

Management Development Program Initiated At Fairchild

A manager should not just be a supervisor—he should be a motivator, communicator, counselor, teacher, and an expert in his field. He should be able to identify and solve problems. His role in any company is a very significant part, therefore; he must be a top-notch manager.

A new Management Development program has been set up during the months of January, February and March for representatives of the various group directorates at Mountain View, R&D, M.O.D., and Systems Technology. This course, organized by Industrial Relations, deals with basic management principles. It has two major objectives: one is to help the participants develop a broader understanding of management principles and develop their competence through actual practice. The other is to assure Fairchild's ability to better cope with current problems and grow in the future.

The Course will deal with basic management topics—the nature of management; the cycle of management activity concerned with planning, organizing and controlling their own work and the work of others; the fundamental skills of setting standards, appraising results, communicating, motivating and decision making. They will also learn how to translate these management functions and skills into practice.



Fairchild managers who have previously completed a training program in Management Development will be the course instructors. They will utilize films, study materials, workbooks and practice exercises during the 3-hour sessions for the next eight weeks.

To meet these objectives, the participants must become actively involved in reflecting, comparing and evaluating the ideas of each session relating with their own personal experiences and then take an added step of putting the material from the course to a practical test by applying it to their operations.

Special IMS Field Consultants Selected



During the week of December 14th Barry Miller, Jericho office; Jack Gaskell, Wellesley office; Bill Edlund, Bladensburg office; Larry Hallblade, Minneapolis office; Bill Silver, Los Angeles office and Norman Doyle, Consumer Applications Manager spent a full week in a special training session at Mountain View. They studied integrated microsystem fabrication, inspection, testing, engineering and marketing phases.

Under the guidance of Tom Branch, Duke Castle, Ron Marfil, and Carlos Puleston, these six men have the training and product information now as area experts on hybrids located around the country. They are available for technical assistance about IMS products and will be conducting regional sessions for the balance of field sales personnel. If you have an Integrated Microsystems question, these IMS Field Consultants are your primary contacts.

A Taste Of Christmas



It was two days before Christmas and all through the Fairchild cafeterias, employees were awaiting their Christmas dinner. When all of a sudden appeared Dr. Hogan and his twenty helpers dishing up the company sponsored meal. With chef hats and aprons, they wished everyone a very Merry Christmas.



The Aquarius Employee

January 20 to February 19



By Linda Goodman from her book *SUN SIGNS*

You shouldn't have any trouble spotting your Aquarian employee. He's the one with all the friends. You know, the one who forgot his brief case this morning—the same man who casually dropped in your office last month to borrow your fountain pen and left behind a production idea which has saved your company \$30,000 in overtime.

Life with an Aquarian employee can be exhilarating and leave you a little breathless. It's not that they're extroverts or flamboyant or practical jokers. Quite the reverse. Many Aquarians are sober, cool, aloof and removed from the mad world around them. The only trouble is that they've removed themselves fifty years ahead, and when they rocket back to the present every few days or so, they've bagged some unusual ideas from the stratosphere. If you're a smart boss, you'll invite the Uranus man to your office for a chat once a week. It could be profitable. Who knows what you might pick up? When he tells you in the proper technical language exactly what's wrong with that loose screw under the fourth bolt in the new machine that keeps breaking down, you may start to wonder if he has been to Mars and back since you saw him on the elevator yesterday. Especially after you check personnel records and see that he didn't take a course in science or mechanics at college.

Chances are this seemingly quiet, brilliant and friendly young man won't stay around long enough for you to remember his face. The Aquarian male will either begin at the top, work his way up there in a few weeks, decide to go it alone as a composer, photographer, clown, geologist, radio or TV announcer, etc.—or leave you to drift from job to job "looking for himself." Someday he'll find himself too. When he does, he usually stays in one place a lifetime. Until that moment of truth, however, our Uranus-ruled friends spend a period of time just roaming around, experimenting, learning, looking, investigating, and picking up new friends.

He's not sentimental by nature. He has a scientific attitude, but there's also a strong interest in people, what makes them laugh and what makes them cry. An Aquarian does not lean toward emotionalism (except rarely when he's in the clutch of an eccentric rush of behavior, perhaps a reaction to some very disturbing personal experience). Unfortunately, his ideas and opinions are often considered irrational and impractical, but that's just because his critics aren't tuned to his frequency—half a century ahead.

You may notice the Aquarian employee with a different friend each week or so. It's difficult for him to be satisfied with any one individual at a time, since his sympathies run into so many channels. It's common for him, therefore, to give more friendship than he receives.

Aquarians are conscientious workers, having a high degree of intelligence, as well as uncanny perception and a fine sensitivity to everyone around them. They soak up knowledge while appearing to be engrossed in some abstract theory. Their memories are weak but their intuitive powers more than make up for it. They're extremely odd in their habits, kind and sympathetic, usually very courteous, and they wear unusual combinations of clothing. They're each loyal, honest and have a strict code which is never violated. They number about five thousand good friends, ranging from Leonard Bernstein and Joe Namath to Scarface Al and Minnie, the apple lady, who takes numbers.

You can be safe in assuming your Aquarian worker is giving you a full day's work for his pay. He's probably the real cause of your secretary's severe skin rash her doctor can't diagnose or cure. He can also contribute some pretty sane, concrete thinking to your firm which will possibly even result in bringing it up to the Twentieth Century. He's utterly trustworthy with company secrets, and probably the best customer's man you can find, because he'll make friends with your coldest client and wonder why everyone thought he was so tough to deal with. To the Aquarian, he's just another human with some intriguing aspect to his personality to be uncovered with a few polite, direct questions and a little observation.

