

# MEMOREX INTERCOM

NEWSLETTER FOR EMPLOYEES

SEPTEMBER, 1966

Volume 3 No. 9

## UNITED FUND DRIVE BEGINS TODAY

The Santa Clara County United Fund is a voluntary, non-profit organization. It was organized in 1959 by a group of industry leaders who realized the necessity for combining the County's many individual charitable appeals into one annual campaign.

These leaders found that individual campaigns cost the charities a great deal of money for campaign expenses, took time which could better be used to help people and annoyed many people who were constantly asked for contributions from various groups.

Today the United Fund distributes more than 92 cents of every dollar collected among its 72 agencies. Santa Clara County has the lowest costs of any community-wide campaign on the West Coast.

A few organizations still conduct separate campaigns-----some because their national offices don't permit them to join UF. But United Fund welcomes groups able to meet its high admission standards and wishing to join.

United Fund provides money for activities and counseling for servicemen; adoption service; blood center; children's boarding and foster homes; children's health and welfare supplemental aid; counseling for families and individuals; day care for children; disaster relief; emergency welfare assistance; health education and research; home nursing care; legal aid; medical clinic; mental health clinic; opportunities for volunteer service; social rehabilitation and youth services.



George Wright, United Fund campaign chairman and his assistant, John Robbins are hanging posters to announce the beginning of their fund drive.

## MEMOREX EUROPEAN REPORT

It is now two years since Memorex launched its International Organization and we feel it's an appropriate time to devote some space in Intercom to an account of the progress made to date and the people who have joined Memorex overseas.

Jim Guzy came to England in the fall of 1964, establishing Memorex Precision Products Limited, and working for the first 2 months from his home, set the ball rolling by making sales to the two largest Computer OEM's in Britain, English Electric-Leo-Marconi and I.C.T.

(Continued on page 3)

George Wright, Memorex United Fund campaign chairman and head of Marketing Services announces that the 1966 United Fund drive begins here today and will run through October.

George and his campaign assistant, John Robbins of the Personnel Department, have organized a group of more than 40 representatives from the various departments at Memorex. These representatives will be contacting each employee within their departments to ask for campaign contributions.

"The United Fund goal for 1966 is \$2,358,448 and we're hoping that Memorex employees will help us reach that goal by giving their 'fair share'," says George.

He explains that a 'fair share' is an hour's pay per month for persons earning \$10,000 and less, or 1% of their annual salary for persons earning more than that amount.

## FAMILY DAY OFFERS SURPRISES

Memorex employees, their families, friends and relatives will be treated to exhibits, demonstrations, refreshments and a few surprises at Memorex Family Day, Saturday, October 22.

The company will be open for visitors and guided tours from 10:00 a.m. to 3:00 p.m.

All visitors must be accompanied by a Memorex employee.

## FROM THE EDITOR

# UNITED FUND GIFT DOES WORK "MANY WONDERS"

This summer I spent 10 weeks working in the Public Relations Department of the Santa Clara County United Fund, receiving three

college units toward a degree in Public Relations and a terrific education.

When summer began I had little idea of what the United Fund was and even less idea of the many wonders worked each day by its 72 agencies.

Now I've visited many UF supported organizations and seen how far our dollars actually go toward making this county a better, happier place in which to live.

I've seen mentally retarded children and adults busily, but slowly learning how to make their lives productive on their limited scale.

I've seen homeless, hungry men waiting in line to eat at the Salvation Army soup kitchen, which is on the back porch of an old house in San Jose. It's so small they have to eat in shifts of 6 to 8 men.

At the Eastfield Home of Benevolence I saw emotionally disturbed children receiving psychiatric care which will help them return to society.

## UF MONEY AT WORK

Did you know that \$3 per month will provide a days care for a mother and child at Volunteers of America. \$7 a week will feed a child for a year at Eastfield. \$1 per month will provide emergency groceries for a family of six.

