

# INTERCOM

NEWSLETTER FOR MEMOREX EMPLOYEES

VOLUME 4, NO. 12

DECEMBER, 1967

*Merry Christmas to All*



*and a Prosperous New Year*



## PROFIT SHARING POINTERS

By JOHN MORSE



### Profit Sharers Ask:

#### 1. Why can't we have our vested interest each year?

The Memorex Profit Sharing Plan was set up to enable all employees to share in the Company's success and profits and to provide a savings and investment program which will lead to substantial retirement funds for employees who are completing their working career. To pay out the vested interest each year would defeat one of the purposes of the Profit Sharing Plan—to provide a retirement income. Also, two other considerations are worthy of note. First, if the vested interest was paid to employees each year, full income taxes would be charged against these payments. Second, funds left in the Profit Sharing Trust are invested in securities and bonds or other assets and continue to grow in value due to the income and capital gains from these investments. If the funds were paid out, profit sharers would lose this income.

#### 2. Why aren't our quarterly sales figures announced as they become available?

They are. At the end of each quarter Interim Reports announcing sales and earnings are published and mailed to all shareholders. Also, articles announcing our quarterly operating results are usually published in the Intercom. If you will look at the bulletin board in the employee center, you will also notice a Memorex Profit Sharing chart which shows sales, profits sharing for each quarter.

#### 3. Can you tell us more about the guidelines that our Executive Committee uses to invest our money and what percentage do they invest?

The Executive Committee adopted the following statement of investment objectives for our Profit Sharing Plan last year:

The primary investment objective for the Profit Sharing Trust is long-term growth of the Fund through investment in common stocks. The objective of safety of principal will also be an important factor in investment decisions. The exact proportion of the portfolio in common stocks and fixed income securities will be based upon the recommendations of invest-

ment counsel. The factors of liquidity and income will be consideration only in planning for normal operating expenses and termination distributions.

The Committee also adopted a policy recommended by the Bank of America as Trustee that approximately 80% of the Profit Sharing funds be invested in common stocks and that the remaining 20% be invested in bonds or other fixed income securities.

Also, under the terms of the Profit Sharing Trust agreement no more than 20% of the total value of the Profit Sharing Fund can be invested in the securities of Memorex Corporation.

#### 4. What types of investments are we making with profit sharing money?

Approximately 14% of our Profit Sharing funds are invested in Memorex Subordinated Convertible Debentures which have had a substantial increase since their purchase by the Profit Sharing Trust. Approximately 11% of the Profit Sharing funds are invested in fixed income securities through the Bank of America Pension/Profit Sharing Fund (fixed income). Approximately 73% of the Profit Sharing funds are invested in common stocks through the Bank of America Pension/Profit Sharing Fund (equity). The balance, approximately 2% of the Profit Sharing funds, are deposited in a Bank of America savings account.

## ON THE MOVE

By JUDY BONINO

With Ed Conti's transfer to Disc Pack, the Video Department has a new Manager. Bob Morse was promoted to the position. Before the move Bob was Supervisor in Industrial Engineering.

Jim Sinclair recently received a promotion to a Technician's position with Quality Control. Before that he was a Video Test Operator.

Quality Control also gained another Technician in the person of Willy Opp. He was promoted from the Slitting Department.

The Maintenance Department lost one of its Technicians, Jimmy Brashears. He is now a Foreman for Video.

Ralph Watkins, who was previously a Production Scheduling Clerk, in Scheduling, is now a Mechanical Inspector for Quality Control.

Tony Allen, previously a Technician in Research, has taken over a Technicians job in Quality Control.

Industrial Engineering lost another employee. This time it was Earl Bartel. Earl is now an Associate Engineer on the Disc Pack Launch Project.

The Warehouse Department has a new Foreman, John Bachick. John was promoted from Sr. Materiel Clerk.

Verna Weins received a promotion to Production Clerk, in Scheduling. Before that she was located in Production as a Computer Scheduling Handler.

Bob Mitchell has taken another step up in his progress with Memorex. He was a Foreman in Quality Control and now is the Supervisor of Receiving Inspection in the same department.

Gary Suechting, another Quality Control Foreman, was also promoted. He is now Supervisor, Q.C. Test Lab.

The Maintenance Department has promoted Orville Clark, formerly a Technician, to Foreman.

Hank Fujihara took over a Foreman's position in Quality Control. Prior to the change he was a Technician for Q.C.

Anne Moate is Eric Daniel's new Secretary. Before being transferred to her new position, Anne was an Export Assistant with International Marketing.

Orville Smoot was the recipient of another Quality Control promotion. He went from Mechanical Inspector to Technician.

The Personnel Department has a new Personnel Specialist, as Marianne Pietschman was promoted from her Personnel Clerk position.

**INTERCOM**  
NEWSLETTER FOR MEMOREX EMPLOYEES

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LITHO IN U.S.A.

# Bright Future Ahead For Comdata

A Southern California aerospace firm sold a newly formed company called Comdata, to Memorex in October of 1965—and the small company began to grow at a rapid pace that has yet to slow.

Eighteen people worked for Comdata at the start, but the number had grown to approximately 40 by the end of 1966, its first full year of production. Annual sales for 1966 reached \$800,000.

Sales for 1967 will be nearly \$1.5 million, though there are still only about 70 employees. Freeman "Mack" Crank, a founder and Vice President of Comdata, predicts sales will reach between \$10 and \$15 million by 1971.

Today the company occupies an 18,000 square foot building in Los Angeles, a couple of miles from Disc Pack and Substrate. At the rate's growing, more plant space will be needed in the near future.

Plans for larger facilities are in the discussion stage; however, it has not yet been determined where or how big they will be.

