

INTERCOM

NEWSLETTER FOR MEMOREX EMPLOYEES

VOLUME 5, NO. 2

FEBRUARY, 1968

Safety Program Saves Memorex \$68,000 In Insurance Costs

An outstanding safety program, mainly conducted by our three safety committees, has lowered the company's Workman's Compensation Insurance cost for 1967 by 68% and saved us more than \$68,000.

This means we will receive a return of \$68,000 from the approximate \$100,000 in insurance premiums paid for the program last year.

Net cost for last year's insurance, therefore, amounted to \$32,000, or the actual amount of compensation paid by California Casualty, plus their service charge percentage.

The cost could well have exceeded \$140,000 if we did not have an effective safety program and, as a result, had a greater number of industrial injuries.

As you can see from these figures supplied by Corporate Secretary Carl Anderson, the company saved the \$68,000, plus the \$40,000 we would have had to pay if we were less safety conscious. And every dollar the company saves adds significantly to our profit sharing.

Mr. Anderson is coordinator of our insurance program with California Casualty Indemnity Exchange. He explains that our insurance premiums were already only about half that of an average company, just beginning a Workman's Compensation program similar to ours.

He says we receive the lower rate because of the safety minded attitude of our employees, our Medical Department, and because we make safety equipment modifications as they are needed.

Profit Sharing Contest

Please, control yourself! We know you're anxious to find out who won the Profit Sharing Point Value Contest — so are we. Unfortunately, none of us will know the lucky winner's name until the March INTERCOM, which will be out the week of March 18.



This is the recently completed Santa Clara Disc Pack building. The new facility is already in limited production, with full production scheduled to begin by mid-year. See further details on page 4.

Photo by Bob Mendonca

JOB EVALUATION PROGRAM UNDER WAY, DIRECTED BY WAGE ADMINISTRATOR

Tim Schwarzer, compensation administrator, is currently conducting a job evaluation program for the company and our subsidiaries.

A national management consulting firm, A. T. Kearney & Company, is working with Tim, so the task can be completed in a minimum amount of time.

The Kearney team is under direction of Dr. Marvin Schiller. Field work in our Northern California facilities is being conducted by Bob Milne and Roland Hanson. Gary Collier is working at our Los Angeles subsidiaries.

Tim and the consultants have entered the project with three major objectives in mind. First, to create a plan which enables Memorex to pay employee wages in proportion to the duties and responsibilities required for a specific job.

Second, to create a pay structure that will help the company attract and hold outstanding personnel. "We already have an excellent work force," explains

Tim, "and we want to keep it that way, as well as attract new talent."

Finally, to assure that Memorex wage rates for similar jobs compare favorably to industries in the surrounding community.

"We are evaluating jobs, not the people who do those jobs," stresses Tim, "and no one will receive a pay reduction as a result of the project." All of our studies are specifically aimed at determining the best, most fair wage scale for our employees.

Many employees have already spoken about their jobs with Tim or one of the consultants. This is because the process of making a job evaluation takes several steps. The first of these is to gather all possible data on the job, observe the work and interview supervisors, foremen and employees involved in the work.

After the information has been gathered, a job description is drawn up.

(Continued on Page 7)



PROFIT SHARING POINTERS

By JOHN MORSE



\$751,717 SHARED!

PROFIT SHARING CONTRIBUTION UP 31%

Memorex and its subsidiaries will contribute \$751,717 to Profit Sharing for the year ended December 31, 1967.

This Profit Sharing contribution resulted from sales for 1967 of \$34,232,000 and profit after taxes of \$3,576,000.