## MEMOREX INTERCOM

NEWSLETTER FOR EMPLOYEES

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Liz Reulman, center, and Mike Loukianoff listen as a worker from the Institute for Medical Research of Santa Clara County explains how the equipment pictured is used for brain research. Liz and Mike went on a tour of United Fund supported agencies in July.

I visited the big new Red Cross building on McKendrie in San Jose and watched men and women give their blood to provide that precious gift for their fellow humans in need. I saw Red Cross volunteers sewing clothing for disaster victims and filling cartons of clothes for children in Viet Nam.

There are many other places I visited this summer---medical research labs, day nurseries,

counseling offices, Scouting activities, the YMCA, etc.--- and watched the "many wonders" being performed. Before I visited the agencies, talked to their directors and the people they help, I was skeptical about United Fund. Now I'm convinced that the money UF receives is truly being used to build a better tomorrow for us and our neighbors in Santa Clara County. We can all help by giving our "fair share" donation when we are contacted in the next two weeks.

## AUGUST NEW HIRES

INTERCOM welcomes our new employees for the month of August. They are:

Harry Lombardo, David Rivera, Richard Hopkins, Marianne Pietschman, Lindy Carmack, Dolores Caravayo, Cynthia Lewis.

Stanley Brown, Mike Galata, Patrick Keenan, Helen Cieslak, Arlene Durrett, Harold Johnston, John Thomas, William Phillips.

Edward Starr, Harold Bishop, Dorothy Rickenbacher, Reason Guilbeaux, Elizabeth Davidson, Angelo Pitton, Finn Jorgensen, Virgil Lohoff.

Charles Sanders, Wesley Rieber, Judy Hale, Jon Vielguth, Susan Dunn, Melvin Watts, Robert Butler, Charles Linen, Samuel Ellis, Ralph Grover, Richard Ray, Theodore Rienke, Roy Sumrall.

William Cooper, Roy Valdez, John Daubert, Judy Collins, Clayton Boyer, Richard Villanueva, Concetta Lachina, Marvin Curtis.

Victor Mayery, Vernon Pedro, Ellis McFarland, Robert Larsen, Vincent Mastropietro, Burl Rice, John Freer, Madeline Asvos, MaryBeth Chumley, William O'Brien.

## BRING YOUR FAMILY TO MEMOREX ON FAMILY DAY, SATURDAY, OCT. 22

# MEMOREX GOES EUROPEAN

(Continued from page 1)

When Mike Martin joined Memorex in November, 1964 as Technical Manager, we had as yet not been able to find suitable office space, and operations continued for a month from two separate homes.

In January, 1965, Jim, Mike and Anne Moate moved into St. Ives House as its first tenants. None of the building utilities worked. Shivering in overcoats, their voices echoing mockingly round the empty space, our first sales invoice was typed. In April, Cyril King joined M.P.P.L. as our first



Marie-Helen  
de Goyon--  
Paris

salesman in Europe and this team of 4 continued unenhanced in England until December. Anne Moate had frequently to run the office single handed as had her counterparts, Gerda Boken in Germany and Marie-Helene de Goyon in France, the latter two young ladies having joined in August and September respectively.

In Paris, Bertrand Beagonin came to Memorex from International Chemical Industries in April and in both cities. A big impact was made with our video tape in Germany, and on several



Gerda Boken---Germany

large computer users in France. Meanwhile, in England, the British Broadcasting Corporation had become a prestigious customer of M.P.P.L. The next to join Memorex was Peter Burke, an Englishman who had recently returned on a visit from California where he worked for Kaiser Aluminium in Oakland. He was shortly followed in December, 1965 by Gordon Worthington who is now responsible for sales in Northern England and Scotland. Gordon likes to tell people that with a surname like his (which is also that of a prominent brewery) he just can't go wrong.

Mike Yarkoff joined us in January as our first trainee and currently handles all European orders and sales administration in England. The addition of Christine Newman and Rita Alexander to our secretarial staff has greatly enhanced the attractiveness of the Maidenhead office as well as giving much needed relief to Anne.

