

MEMOREX

A newspaper for Memorex people everywhere

Volume 19 Number 11 December 1981



Gajendra Mishra, Recording Technology Center, accepts congratulations from Harold Stanley for winning one of three trips awarded in the United Way Sweepstakes drawing. Looking on is Narel Bohorquez, who drew Mishra's winning ticket.

Memorex employees eligible for Burroughs Stock Purchase Plan

Starting January 1, 1982, all eligible Memorex U.S. employees will be able to participate in the Burroughs Stock Purchase Plan through payroll deductions. All full-time, permanent employees of Burroughs Corporation become eligible to participate in the Plan following the completion of at least one year's continuous service immediately before the beginning of a purchase period. Service with Memorex counts in the determination of eligibility.

Under the requirements of the Plan, employees will 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. Continuance of the Plan in 1982 and the authorization of additional shares of stock for this purpose are subject to shareholder approval of the amendments of the Plan at the annual shareholder's meeting scheduled for March 24, 1982, and the amendments being adopted by the Board of Directors. This means that the offering is made contingent on and in anticipation of shareholder approval.

Before beginning of a purchase period, eligible employees may request payroll deduction in any full dollar amount not less than \$4 per month and not more than 10% of that employee's regular base pay. The amount of payroll deduction for the purchase of stock may be increased or decreased only at the beginning of a purchase period. However, a participant may not participate in the next purchase period following that in which funds were withdrawn. The number of whole shares purchased at the end of any purchase period is determined by the funds accumulated in an employee's Stock Purchase Account and the price per share for that purchase period.

When sufficient savings have been accrued in an employee's Stock Purchase Account to purchase at least one full share of Burroughs stock at the purchase price for that purchase period,

the Plan automatically purchases the share or shares. The Account is then charged with the price of the share or shares and the balance is carried forward to the next purchase period, unless the employee withdraws from the program. Purchased shares of Burroughs stock will be issued and a stock certificate delivered as soon as practicable after the end of the purchase period. Rights and privileges as a Burroughs shareholder begin on the date appearing on the stock certificate.

About the same time an employee receives stock certificates for purchased stock, a statement is also issued showing:

- the date of issue of the stock certificate(s)
- the purchase price of shares purchased
- the number of shares purchased
- the balance remaining in the Stock Purchase Account

Continued on page 3

Memorex pension plan ranks 1st

Memorex was recently listed at the top of the "Pension Honor Roll" in the December 21 edition of Forbes Magazine.

In terms of asset coverage as a percentage of accumulated vested benefits, Memorex ranked number one in the country with 435%. Digital Equipment Company was a distant second at 347% and the Washington Post was an even further distant third at 243%. The numbers used in the Forbes article were based on 1980 data.

Who benefits from the fact that a pension plan is healthy? According to Forbes, "obviously, retirees both now and in the future can rest easier. But in many situations, stockholders are better off, too."

United Way Campaign proves "Memorex People Care More"

"Our finest and most successful campaign ever," beamed Ernie Tydell, Memorex Santa Clara United Way campaign coordinator along with Harold Stanley.

"We set a very ambitious goal of \$200,000 and went on to exceed that mark by more than 50 percent." Memorex Santa Clara County employees' donations and pledges totaled more than \$302,000 in the drive recently completed. That's an increase of more than 85 percent over the \$162,000 raised by last year's drive.

The average size of each gift was nearly twice that of last year, up to \$92.70 per gift from last year's \$53.85 figure.

Ten organizations within Memorex exceeded their goals by more than 50 percent. DIC with a goal of \$2,895, went 212 percent over with donations of \$6,122.

In past years, total employee participation was around 50 percent. This year, 62 percent of all employees gave to United Way.

Three functions achieved 100 percent employee participation in the drive, Corporate Communications, Corporate Facilities, and Storage Equipment Human Resources.

Some employees received more than a good feeling by donating to United Way. Top winner in the sweepstakes drawing was Marilyn Blum, corporate Finance, who won a trip to Hawaii. Carmen Garcia, Consumer Products Division, won a trip to Las Vegas and Gajendra Mishra, Recording Technology Center, held the winning ticket for the trip to Lake Tahoe.

Results by group, division or function are listed here:

Thanks abound for United Way effort

I recently received the following letter from the United Way of Santa Clara County thanking Memorex employees for their outstanding effort on behalf of United Way and the various agencies which it supports.