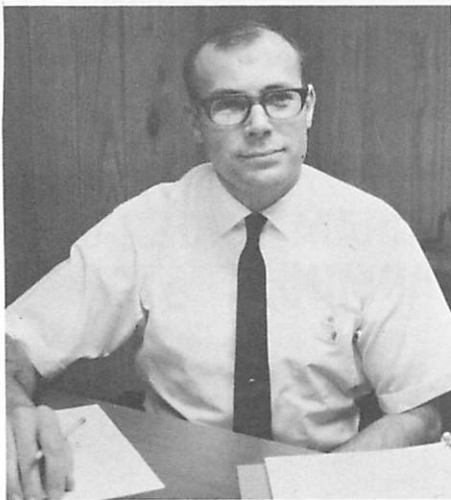
The \$751,717 contribution represented a 31% increase over the 1966 contribution of \$575,479.

The Point Value for 1967 is still in

the process of being computed. The compensation and service points of all eligible employees are being compiled to determine the total points for 1967. Then the \$751,000 will be divided by the total points to determine the Point Value.

The Point Value and the winners of the Point Value Contest will be announced in the March INTERCOM.

Quality Control and Engineering Projects Add Director, Manager During January



Carl Moyer

January saw the appointment of two new highly experienced men to the Memorex staff. Carl Moyer and Eugene Madison are filling positions in Quality Control and Advanced Projects of Engineering, respectively.

Carl takes over for former Quality Control Director John Mandle, recently promoted to Santa Clara Disc Pack manager. Carl brings ten years experience from Ampex Corp., to the Supplies Division post.

He is a 1951 Electrical Engineering graduate of John Hopkins University.

Stan Meyer, Technical Staff vice president, says Carl held Engineering and managerial positions while at Ampex. His former duties give him a broad knowledge of engineering, manufacturing, quality control and marketing in the precision tape field.

Carl also adds three years of experience from Westinghouse, including three years as a Navy aircraft maintenance officer.

Gene Madison is filling the new position of Project Manager in the Advanced Projects Section of Engineering. Carrying Bachelor of Science degrees in Chemical Engineering and Business Administration from the University of Colorado, he brings over nine years experience at Dow Chemical Co. and United Technology Center to his new position.



Eugene Madison

French Secretary Begins Year Long Tutoring Program

French lessons, soon to be taught for selected administrators by Lillian Prindle, bilingual secretary, prove that Memorex is going European in more ways than one.

During recent meetings with Belgian officials and at the recent ground breaking ceremony in Liege, it became evident that all of our employees who would be working with the new production plant should speak French. The solution — a program to self-tutor administrators in the language and culture of the French speaking people.

Lillian, French by birth and a 20-year resident of the U.S., has compiled a program of films, textbooks, records and tapes, that is soon to blossom into a year-long program. She will teach the class, stressing beginning and intermediate French. It will be held for one hour each work day for one year.

"We're going to use the same audio-visual aids used by Channel 9 (KQED Educational TV) in its French instruction," says Lillian. She adds that additional French cultural films will be rented from the French Consulate in San Francisco.

In addition to the regularly scheduled class showing of the cultural films, Lillian hopes to re-show the movies during noon hours to interested employees and absent pupils. The films are narrated in French, with English subtitles, and may be kept by Memorex for a two-day period.

For further information concerning the noon cultural French films, contact Lillian Prindle, Ext. 287.

INTERCOM

NEWSLETTER FOR MEMOREX EMPLOYEES

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Four Year Navy Veteran Returns To Engineering

Dick Switzer returned to Memorex this month after spending the last four years with the U. S. Navy. A former Industrial Engineering trouble shooter, he has returned with five years credited Memorex service.



Dick joined Memorex during his senior year at San Jose State College, February 1963. At first he worked three days a week on paper flow studies and packaging. "I did the things others didn't have the time for," explains Dick, who was the first employee in the Industrial Engineering department.

After graduation in June, 1963, Dick began full time work with Memorex. That September, however, he joined the Navy as an officer cadet and began training at Pensacola, Florida.

Following his commissioning as an ensign in early 1964, he was assigned to Navy navigator school at Corpus Christi, Texas. In August of that year he received his wings and was married.