This employee isn't likely to nudge you constantly for a raise, because money is usually down there on the bottom of his list, along with women. But he's shrewd enough to know his worth, and it wouldn't be wise to take advantage of him. He may cause some raised eyebrows, but he'll seldom cause any scandal or petty office gossip. You won't find him filled with much intense, driving ambition, yet he has one of the finest minds in the zodiac. If you should decide he knows enough to make him your partner, he'll never steal the business from you—and he can be a most decided asset, possibly even bring worldwide prestige to the firm someday.

When he does eventually decide to get married, you may lose a good secretary (he won't want his wife to work), but you want the poor girl's skin rash to clear up, don't you?

Funny You Should Ask!!

What is your New Years Resolution for 1971?



Joe Aboussleman,
Plant Maintenance

"I'm going to be nicer to people, especially when things aren't going right and I'm about to lose my temper."



Jean Butler,
DIC VAPOX

"I decided to finally quit smoking and what would be a better time than January 1, 1971."



Ed Nunes,
Group Leader-DIC

"My wife and I are going to lose weight as our 1971 resolution. It will be much easier with the two of us doing it together. Let's hope it doesn't take all of 1971!"



Ozler Johnson,
Secretary-Corporate

"This year I made a resolution that I would not make a resolution until I can stick with it."

To Your Health

by O. Bruce Dickerson, M.D., Medical Director



The Cigarette — A Dubious Companion

Is it really true what they say about the danger of smoking?

Overwhelming scientific evidence shows that cigarette smoking is dangerous to one's health. Even with this evidence, an alarming number of Americans persist in making cigarettes their constant companions. Smoking usually starts in the early teens and by the twelfth grade from 40 to 55 percent are smokers. Most continue smoking as adults.

Do you think the average smoker really wants help, or is he complacent?

He definitely wants help. Nearly all cigarette smokers today acknowledge that cigarette smoking is hazardous to health. What many have not yet done, however, is to establish the personal relevancy of

the threat—to admit that these facts pertain to their lives.

What about quitting techniques?

There are various strategies that the person must select for himself. One that seems most suitable and promising for many smokers is a gradual tapering off. They believe if they can conquer the most important cigarettes—that first one in the morning or the one after a meal—the rest will take care of themselves.

Is there a "best" way for the hardcore smokers to quit?

Certain types of smokers will have to stop suddenly—go "cold turkey"—if they are to succeed. If a person decides on this approach, he should pick a day when he wants to stop, plan for it, and prepare for four, five or six days of real discomfort, realizing that it will not last forever and that it is a very small price to pay for "breaking the back" of the habit.

Are there other suggestions?

Never buy more than one pack of cigarettes at a time; don't buy the next one until you have finished the last. Never carry matches or a lighter; then if you must smoke, you will have to "bum" a light. Switch brands once or twice a week, moving to brands with lower tar and nicotine contents.

Make it difficult to get at your cigarettes; put them in another room, or in the back of a drawer or in a closet. Whenever you want to smoke you will then have to make a conscious decision and expend some effort and energy to get at the cigarettes.

What do you tell the person who says he can't give it up?

A lot of people who say that they have tried to stop haven't really tried. The problem is they never felt they had enough reason to make an all-out effort.

One way that has been found to be successful is to have this type person wrap his cigarette pack in a piece of paper and put rubber bands around it. Every time they take a cigarette from the pack, and before they light it, they make a record on the paper of the time, a word or two to describe their activity or mood at the moment, and the cigarette value.

They score it from one to five, according to need, and compare it with other cigarettes smoked during the day. If it is a very important cigarette, it is a #1; if it is one of the least important—one they could take or leave—it is a #5; if it is an average cigarette, it is a #3. Then it is just a matter of making a decision as to the importance of the cigarette versus the damage to one's health.

People: Frank Lozano



You don't have to be a van Gogh to paint; a Rod McKuen to write poems and songs; a Frank Sinatra to act and sing romantic ballads; or 6'3" to become a karate expert. This is Frank Lozano's philosophy of life. Frank is an engineer in charge of sustaining EPI and VAPOX in Fab 3, DIC, but he also does a few other things on the side.

Frank may not be a van Gogh but his landscape paintings are making him famous. Frank's interest in painting began a year ago with a friend's encouragement. Now, he enjoys his success as a top-notch amateur artist.

Fairchild Announces 1971 Calendar

New Years Day	Friday, January 1st
Good Friday	Friday, April 9th
Memorial Day	Monday, May 31st
Independence Day	Monday, July 5th
Labor Day	Monday, September 6th
Thanksgiving Day	Thursday, November 25th
Floating Holiday	Friday, November 26th
Christmas Eve	Thursday, December 23rd
Christmas Day	Friday, December 24th

When you are only 5'4" and 140 pounds, earning a black belt in karate is quite a feat, but Frank managed to do it—bruises and all. Six years ago Frank wanted to develop self-confidence, humility and respect for others—that is when he joined the Kung Fu karate class and achieved their highest honor—a black belt.

Hollywood is not the only city where an actor can be nominated for an oscar—he may go to the San Jose Light Opera Company. Frank's talents just don't stop at painting and karate—he can also act and sing. In 1968 Frank was nominated as "Best Supporting Actor of the Year" for his performance in "West Side Story" as the Puerto Rican gangland leader Bernardo. When Frank isn't subject to mini Oscars, he sings and writes poems and songs. Frank was so good at carrying a tune the

Spotlight on the 1970 United Fund Campaign

DIVISIONS	TOTAL AMOUNT SUBSCRIBED
Mountain View	\$26,200.00
R&D	6,201.50
MOD	4,084.62
Systems Technology	3,933.00
Corporate	2,615.00
FINAL TALLY — \$43,034.12	

Social Security Contribution Increases

Effective January 1, 1971, Social Security contributions increased to 5.2% of the first \$9,000 of earnings with a maximum contribution of \$468.00 per year. The old rate was 4.8% of the first \$7,800 of earnings with a maximum contribution of \$374.00.

"Peninsulans", a small vocal group, invited him to join them. They have sung at various charity functions and local restaurants.