I would like to take this time to add my thanks to all the Memorex employees who contributed to the success of the drive, beginning with those employees who reached into their pockets and donated "the United Way."

Any campaign of this sort can only be successful if it is well-planned and coordinated by a dedicated leadership team. We definitely had that leadership this year in Gordon Smith, Ernie Tydell and Harold Stanley.

We appreciate the efforts of the campaign workers, the individuals who solicited the donations and ran the meetings within their work areas. These workers "in the trenches" are like the offensive linemen on a football team. They have a thankless task, and get little or no recognition, but without them the team does not move. They are the foundation of any drive of this sort.

Once again, I'd like to say thank you, one and all...the leaders, the workers and the givers. You have proven, beyond a shadow of a doubt, that "Memorex People Care More."

C.W. Spangle

Dear Clancy:

I would like to take this opportunity to thank you, your employees, and especially your employee campaign leadership for the exceptional effort during this year's United Way campaign.

In view of the economic climate in the country, and the recent problems at Memorex, I believe that your company's United Way Campaign is an inspiration for the entire Santa Clara County business community.

For your information, United Way of Santa Clara County raised \$12,053,426 this year, which represents a 20.1% increase. This is a remarkable effort, and much of the credit must go to a company like Memorex that manages an 85% employee campaign increase when the odds truly seemed against such a result.

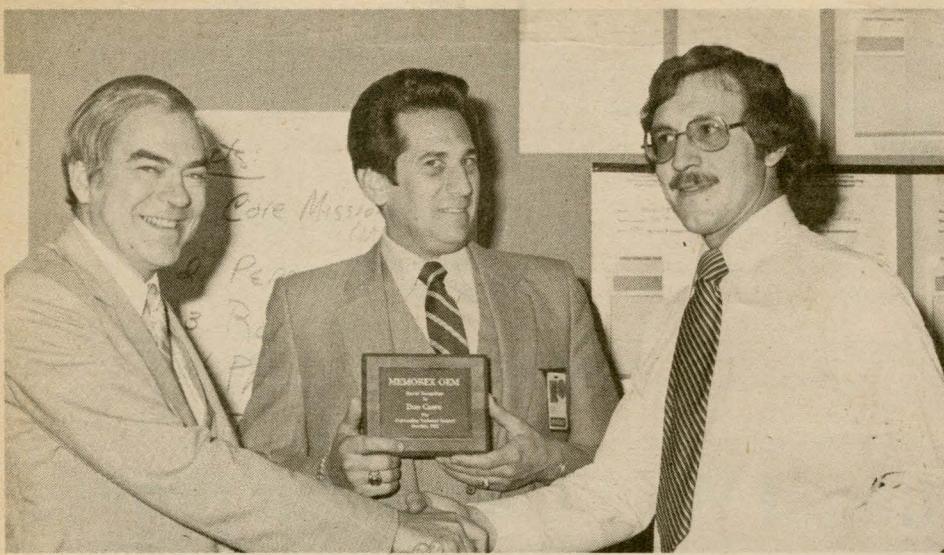
Your company's success certainly stems from the volunteer leadership which was provided. Gordon Smith, as Chairman, provided the top management support. His position in the company and in the campaign made it clear that Memorex, as a company, cared about the success of the campaign. Ernie Tydell was able to rely on his previous year's United Way experience to develop one of the more finely-tuned internal campaign structures in the county. Harold Stanley, who along with Ernie contributed to the fine campaign organization, developed with limited resources, one of the top promotional campaigns in the county. And, of course, much of the campaign "work" was undertaken by the remainder of the campaign team: Pat Nolette, Larry Nelson, and Marg Cimafranca.

In summary, I feel that although the campaign leadership did such an outstanding job, it is the employees and divisional volunteers at Memorex that must get the final nod of thanks, since it was they who saw the need to come to the aid of the many worthwhile community programs which are recipients of United Way funds.

Sincerely,

Dave Burkhardt
Campaign Associate

cc: Gordon Smith
Ernie Tydell
Harold Stanley



Norm Petersen (left) congratulates Don Cantu (right) as Cantu receives award for outstanding technical support. Presenting award is Fred Garcia (center).

OEM honors one of own for outstanding effort

Don Cantu, technical support specialist in Storage Equipment, has been commended for his outstanding work as the sole technical support representative for OEM at Santa Clara, and for performance beyond the call of duty while on a special OEM assignment at Zenith-Heath in Benton Harbor, Michigan.