Employees Fill Speed Reading Class

Speed Reading, Foremen Orientation and Technical Interviewing Techniques highlight this month's Memorex training and development activities.

Speed Reading and Interviewing Techniques classes began February 12. The Dan/Ro System of Speed Reading, classes meeting twice a week for 11 weeks, is designed to increase reading ability to 1,000 words per minute or three times the present ability of the reader, according to Marianne Pietschman, personnel specialist.

She adds that 60 employees filled the classes almost immediately after they were opened. Memorex will reimburse all tuition paid by employees who successfully complete the course.

Joseph A. Robinson, San Francisco management communications consultant, is leading top technical manage-

Clark, Doctors Chaikin And Steinberg Join Ranks In Chemical Research Lab

Dr. Saul Chaikin, a chemical research specialist, has joined the ranks of new Memorex personnel this week as Manager of Chemical Research.

Dr. Chaikin has more than 17 years experience in surface chemistry studies at the Stanford Research Institute. He will do research in the development of new magnetic materials and recording media in his new position.

A 1943 Chemistry graduate of Brooklyn College, he earned his Ph.D. in Chemistry at Chicago University and has held academic posts at UCLA and West Virginia University.

Chemical Research has also added two more men, both in the Coatings Development Department.

Dr. Gunther Steinberg joins the company as a Senior Development Chemist. He received his B.S., M.S., and Ph.D. degrees in Chemistry from UCLA. From 1956 to 1964, he was with Shell at their Martinez Research Lab and Emeryville Research Center.

Dr. Steinberg spent the last three years at Stanford Research Institute. His work has involved research in the surface chemistry of polymers and other materials with respect to lubrication, dispersency, adhesion and corrosion; catalytic reaction mechanisms; organic chemistry; and radiotracer applications. He has several publications in these areas.

The other new member to Coatings Development is Ross Clark, a Development Chemist. Ross has a B.S. in Chemistry from San Jose State. He has been working on solid propellant research and development for Aerojet-General Corporation, Sacramento, for the past five and one half years.



Ross Clark, left, watches Dr. Gunther Steinberg at work in Chemical Research. Dr. Chaikin was not available for the photo.

RESUME

Razors pain you;
Rivers are damp;
Acids stain you;
And drugs cause cramp.
Guns aren't lawful;
Nooses give;
Gas smells awful;
You might as well live.

Author deceased

HOLIDAY SCHEDULE

January 1New Year's Day
February 22Washington's Birthday
February 23Floating Holiday
May 30Memorial Day
July 4Independence Day
September 2Labor Day
November 28, 29Thanksgiving Day and Day After
December 25Christmas

SANTA CLARA DISC PACK BEGINS PRODUCTION



Bill Lore, left, and John Mandle look at first Santa Clara Disk Pack.



Ron Higgins demonstrates equipment.



Raul Martinez and Dave Stone

Santa Clara branch of Memorex Disc Pack opened its doors and began limited production last month.

Sixty-one employees now man the newest of Memorex facilities at the end of Shulman Ave., Santa Clara. Despite the fact that the new plant is still in the process of installing new machinery, Disc Pack has produced an initial quantity of packs for January shipment, according to John Mandle, plant manager.

Full production is expected before mid-year, according to John, who says that the "processes here are identical to those used in our Los Angeles plant."

Key personnel at Disc Pack include Bill Lore, project manager, and Art Tollkuhn, engineering manager.

Many of the other key people at Santa Clara DPC have transferred from the tape plant, notes John. Merle Krueger, formerly with tape production, is now supervisor of Material and Scheduling. Harry Kraft is Disc Pack maintenance supervisor. Don Mercer is production supervisor, Ravil Tahir is Test and Inspection supervisor. Lew Brescia, Bob Harris and Al Lovelace are new Disc Pack foremen.

Warehousing, in the rear of the 40,000 sq. ft. cavernous structure, is operated by Tully Bryant's Materiel Groups.