If you haven't guessed it by now, Frank Lozano is quite a versatile young man with many talents. Wonder what his next interest will be—racing cars, sky diving or maybe just take a rocket to the moon!

ODDS & ENDS

Ad copy should be submitted to the Leadwire Office on the forms provided for this purpose. Ad copy should be 25 words or less. Ads received by the 10th will appear in the mid-month edition; ads received by the 25th will appear in the month-end edition. Ads will appear only once; to renew ad, a new ad card must be submitted. Please use private outside phones in listings.

FOR SALE

1966 PLYMOUTH FURY III CONVERTIBLE—with P/S and P/B. Selling for \$925 compared to \$1295. Call Credit Union, EXT. 2401.

1964 OLDSMOBILE JETSTAR "88"—clean, good for second car. Selling for \$325 compared to \$570. Call Credit Union, EXT. 2401.

1963 VOLKSWAGON BUG with radio, heater and manual trans. Selling for \$500 compared to \$780. Call Credit Union, EXT. 2401.

1970 CHEVROLET CHEVELLE S.S.—396 C.I. engine, mag wheel, clean. Selling for \$2225 compared to \$2890. Call Credit Union, EXT. 2401.

1969 MUSTANG CONVERTIBLE — 3-speed stick, P/S, air conditioning, AM/FM, green with white interior, new tires, in excellent condition. Call 244-2975 (Evenings).

AK AI 360 TAPE SYSTEM—complete with speakers, SW 130, microphone and remote control unit. Call 244-2975 (Evenings).

WURLITZER SPINET PIANO—late, modern design, like new. Asking \$325. N. Weaver, 962-2184.

NYLON WHITE PILE COAT—girl's size 10 in good condition. Asking \$5. Call Gail Payne, 948-7741.

18' CABIN CRUISER, 4-cycle Homelite 55, radio, TV, depth sounder, trailer, in excellent condition. Asking \$1600. Ginny Harris 266-6041.

SOLID STATE AM/FM, VHF (POLICE HIGH) PORTABLE RADIO — with battery-electric. Many accessories. Retail price at \$24.95. Available for Fairchild employee at \$19.95 include tax. Nancy Chang, 321-2996.

DONATION OF FURNITURE AND ODDS & ENDS to worthy church group for their teen room. Call 948-7741.

From Your Recreation Director



The Recreation Council is now preparing for 1971, but volunteers are needed! With the new year starting, we need new ideas and enthusiasm to make this council achieve its objective—to represent all employees by organizing recreational activities and making available discount tickets.

The Rec Council still has discount tickets for recreation activities such as Disneyland cards, Beachcomber, San Diego Zoo, Frontier Village and Sea World. We also have tickets for merchandise discount—Keith Tires, Gerard Tires, House of Karlson and Dahnkan. With a limitation on time, we have had to discontinue the ticket office operation. Employees interested in having their athletic activities sponsored should contact the Rec Council prior to commitment with an outline of the activities and costs.

The Recreation Council belongs to you. Your suggestions and ideas are welcome. If you are interested in being a member of the council please contact me on EXT. 2345.

Jim Ward



Monday Bowling Standings

As of January 11th, first place went to Bare and Four Cubs winning forty-four out of sixty-four games ending the first half standings. Finishing second were the Unreliable Beavers winning forty-three games.

In the Men's High Scatch Series, Ed Soldani took first place with 642 points and Ann Lima's 562 gave her first place for the Women's High Scatch Series. For the Men's High Scatch Game standing, Guy Kennedy captured first place with a 255. Receiving first place honors for the Women's High Scatch Game was Dixie Caito rolling a 231:

January Service Awards

TEN YEAR	Raymond Shanahan
Estelle Kauppi	George Wardwell
	Richard Valente
FIVE YEAR	D. J. Fuller
James P. McCord	Jean Windham
Adriette Hernandez	Adelpha MacDonald
Alicia Ferguson	James Green
Herbert Wallack	Catherine Murdock
Scott Christensen	Joseph Portillo
Maria Herrera	Barbara Ricci
Kathlene O'Rourke	Louise Rodrigues
Margaret Souja	Inatha Kocksiek
Charlene Brandt	Charlotte Debruyen
Katherine Preston	Lupe Quinones
Karl Heydeck	John Bye
Peter Solly	Darryl Lieux

MICROWIRE

January, 1971

Editor: Vicki Heinsheimer

Reporters: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza.

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Dr. HOGAN REAFFIRMS EEO COMMITMENT

During the past year, Dr. C. Lester Hogan has continually directed all Division General Managers to respond to what he personally considered a most important and urgent challenge in the development and implementation of affirmative action plans to fulfill our equal employment obligations. On February 16, 1971, he reaffirmed his conviction in a letter addressed to the Corporation's Vice Presidents and Directors requesting them to make a significant commitment to Equal Employment Opportunity.



FAIRCHILD
SEMICONDUCTOR
A DIVISION OF FAIRCHILD CAMERA AND INSTRUMENT CORPORATION

"Our commitment," Dr. Hogan said, "is based not merely upon the legal requirements which exist, but more significantly upon a sincere desire to make Fairchild a responsible and enlightened leader in meeting the challenges and moral obligations presented by the communities in which we operate."

The principles of equal opportunity can best be enhanced by example — so why put off till tomorrow what can benefit all of us today. It's nice to *think* about EEO, but it's far better to *do* something about it. Share your ideas and suggestions with John Salazar of Corporate Minority Affairs at 962-3775 and let's put some of them to work for us.

Fairchild Reports 1970 FINANCIAL RESULTS

During 1970 Fairchild Camera and Instrument Corporation had a net loss of \$19,309,000, or \$4.40 per share, on reduced sales of \$219,138,000. During 1969, the company posted a profit, excluding extraordinary items, of \$985,000, or 23 cents per share, on sales of \$250,695,000.

