank Martinho, Hector Munoz, George Nuno, Marci Paulk, Ron Paulk, Alicia Ramirez, Greg Rodoni, Sharon Rondone, Nora Rush, and Dirk Schoonmaker.

## U.S. Equipment Sales marketing restructured

The U.S. Equipment Sales and Service Marketing organization, under the new direction of Michael Denning, has been recently restructured. Denning has been promoted to the newly-created position of vice president, marketing, U.S. Sales and Service, reporting to David McGlaughlin, vice president, U.S. Sales and Service.

In his new post, Denning is responsible for development, delivery, and support of end-user equipment marketing plans and programs in the United States.

Denning joined Memorex in 1981 as national equipment marketing support operations manager for data storage and communications equipment end-user business. He came to Memorex from IBM, where he held a series of increasingly responsible positions since 1966, most recently as manager of marketing and service programs at the General Products Division in San Jose. Prior to joining IBM, he was with Texas Instruments.

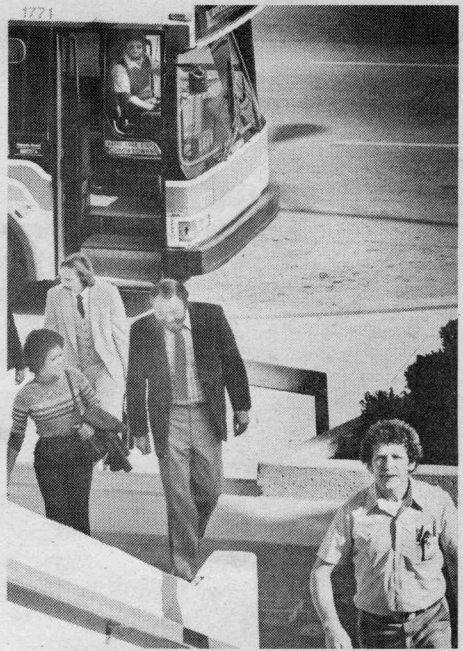
Denning holds a BS degree in business management from Fairleigh Dickinson University and a master's in business policy from Columbia University.

As part of the same restructuring, four managers will now report directly to Denning: Woody Hancock, manager of business controls; Larry Miller, national systems engineering manager; Sam Spadafora, manager of market planning; and a manager of marketing support.

Woody Hancock, a six-year Memorex employee, was most recently revenue manager for the southern and federal area of Memorex's U.S. Equipment Sales and Service organization. He will now be responsible for the storage equipment revenue and sales operation functions.

Larry Miller has been with Memorex for four years, most recently as national systems engineering manager. He plans significantly more training in the field and for management in 1982.

Prior to his latest assignment, Sam Spadafora was vice president of sales for the organization's central area, headquartered in Chicago. Those functions reporting to Spadafora in the new marketing structure include large account programs, market research, industry marketing, and product marketing.



## County Transit ads feature Memorex

Santa Clara County Transit is using Memorex employees in their campaign to publicize and encourage the use of County buses for commuting. A bus schedule soon to be released pictures, on the cover, four Memorex employees who ride County Transit buses to work. Shown exiting the bus are LDDD employees; John North, quality engineer; Ron Guthormsen, engineering manager; Ralph De Lange, facilities contract administrator; and Sonja Zepada, senior material handler.

Guthormsen has high praise for the County Transit system. “The best thing about riding the bus is convenience,” he says.

“There's no better way to beat the frustration of driving a car during traffic hours. It also reduces the wear and tear on my car.”

Guthormsen reports that the bus is always prompt and the engine in good shape. Since he started riding the Express 128 nine months ago, the three other Memorex employees mentioned above have joined Guthormsen.

“It's a pleasant ride,” he says. “I park my car at the Handyman park-and-ride lot on Hillsdale and Camden and leisurely ride the bus to and from work without hassle.”

## MAG offers bus ticket savings

As part of the program to encourage employees to ride County Transit, MAG is offering a special savings on bus tickets through the end of March. With the purchase of a monthly express bus ticket in March, the April express bus pass is offered at half price.