Cantu, an eight-year Memorex employee, was sent to Michigan to retrofit printed circuit boards in 267 Memorex Model 101 drives which had been shipped to Zenith under an OEM contract.

The drives had been shipped with double-sided PCBs, before the enhanced, multilayered PCBs were available. When the enhanced PC boards became available, "Zenith said they wanted them, and they needed them fast," according to Fred Garcia, manager of OEM Technical Support.

Garcia said he scheduled five days, "based on normal work standards," for Cantu to retrofit the 101s at Zenith-Heath. Starting Oct. 12, it took Cantu "three days—and nights—" to accomplish the retrofit—and more, Garcia said.

Memorex signs new agreements

Memorex has signed an agreement with Magnetic Peripherals, Inc., a subsidiary of Control Data Corporation, for the joint manufacturing of thin-film read/write heads.

The agreement with MPI was an outgrowth of a Memorex-CDC thin-film technology exchange agreement announced last January on behalf of MPI, according to C.W. Spangle, Memorex chairman and chief executive officer.

In addition, Memorex and CDC have signed a technology exchange agreement pertaining to advanced particulate disc media and have agreed to establish a joint pilot production facility for advanced particulate media, Spangle said.

Most computer disc drives being shipped today use ferrite recording heads for writing and reading data. Thin-film heads, which are batch produced by semiconductor processes, are expected to replace ferrite heads on newer-generation disc drives because they offer improved performance and reliability.

Cantu not only retrofitted the 267 drives with the enhanced PCBs, but he also diagnosed and repaired on site 17 of the multilayered PCBs and ran final tests on all 267 retrofitted drives, Garcia said. At the time, Garcia said, no spares were available for the multilayered PCBs.

To accomplish what he did in three days, Cantu "must have been really hauling!" Garcia exclaimed.

OEM announces two key contracts

Memorex's Model 101 eight-inch rigid disc drive is being supplied to Zenith Data Systems under an 18-month, \$5 million contract, for integration into Zenith's first Winchester disc product.

The 11.7 megabyte Memorex 101 drives are being integrated into Zenith's new Z-67 Winchester disc product, which includes an eight-inch flexible disc back-up drive.

Zenith's Z-67 will be marketed for use with Zenith Data Systems' microcomputers: the Z-89, with 48 kilobytes of random access memory and built-in disc drive; the 64K RAM Z-90, with double-density controller card and built-in disc drive; and the Heathkit versions of those two microcomputers.

The contract is Zenith's first for Memorex rigid disc drives.

Memorex also has contracted to supply Model 101 drives to Mycron A/S, in Oslo, Norway, for integration into small business and industrial minicomputer systems, which also use flexible back-up drives. The 18-month contract with Mycron is the first Memorex has received to supply drives on an OEM basis in Scandinavia.



The recent Memorex sales training class drew from the east, midwest and south parts of the country to get its instructors. The four Memorex field employees who taught the class were, left to right, Victor Gamaly, senior sales representative from the Federal Region in Washington, D.C.; Al Baumgart, senior sales representative from Indianapolis, Indiana; Jude Cordeiro, senior sales representative from New Jersey, and Wayne Johnson, senior systems engineer from Charlotte, North Carolina. Nineteen sales representatives and systems engineers graduated from the recent class, including three from Memorex International.

Individual Retirement Accounts (IRAs) to be offered by Credit Union

The Memorex Employees Federal Credit Union's Board of Directors has announced that the Credit Union will offer two types of Individual Retirement Accounts (I.R.A.'s) beginning in January.

Under the new federal law which takes effect January 1, 1982, IRA's are available even to employees who already participate in an employer-sponsored retirement plan.

An individual wage earner can contribute up to \$2000 per year to an I.R.A. account. Married couples who are both working can contribute up to \$4000 a year (\$2000 each) and married couples where only one spouse is employed can contribute a maximum of \$2250 annually.

The amount invested each year is fully deductible from your gross income and the interest earned is tax-deferred.

Benefits are paid after age 59 1/2. The amount you withdraw each year will be considered taxable income, but by that time most individuals are in a lower tax bracket.

The two types of IRA's being offered by the Credit Union are:

1. IRA Accumulation Account
2. IRA One-Year Term Certificate Account

The Credit Union's IRA investment program offers several important features, including: the convenience of payroll deductions; the safety of an account insured by NCUA, a U.S. Government agency; a choice of one or

more accounts; high rate of return, with contributions accumulating tax-deferred compounded interest.