According to Dr. C. Lester Hogan, president and chief executive, "after a record first quarter, 1970 turned into a year of pronounced adversity for the corporation. The company's problems were a reflection of the general business downturn, whose impact on the electronics industry has been particularly sharp. In April, the recession hit our major semiconductor markets with sudden force, and volume continued to decline at a rate exceeding all expectations. The speed and severity of this decline caused the company to operate unprofitably in the last three quarters of the year."

Dr. Hogan also pointed out that despite these setbacks, he believes the company's positive achievements in 1970 will contribute to renewed growth when the current economic trials are behind us.

1970 introduced several new products — more than 150 semiconductor circuits, and nearly 30 microwave and optoelectronics devices. Exceptional progress also was made in metal-oxide-semiconductor (MOS/LSI) technology, a new and fast growing segment of the industry. Other product and technical advances include a line of electronic keyboards for typesetter and computer input applications, and expanded line of audio/visual projectors, a lunar mapping camera, and computerized systems to monitor electronic pollution of the air waves.

Dr. Hogan has great confidence in Fairchild's facilities and personnel. "As the



economic environment improves, we feel the company will be in a position to capitalize fully on both the recovery and the future growth," stated Dr. Hogan.

After Dr. Hogan's "report to the employees" on Friday, February 12, many questions were raised, but because of limited time, many are still unanswered. We know you have many questions — questions about company policies, employee benefits, Fairchild's position in the industry, new marketing concepts, or new products — we can help you find the answers. You must help us by submitting your questions to the MICROWIRE's Editor, Vicki Heinsheimer on Ext. 3327 or M/S 7-600. All inquiries will be acknowledged, either by an answer in MICROWIRE or a personal phone call to you by someone qualified to answer your question.

PAUL DRISCOLL WINS BUSINESS WEEK AWARD

By Pat Freeman



Industry discovered the Navajo Indians in Shiprock, New Mexico, and Paul Driscoll discovered the "magic button" for working with the Navajo. Mr. Driscoll's "magic button" is as basic as treating people like people. Because of his imaginative and sensitive leadership, Paul Driscoll turned a troubled project into a financial and social success and was thus chosen as the winner of the BUSINESS WEEK award for exceptional leadership which will be presented to him at an award dinner on March 22, 1971 in Shiprock.

A troubled project often stems from management's inability to overcome educational deficiencies or to transcend cultural differences. When Fairchild's plant opened in 1965, it was plagued with language problems and high employee turnover that threatened the venture. When Paul Driscoll arrived as plant manager in March, 1969, he discovered an untapped wealth of natural characteristics in the Navajo. By utilizing the inherent flexibility and dexterity of the Indians, Mr. Driscoll was able to turn the tables and set the Shiprock project on an upward trend.

Along with developing the innate aptitudes of the Navajo, Mr. Driscoll and his training personnel considerably lowered the language barrier by substituting Navajo phrases for industrial jargon — "aluminum" became "shiny metal," "circuit" was replaced with "distributor cable," and so on. Mr. Driscoll also taught the Navajos Fairchild's concept of time and scheduling because they do not figure time in multiples of six and ten. Solution — divide the plant clocks into 10 numbered sections, alternately painted red and white. Now when an employee has worked 24 minutes on a project, he can simply say he has taken four sections.

Not only did Paul recognize and overcome cultural obstacles that obstructed progress, but he was astute enough to single out some valuable traits and turn them into working assets. For example, after years of rug weaving, Indians were able to visualize complicated patterns and could, therefore, memorize complex integrated circuit designs and make subjective decisions in sorting and quality control. Mr. Driscoll also found that the Navajos are anxious and able to take on supervisory jobs — "we're trying to develop the Navajo people to take over every job in this plant, including my own someday," he says.

Many people have recognized that it takes a very special individual to successfully work with culturally-different people under difficult circumstances. "He's tremendous. He understands the Navajo. He believes in us," says Kee Blackwater, a Navajo foreman. Dr. Hogan was "not altogether surprised" by BUSINESS WEEK's selection of Paul Driscoll for its Exceptional Leadership Award. He said, "Paul's leader-

Communications

Employee Communications must have a purpose . . . a reason for existence. It is to inform all Fairchild employees about what is happening — from company policies and benefits to employee achievements.

Bob Henkel, Managing Editor — News, ELECTRONICS Magazine, helped twenty of our editors and reporters find out how to make it happen. They represented Semiconductor/Mountain View, R&D, Systems Technology, and MOD at the second annual Corporate Communications Seminar on Wednesday, February 17. These editors and reporters were given the objectives and guidelines on writing articles, interviewing and how to be a successful reporter. During the informal session, Mr. Henkel answered questions on various problems a reporter faces.

Following lunch, Roger Barney and Vicki Heinsheimer, Corporate Employee Communications, discussed plans for the four newsletters — MICROWIRE, REFLECTOR, MOD MEDIA, and TECH TALK for 1971.



"THE GRADUATES"



Learning to apply bandages, slings and tourniquets is just part of what the Fairchild Industrial First Aid and Red Cross courses offer.

Fourteen Fairchild graduates received their pins and certificates on Thursday, February 18, from Warren Bowles, Corporate Vice President and Director of Industrial Relations. Mr. Bowles pointed out how valuable the two courses are and more employees should take an interest in becoming First Aiders. He also noted how it would eliminate many industrial accidents on a day-to-day basis. Dr. Dickerson, Corporate Medical Director, was on hand to congratulate each recipient. Instructing the twenty hour course was Bonnie Page, Fairchild's head nurse. Bonnie spent many hours taking a special class to allow her to instruct both courses. The two courses familiarized the First Aiders with typical industrial injuries that occur at Fairchild. They learned how to chart daily medical records, attend wounds and burns in an emergency situation, and mouth-to-mouth resuscitation. Films and demonstrations were used during the classes.