Comdata's success is a direct result of the booming magnetic tape industry. Its products include precision components for instrumentation and video tape reels; computer reels; cases for MRX III computer tape; and the new video reel case.

The reels supplied to Memorex by Comdata have recently qualified to be placed on the federal government's Qualified Product List (QPL). This means that government agencies can order off this list and sometimes are required to order only products on the list.

Single largest customer of Comdata is Memorex. The subsidiary also supplies a number of other companies with its precision products.

Comdata is a wholly owned subsidiary, but everything Memorex buys

still goes through the Santa Clara Purchasing Department. Mack explains this is because his company is a separate profit center. This means that Comdata puts out its own Profit and Loss Statement each month and keeps its own financial records.

Mack and Wayne Geier founded Comdata, when they were both partners in Bruce Industries, the aerospace firm mentioned earlier. Wayne still works closely with Mack, in his position of Manufacturing Manager. Others reporting to them are Joe Hall, Purchasing Agent; Jerry Smith, Chief Accountant; and Jack Peterson, Chief Engineer.

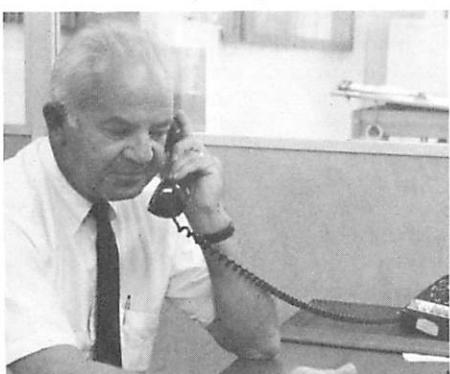
Harry Bristow is Plastics Foreman and also works on Quality Control, as does Harold Jensen. Frank Ebey is General Foreman and Malcolm Switzer is in charge of Shipping-Receiving.

A Memorex department that works with the Southland company is Industrial Engineering. I.E. helps evaluate and "debug" new products, according to Cy Kersh, Special Projects Industrial Engineer.

Cy, Jim Milne and Bob Schauer are three Memorex engineers who spend much of their time on Comdata projects.

The original design for new products usually is the combined effort of Jack Peterson, Wayne Geier and Mack Crank; Zierhut, Vedder and Shimano, an industrial design firm; and the Memorex I.E. Department.

Quality Control also spends some time with Comdata. The Company has its own efficient Q.C. operation, but receives additional assistance from Memorex's larger and better equipped group.



Top—Ernest Wallace; Middle—Arthur Vogue (foreground) and Henry Haynes; Bottom—Harold Jensen; Left—Wayne Geier and Sharyn Allen; Far Left—Mack Crank.

# CLASSES, MONEY AVAILABLE—IF YOU'RE INTERESTED

"Official projections of occupational trends show above average growth in fields where educational prerequisites for employment are high," says Seymour Wolfbein, in his book, "Employment, Unemployment and Public Policy."

Wolfbein is Special Assistant to the Secretary for Economic Affairs, U. S. Department of Labor. His statement is important for you—if you are concerned about improving yourself and your job.

He says the "rise in educational attainment has been steady and persistent during the past generation as a more educated group of young Americans has moved into labor."

Wolfbein also points out that the rising educational standards have made it difficult for the uneducated and unskilled to find work.

There is no doubt that today's society places great emphasis on education. One example of this is that presently more than 85% of those between the ages of 16 and 17 are in school, compared with only 68% in 1947.

## EDUCATION AIDS SUCCESS

In 1964 the average worker in the United States had slightly more than a high school education, whereas his 1952 counterpart had only about 10½ years of schooling.

We said that this information is important for you, because the statistics help point out the fact that the more extensive your education, the better will be your chance of success in your work field.

We can write about the need for continuing education until our fingers fall off, but it won't do you a bit of good unless you know how to solve the problem.

Chances are you're married, have 2.3 children, a mountain of bills, and your reaction is "how the heck can I go back to school and still support my family?"

## TRAINING OFFERED

You probably can't go back to school on a full-time basis—that's not particularly what the company wants. However, Memorex does have several programs that can help you if you want to put forth the effort to participate.

One type of program, which is presently handled mainly on a departmental basis is in-plant training. Previous issues of Intercom have carried

stories about the Research Department Seminar Series, planned to keep its people up to date on new developments in work related fields. Quality Control is another department which runs classes designed to help its people do better jobs.



**INFORMAL SEMINAR**—A researcher and his wife listen attentively at a recent private class on "Dropouts."

The employees in Material Management take part in a "Cross-Training" program that teaches them to do many different jobs in their department. This not only trains them to better help each other, but also gives them valuable experience toward future promotions.

Those interested in learning more about computers can attend a six week course given by Don Caselas, Product Technical Services Supervisor.

Don offers the class to all employees, free of charge. Check with Don, or Personnel, for the date of his next lesson series.

## TUITION REFUNDS

Bob Deffeyes, Manager of Manufacturing Technical Services, recently taught a nine week course geared for employees whose jobs require good technical writing. His class will probably be offered again in the spring.

Most managers, supervisors and foremen have attended seminars and taken special courses on techniques of management and supervision.

One correspondence course is Dynamics of Supervision, developed by Success Motivation Institution. It takes 30 minutes a day for 16 weeks to complete.

The company also sends many people to seminars offered by the American Management Association and the Industrial Education Institute.

Much of the training outside the Company is paid for under the Tuition Refund Program. You can take advantage of this plan to pay for 50 to 100% of your tuition costs.

Tuition refunds are explained in your Employee's Guide, or you can check with your supervisor. Briefly, what the plan does is refund the cost of tuition and books if you complete courses directly related to your work.