Extra savings can also be realized when monthly bus passes are bought starting in April. With the purchase of a total of three monthly bus passes, the buyer gets the fourth monthly bus pass free.

In other words, if you buy monthly bus passes for April, May, and June, you ride free in July. This 4-for-the-price-of-3 special purchase is not limited to express bus passes. Call the MAG office at (408)987-2357 for further details.

## Employees' rose garden now sprouting outside building 10

Formerly a bare strip of land separating two parking areas, the Memorex Employee's Rose Garden is now in place in front of Guest Relations in Building 10. If you've been longing for an opportunity to get your hands in the dirt and contribute to the growth and development of a rose garden, now's your chance.

Thanks to the tireless efforts of Matt Webster, project administrator in facilities, the land now supports 65 rose bushes. Of the 20 varieties of roses planted, 15 represent award-winning species.

Webster, an 11-year Memorex employee, coordinated the entire project, which was conceived by Gordon Smith, vice president of Communications.

The Employee's Rose Garden will now be supported by volunteers from the

ranks of Memorex employees. According to Webster, the garden has been set up so that minimal care will be required. However, we will need a year-round crew of volunteers available to care for the beauties.

Since installation on February 12, some bushes have already sprouted growth, though no roses are in evidence yet. When the roses bloom, the area will be awash in a riot of colors including white, pink, apricot, yellow, butterscotch, crimson red, orange, orange-red, copper, and more. Webster expects blooms in June which can then be plucked by the employee volunteers and will also be used in various decorative ways in the cafeterias and in Guest Relations.

If you're interested in volunteering, call the MAG office at (408) 987-2357.

## Wayne Elder retires after 20 years



Hired in January 1962, Wayne Elder came to Memorex with an interesting and varied background. After serving four years in the Navy in World War II, he worked at Cutter Laboratories for 10 years as a design engineer.

He left Cutter to work with Baxter Labs in Southern California for two years then went into business for a short time in Medford, Oregon, with his brother. After that, he worked at an engineering and machining company in Gold Hill, Oregon.

Lured back to California for the job opportunities, Elder and his family had moved to the Santa Cruz Mountains when he heard a rumor (from former co-workers at Cutter Labs) about a new computer tape firm just starting business in Santa Clara. Willing to take a chance with the new and very small company, Elder was hired by Rex Lindsey and Larry Noon and became the 33rd Memorex employee.

Elder was instrumental in designing the original slitting equipment in the tape plant. Though plans are now underway to introduce more sophisticated, modern slitters in the plant, Elder says, “I feel a great deal of pride in the fact that the slitting machines I originally designed are still in use.” In addition to designing the originals, Elder was responsible for maintaining the equipment throughout his career with the company.

At a retirement party in his honor recently, Elder was presented with his 20-year pin, though he retired two months short of 20 years with Memorex. Wayne Elder is one of the people who made Memorex a reality from the very beginning and was instrumental in its tremendous growth and diversity.



# CROSSWORD PUZZLE CONTEST

Introducing the first *Intercom* Crossword Puzzle Contest! Rules are simple but must be followed in order for entries to be eligible.

- 1. All entries must be received by April 30. Send completed puzzles to: Public Relations, San Tomas at Cental Expressway, Mail Stop 12-39, Santa Clara, CA 95052.
- 2. Name, job title, and work phone number must accompany all entries.
- 3. You must be a Memorex employee to be eligible to win.
- 4. Do not call the Public Relations Department for answers or further clues. We will not give you the information.
- 5. No member of the Public Relations Department is eligible to participate.

You will find many of the answers in previous issues and this issue of the *Intercom*. Most terms are directly related to Memorex products, activities, and people. The other terms are fairly universal and should be familiar to all of you.

All winning entrants will receive a gift certificate from the MAG store and their names in the *Intercom*. NOTE: If you're located away from Santa Clara or the immediate area, we can send winners a list of available items from the MAG store and you can make your choices from the list.

All winners' names will be thrown into a hat from which we will draw one grand prize winner. The grand prize is a \$25 gift certificate from the MAG store, and a picture in the paper with an article about the grand prize winner.