For more information on IRAs and the investment plans offered by the Credit Union, call 987-1122 or 987-0786, or stop by the Credit Union office in the San Tomas site cafeteria.

Credit Union sets election

Each year, the members of the Memorex Employees' Federal Credit Union elect individuals to fill vacancies in two functions: the Board of Directors and the Credit Committee. The elected officials assume the responsibility of providing effective policy in the successful operation of the Credit Union. They determine the services offered through the Credit Union by evaluating the needs of the membership.

This year, Credit Union shareholders will elect four members to the seven-person Board of Directors and five members to the Credit Committee. Nomination petitions are available from the Credit Union and will be accepted through January 22, 1982. Election of the officials will be conducted by mail ballot, rather than during the Annual Meeting, to allow for greater participation in the election process.

All shareholders are invited to attend the Annual Meeting that will be held March 1, 1982. Results of the election of officers will be announced at the meeting.

MAG offers ski discounts

From bunnies to downhill racers, the Memorex Activities Group offers a variety of discount ski vacations for everyone to enjoy.

For the first-time skier, Kirkwood ski area, located on Highway 88 above Jackson, California, offers a \$20 package that includes an all-day lift ticket, double-session ski lessons and equipment rental. Kirkwood has special lifts and slopes designed for fast, easy learning.

Also through MAG, the Reno, Nevada area offers a ski package that includes skiing the summit of nearby Mt. Rose while staying at the luxurious MGM Grand Hotel. This discount includes two-nights accommodations, deluxe bus transportation from San Jose to Reno, and complimentary shuttle service to Mt. Rose and various casinos for as little as \$75 per person.

Three "MGM/Mt Rose Getaways" are planned for Memorex employees, one each in January, February and March.

For the more avid skier, MAG is offering two package trips to the Banff and Lake Louise areas of Alberta, Canada. This trip includes air transportation to Banff, seven nights at the world-famous Banff Springs Hotel, five-day ski passes for Sunshine, Lake Louise and Mt. Norquay ski areas and transportation to all the ski areas.

Any employee interested in these ski packages should contact the MAG office in Santa Clara at (408)987-2357, or see your local MAG representative.

Apologies to MFC Board

A line of type was inadvertently dropped from the Memorex Finance Company story in the November *Intercom*, deleting David McGlaughlin, vice president, U.S. Equipment Sales and Service, from the list of Board of Directors members.

Along with McGlaughlin, MFC's Board of Directors currently consists of Hal Krauter, MFC Chairman of the Board, president and chief operating officer, James Unruh, vice president, Finance, Gordon Smith, vice president, Corporate Communications, and Dan Ross, president, Realmco Ross Equipment Company.

INTERCOM

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Memorex Santa Clara Holiday Dances—1981



Burroughs Stock Purchase Plan

Continued from page 1

If an employee withdraws from the Plan during the purchase period, the entire balance in the Stock Purchase Account is refunded. If the withdrawal becomes effective at the end of a purchase period, the employee is issued the purchased shares and a refund for the balance.

Employees wishing to take advantage of this benefit from Burroughs, should be aware that the prices of stocks on the stock market fluctuate continuously, no matter how well the individual companies are managed. One must, therefore, be prepared for the possibility that the price of Burroughs stock may, from time to time, fall below its present price or the price that an employee would pay under the provisions of the Plan. Participation in the Plan is purely a matter of choice and will not be considered in any way in any employee's other relations with the Company. It is recommended that the purchase of Burroughs stock through the Plan be undertaken after serious consideration of an employee's total financial situation.

Eligible employees who wish to, must enroll in the Plan prior to January 1, 1982

by completing the enrollment authorization forms which have been sent to eligible employees. Additional forms can be obtained from supervisors and any Human Resources Representative, who are also available to answer any questions and assist with enrollment.

Memorex racers reap awards

An update on the Memorex racers profiled in an earlier *Intercom* finds them going places very fast.

Warren Serkin, Storage Equipment test engineering, wound up the year placing third in the S.C.C.A. San Francisco Region "F" Production class. In addition, he placed second in the Region's Racing Drivers Club points and recently discovered that his biography is going to be included in the Who's Who in American Road Racing volume for 1981.

Randy Cook, a Consumer Products engineer, was honored at the year-end Racing Drivers Club banquet by being named the Most Improved Driver in the Region. Cook competes in the "C" Sports Racing class.