Our sales force has recently been doubled in France and Germany by the addition of Alex Tatistcheff and Werner Finger to our staff in those countries, and our European organization is now on the threshold of another giant step forward which will include setting up offices in most of the remaining countries, under a regional organization pattern. Parallel to this development, the company will very soon begin work on our European plant to be located in the Low Countries. With the European computer market today expanding even faster than that in the U.S., Memorex has lost no time in staking its claim to a share of this dynamic market and we look forward to the challenges and opportunities that the future will hold.

Peter Burke

(The European story is only part of the Memorex International picture. Next month's INTERCOM will tell about International Marketing Services, managed by Phil Davis and based in Santa Clara. )



From left, Sgt. Nixon, building security, Rita Alexander, Christine Newman, Anne Moate.



This is automation at MPPL? Anne Moate, Mike Yarkoff and Christine Newman are salvaging precision reels--the hard way.



Front line, from left, Gordon Worthington, Alex Hansmeier, Cyril King, Bertrand Beagonin. Back row, from left, Werner Finger, Mike Yarkoff, Peter Burke, Alex Tatistcheff, Mike Martin.



# PROFIT SHARING POINTS

One of the key attributes of a small, young company is personal involvement. Every employee feels that he is a part of something headed for success. While the company is still small, he feels that his job plays a vital part in the future of the company. This attitude, a feeling of personal involvement, is probably the most important single factor in the success of a firm.

As a company grows larger, this feeling of personal involvement sometimes lessens. A man's sense of control, of ability to influence the fortunes of the company, is dulled by other feelings: that he is only a small part of a large complex; that if greater waste occurs elsewhere, what difference will saving a few dollars in his own job make.

## INDIVIDUAL EFFORTS

Each man's efforts in a larger company are even more vital than when the company was small. The larger company is competing in tougher, more competitive markets than when its sales were smaller.

Success of the large company still depends on that single factor: the attitude and personal involvement of its employees. As the small firm succeeds through the sum of each man's individual effort, so does a larger firm.

Profit Sharing recognizes the vital importance of each man's individual effort.



Profit Sharing is not a gimmick, a give-away plan or a bonus. It is a major expenditure by a company that recognizes how important each man's efforts are to its success.

This year Memorex will likely spend over one-half million dollars on Profit Sharing. That amount of money is not spent on a whim. It is spent in recognition that Memorex's past success was based on the personal involvement of its employees and that its future will depend on the attitude and efforts of each man drawing a Memorex pay check.

## PROFIT SHARING REVEALS ALTERNATIVES

As the precision magnetic tape industry matures and becomes more efficient, Memorex must also. We make excellent products, the best in the industry, but we must also increase

our efficiency to keep pace with the competition. By being cost conscious and increasing efficiency, we will continue to be competitive, to grow, and to increase our profits. This will result in more Profit Sharing and in better, more secure jobs.

## REAL INCENTIVE

Profit Sharing provides a real incentive to choose the alternative: personal involvement, pride in doing a job well, making a real effort to reduce costs and increase profits. The rewards are substantial: added job security and, last year, over a 10-1/2% increase through Profit Sharing in every eligible employee's annual compensation. The other alternative is not pleasant: more waste, higher costs, fewer jobs and less compensation.

Profit Sharing points out the alternatives. The choice is each man's to make.

## MEMOREX'S SUCCESS DEPENDS ON INDIVIDUAL INITIATIVE

In the coming months, we will have articles in the INTERCOM on what some Memorex people are doing in their work to cut costs and increase profits. More important even than the actual cost savings or success of their efforts is their attitudes, because if it is the aggregate results of the attitudes of all Memorex employees that will determine the Company's future success.

In the following story is what one man is doing.

## FRANK PALA'S IDEAS CUT COSTS, INCREASE PROFITS

Frank Pala was born in Cleveland, Ohio. He was brought up in Czechoslovakia and returned to the United States in 1946. Frank served with the U.S. Army during the Korean War from 1951 to 1953. Shortly after his discharge, he moved to California. In San Jose, Frank worked for International Minerals and Chemical Company and Monsanto. He has been with Memorex for about a year.