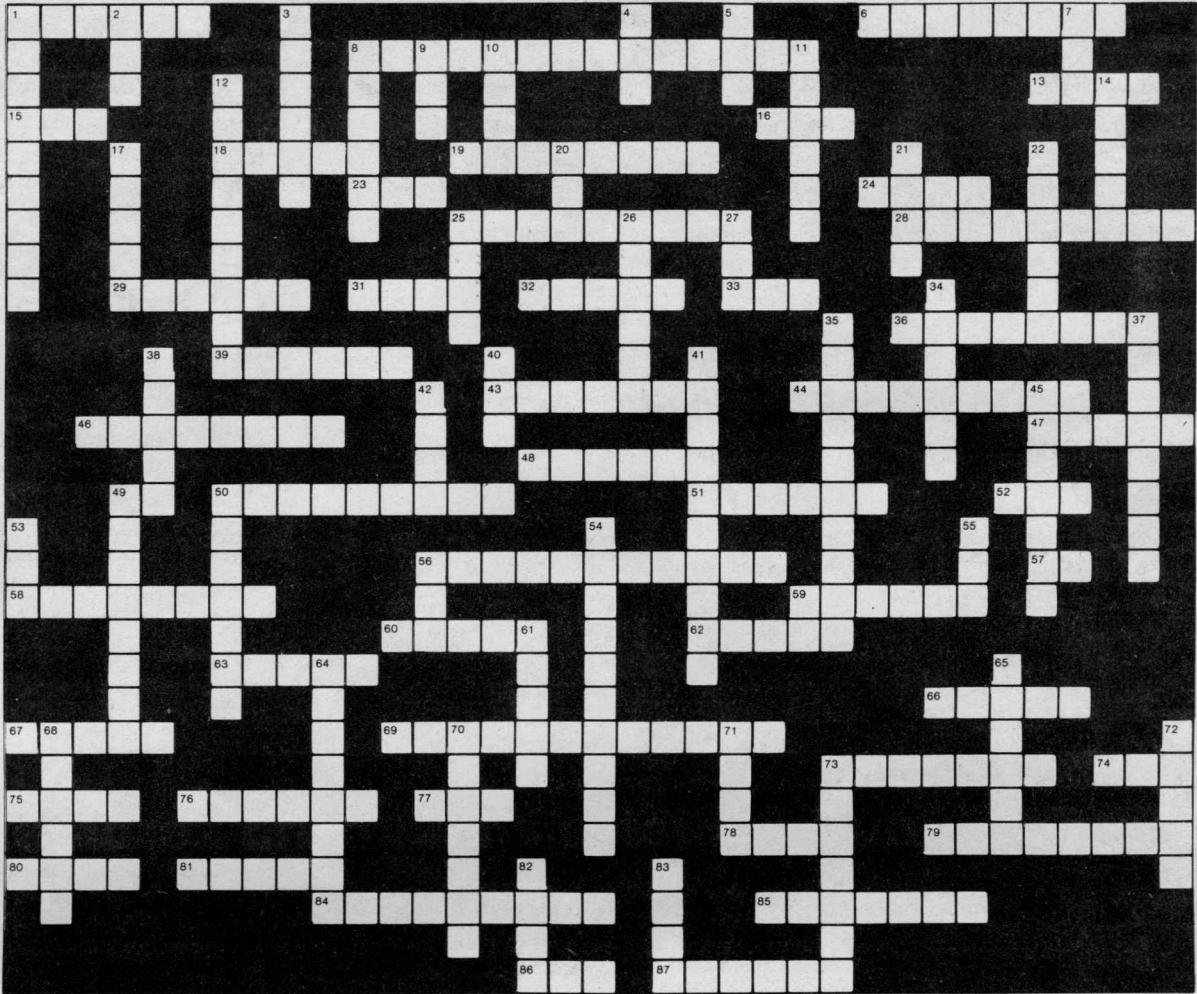
The puzzle solution will be in the May or June *Intercom*. We suggest you make a copy of your entry before you send the original to us so you can verify your answers against the solution.