Continuing the program with other West Coast divisions, Bonnie is instructing a group at MOD. For further information on First Aid and Red Cross classes, call EXT. 3711.

reprint

microwire

This story appeared yesterday in our monthly issue of MICROWIRE. The last part of the article was inadvertently omitted. This reprint is designed to provide all employees with a copy of the complete story.

Kee Blackwater

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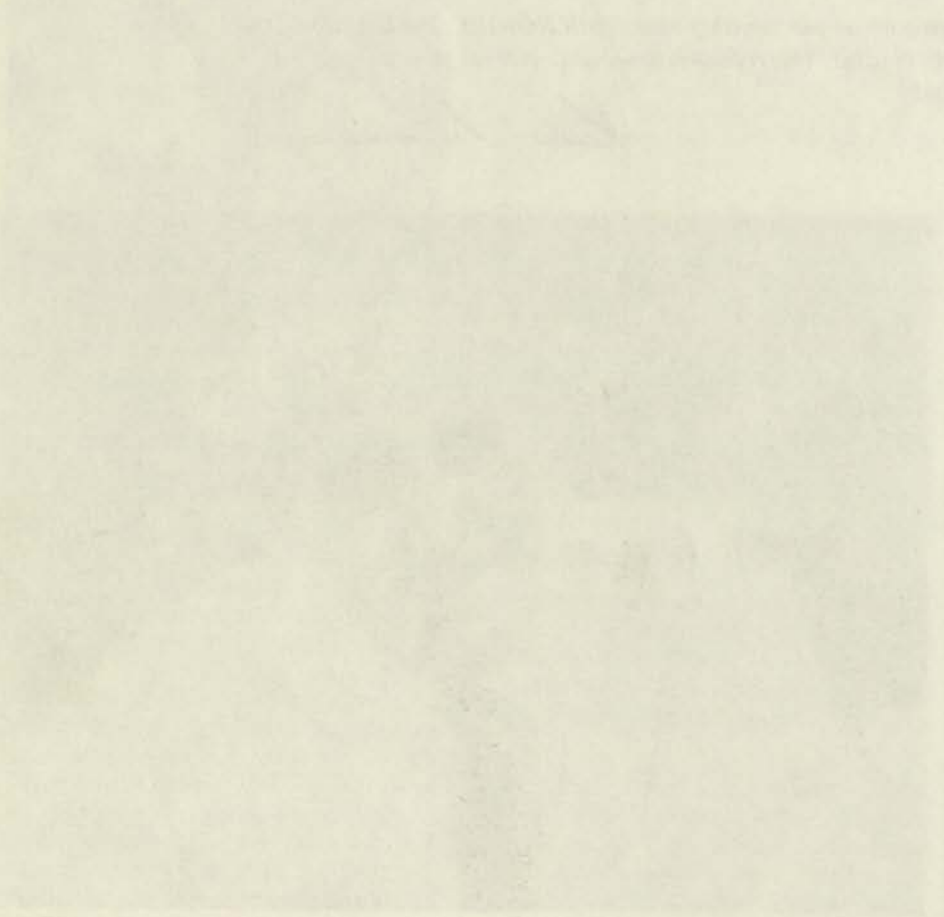
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Many people have recognized that it takes a very special individual to successfully work with culturally-different people under difficult circumstances. "He's tremendous. He understands the Navajo. He believes in us," says Kee Blackwater, a Navajo foreman. Dr. Hogan was "not altogether surprised" by BUSINESS WEEK's selection of Paul Driscoll for its Exceptional Leadership Award. He said, "Paul's leadership has achieved morale and esprit de corps that is among the best in any Fairchild factory in the world." Mr. Randolph, publisher of BUSINESS WEEK, has stated that "Mr. Driscoll has demonstrated . . . that it is possible for a business man to be truly concerned with the problems of minority groups, and to express that concern through concrete and productive means . . . we applaud Mr. Driscoll's efforts."



THE PROBLEM WITH BUSINESS MEN

The business man is the backbone of the nation. He is the one who creates the wealth that sustains the country. He is the one who provides the goods and services that we need for our daily lives. He is the one who employs the workers who support the economy. He is the one who pays the taxes that fund the government. He is the one who is responsible for the success or failure of the nation. He is the one who is the most important person in the country.

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To Your Health

By O. Bruce Dickerson, M.D.
Medical Director



"How About Drug Abuse?"

Is there a problem with drug misuse?

On March 11, 1970, President Nixon stated: "Drug misuse is a growing national problem. Hundreds of thousands of Americans — young and old alike — endanger their health through the inappropriate use of drugs of all kinds. More than 100,000 of these Americans lead totally unproductive lives because of their addiction to narcotics."

What drugs are harmful?

Every drug is harmful when taken in excess. Some drugs can also be harmful if taken in dangerous combinations or by hypersensitive people in minute or ordinary amounts. The fact that certain drugs can produce enormously beneficial results has produced the false notion that pills

will solve all problems. Society must develop a new respect for all drugs. Drugs that affect the mind can have subtle or obvious side effects. These can be immediate or may become evident only after long, continuous use.

Why are drugs being abused these days?

Drug abuse is not a new phenomenon. Varying forms of drug abuse have been present for years in the United States and other countries. There are many reasons for the current epidemic of drug misuse.

What are the immediate physical effects of smoking a marijuana cigarette?

Reddening of the whites of the eyes, an increased heart rate, and a cough due to the irritating effect of the smoke on the lungs are the most frequent and consistent physical effects. Hunger and sleepiness are reported by some individuals.

What are the long-term physical effects of extended marijuana use?

These are not precisely known. Extensive scientific research is underway to answer this most important question. Anxiety reactions and panic states have been noted. Accidents have occurred due to impaired judgment and time-space distortions. In those countries where marijuana use has been traditional, excessive amounts are claimed to induce loss of motivation, apathy, memory difficulties and loss of mental activity.

What are some of the more harmful effects of LSD?