You may also get a 50% refund for some courses which are not directly related to your work. You must first have your supervisor's approval before taking the classes, then you must complete them with "C" grades or better.

The Company also sends employees to special classes, depending on where they work and what they do.

Through these various programs, Memorex tries to encourage all employees to take classes after work hours, in adult education, correspondence schools, universities, business schools or other recognized educational institutions.



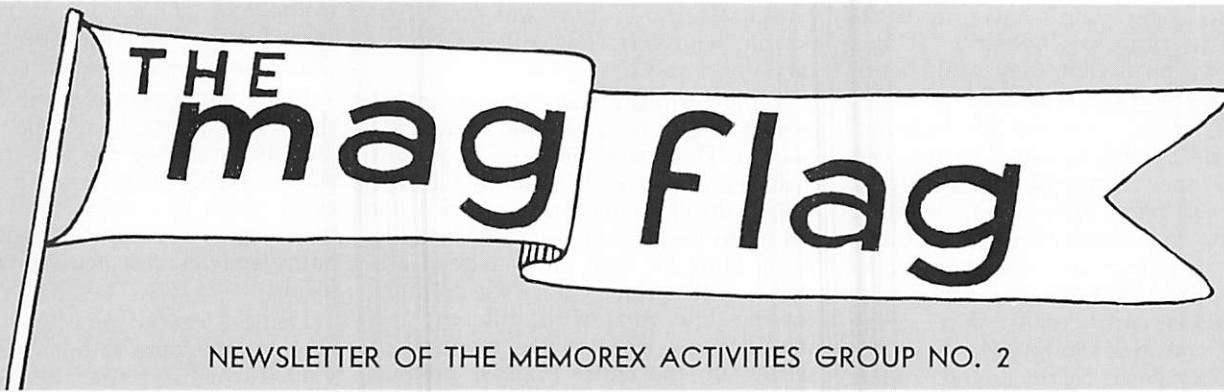
**WOULD YOU BELIEVE**—All study, no play has made Don and Gary dull men?

## NEW SUBSIDIARY FORMED

Memorex has formed another subsidiary, but don't go looking for the new building—it won't have one.

The subsidiary is Memorex Leasing Corporation. It is now in operation, to provide a leasing program for our Disc Packs. The new corporation's work will be done in Santa Clara, by present members of our Finance Division.

It was formed because many customers prefer to lease packs rather than purchase them. Leasing doesn't tie up their capital, so they have more money available for other necessities. Also, many have ordered an advanced disk drive assembly that uses a different type of pack.



NEWSLETTER OF THE MEMOREX ACTIVITIES GROUP NO. 2

SPECIAL SECTION

## FIVE-YEAR-PINNERS RECALL COMPANY'S HECTIC BEGINNING

Late in 1961 nearly 30 employees of Memorex were caught up in what is surely the most dynamic period in the company's short history—its fight for survival.

The company had started in a Palo Alto warehouse and it was now beginning to settle into an unfinished 20,000 square foot plant in Santa Clara (today's A Building). Furnishings were sparse, equipment was being built and was still very finicky to operate, and the all important tape formulation was not yet completely developed.

On the plus side, the employees had, without exception, an overwhelming desire to produce the world's finest magnetic tape. You need only to drive down Shulman Ave. and observe the size of today's plant to know that those first people and the ones who have joined them made good, beyond even their wildest dreams.

We don't propose to give you a factual history, but we do have a two-fold purpose for this special section. First is to take a behind-the-scenes look at Memorex's early days, to give you an insight into the company's beginning and perhaps find the key to our achievements.

Second is to honor the 32 people who received their five-year pins in the past 12 months—they are the ones who took part in those hectic days.

We think the following stories they recount show that a desire to succeed, coupled with able leadership, teamwork, and hours of plain hard work can make dreams come true.

Norval Denney, Manager, Technical Service Center, is one of our five-year veterans. His most prominent memory of the early days is that he noticed from the first that every person in the company "seemed conscious of where Memorex was going. He says, "At times we worked 16 hours a day and thought



REMEMBER THIS?—We didn't think you would. It's our first Shulman Ave. building.

nothing of it. There was a tremendous team effort to solve problems, because everyone was driven to make the company successful."

Norv notes that many companies have grown as fast as Memorex, but few actually have gone into production with the product they set out to make—as Memorex did.

The fact that our company could hit the market from the start and achieve high quality is the prime reason for our success, adds Norv.

George Wright agrees that the spirit and enthusiasm was a major factor in our early accomplishments. George is the first and only Manager of Marketing Services. He came to Memorex from 3M's Minnesota plant, soon after his former boss, Ed Seaman, Marketing Vice President, left there for Santa Clara.

George's Minnesota neighbors said he was "nuts" to leave everything to join a company that wasn't even in production yet. Thankfully, his neighbors were wrong.

Ed Seaman had joined us as National Sales Manager. He started to set up our field sales force seven months

before the first tape was sold. He recruited our first five salesmen (Bruce McGilaway, John Wiegers, Jim Cantrell, George Kulper, Vern Kuellmer) while traveling throughout the country, telling people about Memorex and lining up potential customers. Ed estimates he flew at least 150,000 miles his first year.

While Ed was readying the market, people like Lou Higashi were still trying to get the tape into production. Lou was our Senior Chemist for Coatings Research and Development.

His first job was to give advice on how to improve our original formulation. But, before he could do anything he had to buy equipment and set up a Coatings Lab. The first lab was in the room still occupied by Coatings. It was filled with some old and sagging tables and a minimum of equipment. Lou says this is "quite a contrast to working conditions today, which are relatively plush."