Plant innovations include a new system of clean room white suit maintenance. According to Larry Mullins, Contamination Control supervisor, white suits will be placed on hangers during breaks, so all foreign matter can drop away from the suits. Up until now suits were rolled up and placed with shoes in individual baskets.

Larry says that tests have shown that the hanging of garments during breaks and daily washing have improved production room atmospheres.

Further innovations include room-to-room conveyor transportation of material. A small receiving inspection facility is also included in the warehouse.

At the present time the production clean room is closed to visitors; however, guided tours are currently being planned for the Annual Family Day Open House in April.

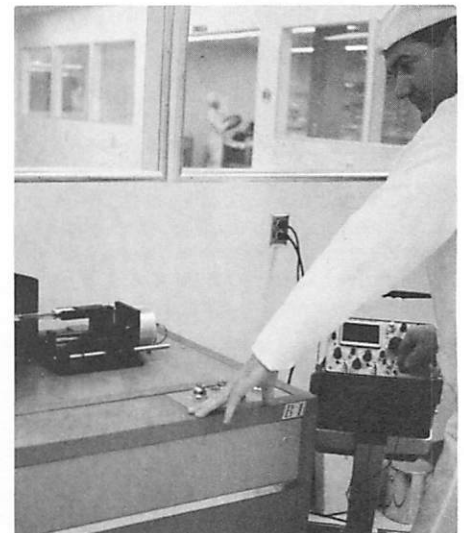
Memorex Facilities Maintenance, servicing the entire Santa Clara installation, is housed in a new facility adjacent to the new building.



Joanne Mears, Art Tollkuhn



Norma Gish shows how packs are assembled.



Bill Gintz works with test equipment

ON THE MOVE AT MEMOREX

By JUDY BONINO

Keith Gerry has been named as the new Instrumentation Manager. Previous to this promotion Keith was Supervisor in Electronics Maintenance.

Wayne Saylor was promoted from Foreman to take Keith's place as supervisor.

The Quality Control Department lost David Brown on a promotion to Industrial Engineering Technician.

John Raczynski was promoted to Sr. Material Clerk at Disc Pack, Santa Clara. He previously was in the Warehouse.

Pat Keenan also left the Warehouse Department to join Disc Pack, Santa Clara.

Contamination Control lost Mary Ray to the Finishing Department when Mary was promoted to Finishing Operator.

Disc Pack, Santa Clara has gained a new member from Maintenance. His name is Cecil Sterns.

Test & Inspections (Tape) lost one of its Technicians, Bob Aird, to Test & Inspection (Discs).

Ravil Tahir who worked in Test & Inspection (Tape), has been named to the position of Supervisor, Test & Inspection at Disc Pack, Santa Clara.

Marty Jenkins, previously a Technician in PTS, has been promoted to Supervisor, Communication Center.

John Lowe, from PTS, was also given a promotion to Supervisor, Technical Control Center. Then he was promoted again. This time to tape plant Test and Inspection Manager. John was an Engineer in the same department before his promotion.

Gary Toms is a new member of the Quality Control Auditors team. He was with Research before the move.

The Maintenance Department has gained a new Technician in the person of Paul Plona. Paul used to be in Slitting.

Oliver Seat has moved to Disc Pack, Santa Clara, as a Technician. He was previously in Maintenance.

Gary Meredith, from CDD, has received a promotion into Engineering, as a Technician.

Maintenance also lost two more men on promotions. One was Ealem Lovelace, who was appointed to a Foreman's position at Disc Pack, Santa Clara. The other man is Donald Mumm. Don has taken over the position of Jr. Buyer with the Purchasing Department.

Due to the large number of people who have been promoted from the Production Area, I have listed them all together below. Their names are given along with their new job titles and areas.

Richard Gardner, Technician—CDD

Fred Siau, Mechanical Inspector—Test & Inspection (Tape)

Peter Bihn, Technician—Industrial Engineering.