We hope you enjoy the contest. Good luck!

## ACROSS

- 1. the first Chinese computer
- 6. the company newspaper
- 8. this Group markets IBM plug-compatible display stations, TCUs, and printers
- 13. Fitzgerald
- 15. random-access memory
- 16. Memorex Finance Company
- 18. not flexible
- 19. something produced
- 23. we make plug-compatible units for their products
- 24. information
- 25. 1380 Communications \_\_\_\_\_
- 28. electronic devices which solve problems and perform complicated calculations
- 29. density of the 1s
- 31. rigid or flexible \_\_\_\_\_
- 32. unite
- 33. central processing unit
- 36. attractive
- 39. middle name of the founder of Burroughs Corporation
- 43. the Memorex-sponsored Junior Achievement Company
- 44. the point at which independent systems meet
- 46. one of the streets bordering Corporate headquarters

- 47. CPUs are central processing \_\_\_\_\_
- 48. Eau \_\_\_\_\_
- 49. the possessive case of I
- 50. the Mark VF Front-Loading Disc \_\_\_\_\_
- 51. home of Big Ben and headquarters of Memorex International
- 52. abbreviation for binary digit
- 56. the D of R & D
- 57. we used to call it IR
- 58. all M-Formula products come with a Lifetime \_\_\_\_\_
- 59. an accumulation of fragmented matter
- 60. \_\_\_\_\_ Products Group
- 62. the new 2079 is a \_\_\_\_\_ version of the 2078
- 63. a compound of oxygen with another element
- 66. the number of Memorex employees celebrating 20-year anniversaries with the Company in 1981
- 67. Foster Markolf is the new Corporate vice president, \_\_\_\_\_
- 69. essential conditions
- 73. headquarters of Burroughs Corporation
- 74. at the Memorex offices in Paris, they say "yes" this way
- 75. abbreviated version of assembly
- 76. city in Arizona and location of a Memorex manufacturing plant
- 77. they organize events for employees
- 78. not thick
- 79. we make discs that are both rigid and \_\_\_\_\_
- 80. Meyercord's organization
- 81. 101 is an \_\_\_\_\_-inch disc drive
- 84. underlayer
- 85. 1300 Screen \_\_\_\_\_
- 86. \_\_\_\_\_-user



- 87. the first word comprising the Memorex mnemonic
- 37. \_\_\_\_\_ Engineering
- 38. something we all wish we had more of
- 40. Storage competitor
- 41. the second word comprising the Memorex mnemonic
- 42. Rigid Media and Components Division
- 45. our premium computer tape
- 49. the reason for the Lifetime Warranty on all rigid media products
- 50. Memorex 1270 Terminal \_\_\_\_\_ Unit
- 53. there oughta be one
- 54. constituents
- 55. a short name for commercials
- 56. last name of Memorex's Santa Claus
- 59. if you don't, you \_\_\_\_\_
- 61. The Consumer Products Group makes video and \_\_\_\_\_ tapes
- 64. errors on tape
- 65. California city in which the Precision Plastics Division is located
- 68. don't you wish this puzzle was \_\_\_\_\_?
- 70. the new Corporate byword
- 71. what we do with every reel of computer tape that no other company does
- 72. The Consumer Products Group makes \_\_\_\_\_ and audio tapes
- 73. the amount of matter per unit
- 82. we make computer, audio, and video \_\_\_\_\_
- 83. tape substrate is polyester \_\_\_\_\_

## DOWN

- 1. a review is a performance \_\_\_\_\_
- 2. cathode ray tube
- 3. a projecting rim intended to guide the part along a track
- 4. for a good workout, try the new \_\_\_\_\_ course at Corporate headquarters
- 5. read-only memory
- 7. one of these nocturnal birds resides in the quad of building 10
- 8. car loans are now available at the \_\_\_\_\_ Union
- 9. to blend ingredients
- 10. end-\_\_\_\_\_
- 11. something we should all be more concerned about; Gorman wrote the book for the Computer Tape Division
- 12. our new parent company
- 14. the city in which our Belgium facility is located
- 17. we shatter this in commercials
- 20. Dainippon Ink and Chemicals
- 21. we fought \_\_\_\_\_ and won!
- 22. flex discs are either single or \_\_\_\_\_ density
- 25. Disc \_\_\_\_\_
- 26. \_\_\_\_\_-to-noise ratio
- 27. Recording Technology Center
- 34. type of management
- 35. the Memorex 1371 Remote \_\_\_\_\_