Memorex's achievements are often lauded, notes Lou, but he says few people realize an even more amazing fact about the early days—the men who started our company came from

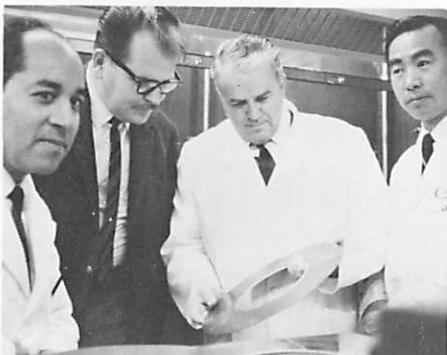
other fields and didn't have any background in the tape industry. "It is a tribute to them that they could learn so quickly and do so well."

Much of the "on-the-job training" was done by the founders themselves, as they spent long hours developing new machinery and, later, working with the first clean room technicians.

Wayne Elder, who was Bob Brumbaugh's first assistant in the Engineering Department, recalls that seeing Larry Noon, Rex Lindsay (he has since left), Laurence Spitters and others trying to fix clean room machinery was a common occurrence.

Wayne has spent his entire time at Memorex designing and improving our slitting machines. Some of the first problems he had to overcome, however, were not with the machinery as much as with his work environment.

The company had little money to spend on furnishings at the time and Wayne's rickety old wooden desk,



**RESEARCHERS** — These 5-year-pinners from Research are, from left, Dan Rivas, John Klein, Russ Johnston and Lou Higashi.

parked in a warehouse corner, was a prime example of what everyone was using. His chair may have been worse than average, though. It was a swivel type that lost one of its casters every so often, spilling Wayne to the floor. Ironically, this had only happened a couple of times when Wayne was made plant safety inspector. His chair was replaced soon after.

Vern Schwartz, now at Peripheral, was hired into Engineering soon after Wayne. He too got a decrepit desk, in the warehouse. He says the company couldn't afford to light the area, so he worked by sunlight that filtered through the windows.

Howard Burkhardt, sole member of our Accounting Department in February, 1962, couldn't complain about his desk—he brought it with him! He says money was so short at one point that year we had to sell our building and lease it back to keep going. We bought it back, when finances im-

proved. Howard's boss was Carl Anderson, who was (and still is) Secretary.

Aging furniture was common in '61 and '62, but no one paid much attention. There were far more important problems to solve. When Bill Christie came, the formulation was still not ready, so he assisted Gordon MacBeth, as a kind of high level jack-of-all-trades. Bill's primary duty was to make coating line runs with different test formulations. He also was involved in setting up the entire original production line.

To make his already demanding job even tougher, each day he traveled a 125 mile round trip between his home and work. Bill, Gordon, Dick Vasey and Larry Noon all lived close to each other, in the Concord-Lafayette area, so they formed a car pool.

They left home at 6 every morning and didn't make it back until 10 or 11 at night. Sometimes they worked too



**NEW DISC CASE** — Joe Stewart, left, compares a new Disc Pack case with an old one held by George Wright.

late to drive all the way home and it was easier to rent a motel room near the plant. Rumor has it that one of the four even spent a few nights on a cot at work.

Bill says the early problems were really minimal, though he remembers that some of the equipment earned new names from time to time. The original film cleaning bath was so temperamental it soon came to be called "Satan's Tub."

Some of the other pieces of equipment also gave people fits before they were finally refined. Dick Ahlschlager was one of our first mylar bath operators. He tells how he used to adjust "Satan's Tub" by kicking it in just the right spot. Dick has since been promoted to Production Control Clerk, though probably not because of his kicking ability.

Joe Stewart remembers when the surface treater's clean room was actually a sheet of clear plastic, anchored

to the floor, and supported by air pressure. Joe worked inside the "tent," as the company's second surface treater.

Denie Burgstrom was the first swing shift instrumentation tape rewinder, and she could see the tent from where she worked. Denie says it collapsed every time two doors into the room were opened at once, causing loud oaths and feverish activity from those inside.

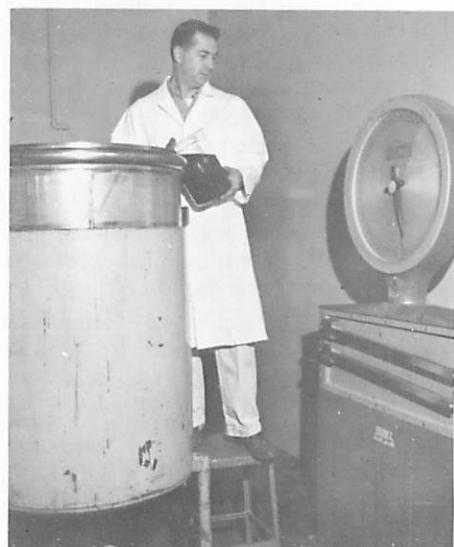
Denie's rewind machine was also a bit troublesome at times, though she soon learned to fix it with paper clips, rubber bands, hair pins and anything else that would keep it going.

The certifiers were primitive compared to today's equipment, Denie explains. The production line was also quite different. One girl did all the jobs at first, from certification to final packaging.

Ethel Anderson, the first full-time lady clean room worker, recalls how no one could work in the room one day—and it wasn't because of the machines. A water pipe had broken during the night, filling the clean room floor with about 3" of water. She says everyone, including the executives, took off their shoes and socks, then swept the water out.

Everyone pitched in to dry out the room, because, as Steve Windisch puts it, "We were a close knit group. When people saw problems, they helped solve them."