On his recent vacation trip to Europe, Frank married a girl from the town in which he grew up. He expects his wife to arrive in this country by Christmas.

As a mix operator, Frank has to use many chemicals and operate the necessary equipment involved in mix room operations. He is reticent about talking about his job or about taking special credit for any of the things he has done in the course of his work.

However, several things he has done indicate his attitude toward his job and how this attitude can benefit not only Memorex but everyone of us who participate in Profit Sharing. In one case, the seals on four drums of a process solvent were broken in anticipation of their immediate use.

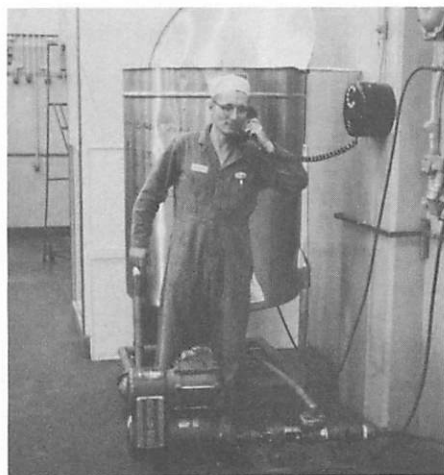
(Continued on page 5)

# FRANK PALA'S ATTITUDE LEADS TO GREATER PROFIT SHARING

(Continued from page 4)

Only two drums were used. The other two were set outside in an area with other material normally ready for discard. Because the seals were broken, it was assumed that the chemicals in the drums were contaminated, and a decision was made to discard the drums.

Frank felt that the ingredients in the drums were still useful and suggested that samples from the drums be submitted to Quality Control for testing. The drums were found free of contamination, and the process solvent was subsequently used in production.



Saving two drums of solvent may not seem too important. But it is. Each drum contained 440 pounds of a chemical worth approximately 35¢ per pound. Frank's attitude, his personal involvement in a matter which he didn't have to worry about, saved Memorex over \$300.

Frank has also become personally involved in another matter about which he didn't have to worry, a matter which may result in very real savings to the Company.

## DANCE CLASS

A sign up sheet in the cafeteria for a Memorex dancing class listed only two names as of last week---Arthur Murry and Art Linkletter.

We didn't even know they worked here.

Memorex has substantial amounts of discard material in the normal course of its operations. Mylar scraps, plastic reels and containers, aluminium flanges and jobs, cardboard, and wooden pallets are discarded in varying quantities. The Company presently has an agreement with the salvage company which hauls away the discards under which Memorex receives a rebate for a portion of any salvage profits.

However, Frank saw the potential for greater return from these discards. On his own initiative, he sought uses for the discards such as making mylar ropes from the mylar scraps, and he obtained quotes from dealers on the prices per pound they would pay for plastic, aluminium and cardboard discards. The final outcome of Frank's efforts are not known, but the potential savings to the Company may be substantial.

More important to Memorex than any dollars saved by this particular project are Frank's initiative and attitude. Frank is to be commended for his efforts and for his individual initiative. His kind of attitude multiplied by a hundredfold, will secure Memorex's future and that of its employees. It will result in better and more secure jobs and in much larger Profit Sharing.

These were Frank's ideas. What are yours?

## FREE SHOTS OFFERED, PREVENT THE BUG

Prevent the BUG!--the flu bug that is. Influenza season is nearly here and Memorex Nurse Carmel Wilton is offering free flu shots to employees.

"Influenza is not just a 'bad cold'--it can be much more serious," warns Carmel. "The only recognized treatment is prevention and simple injections provide adequate immunization for most people," she adds.

Carmel urges all employees who have not yet received shots to take advantage of the offer for free immunization.



Ron Hendel, Mix Room foreman, and Frank Pala.