The Memorex Santa Clara Holiday Bazaar, sponsored by M.A.G. and the Credit Union, attracted good crowds.

LIBRARY CORNER

BROWN BAG FILM FESTIVAL

We're about to start our second series!

January 25 — EARTH, FIRE & WATER
— IMAGES OF EINSTEIN

February 9 — FIRE & ICE
— RUMBLE OF WHEELS, JINGLE OF CHAIN

23 — LIVES
— EVERYONE

March 9 — MONUMENTS
— CHALLENGE OVER THE ATLANTIC

23 — THE LINK BETWEEN US—ELECTRONICS
— FALL LINE

TECHNICAL INFORMATION ADVISORY BOARD

The library has a new Technical Information Advisory Board which will hold its first meeting December 15th 1981. The purpose of the Technical Information Advisory Board is to provide a liaison between members of the research and development team at Memorex and the Technical Information Center. We hope to optimize our library resources with the help of this newly formed board.

Bob Fisher has accepted the position as first chairman of the board. As he plays an important role in our research and development efforts at Memorex, we feel this is a very auspicious beginning and will lead to a closer working relationship between researchers and information specialists. Bob has several patents to his credit; one granted this past July on perpendicular recording could be of major significance to Memorex.

We look forward to working with Bob and the other members of the Advisory Board and are very optimistic about the outcome of these meetings.

UPCOMING EVENTS

January 25-28
Reliability & Maintainability Symposium, Biltmore Hotel, Los Angeles.

February 10-12
International Solid State Circuits Conference, Hilton Hotel, San Francisco.

March 9-11
Compcon Spring, Jack Tar Hotel, San Francisco.

International Zurich Seminar on Digital Communications, Zurich, Switzerland.

MESSAGE

The library staff joins with me in wishing all of you a safe and happy holiday season!

NEWSMAKERS

Hallam Named OEM product manager

Kenneth J. Hallam has been promoted to OEM Disc Drives product manager. He reports to Norm Petersen, vice president of the OEM Marketing and Sales.

Hallam is charged with the successful marketing of 14-inch rigid disc drives and the continuous review and analysis of these product lines. He will also work closely with product planning to insure the introduction of new products to the worldwide OEM market.

Prior to joining Memorex in 1980, Hallam was a product manager at Ampex Corporation and, before that, a senior customer engineer with IBM.

Sheridan to manage cost reduction program

Jerry Sheridan has been appointed program manager of the 365X Cost Reduction Program. In this position, Sheridan will form and lead a business team charged with implementing a major cost reduction program for the 365X products. He reports to John Blair, product planning manager.

This assignment is in addition to Sheridan's current product planning and program management responsibilities for the thin-film head and 3676 products.

Scott takes Tucson/Mem-Mex post

Dan S. Scott has been promoted to finance manager Tucson/Mem-Mex reporting to the Storage Equipment finance manager. Scott will be responsible for all financial operations in Tucson.

Scott joined Memorex in 1979 as an audit senior. Most recently he was a supervising senior auditor. He earned an MBA from Stanford Graduate School of Business in 1975.

Szabo joins Technical Library staff

Carolyn Szabo has joined the Memorex Technical Information Library as a technical librarian in charge of the Physics and Chemistry Library in the Tape Plant.

Prior to joining Memorex, she was an elementary librarian for the Oak Grove School District in San Jose, where she was in charge of three school libraries and several programs. Prior to that, she was with the Santa Clara County library system.

She holds a Masters in Library Science from Queens College, State University of New York, and a Bachelor of Arts degree from Grove City College in Grove City, Pennsylvania.

Oliver promoted to test manager

John W. Oliver has accepted the position of End User Test manager reporting to Tom Gardner, acting manager of Product Manufacturing, LDDD.

In his new capacity, Oliver will have responsibility for all final testing on the 365X/Y products. Oliver joined Memorex in 1979 as Video Materials manager and has been the Materials manager for the Mini Disc Drive Division for two years.

Fontanetti's avenges loss

Fontanetti's defense shut down the Wrecking Crew offense and went on to repeat for the second year in a row as Memorex Flag Football champions winning 31-7.

The defending champs, 5-1, on the season led 18-0 at halftime in the championship game. According to Dave Mitchell, a dispatcher in the head department, "Wrecking Crew couldn't do anything. We had a great pass rush. They didn't get past the midfield line until the fourth quarter."