# LIBRARY CORNER

## SELECTED BOOKS

HANDBOOK OF ENVIRONMENTAL CONTROL  
Volume 1—Air Pollution  
Volume 2—Solid Waste  
Volume 3—Water Supply  
Volume 4—Wastewater

## CALENDAR OF EVENTS

- March 16-18** Assemblx VIII, Stouffer's Inn-on-the-Square, Cleveland, OH. Assembly Technology for Improved quality, cost reduction and productivity, sponsored by the Assembly Council of the Society of Manufacturing Engineers.
- April 5-7** Southeastcon '82, Sandestin Conference Center in Destin, Fla. High technology is the theme.
- April 20-23** Communications '82, Birmingham, England. Focuses on the latest trends and developments in communications technology.

## QUESTION RECENTLY ANSWERED BY THE LIBRARY

- Q. Is there any background information available on Elie Abel?
- A. Yes. The following publications have current biographies on Abel: Contemporary Authors, vol. 61-64; Who's Who in America, 42st ed. (1980-1981); Who's Who in the World, 3rd ed. (1976-77).

## SPECIAL EVENT—POSTSCRIPT

On February 10th we had the first of a series of three talks on personal finance given by Camilla Neri. The Education Center auditorium was filled with enthusiastic listeners and the program is receiving a stream of positive comments.

# WANTADS

FOR SALE: 1980 AQHA Colt, bred for disposition and heart, sweet as pie; two hind socks, black mane and tail, dark buckskin in summer, turns chocolate brown in winter; shows great promise. \$3500 firm price includes health certificate and my personal guarantee. Call J.D. Cooper at (214)563-3816.

WANTED: responsible female roommate; Sunnyvale duplex, \$210/month + 1/2 utilities; swingshift preferred. Call Kathy at (408)733-0255.

FOR SALE: health club membership for two people; Anastasia's Athletic Club in Los Gatos; \$700 (408)338-6294.

FOR SALE: Living room set, Colonial, four pieces; looks new; \$800 or best offer. Call Mary at (408)247-0947 evenings and weekends.

RIDERS WANTED: Van transportation available on various weekends throughout the ski season to South Shore at Tahoe; share gas expenses; call for available openings at (408)255-0865.

FOR SALE: two sets of tire chains (new), \$15/set; two tire rims, 14-inch, \$12; stationary laundry tub (new), \$25. (408)227-2014.

FOR SALE: 1976 Chevy Van, 3/4 ton longbed, 3 speed, 79k miles, uses regular gas. \$2300 or best offer. (408)293-3111.

FOR SALE: 1961 Volvo 544 sedan, good condition. \$1000 or best offer. Call Penny at (408)370-7973 after 8:00 p.m.



# NEWSMAKERS

## Dunlap is finance manager in SEMD

Wayne Dunlap has recently been named finance manager in SEMD, reporting to Wade Meyercord, president of SEMD.

Dunlap joins Memorex from Burroughs, where he held a variety of engineering and finance management positions since 1972. His most recent position there was controller in the Peripheral Products Group, with responsibility for the overall financial management of Burroughs' peripheral product engineering and manufacturing efforts.

He holds master's degrees in accounting and economics from Wayne State University and Central Michigan University, respectively.

## Kempf joins Communications finance

John Kempf has joined the Communications Group in the position of manager, manufacturing accounting, reporting to Bill Westman, manager of communications finance.

Kempf was with Artelonics Corporation as controller before joining Memorex. Prior to that, he was cost manager of the Calma Company, planning and analysis manager for Smith-Kline Diagnostics, and accounting manager for Beckman Instruments. Kempf also spent nine years as an officer in Naval Aviation Intelligence, supervising a large number of technical specialists.