Steve joined the company as Senior Mechanical Engineer, when we had been producing tape on a single experimental line for four months. The slitting and rewinding machines worked, but they still needed some design changes.



**MARY ELLEN'S IS MADE A CUP TO A CUP** — So was Memorex formulation in the pre-production days of 1962. Readyng the brew is Bill Christie.



**YE OLDE ENGINEERING DEPT.**—Only Bob Brumbaugh is missing from this early shot of our first engineers, as they work in their unfinished second floor office. From left are Wayne Elder, Les Hadley, Steve Windisch and Vern Schwartz.

Steve's boss was Bob Brumbaugh, now president of Peripheral Systems. Bob, Wayne Elder, Vern Schwartz, Les Hadley and Steve spent many hours getting the production lines going, then refining them.

The first full scale production re-winder was designed by Steve, whose only prior experience with them was in trying to improve the original ones. His design was a big improvement, but at first it had a few flaws.

One day an operator overloaded the new re-winder and it blew up in a cloud of thick black smoke. Luckily, no one was injured.

Another time, says Al Jones, Bob Wallin was trying to run Steve's new machine and wasn't doing too well. Bob finally gave up, and in exasperation, ripped the tape off the machine, threw it on the floor, stomped on it and walked away.

Al Jones came to the company as our first full-time slitter operator. He was one of five on the swing shift. Now he is an Associate Engineer at Peripheral.

Al's foreman was Earl Bartel. Earl was promoted to foreman just six months after he was hired. He started as an operator—you name it he operated it. He ran the slitter, certifier, and surface treater at various times before his promotion. When Earl started, the Production Department consisted of Ethel Anderson, certifier; Trini Fabella, takeup; Roland Gallegos, slitter; Tom Weber, coating; Bob Wallin, foreman; and Dick Vasey, supervisor.

There was much to do and, like Earl, everyone did many jobs. So, he says, it was not unusual to occasionally see Dick Vasey and a janitor on their hands and knees, scrubbing the clean room floor.

Nor was it unusual that John Klein remembers Mr. Spitters coming into

work early in the morning and sweep the front office floors. The primary goal of everyone was to get the job done, with the least amount of fuss.

John is now an Associate Engineer. His first contributions to Memorex were made as a circuit designer in Research. Later, he set up our Electron Microscope Lab. He also did some work on our earliest surfacing machine, which uses a unique process that originated with Memorex and is still a closely guarded secret.

Another of the first researchers was Russ Johnston, now doing analog recording research. He started in product Research, assisting Dr. MacBeth, Eric Daniel and the others in developing the tape formulation.

Russ says it cost them "a lot of sweat and tears," but they kept trying different formulations, until they got it right. Lack of test equipment was a hinderance they partially eliminated by building whatever they needed.

Dan Rivas joined Research in May, 1962, about three months after Russ. "When I came they were making tape and throwing it out," recalls Dan. The company wasn't about to market an inferior product. Dan became Lou Higashi's assistant and they've worked together ever since.

Our researchers have done their jobs exceptionally well, though it has naturally taken a lot of trial and error to reach their goals. One of those errors Dan would rather forget happened early in the company's life. With high hopes he put a formulation on mylar and sent it through the lab's small oven. Unfortunately, the coating stuck very well—on the inside of the oven—and it took a week to clean out the gooey mess.

Some of the notable successes in Research have been Lou Higashi's four patent disclosures: for a heat resistant magnetic coating; a polyurethane coat-



**THEY'VE MOVED**—Howard Burkart, left, and Allan Jones, who are now at Peripheral Systems, look over a partially completed 630 Disc Drive.

ing; our present Disc Pack coating; and a special smooth epoxy coating that doesn't require our surface treating processes. Patent disclosures are just applications for patents, but Lou has some of the latter also—six to be exact. In addition he has five others that are pending, from when he worked at Monsanto.

After Research develops our products and Manufacturing makes them, one of the world's most discriminating Quality Control Departments takes over. Kaye Wright was the first lady Q.C. inspector and a member of the first Q.C. clean room team.

Today she analyzes mixes in the Chemical Development Department. She says Q.C. Inspection was not the art it is now. Once, a prankster took advantage of the situation to put a note reading, "Help, I'm a prisoner



**PUCKER UP ETHEL**—Former Vice President Rex Lindsay seems to be passing out more than champagne at our 1966 Sales Party. With him, from left are Ramona Goodwin, Gloria Pitta and Ethel Anderson.



**IS THAT US?**—Denie Burgstrom, Dick Ahlschlager, Clarence Hamm and Tom Weber inspect the Polaroid shot we didn't use. All four helped run the first production line.

in a magnetic tape factory" in a bag headed for NASA.

Before you get any ideas, the culprit got a tongue lashing. Conditions were not quite that informal!

However, they were informal enough that Ron Fisher remembers when those attending production meetings in the surface treating room used to listen while lying on the floor. At times, Ron took advantage of the "big family atmosphere" to call Rex Lindsay "chubby." Rex countered by firing him at least twice a day.

Part of the family feeling came from the relatively small group working in close contact with one another, though it helped that most of the first employees knew someone before they were hired.

Clarence "Clancy" Hamm got his job because of a chance meeting with Ed Seaman. He was one of the Mayflower employees who helped Ed move

into his new home in 1962. Unsatisfied with his job, Clancy asked Ed if Memorex was hiring.

Clancy was one of several lunchtime basketball players. They had a backboard behind A Building, where action was fast and furious.

Tom Weber, another of the basketballers, says there were also two ping-pong tables on the then unfinished and otherwise barren second floor. The plant ping-pong championship was hotly contested between Laurence Spitters and Bob Wallin.