## Mag Christmas Party In San Francisco Hotel

The site of the 1966 Memorex Christmas Party has finally been set. It will be at the Fairmont Hotel in San Francisco, which has a Grand Ballroom with a capacity of about 1800.

Ray Hackett's Band and girl vocalist will provide the entertainment, Saturday, December 10.

Dinner will be buffet (sliced turkey and ham).

## TWO SALESMEN JOIN COMPANY FROM NEW YORK

John Becker and Henry Zebrowski have been named to the sales/engineering staff of Memorex Corporation, both working out of the Memorex New York office, announces Edward S. Seaman, Vice President, Marketing.

Becker, who now serves the New Jersey area, came to Memorex from Aircraft Radio Corporation. He is a graduate of Adelphi University and earned his M.B.A. in sales management at Hofstra University.

Zebrowski, who serves in the greater New York City area, was formerly employed in a related field. He attended Manhattan College.

The Memorex New York office is located at 225 Route #46 Totowa, New Jersey.

# MAG NEWS

A MAG committee of three has recently been appointed to investigate the possibility of opening a Memorex Credit Union.

Ron Murphy is committee chairman. He will be working with Bud Oliver and Sharon Shelton.

Results of the study will be presented to MAG and Gordon Sheppard, company treasurer.

## JUICE COMMITTEE

A special MAG committee is working on a proposal to provide free orange juice to MAG members.

There's only one catch. You get the orange juice courtesy of Red Cross--after you've given blood.

The Red Cross Blood Mobile will be here in the near future, so try and stay healthy if you want some free juice.

## SINGING GROUP

Roger Cook, MAG president, says the possibility of creating a Memorex singing group has been discussed at recent board meetings. Employees interested in the idea can contact any MAG officer.

## AUGUST, SEPTEMBER GOLF WINNERS

Howard Burkhart was the First Flight winner of the August Memorex Golf Tourney at Pleasant Hills.

Second Flight winner was Bill Perlee.

Willie grabbed First Flight honors at Fairway Glen, in the August tournament. Gerald Tipton finished first in the Second Flight.

## WE'RE SORRY ELLA AND EDNA

INTERCOM humbly apologizes to Edna Markham and Ella Lee. Last month, on page four, we had a picture of Edna talking on the phone--not Ella, as the caption stated.



Jack Shannahan, center, is laughing as Jan Bigelow tries to blow out all three candles on his birthday cake in one puff. She couldn't do it. Members of the Personnel Department gave Jack a party Wednesday September 7, at the Manor House in Santa Clara.

## SWITCHBOARD OPEN

The new switchboard installed in the main lobby is now in operation.

There are now 21 outside phone lines, as opposed to 14 just a month ago.

## GRAVE-WINGS BOWLING FINALE REQUIRES THREE TEAM PLAYOFF

The Grave-Wings Summer Bowling League ended in a three way tie for first place. Tied were: Team #1, Norma Irace, Cliff Harter, Betty Cobb, Lenny Mazingo. Team #2, Mary White, Al White, Vicki Douglas, Mike Munson. Team #7, Ron Cavender, Bill Wallace Ann Bassford, Harris Stewart.

Al White shot a 584 series to carry team #2 to victory in a three game roll off.

Team #1, behind Lenny Mazingo, finished second.

Other trophy winners were: High Scratch Series, Ron Cavender, Nellie Thielsen

Other trophy winners in the finals were: High Scratch Series, Ron Cavender (631), Nellie Thielsen (505); High Scratch Game, Lenny Mazingo (235), Ann Bassford (202); High Handicap Series, Mike Munson (675), Gary Chambers (617); High Handicap Game, Larry Leech (237), Mary Stein (227).

The Grave-Wings Winter League began September 14. Teams will

## SAFETY SPEECH WINNER ANNOUNCED

Bill Per Lee is the winner of the first annual Mix Room Safety Speech Contest.

Production employees are required to give safety speeches as part of the Memorex effort to reduce the cause of accidents within the plant.

Ron Hendel, Mix Room Foreman says "we decided to add incentive for our speakers and reward the one whose fellow workers thought did the best job."