Kempf holds a BS in accounting from Oregon State University and an MBA from the University of Santa Clara.

## Ragle named development manager

Herbert U. Ragle has recently been named disc drive development manager for Storage Equipment, reporting to William Brown, vice president of development engineering, Storage Equipment Manufacturing and Development.

Ragle has been with Burroughs Corporation for the last 10 years and most recently was the manager of engineering for the Westlake Peripheral Products Group reporting to the plant general manager.

During Ragle's career, he has emphasized research and development projects involving recording technologies and computer peripherals. He has more than 20 patents issued or pending. Ragle holds a bachelor's in electrical engineering from California State University at San Jose.

## Studulski is new QE manager

Michael Studulski has been named manager, process/field quality assurance in quality engineering, reporting to Cleayton Mills, quality assurance manager in the Large Disc Drive Division.

With Memorex since 1965, Studulski was most recently product quality engineer for 3676 and 3674 storage control units. Prior to that, he was QA final test manager for seven years.

Studulski holds an AA in business administration from West Valley College.

## Behlman joins QA in LDDD

Robert Behlman has joined Memorex in the position of manager, product manufacturing unit, reporting to Tom Gardner, vice president and general manager of the Large Disc Drive Division.

Prior to joining Memorex, Behlman was director of manufacturing systems for Northern Telecom for 2½ years and manager of manufacturing at Honeywell Inc. for 13 years.

He holds a BS in industrial engineering from California State Polytechnic University.

## Conk promoted to product QE

Ray Conk has been promoted to product quality engineer for the 365X and 365Y product lines, reporting to Cleayton Mills, quality assurance manager in the Large Disc Drive Division (LDDD).

Since joining Memorex in 1978, Conk has served as quality engineer for field product assurance covering all LDDD product lines. Prior to that, he was with General Electric-Nuclear Energy Division as a quality engineer. Conk holds an AA degree in electronics from West Valley College.

## Higgins named marketing manager

John Higgins has recently been promoted to manager, OEM marketing and internal sales, reporting to Ken Cruden, marketing manager in the Rigid Media and Components Division.

Higgins was most recently manager of product and market planning for RMCD. Prior to that, he was manager of support operations and manager of engineering planning and control.

Higgins joined Memorex in 1978 as a senior financial analyst after working for Eotec and SRI International. He holds a BA in economics and an MS in systems science from California State University at San Jose, and has completed his first year of law school at the University of Santa Clara.

## Brown promoted in RMCD

John Brown has been promoted to quality engineering manager, for the Rigid Media and Components Division, reporting to Leo Tandecki, RMCD quality assurance manager.

Brown, who joined Memorex in 1976, was most recently a staff engineer for quality systems in the RMCD quality engineering department. He holds a BA in experimental psychology from California State University at San Jose, and an MA and a PhD in clinical psychology from the California School of Professional Psychology in Berkeley.

## Tandecki joins QA in RMCD

Leo J. Tandecki recently joined the Rigid Media and Components Division as quality assurance manager, reporting to Wade Meyercord, vice president and general manager.

Prior to joining Memorex, Tandecki was director of quality for Measurex Corporation. Previous to that, he held quality engineering positions with Crown Zellerbach and Boeing.

Tandecki holds a BSEE from the University of Washington and an MBA from the University of Portland.

## Aye promoted in Corp. accounting

Peter Aye was recently promoted to manager of Corporate accounting services reporting to Wayne Bridges, who was recently promoted to Corporate controller. With Memorex since 1963, Aye was most recently manager of personnel accounting. Prior to that, he held various accounting and management positions. Aye has a BS in accounting and finance from California State University at San Jose.

## Kimball named manufacturing manager

Charles Kimball as recently joined Memorex as manager of manufacturing for the Flexible Disc Media Division reporting to Michael Rogers, vice president and general manager. Kimball comes from ITT Corporation where he was director of manufacturing for the Customer Electronics Group with sales of \$1 billion annually, a significant accomplishment for Kimball and his co-workers.