Memorex's metamorphosis from a small company to a successful larger one came quickly. It didn't hit Ron Hendel until the ping-pong tables were taken down to make room for a second floor cafeteria.

Ron was the second mix operator. In addition, he has the distinction of being our first regular employee on

grave yard shift. Actually, Zebbie Evans worked as janitor from 6 p.m. to 2:30 a.m. before then, but he's an employee of K-M Maintenance. Zebbie has been here longer than about 95% of our present employees.

Ron jokes, "In those days I was Plant Manager on graves and Zebbie was my assistant."

Ron's job was to get the mix ready for the next morning's work, which was limited compared to today. Gloria Pitta and Ramona Goodwin say their first raises came at about the time Ron was working nights, as reward for putting out 50 reels in one day. That figure hardly compares with our present output of several thousand reels daily.

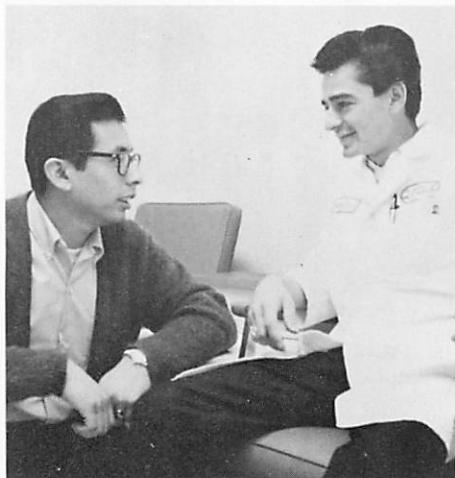
But then it is hard to compare the struggling little company of 1962 with the Memorex of today. Look at the accomplishments we've made in six short years—has the extra effort and teamwork been worth it? We think so.



ABOVE—When the second MAG Committee ever elected met in July, 1964, three of our earliest employees were on it. Committee members were, from left, Bob Wallin (5 years), Lary Lindsey, Don Horn, Ann Bassford, Earl Bartel (5 years), Kaye Wright (5 years), Nima Luttrell and Pete Aye.

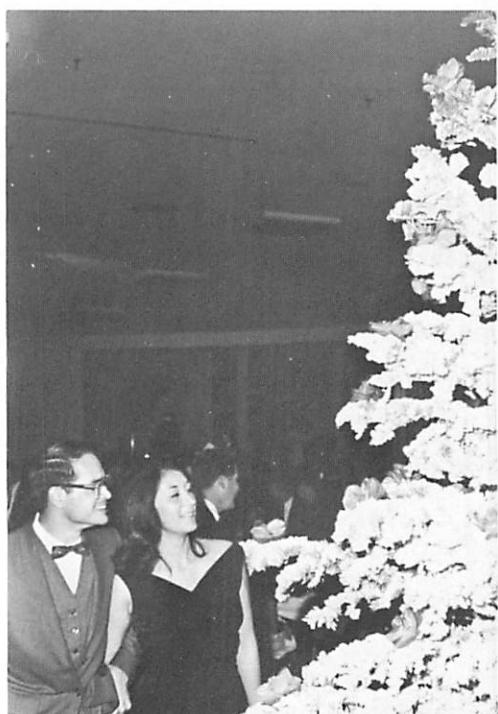
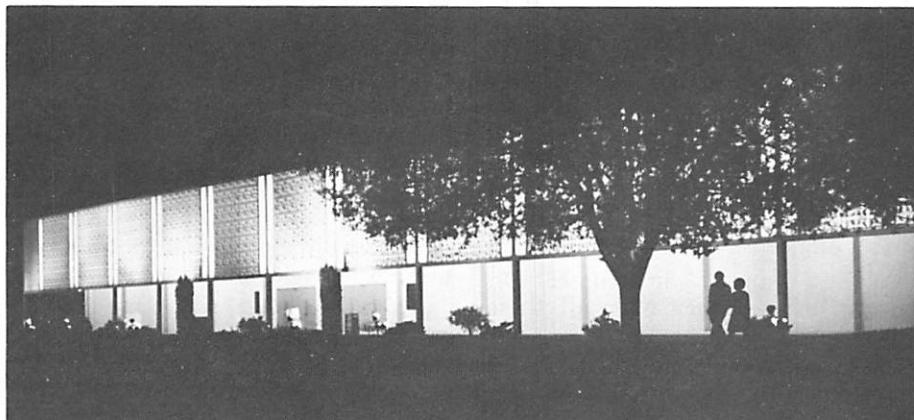
BELLOW LEFT—Trini Fabella, left, and Roland Gallegos talk over "the good old days," when both worked on the original production line.

BELLOW RIGHT—Ron Fisher started five years ago as a Surface Treater and has moved up to Industrial Engineer Technician.



FIRST FIELD SALES FORCE—Ed Seaman (top left) and the original five-man sales force spread the word about Memorex so well they now have help from about 35 other salesmen in the United States, plus those in our foreign offices. With Ed are John Wiegers (top right), Jim Cantrell (second row left), Bruce McGilaway (right), George Kulper (third row, left) and Vern Kuellmer.

# Partygoers Dine, Dance At Annual Christmas Event



# DISCUSSION PRAISES PLAN FOR REDUCING IN-PLANT INJURIES

A group of doctors met last night on a note of cautious optimism.

"I do believe we all may get vacations this year," announced Dr. Frederick Short, president of a local doctors group that specializes in treating industrial injuries.

Other physicians were less sure. After all, they reasoned, one company's safety program won't necessarily mean that many less injuries.

"Nonsense," boomed Dr. Short. "Memorex is one of the area's biggest corporations. Its program is bound to reduce industrial injuries by a significant margin."