During the LSD state, the loss of control can cause panic reactions or feelings of grandeur. Both have led to injury or death when the panic or the paranoia was acted upon. The prolonged reactions consist of anxiety and depressive states, or psychotic breaks with reality which may last from a few days to years.

What are the psychiatric complications of narcotic addiction?

The life of the narcotic addict is deplorable. His waking existence is centered around obtaining money to buy heroin ("hustling"), making a connection with a pusher ("copping"), and trying to avoid withdrawal. The activities that an addict will resort to in order to obtain heroin are harmful to himself and those around him.

What can one do to help prevent the spread of drug misuse?

- He can set a good example by not abusing drugs himself.
- He can learn as many facts as possible about drugs so that he will understand the problem and be equipped to discuss it in a reasonable manner.
- He should do what he can to assist anyone wanting help for a drug problem while awaiting additional aid from a trained person or a treatment facility.

Fairchild's New Personalized Auto Insurance



It doesn't matter whether you own a Cadillac or a Volkswagen, the new Fairchild Automobile Insurance will cover you and your family with the lowest competitive rates. To qualify for this insurance plan you must be a permanent, full-time employee who has completed one month's service.

What makes this insurance so attractive? There are ten good reasons.

- Your payments are deducted through payroll over the year. There is a 30-day lag before deductions start but you will be covered those days.
- Rates will not change during the year.

- Whether you remain a Fairchild employee or not, the policy will continue as long as the plan is in force.
- Liability limits are high — up to \$1,500,000.00 for each accident.
- 24-hour phone service is available coast-to-coast.
- If you are a safe driver, your rates will be even lower, and you get money-saving credits when your dependent children pass a driver's training course.
- Selection of coverage is wide — collision, comprehensive, emergency road service, bodily injury and property damage liability coverage.
- You receive top value for your auto insurance.
- You may select the garage of your choice for car repairs — three estimates aren't required.
- You have secure financial backing with assets over \$2¼ billion.

Stop and compare your insurance coverage now to Fairchild's new plan. You just may want to trade coverage rather than your Cadillac.

SHOES THAT SERVICE

Shoes that service customers earn a better reputation for Fairchild.



During the weeks of February 15th thru March 12th, Fairchild Semiconductor employees participated in the "Put Yourself In The Customer's Shoes" program. According to Wilf Corrigan, general manager (domestic), "the 70's are shaping up as a buyer's market in our industry — and in that market the company that most clearly demonstrates service excellence (along with quality) is the one that will pick up most of the marbles. We intend to be that company." To develop service excellence — whether working directly with the customer or improving final test yield on the line — an employee qualified.

The program committee, under Greg Reyes, reviewed the nominees weekly and presented the winners with a \$20 gift certificate toward the purchase of a pair of shoes. The committee of twelve presented 100 gift certificates to the Mountain View winners, 40 to South Portland, 40 to Shiprock, and 20 to San Rafael. The winners' names were announced weekly on the "Shoes" posters throughout the complex.

When a company has earned their reputation for service excellence, the employees are the real winners!

Winners of shoes gift certificates:

Week ending 2/19/71: Maria D. Christian, Don Bailey, Gary Tharp, Dee Ross, Barbara Capone, Bob Tharp, Linda Hageman, Fred McChord, John Spalliero, Goldie Williams, Bill Kat, Ruth Gonzales, Marie Taylor, Doug Pung, Paul Harrison, Carol Larson, Jan Francis, Beverly Nunes, Maria Magano, Judy Nelson, Susan Johnson, Lillian Cooksey, Stan Gage, Denny Henderson, Eldon Hower.

Week ending 2/26/71: Don White, Ellie Gimmick, Grace Carley, Joan Norton,

Mieko Wada, Bob Hood, Bob Collins, Bill Wilson, Mae Walker, Fred Scheu, Roberto Rueda, Mary Gillespie, Bob Smith, Paul Cusick, Larry Baldwin, Rose Levell, Anna Larson, Luci Kirk, Gerri Roland, Bertha Melendez, Lori Jennings, Peggy Fogle, Edna Draine, Vera Hodgins, Pat Decker.

Week ending 3/5/71: Neal Lambert, Doug Divine, Jan Ralston, Wilma Vance, Gus Ortiz, Lynn Shamin, May Green, Pat Lilly, Lena Jobe, Marge Llamas, Andy Adamian, Susan Coon, Hilda Solti, C. Ynzunza, Rudi Dippl, George Webb, Maria Lundgaard, Ron Nakaguchi, Thelma Roseborough, Jim Carson, Jan Kobek, John Berryman, Dennis Albi.

Week ending 3/12/71: Cordy Lovato, Phil Steele, Pat Stevens, Joan Sopko, Polly Whetham, Rich Christopher, Henry Hoshino, Steve Bishop, Helen Iverson, Carmen Andrews, Betty Sage, Joe Mora, Sam Wong, Sharon Starr, George Cashill, Adelheid Nagy, Enid Moody, Edith Scott, Dorothy Parson, Gus Mellick, L. Banderas, M. Mudrick, Alice Shoga, Marilyn Dean, Kathy Wilson, Beverly Gonzales, Beverly Stratton.

SERVICE AWARDS

FEBRUARY

TEN YEAR

Murlin Vellequette
Virginia Bunn
Grace Carrillo
Alice Packard

FIVE YEAR

Charles Victor
Richard E. Whicker
James Downey
Charlotte Dormer
Ralph Carpenter
Betty Harris
Anna Boyd
Sandra Maciel
Doris Hassler
Henry York
DeLois Curson
Zelpha Whetham
Sherry Martinez
Betty Childers
Naomi Lewis
Mehdi Hoodei
Julia Pitsker

MARCH

TEN YEAR

Alberta Acosta
Maurice O'Shea

FIVE YEAR

Roxie Jones
Paul Schnitz
Richard James
Ricarda Warlock
Richard Jones
Irene Putnam
Melvin Brewer
Joe Bradford
David Chalmers
Arnold Massoletti
Loretta Jennings
Armand Velarde
Ruth Coffee
Marguerite Riley
Grace Marines
Noreen Thompson
Samuel Guthrie
Mary Rader
Laraine Kerrigan
Barbara Brown
Judith Nott

Odds & Ends

FOUR BEDROOM/TWO BATH HOME with plush shag carpeting, swag draperies, and decorator wallpapering. Floor to ceiling fireplace, AEK. Access to shopping/park/freeway, in the Cupertino School District. Asking \$33,950. Call after 6 pm. at 257-9086.