Speeches from the last 12 months were posted on bulletin boards and then voted on. Bill Per Lee's was judged best. Jamie Sheridan was second and Burt Brouillet third.

Floyd Pederson, Bill Jackson and Bob Cason all received honorable mention.

bowl at Moonlite Lanes every Wednesday at 9:30 a.m.

Larry Reddin is the new Winter League president. Harry Lombardo is vice-president, Mary Ann Stein is secretary-treasurer and Trini Fabela is sergeant at arms.

Anyone from the swing or grave shifts interested in bowling with the league can contact any of the officers listed above.

Grave-Wings teams have already been organized and they have bowled their first games already, but there may still be some room for alternates.

The Memorex Mixed Bowling League also began Wednesday, September 14.

This league meets at Moonlite Bowl on Wednesday nights at 6:30. Day shift bowlers interested in this league can obtain further information by contacting Joanne Gerry at 264-9602.

# FOCUS

## on the TRAFFIC DEPARTMENT

"If it moves, we control it." That is the way Edward Lembcke, Traffic Manager describes the function of his department. He explained that the Traffic Department is responsible for distributing all finished goods, and controls how all raw material and component parts are shipped to Memorex Corporation.



Ed Lembcke, center, and Jim Keenan talk over shipping plans for Memorex tapes, while Ersula Nevins watches.

Because our product is best transported by air, we are the largest air shipper in the Bay Area. And we ship to more points in the United States than any other company in the area. Our tape shipments average 125 tons per month. Ed explained that while shipping by air sounds expensive, it really isn't, due to the large volume and inventory policy. He stressed the point that a company can either stand or fall on transportation costs.

Ed sees all kinds of interesting things for the transportation field of the future. He feels sure that soon we will be able to fly to New York for \$50.00 and that companies will move their products by helicopter right from their back yards!

The following people make up the Traffic Department: Frank Medina, receiving foreman; Jim Keenan, rate analyst; John

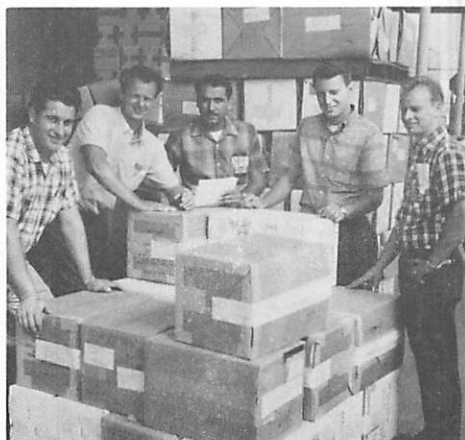
## WORK PAGE EIGHT PUZZLE WIN A FREE LUNCH

Now's your chance to learn about the United Fund and win a free lunch with a Memorex executive at the same time. All you have to do is find and circle all the names of United Fund agencies that appear in the puzzle on page 8, then mail the completed puzzle to Gary Williams, % Memorex Personnel Department, 1180 Shulman, Santa Clara. The correct entry with the earliest postmark (by time) will be declared winner. The contest is limited to employees working in the Santa Clara plant. The winner will be a guest of Memorex at a United Fund luncheon.

This is a puzzle which was "concocted for your amusement during the summer doldrums" by George Gray, director of public relations for Western Electric in Sunnyvale.

What George did was take the names of United Fund agencies in Santa Clara County and work them into a block of seemingly scrambled letters. Most of the names are long and fairly easy to spot once you adjust your eyes to look for groupings instead of individual letters. Don't stare at the puzzle too long at a time though, because Georgene Gottlieb and Sue Dunn both typed it and they swear their eyes still won't focus correctly.

Some of the names are spelled from left to right; others run vertically from top to bottom; a few run diagonally. Quite a few names intersect. Some names are abbreviated.