He proceeded to outline the company's program, which is designed to reduce accidents in the plant. "Memorex has three employee committees. First is the Workman's Safety Committee. It is presently headed by a sharp-eyed fellow named Clarence Hamm. Helping him are Tillman Mayberry, Beverly Basquez, Ray Papa and Jocelyn Shuffelton.

The group tours the plant once a month, looking for potential safety hazards. So far they've managed to find a few problems to correct on every tour, but each month they have to look a little harder."

"Just what does this Memorex bunch have to do with my vacation time," snapped Dr. Max Pretzel, who had just arrived.

Dr. Short explained that the company was helping the over-worked industrial injury specialists by lowering that plant's accident rate. "In fact," Dr. Short said, "We aren't getting enough business from Memorex to keep us in golf balls. Their three committee system really works."

He further stated that the Workman's Committee submits a report to the Foreman's Safety Committee after each tour. The Foreman's group goes over the report and assigns each hazard to a supervisor or manager. They also send along some suggestions on how to make the needed corrections.

Bill Christie, Production Manager, is the Foreman's Committee chairman. Working with him are Mike Munson, Bob Faltynski, Allen Jeong, Steve Dunn, Ron Cogswell, Carmel Wilton, Ursula Nevins, Suellen Rutshaw and Ron Gross.

Dr. Short went on to mention the Foreman's group members must also go over Company Nurse Carmel Wilton's monthly report on occupational injuries, to see how they can prevent

the same type of accidents from happening again. Finally, they go over a hazard report prepared by Art Schwartz.

Art is a member of the General Safety Committee, which is headed by Steve Windisch, Plant Engineering Manager. Other members of his group are Dusty Rhodes, Don Smith, Bob Daffeyes and Mary Juliano. Art is also on the Foreman's Committee.

"Wait a minute," interrupted Dr. Pretzel. "Why bother with all these names?"

"Because they've done such a good job of lowering the accident rate at Memorex," answered a visiting insurance man. "Our firm carries their policy and we've substantially lowered their premiums, due to their high safety

rating. If you doctors get more time off, it's partly because of the three safety committees."

The insurance man explained that he sits in on the monthly General Safety Committee meetings. They discuss major issues like noise levels and areas where safety clothing should be worn.

Sometimes they call in outside help to work out remedies for problems.

After the discussion, the doctors agreed that the safety committees are extremely helpful. They voted a special thanks to the committees for their work in reducing accidents.

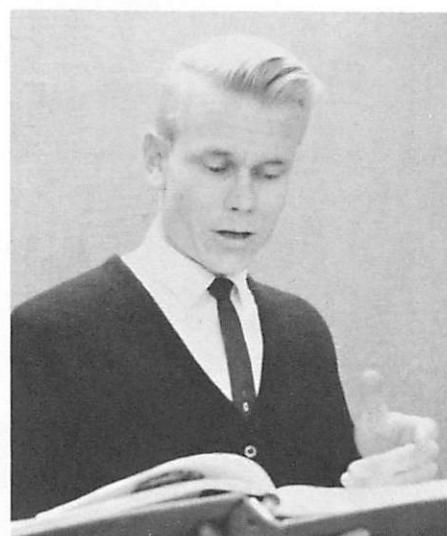
Then, they proceeded onto the meeting's major issue—something to do with nurses and mini-skirts.

## Volunteer Teacher Rises At 4 a.m. To Conduct Special Church Class

By SARA MILLAR

Thanks to a happy boyhood memory, one of our employees gets up at 4 every week day morning, to teach a class before he comes to work!

Floyd Pederson, a Chemical Lab Technician in CDD, so enjoyed a course he took when he was in high school that he decided if the opportunity ever arose, he would teach the same kind of class. The chance came and he took it.



His students are girls and boys from Del Mar, Leigh and Camden High Schools, in San Jose. The class is part of the Mormon Church Seminary Program, directed by Brigham Young University, but is open to all interested young people of any faith.

It is a voluntary project for both students and teacher. The whole program covers four years of work, including studies of the Old and New Testament, church history, and the Book of Mormon.

Classes consist of brief prayer, the day's lesson and discussion of the lesson. Floyd says the "kids can get very excited," even at 6:30 in the morning. Watching them figure things out for themselves is what makes the class worthwhile.

Floyd came to Memorex in September, 1965. He is a 1960 graduate of BYU, with a degree in Chemistry. Following graduation, he spent 2½ years in Germany on his mission, which is the obligation of every young man in the Mormon Church. He is married and has one son, Tommy, who is 18 months old. His wife's name is Kay.

This is Floyd's second year of teaching the class and he is pretty enthusiastic about it, and his students. He is most impressed with the fact that teenagers are willing to get up at 5:30 every morning to do anything—especially to attend a class!

He says these are "all around kids not goody-goodies." Floyd feels that these young people are more typical of today's young people than the few wild ones we hear so much about. He gives his students the credit for what they are doing, but one can't help feeling that maybe we would have more fine teen-agers if more men were willing to give their time and talents.

## Dirty Air A Problem? Not In Clean Room

If you are worried about air pollution you should stay in the clean room. Contamination Control Supervisor Larry Mullins says our clean room actually has purer air than the best hospital operating rooms. In fairness to hospitals, we should mention that they are more concerned with making things sterile than having dust free air.

Larry reports that the air inside is actually getting cleaner instead of more polluted. His latest dust particle counts are significantly lower than in previous months.

He says the two major reasons for the lower counts are new restrictions on wearing makeup in the room and a doubling of the room's cleaning force.