SKI BOOTS, size 7; SKI PANTS and MISC. CLOTHES, size 12. Also ELECTRIC FIREPLACE LOGS. R.M. Schubert 736-8286

WHIRLPOOL AUTOMATIC IRONER used only a few times, immaculate, complete with extra roll cover and instruction booklet. Asking \$75. Ivan Nielson 243-7549

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INSURANCE

Certificates of coverage for the Fairchild Group Insurance Benefit Programs are available from your Group Insurance Office for the following coverages:

- Medical-Dental and Life Insurance underwritten by Aetna Life and Casualty.
- Long Term Disability Insurance underwritten by Prudential Insurance Company.
- Accidental Death and Dismemberment Insurance underwritten by Insurance Company of North America.

It is not necessary for you to have a certificate for proof of coverage. The Group Insurance card on file in your Industrial Relations office is the record of your elected coverages and is the authority by which all claims are processed.

MICROWIRE March, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Loretta Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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PUT YOURSELF IN THE CUSTOMERS SHOES

Affiliated with the Shoes program, Fairchild's field sales area managers present "traveling trophy" awards each month to three internal groups — product marketing, operations, and service. The trophies are awarded to these groups for best all-round technical support and service to field sales.



John Duffy, national director of OEM sales, presents Hank Malher, director of production control, with the "traveling trophy" for service.



Steve Weich, manager of LIC, receives the "traveling trophy" for his group in operations from John Duffy.



Product marketing's representative, Gordon Peterson, accepted the "traveling trophy" from Dick Henderson, vice president and group director of marketing.

LET'S PULL TOGETHER-NOW!

... And get Fairchild back where it belongs — out in front — because we've got more of what it takes to win than anyone else in the industry! We have the best people, best technology, and the greatest capacity.

The rules of the "NOW" program are very simple. You develop your own plans, set your own goals, and aim for a series of monthly awards for those individuals and groups that meet or beat their game plan goals.

Running from April 5th to July 2nd, 1971, the program committee will meet during the first week of May, June, and July to select the winners. This will be

done by carefully considering the improvements achieved as they affect profitability, productivity, customer service, etc.

During the second week of each month, Wilf Corrigan, vice president and general manager, domestic operations, will host an awards luncheon, presenting the awards and certificates of appreciation to individual and group winners. In addition to the monthly awards, there will be grand awards consisting of all-expense paid trips to Las Vegas. These grand awards will go to employees whose contributions were most outstanding during the total program.

The "NOW" program depends on you! It needs your interest, enthusiasm and participation. So, let's get with it ... NOW!

On The Line - Suggestion Program



adopted and implemented within one year from the date it was submitted and as a result of your suggestion you are still eligible for an award. If the suggestion has not been implemented at the end of one year it will be returned to you with a notice that the file has been closed.

Employee: Can this suggestion be re-submitted, if I still consider it a worthwhile suggestion?

Fran: Yes, at the end of the one-year Protection Period if the same suggestion is submitted, by you or another suggester, it will be recorded and processed as a new suggestion and entitled to the one-year Protection Period.

Employee: What if I disagree with the initial evaluation, do I have to wait a year?

Fran: No, if you receive a notice of non-adoption and feel that the evaluator misinterpreted the intent of your suggestion or if you have additional information that will help your suggestion, contact the Suggestion Program Administrator immediately and request a reevaluation.

Employee: Do two or more people ever submit the same suggestion and, if so, what happens?

Fran Rodriguez: Yes, more often than you might think possible. The suggestion that is recorded first by the Suggestion Program Administrator is the one eligible for an award if adopted and implemented. If the suggestion is non-adopt it is covered by a one-year Protection Period.

Employee: What is the one-year Protection Period?

Fran Rodriguez: If you receive a notice of non-adopt and the suggestion is

Medical Insurance Makes Dollars and Sense



Cartoon by Linda Stewart

Insurance — ugh! “Accidents don’t happen to me, and I’m never sick,” you say. But you should know about Fairchild’s Group Insurance Benefit plan. It just makes sense.

Did you know that your plan pays 100% of semi-private rooms and board charges and 80% of other hospital charges for necessary services and supplies, and that these expenses are not subject to deductions. You’re probably wondering about other non-hospital expenses such as: doctor’s charges, prescribed drugs, private R.N. nursing, X-rays and lab expenses. Fairchild’s plan covers 80% of these expenses and 50% for mental and/or nervous treatment while not confined in a hospital.

So, you think you need more insurance? How about our Maternity benefits? Fairchild pays 100% of the first \$200 for normal delivery; \$400 for Caesarean delivery and \$100 for miscarriage. The employee pays the next \$500 of expenses and then the plan pays 80% of any further expenses.

So accidents don’t happen to you? Lots of people thought the same thing. One Fairchild gal fell while skiing at Lake Tahoe. She fractured her leg in two places. She didn’t plan it that way; it just happened. Hospital bills, ambulance costs, and doctor’s fees amounted to \$687.

Quite an expensive ski weekend, and all she got out of it was an oversized cast. But the story had a happier ending. Fortunately her Fairchild Group Insurance plan covered more than \$500 of the costs.

Enough said? We think not. One employee’s husband was out of town on business when he became ill and was hospitalized. His total expenses climbed to almost \$4300. Through his wife’s insurance plan at Fairchild, he received benefits totaling \$3885.