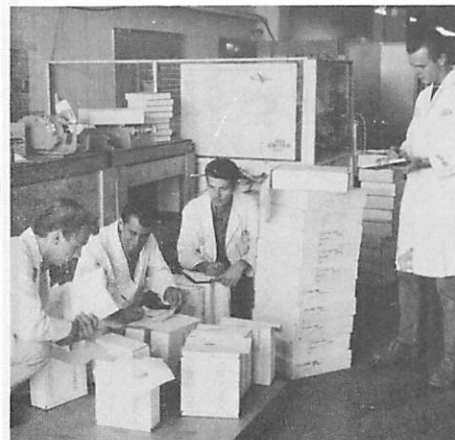


This is the receiving crew. They are, from left, Ray Willis, Bob Mathews, Frank Medina, foreman, John Bachick and John Raczynski. We're not sure what they are doing, but they look happy about doing it.

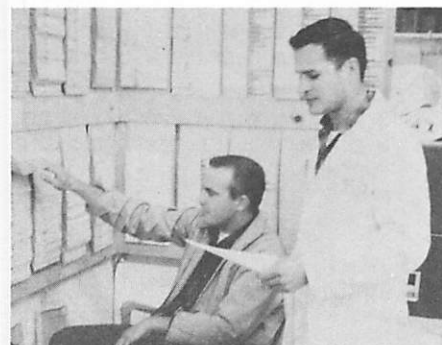
Bachick, Bob Ochoa, Bill Enochs, Gerry Epperson, Robert Mathews, Ernie Martinez, John Raczynski, Walter Spencer, Terry Richardson, and Dennis Williamson, who all work in shipping and receiving.

Two new additions to the Traffic Department are Ersula Nevins, secretary, and Art Patlan, foreman in shipping.

Sara Millar



From left, Jerry Epperson, Ernie Martinez, Walt Spencer and Terry Richardson ready tapes for shipment. They are the day and swing shift shipping crews.



Dennis Williamson, left, and Bob Ochoa work in shipping on grave yard shift.