Lewis Brescia, Foreman—Disc Pack, Santa Clara

Ron Hendel, Production Scheduler—Scheduling

Larry Lehman, Technician—Maintenance

Bob Harris, Foreman—Disc Pack, Santa Clara

Wilbur Ryan, Mechanical Inspector—Test & Inspection (Tape)

Clarence Hamm, Mechanical Inspector—Test & Inspection (Tape)

Bernie Donahue, Sr. Utility Operator—Disc Pack, Santa Clara

Bruce Roy, Sr. Utility Operator—Disc Pack, Santa Clara

Frank Trier, Technician—CDD

Thurm Milliren, Sr. Technician—Industrial Engineering

William Micely, Materiel Clerk—Warehouse

Michael Evans, Sr. Utility Operator—Disc Pack, Santa Clara

Dennis Day, Video Test Operator—Video Production

Chris Richmond, Video Test Operator—Video Production

Richard Rippel, Mechanical Inspector—Test & Inspection (Tape)

Fred Kameda, Technician—Quality Control

Ray Kodres, Technician—Quality Control

Thomas Koon, Technician—Quality Control

Thomas Chapman, Technician—Maintenance

Dwight Grissom, Materiel Clerk—Warehouse

Technical Committee Increases Prize Money For New Monographs

The Technical Communications Committee is now offering a \$500 prize to the author of each Memorex Monograph published.

The Monograph series consists of technical writings relative to magnetic tape and disc packs, authored by company personnel for distribution to customers around the world.

The committee is also encouraging the submittal of other types of articles and will award cash prizes of \$100-\$150. It is anticipated, according to committee members, that most of the Monographs will be completed on the employees' own time.

In the event of joint authorship, writers will equally split the prize money.

A Working Committee, designed to stir interest in Monograph publications, has been added to accelerate the program. Bob Deffeyes, Bill Butler, Finn Jorgensen, Mike Martin and Jerry Kelly are Working Committee members.

Papers to be published will be selected by the Technical Committee Review Board, consisting of Stan Meyer, Ed Seaman, Eric Daniel and Gordon MacBeth.

Computer Course Repeats March 13

Don Caselas will repeat his 14-hour Introduction to Computers course for interested employees. The course will be given in seven, two-hour sessions on successive Wednesdays, starting March 13th.

Classes will be held in the Santa Clara Plant Q. C. Conference Room from 7:30 to 9:30 p.m.

The course is a technical orientation, in concentrated form, covering the basic principles of how computers work. Those who register should be able to attend every session.

Information about course content may be obtained from bulletin boards around the plant, or from the Technical Training Department, extension 606.

To register, contact Marianne Pietschman, in the Personnel Office, extension 209. If you are interested, you'd better hurry. Enrollment is limited to thirty persons.

SPRING FLING DATE SET

Mark the date of May 11, 1968 on your calendar and watch for details of the swingiest spring fling ever.

GUARD FORCE INCREASES WITH COMPANY GROWTH

By SARA M. MILLAR

Just as Memorex employment figures have increased in the past years, so has the crew of Pinkerton guards who help safeguard our people and property in Santa Clara.

When the guard system was started in November, 1964 we had two men—one for day shift and one for night. Now we have ten full time men plus two men that work part time. These men are under the supervision of Sgt. W. H. Ames. The entire security system is the responsibility of Stephen Windisch, Memorex plant manager, Manufacturing Engineering Department.

The functions of the guards include: traffic, fire prevention, safety, and checking for vandalism and theft. To manage all this, the men maintain three stations during the day and one at night. We have twenty-four hour coverage, both for the main Memorex plant, and the Disc Pack building. During the day, guards are stationed at the East Post (by the blue zone parking), Receiving, and the Disc Pack Post. After 6 p.m., two men are stationed at the North Post (by the cafeteria) and one of them patrols the plant, looking for problems such as fire, malfunctioning machinery and unauthorized personnel.