Measuring dust particles 3/10 of a micron and larger per cubic foot of air, Larry found that since June Slitting has dropped from 24,000 particles to 5,000; Instrumentation has lowered from 25,000 to 2,500; Computers and Labeling has dropped from 55,000 to 35,000; and the average for Coating's four lines has gone from 15,000 down to 5,000 particles.

## IN MEMORIAM

Jim Cantrell, one of Memorex's first five salesmen, passed away October 27, at the age of 40.

A notice written by Bill Gaskins, National Sales Manager, said, "I know you all join me in extending our deepest sympathy to Jim's family and relatives. Needless to say, we, at Memorex, share their loss in our own way. We have all lost a friend, and the company has lost one of its most outstanding managers."

Jim was known as one of the South's most accomplished salesmen and often drew praise from his fellow employees, customers, and competitors, alike. He served as sales engineer from 1962, through mid-1965, when he was promoted to Southern Regional Sales Manager.

From his Atlanta, Georgia, headquarters he directed the sale of Memorex products in an eleven-state area. He also was directly responsible for major accounts in his region.



CHAMPS AGAIN—Jim Ellis, MAG President, presents the slow-pitch softball team with the trophies they earned for placing first in the Santa Clara Parks and Recreation Department Kennedy League, with a perfect 5-0 record. Many of these same players were also on our championship fast-pitch squad last summer.

## Disc Drive Draws Crowd at Conference

Memorex publicly introduced two new products at the recent Fall Joint Computer Conference held in Anaheim. Peripheral Systems Corporation demonstrated the Memorex 630 Series Disc Drive and the new Memorex Disc Packs were shown for the first time at a major computer convention.

An estimated 4000 data processing conventioneers visited the Memorex 30-foot display. In addition to the new product announcements, the Memorex booth featured live certification of MRX-III computer tape at 1600 bpi/3200 fci.

The objectives of the PSC demonstration were to: (1) demonstrate the technical advantages of the 630 Series Drive; and (2) to develop interest on

the part of potential buyers. The reception to the drive exceeded PSC's highest hopes. Originally, it had been planned to demonstrate the drive at periodic intervals, every two hours. However, since people were standing three and four deep around the booth most of the time, the drive was run continually for the entire three days.

PSC is in competition with two other firms: IBM and Control Data. The most important technical advantage of the drive is the average access time for head positions. IBM uses hydraulics while Control Data uses a printed circuit motor. PSC uses a linear motor.

PSC's average access time is the best in the industry: 50 ms (millionths of a second). IBM's average is 75 ms, while Control Data is last with an average access time of approximately 1000 ms.

A tester was also developed by PSC and used at the show to demonstrate the faster average times possible with the 630 Drive. A counter was placed on top of the tester and access time was easily visible to the audience.

## A Thanks From MAG

The MAG Board of Directors would like to show their appreciation to the many people who worked so hard to make the Christmas dance the tremendous success that it was. Kurt Ukat contributed his capable services by drawing up the various floor plans and supervising the actual setup. Ron and Carl Fisher assisted with many hours of hard work in regards to decorations. Too numerous to mention are all the girls from within the plant and employees wives, who made the table decorations that we enjoyed.

THANK YOU!

Lindy Carmack

MAG Dance Chairman

## Santa Goes Mod at DPC

A mod Santa Claus, cleverly disguised as Dick Penny, will make the scene at Disc Pack's Christmas Party, Saturday, December 23.

The Champagne Dinner-Dance will be at Dandel's Restaurant in Los Angeles. A four piece band will provide music for an audience of about 130 Disc Pack employees and guests.

## MEMOREX INTERCOM

Memorex Corporation  
Santa Clara, Calif. 95050

RETURN REQUESTED

## New Hires Welcomed

The Santa Clara Plant finally has more than 1,000 employees. Now we can stop mentioning that we're getting close. As of November 30, Intercom's deadline, there were 992 employees in Santa Clara. New hires in December will more than make up for the eight missing persons.

We welcome these new people to Memorex: Judyth Nelson, Marketing; Diane Russell, Production; Muriel Downey, Administration; Mabel Ward, Administration; Dorothy Baldwin, Production; Bonnie Chandler, Production; Donald Ehle, Production.

Patricia Heflin, Production; Stanley Kelly, Maintenance; Valentina Mababadi, Quality Control; Frank Panico, Production; Alberto Oxonian, CDD; Joanne Butterworth, Research; Albir Uhrich, Production; David Pedersen, Quality Control; John Shinn, Quality Control.

James Ringwood, Marketing; Molly Sanchez, Production; Thelma Hunter, Production; Patricia Garcia, Production; Gus Lopez, Production; Shirley Medina, Administration; Cleon Johnson, Finance; Shirley Davis, Production; Christopher Richmond, Production.

Doris Blado, Production; Janice Mercer, Production; Michele Pray, Production; Patricia Wasden, Production; Christopher Richmond, Production; Charles Scarbrough, Quality Control; Jennings Jolly, Research; Howard Anton, Research; Manuel Silva, Quality Control; Bob Brown, Production.

Henk Evenhuis, Finance; Gerald Case, Industrial Engineering; David Woolston, Production; Gary Bunias, CDD; Richard Martin, Production; Robert De Vore, Industrial Engineering; Ravil Tahir, Quality Control; Dennis Day, Production; Florence Gross, Production.

Robert McLane, Production; David Connell, Production; Glenn Ray, Engineering; Leonard Konopacky, Production; Gail MacLachlan, Production; Helen Holcomb, Production; Matias Ortiz, Maintenance; Wilfred Anderson, Quality Control; Bernard Burnett, Quality Control.



**JOIN THE CROWD—First prize in the 1967 Profit Sharing contest is a FREE trip to Disneyland. See January's *Intercom* for details.**