Prior to joining ITT, Kimball was with General Electric in Singapore where he was president and managing director of the television department with full responsibility for three manufacturing plants.

Kimball holds a BS in electrical engineering from the Missouri School of Mines and Metallurgy with advance studies in operations research at the University of Missouri.

## Sarringhaus in 3680 program

Leon Sarringhaus has been named 3680 media program manager reporting to Dennis Moynahan, Storage Equipment 3680 program manager. Since joining Memorex in 1976, Sarringhaus has been quality assurance and field engineering manager in RMCD. He attended Purdue University majoring in engineering and has studied chemical technology.

## Mitchell promoted in LDDD

Thomas Mitchell is now manager of receiving inspection in LDDD reporting to Cleayton Mills, quality assurance manager. Since August 1981, Mitchell has been manager of procurement quality engineering, in which function he will remain in an acting capacity.

Mitchell joined Memorex in March 1981 as receiving inspection manager in the Mini Disc Drive Division. Prior to that, he was with Basic Manufacturing, Inc., Dysan Corporation, National Semiconductor, Calcomp, and the H.I. Thompson Co. in quality assurance management positions.

Mitchell holds a BS in mechanical engineering from California State University at Long Beach.

## JANUARY/FEBRUARY ANNIVERSARIES

### 15 YEARS

**Elmer Holt, Computer Tape Division, Media Products Group**  
**Robert Aird, Rigid Media & Components Division, Media Products**  
**Albert Cooper, Rigid Media & Components Division, Media Products**  
**Amanda Eldred, Precision Plastics, Media Products Group**

### 10 YEARS

#### MEDIA PRODUCTS GROUP

**Computer Tape Division**  
Dorothy Dalglish

**Rigid Media & Components**  
Don Johnson  
Bunise Virgin

#### CONSUMER PRODUCTS

Debbie Hodge  
Thomas Lindsey  
John Tani

#### FLEXIBLE DISC

Larry Montanez

#### MEMOREX-DIC

Rich Kruger  
Jo Humble

#### STORAGE EQUIPMENT

Thomas Koch  
Paul Sherman

#### CORPORATE

Barbara Dicks  
Dan Deckman

#### EAU CLAIRE

Willia Jahr

#### LIEGE—FIRST QUARTER

Josiane Joyeux  
Maria Garate  
Arlette Collet

## MAG installs new '82 officers

At a recent installation meeting, the MAG Board of Directors installed their new officers for 1982. Accepting the gavel for his new term as president was Dennis Jacobsen, staff engineer in LDDD. Dennis was also awarded a plaque naming him "Outstanding MAG Board Director for 1981." Also installed were: vice president Al Hernandez, acting cost engineering manager in LDDD; secretary John Boyden, associate accountant in Third Party Finance; treasurer Claire Henderson, senior marketing analyst in U.S. Sales and Service; sergeant-at-arms John Walker, safety engineer for SEMD; and commissioners Al Callejo, receiving supervisor in LDDD who was last year's MAG Board president; Art Cortez, mechanical engineer in LDDD; Nancy Donnelly, QA final test manager in LDDD; Craig Haffen, maintenance technician in LDDD; Steve Joesten, process engineer in CTD; Lanora Tuttle, HDA engineering technician in LDDD; and Lucy Velez, HR systems specialist in Corporate.

At the same installation meeting, Julie Shear was repeatedly lauded by the Board members for her significant contributions to the MAG organization since she stepped into the position of MAG advisor/administrator seven months ago.

Dennis Jacobsen has nothing but praise for Shear, noting, "When Julie came into the MAG organization, she brought a new life, a new feeling, and has really helped turn it around to get things done."

John Walker says of her contribution to MAG, "Julie has brought to it a very marked interest in accomplishing those things that make employee morale better. She deserves a tremendous amount of recognition for the change in attitude of the Board."

"None of the new activities and the better communication of them could have happened without Julie," said Al Callejo.

Art Cortez remarked, "She has brought the spirit of making Memorex a fun place to work to the MAG organization."