The latter could be a big problem. Much of our success can be credited to keeping our secrets to ourselves. We have no wish for our competitors to look around in our facilities. For this reason, employees are required to wear badges and to question anyone they see in restricted areas, who they do not recognize as an employee. In fact, not too long ago a new guard chal-



Sgt. W. H. Ames checks the badge of an incoming employee at the Santa Clara plant's east gate. Above left, Ted Maxwell. Below left, Sgt. Elmer Harper.

lenged Laurence Spitters, company president, because he was not wearing his badge! But Mr. Spitters didn't mind. He was glad to know that the guard was on the job.

In reminiscing about the past years that Sgt. Ames has had charge of our guards, he recalls that things have greatly improved in so far as employee cooperation goes. People are much better about parking in the proper places and wearing badges. In the past we have had trouble with our neighbors, because our employees parked on their property. Now most of us have learned to be "good neighbors."

Sgt. Ames says he and all the other men of his crew find Memorex a good place to work because the people are so friendly and, for the most part, cooperative. However, there is one appeal that he wants to make. He asks us to remind everyone that badges are to be shown every time we pass a guard post. "Please wear them where they can be seen," requests Sgt. Ames.

So, ladies, if you think the guards are really giving you the once over, it may not be your pretty figure they are admiring—they are just trying to figure out where the heck you put your badge!



Amos Cobb



Victor Scheer



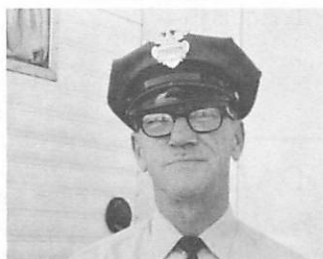
Jack Dake



Bill Neal



Paul Phelan



Foster Symes



Homer Smith



Bollon Dool

JOB EVALUATION

(Continued from Page 1)

Each position is reviewed thoroughly to insure adequate coverage and proper clarification.

At the next step each job is individually evaluated according to such factors as mental and physical skills required to do the work, knowledge and experience needed, working conditions and responsibility for equipment and material. A special committee has been established to make these evaluations. The committee consists of the plant managers and representatives of Industrial Engineering, Industrial Relations and other production managers, supervisors and foremen concerned.

The last step is to determine what other similar companies in the area pay for comparable jobs so that our wages will be fair for everyone. Tim points out that the program will allow Memorex to incorporate new jobs into the system as they are created and facilitate their objective evaluation and placement in relation to current jobs. The company's expansion into new fields and new locations will be aided by this process.



THEY'VE GOT CLASS—And Jim Stubblefield, Field Support Instructor, is the teacher. Here Jim is conducting an Introduction to Computers and Computer Logic class, in the Peripheral Systems training room. Attentive students are, from left, Carole Barr, Lois Inwards, Jackie Hilton, Marilyn Walsh, Mary Al-

den, Virginia Koeberle and Donna Krebs. The majority of PSC employees have taken, or will take, Jim's class, which is designed to help them understand how computers operate and how the company's disc drives fit into the computer picture.

EMPLOYMENT MORE THAN DOUBLES IN YEAR AND A HALF

Egad, where're we gonna put 'em all! Memorex and our subsidiaries now employ more than 1460 employees. More than half of that number have been hired in the last year and a half. Where we're "gonna put 'em all" will be answered in the next few months, as plans for additional facilities are approved and announced.

We welcome these new hires from January: Charlie Briggs, Material Management; Glynn Eastham, Quality Control; Myrtle Grigg, Disc Pack Production; Rosalind Gonzales, DP Production; Valentino Hiralez, Production; Ruby Jennings, Production; Gladys Katsikis, DP Production; Kathleen Kizzie, DP Production; Lillian Prindle, Engineering; Diane Tallerico, DP Production; Alice Pierce, Production; Carolyn Gibilisco, Production; Shirley Utke, Production; Carmen Garcia, Production; Gloria Mendez, Production; Barbara Poreda, Production; Doris Vazquez, Production.