Mitchell, Fontanetti's quarterback and captain, contributed to the win with pinpoint passing.

In avenging their earlier loss, 27-25, to the Wrecking Crew, Fontanetti's "played a great game," according to Mitchell. Some outstanding performances were turned in by Del Williams, engineer, Marty Sarono, tape plant, Joe Meyers, supervisor in the tape plant, and Robert McDonald, expeditor in the head department.



Memorex fights back! David Horowitz, star of the television show "Fight Back!", discusses Memorex's shattering glass commercial with Alan Davis, audio marketing manager for the Consumer Products Division. Horowitz and his show's staff were unable to shatter a glass as Memorex does in its commercial during a show this fall so he was invited to Santa Clara to tape a segment for a show which will be shown in February. Memorex successfully demonstrated how a glass is shattered...time after time.

NOVEMBER ANNIVERSARIES

15 YEARS

Wayne Saylor, Consumer Products Division, MPG

10 YEARS

STORAGE EQUIPMENT

Charlie Clines

Kathleen Danisi

Joel Filios

Kenneth Hobbie

Earl Jeske

Dorothy Staehs

INTERNATIONAL

ITALY

Edi Pellegrin

FRANCE

Jean-Pierre Cloarec

GERMANY

Hans Rabowsky

AUSTRALIA

Tony Fairbridge



Dr. Alfredo G. Mazza, right, Memorex vice president of International Operations Support, discusses a recent Memorex seminar with Orjan Hanvik, country manager, Memorex Sweden. The half-day executive presentation for Memorex Sweden's 20 biggest customers was held in November in Stockholm.

Gallegos is third employee to reach 20-year plateau

Roland Gallegos began his career with Memorex 20 years ago this month.

Starting in maintenance installing a clean room, vacuum system and air showers, Gallegos spent his first 15 years with Memorex in the Tape Plant. Five years ago, he moved over to the Flexible Disc Media division in Building 23.

Asked to comment on his 20 years at Memorex, Gallegos said, "The job keeps changing and new opportunities and challenges occur. I've spent the last 12 years as a supervisor. Moving to Flexible Disc was a real shot in the arm," he continued. "It was like starting all over."

A native of New Mexico, Gallegos was raised in California and attended Ohlone College.

An avid water skier, he has a ski boat and belongs to a ski club at Don Pedro Dam in the Sierra foothills.

His family, including a 15-year old daughter and a 12-year old son, shares

his interest in water sports, which includes an annual houseboat vacation on Lake Shasta.

Gallegos is the third Memorex employee to celebrate a twentieth anniversary with the Company.

WANT ADS

1956 CHEVY CAMERO PICK-UP, V8-283, auto, runs good, \$1900 or best offer. 252-6967.

WEDDING DRESS, satin and lace, chapel length train, size 9, veil included. \$100 or best offer. 247-8835 after 5.

SO. LAKE TAHOE RENTAL, sleeps 11, close to skiing and casinos, available Christmas week. 268-8633.

SANTA CLARA COUNTY MEMOREX EMPLOYEE 1981 UNITED WAY RESULTS

Organization	1981 Goal	1981 Results	% Participation
Computer Tape	\$ 19,200	\$ 34,600	64%
RMCD	17,800	23,600	67
Memorex D.I.C.	2,800	6,100	79
Media Sales	2,500	2,800	59
Flexible Disc Media	6,900	8,700	44
Physical Dist.	3,200	4,400	82
Communications	13,900	26,000	62
SEB—U.S. Sales	1,400	2,500	79
SEB—Customer Eng.	5,700	7,600	83
SEB—Prod. Planning	1,900	2,700	68
SEB—Dev. Eng.	11,400	11,800	54
SEB—R.T.C.	5,100	4,400	50
SEB—O.E.M.	1,800	2,000	83
SEO—Mfg.	59,200	100,300	69
SEO—Finance	4,600	5,400	44
SEO—H.R.	800	1,300	100
Corp. H.R.	4,900	4,500	60
Corp. Finance	9,000	9,900	49
Corp. Legal	1,500	2,800	91
Corp. Comm.	1,400	2,900	100
Corp. Facilities	1,100	1,900	100
International	2,100	2,800	93
Consumer Prod.	14,400	21,400	44
MFC	1,500	2,400	95
Orchard Park	4,600	6,300	82
Total	\$198,700	\$302,600	63%