# COMPLETE THIS EASY PUZZLE AND YOU MAY WIN LUNCH WITH A MEMOREX EXECUTIVE

SANJOSEPOLICEEMERGENCYWELFAREFUNDUFIKBOTVXNPSATZMK  
XHEMPFSETNXKOHBLGRFTOTIADULTANDCHILDDGNCIFOBTSLSWJS  
IMOUNTAINVIEWEMERGENCYWELFAREFUNDSTWORNCEBCLINISJ  
STGBPDWLOSGATOSEMERCENCYWELFAREFUNDJSVBSNCZWPVHAY  
PDERMONERLOTWZLKACZEHSWOSAINTJOSEPHSWELFARECENTERH  
TOCELVTSUNNYVALESOCIALASSISTANCEFUNDTYMEVITHAWEAT  
AFTMORELANDSTUDENTAIDFUNDVHBWUXUHJOTNSUXAYTWOFDSTI  
CYFHPZLALTESANTACCLARAEMERGENCYWELFAREFUNDEBTNRTXOP  
IHOALVISOELEMENTARYSTUDENTWELFAREFUNDBPZWAATOUKANGX  
TTGMJFZIIYECQRVENDOKWDHXCBEQUCXBGPDKEAZHYHIPANYSNDAC  
YBXEBAAAXARLUCRDVTISITINGNURSEASSOCIATIONSCYIEMFLYB  
COWRVMKBKPSNBAAXBRSRQUBWAGFWHJIZBPNNKKVOLCRJBKUPZOCOK  
OYNITIEBFOIVOLUNTEERBUREAUUECUIGOUBFDFZOUFDXCVONRAUH  
USLCULTCZFEEMBYWTKNTFOBTRCSWBJEKLGHOLFMRESTPUNLDMTO  
NCRANYHWYAPWOVSULPXRSALVATIONARMYJMIIBESLBMYMCABUPHP  
CIWNFSSTIMCFJRNOBIHNRVAKXESYOXIBODLWHORNEPHNLKNBWE  
ITOSAEADPKETNCFIZUWOSBLOEUQHTGVCNEAVHJCFVSOFTETIEEF  
LYNOTRAOHRWEDTJHETIAHGIIRLSOUTSTSTCHDNEODTFBDZGTVLLLO  
CBECFVYGSIMRUSOKRHS AOLHC IWOLTM AFLRAVBNOCPYAODFELFR  
HODIMIHEOCINTIWQUEVOTHUKTAMOOPOCESOPUMTYNTLESLSREAR  
IYQAECOKHALWLYTREASTFIELDTMGOYCRGNKFORVMXXVTJNSMRE  
LSRLBEMUTKPNJIEWZJMHALSIOURTKFNEFDIPLGOSAIZARIEET  
DCNHIAELMXILHGODDUKLEYMILKJNEXMEOMIERMOVUTMSJGMRTRF  
RLFESUHCATHOLICSOCIALSERVICEOFSANTACCLARACOUNTYGUR  
EUTACSSISJIANRFURTLSSHQINWRCTVZRLTIFJORCDMHOEETOEMEND  
NBFLKOGDORSVEDSOPUNLUVOXOIYJ IENWFERHMTRPBWMNHTENDE  
SOUTHSCOUNTYMINISTERIALASSOCCEMERGENCYWELFAREFUNCBDV  
HFDHSIRCIAOBFCSIXPNOTEPUEADZEIASIGUVAABSTRFLCBIYAC  
ESBACAPOLGUIKLGWNHUOLMRSTYNULNVSDNFISSORCGKUECWJH  
AATSHTEMEZTQURTCQBTXOSTEOPTAWARDROBEXTCBFZECPKAEWI  
LNXSUIWMYJHOBALGOSVHTBGLHSESSAMZTQUZDAHFKCFNREBLLOL  
THHOFONUGTCVBJEKCRSEUICMNDRRKJHETIDXXJMAWIPCERNNOFVD  
HANCGNUNITEDFUNDFUNDUNLYUHWARIELYHFAXMQUTIYRQEYBTCUAZR  
FCBIOQAIEDNAEIVLEOEELAJIZUNITEDHEALTHFUNDOTWEIDTRSE  
ULYAGZDTWFTIHONRSYIKORTXFCBLAGHXFCBLAWEUHHJETNUPEVN  
NAHTFDIYFJEGNKDORTNOBLASARATOGAYOUTHCENTERLHOPAFRA  
DREINCWCSSORIWLMAVELMEVIPTEDSPUYLFOHROLPNKKTFOWRTUQN  
EAHOTARORVSRIGTISBAGKTWXINUTOSUCADNZNABCVIAHEUINYD  
ACLNOMLUGLOHEAZYCAMPBELLSTUDENTAIDFUNDEJORTLOEDTAO  
EOIBRPCNTECNR.LNLOWIMETRNSIRHOGGEQUNDMHTORIHEFFDNPRD  
TUFKCFCHMZJEWISHCOMMUNITYCOUNCILLOFSANJOSEFNAOTWIU  
INTEHITIDSOGGLAROFEMIHOMEHEALTHAIDEPROGRAMTUERHCTSL  
PTARURALCOUNCILCHILDRNSHEALTHFUNDYXPCWTSRNRQUOLNMT  
MYEZZTEHMTIMHOFNODQUFEBQUIRGNNAKROIUJYOIGFJDKFLIEBX  
APFRAGLJOWUCALIFORNIA COUNCILONCRIMEANDDELINQUENCYW  
LEJUNIONSCHOOLDISTRICTSTUDENTAIDFUNDVOMKTD OFNTI JON  
XMDOLRIHMODYMLPITASEMERGENCYWELFAREFUNDIYETDOCTHX  
UFAMILYLIFEEDUCATIONLZSANTACCLARAVALLEYYOUTHVILLAGE  
FOHTRSMESNDGJEKCSINYAPOMSUTJUNOVFHEHXOMYAZECZIF  
NWGLKIGLPCBMEXICANAMERICANCOMMUNITYSERVICESPROJECT