Mercy Reyes, Production; Ginger Johnson, Production; Ardelle Barkley, Production; Bernard Reeder, Marketing; Frederick Koehler, Marketing; Sanford Duncan, Marketing; Charles Skiff,

Production; Philip Phythian, Finance; Elizabeth Wiesner, Finance; George Kurtz, Research; Robert Wolfgram, Administration; Helene Mandell, Marketing; Harry Kraft, Maintenance; Desmond Gilligan, Finance; Robert Kastelic, Finance; Bonnie Beach, Marketing; Kenneth Chance, Maintenance;

Kenneth Spencer, Maintenance; Joseph Smith, Production; Toni Lamonte, Production; Joy Smith, Production; William Robinson, Production; Leonard Burch, Production; Juan Chacon, Production; Donald Anderson, Marketing; Francel Bertuzzi, Quality Control; Charles Stephens, CDD; George Hampton, CDD; Charlotte Jones, CDD; Emmitt Puthoff, Engineering; Arnold Robinson, Quality Control; James Melton, Quality Control; William Laughlin, Production; Roger Anderson, DP Production; Mary Bahni, DP Production; Alfred Cates, Maintenance; Leta Faust, DP Production; Rose Farmer, Production; David Fukagawa, Material Management; Joan Hanagan, DP Production;

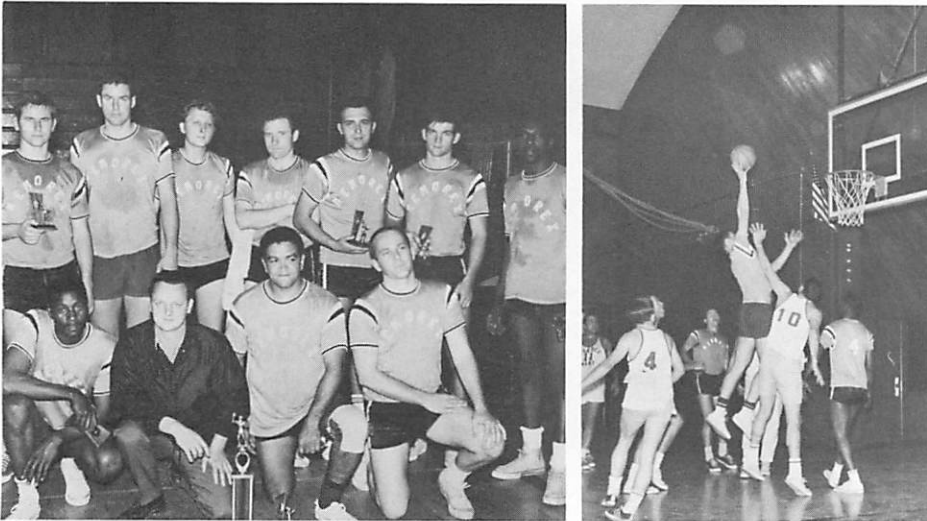
Douglas Harrison, DP Production; Mary Hernandez, DP Production; Jerry Leach, DP Production; Paula Johnson, Production; Brooke Lynch, DP Pro-

duction; Janane McKean, Production; Dennis Muth, Material Management; Mary Silvis, DP Production; Joe Todd, CDD; Jean Turner, DP Production; Gary Crum, Maintenance; Paul Hopwood, DP Quality Control; Richard Fullerton, CDD;

Chevo Katsilometes, Quality Control; Beth Kirkpatrick, Marketing; Allen Price, Maintenance; Roger Olson, Quality Control; Michael Ramos, Engineering; John Robie, Engineering; Carolynne Roland, Research; Bruce Steckel, Production; Maryelle Spencer, Material Management; Stanley Tribble, Quality Control; Kathleen VanDerSchroeff, Engineering; Robert White, CDD; Steven Williams, Quality Control; Jack Baker, Marketing; William Borman, Marketing;

Don Giauque, Marketing; He Hon Lao, Quality Control; Robert Hazlett, Marketing; Eugene Madison, Engineering; Carl Moyer, Quality Control; Robert Murashige, CDD; Elliot Overshiner, Quality Control; Oliver Turpen, Engineering; Phillip Quigley, Administration; Christopher Meyer, DP Production; Geraldine Doucette, DP Production; Marilyn Reis, DP Production.

MEMOREX HOOPSTERS WIN SANTA CLARA CITY LEAGUE TITLE



THE CHAMPS! — Front row from left, Bill Carter, Bob Mathews, John Morrison, Joe Maher. Second row, Kit Weaver, Bruce Steckel, Tom Koon, J. B. Edwards, Dick Tiberio, John Woodmansee, Rosey Jones. The photo at right shows Bruce Steckel going high to get two points.

The Memorex basketball team finished its regularly scheduled season by taking the Santa Clara City League Championship, after winning seven of its last eight games.

The Memorex five snatched the championship with a 73-67 triumph over Speedee Mart, February 13.

Six-foot-one John Woodmansee, a warehouse materiel clerk, led the team in scoring. Towering Bruce Steckel, a six-foot-six former varsity player at University of California, Berkeley, controlled the boards for our team. Bruce is in the Video Production Department Foreman Training program.

At the Los Banos Invitational Basketball Tournament, February 5, the hoopsters toppled Mel's Liquors 97-96, in over-time, to take second place. Memorex handed Mel's its first loss in more than three years.

Cliff Walker, a coating line operator, scored over 80 points in the tourney's three games. Woodmansee led the team with a total of 86.

Memorex Coach Bob Mathews, cited John Woodmansee, Kit Weaver, Rosey Jones, J. B. Edwards, Billy Carter and Steckel, as outstanding personnel in his squad of regulars.

"We're going to put two more trophies in the trophy case before the season is up," vows Bob.

The team will finish out the month with two more tournaments in the Santa Clara Valley.

DID YOU KNOW?

- Memorex has three main types of insurance coverage: group, industrial and long term disability.
- In a typical month, the company paid out \$9,313 for employee insurance benefits and \$23,401 for employees dependents benefits.
- Every employee accrues up to 10 days of sick leave each year.
- Unless illnesses and/or periods of hospitalization are clearly marked on your time cards, you may not receive sick leave benefits.
- State Disability claims must be filed within 20 days of the time you become disabled, if you wish to receive full benefits of the program.
- State Disability Insurance payments begin on the eighth day of your illness and/or your first day of hospitalization.
- State Workman's Compensation may be denied, if you are injured and do not report the injury immediately after it happens.

Hillview Golf Results

Jim Taylor and Bruce Bush led two flights of more than 30 Memorex Divoteers during the February 10 tournament at the Hillview Golf Course.

Jim and Bruce led the first and second flights, respectively, with a net 70 strokes on the 18 hole, par 71 course.

Keith Gerry, Al Uhrich, Alt Case, Cleon Johnson and Ben Kimura were knotted for second place in the first flight, two strokes behind Taylor. Low gross winner, excluding individual handicap, went to Alt Case.

Second flight saw Frank Wolhart and John Browning, each with 72 strokes, tie for second. Buddy Trier was fourth with 74.

Pleasant Hill Golf Course will be the action spot for next month's tournament, March 17. Tee-off time is 6:16 a.m.

Interested duffers should sign-up early, according to Ann Brassford, Divoteers secretary, due to limited availability of starting times.

HILTON CHOSEN FOR CHRISTMAS DANCE

At a special meeting on Feb. 7, the MAG Board voted to reserve the Grand Ballroom at the San Francisco Hilton Hotel for the 1968 Christmas dinner dance. The date selected is Saturday, December 21.