Another employee’s son required an unusual ear operation. The cost totaled almost \$900, and because of his group insurance plan, his costs were only \$108.

This can’t help but make sense to you. But still, insurance is no fun to talk about. So you go ahead and just forget all about it. But you know, it doesn’t forget about you. The only thing the group insurance people in Industrial Relations hope is that you’ll check the benefits sometime to make sure that you aren’t missing out on what you’re entitled to. Now that makes lots of sense, doesn’t it!

Fairchild Prepares for Blood Drive



A mobile unit from the Peninsula Memorial Blood Bank is once again arriving at Fairchild in Mountain View. The clinic will be held on Tuesday, April 13 and Wednesday, April 14 from 7:30 AM until 1:30 PM for donations to Fairchild’s Blood Bank.

Blood donated to the bank is available free to all employees and their immediate families (spouse and children). The savings per unit is approximately \$30.00.

The Blood Bank Committee, made up of twenty members, worked very closely

with Helen Hutson, R.N. and Committee Chairman, by putting up posters and distributing flyers and application blanks to all employees.

1971 Blood Bank Committee from left to right: Ted Schofield, Ray Warneck, Ray Alhona, Sue Bailey, Alberta Acosta, Margaret Sanders, Marge Gouveia, Lois Horner, Bette Smith, Wendy Buist, Pat Weaver, Edna Loucks, Shirley Marks, Pat Cava, Jackie Bonini, Marsha Moore and Helen Hutson, R.N.

Not Pictured: Connie Bell, Marianna Warr, Dana Goodridge and Vicki Heinsheimer.

M*A*S*H

... or Make A Secretary Happy

By Carol Leighton

Bosses . . . you say you’ve detected a certain air of anticipation and distinctive hum among the secretarial staff lately? You’ve been noticing foreign red markings on your calendar and little hints being dropped that something special is coming up in April. Think fast, now what is it that you’ve forgotten this time. April Fool’s is long gone and there’s a lot of spring fever hanging around, but you just can’t recall any really exciting holidays in April. You say you’re still totally perplexed by this mysterious state of affairs?

Well, if she hasn’t come right out and told you yet, April 19-23 is National Secretaries Week. It’s the one week set aside each year for praise, attention and appreciation of that girl behind the scenes who makes everything GO.

So, if you haven’t taken a moment lately to let your girl Friday know that she is appreciated, now is the time . . . during National Secretaries Week, or better yet . . . Secretaries Day on Wednesday, April 21st.

To Your Health

By O. Bruce Dickerson, M.D.
Corporate Medical Director



"FRY NOW, PAY LATER"

To borrow a phrase from the British Empire, "the sun never sets" on FCI employees. You can be assured that sometime during the twenty-four hour day, somewhere in the world a Fairchild employee is frying and will pay later. Depending on the exposure and the tolerance of his skin to sunlight, the response will vary from a mild redness to an intense sunburn with swelling and blistering. In severe cases, fever, nausea, and weakness may accompany the skin changes.

Northern California and Northern New Mexico are the pride of the sunshine map and are radiated with sunshine about 3,000 hours per year. New Jersey, New York, and Massachusetts receive about 2,000 hours of sunshine a year. The intensity of sun radiation reaches a maximum on June 21st all over the U.S. and therefore, you can expect a more severe sunburn at the

end of May than during August. However, even on a bright sunny day in June, no sunburn is likely to occur from sun exposure before 8 AM and after 4 PM, in contrast to mid-day, when the maximum degree of sunburn can be expected.

During the dangerous period of the day a lightly overcast sky does not provide protection for an individual's skin. The burning rays are merely scattered and can still produce severe sunburns.

After exposure to the sun and a delay period of 2 to 6 hours, a redness appears on a normal untanned white skin. Most warnings should be directed towards the sandy-haired, light-complexioned, blue-eyed person. The darker-complexioned individual has much better protection against the damaging rays. Tanning usually begins with the subsidence of the sunburn redness. Thickening of the skin subsequent to tanning is considered the main mechanism by which the skin is protected from further burning.

Unpleasant side effects or severe burning can be avoided by the use of the following exposure guide:

BASIC SKIN COLOR	MINUTES OF EXPOSURE TO SUNLIGHT				
	Initial	Second	Third	Fourth	Subsequent
Light	15	20	25	30	Based on redness and tenderness of skin
Medium	20	25	30	35	

PREVENTION & TREATMENT

Protection from excessive sunlight can best be achieved by properly covering the skin while working in the sunlight. You should also cover your face, neck and ears with any one of the numerous creams or oils available for this purpose. If you are relaxing in the sun, a number of commercial sun-screening agents are available. Uval is one such agent; however, it has a major disadvantage in that with sweating and swimming the material runs off the skin. "Suntans from bottles" usually only color the skin unless a special suncreening agent has been added.

Discontinue sun exposure at first sign of redness or burning. The skin should be lubricated by a cream or lotion to prevent excessive drying. Moderate sunburn needs no treatment other than this lubricating substance. If the skin burns or itches, soothing patent bath additives in cool water are helpful. Examples: Aveeno oatmeal powder (1 cup per bath), Soy-Dome cleanser (1 oz. per bath), bath oils (Alpha-Keri, Lubath, Mellobath (1 oz. per bath). If the sunburn is severe, you should consult your private physician.



The ARIES Employee

By Linda Goodman
from her book *SUN SIGNS*

Hiring an Aries can be the smartest move you ever made or the largest headache you've ever known, depending on how you aim this combustible, misguided missile. Aiming him toward a routine, nine-to-five job is the wrong direction. In the beginning, he may shine like a silver dollar to impress you, but it won't be long before he's restless and unhappy.

The Arien is constitutionally unable to keep to a tight and uniform schedule, regardless of standard office procedure. His great, creative energy comes on him at all hours, and it can't be adjusted to fit someone's idea of the proper working day. He may ask to leave early some afternoon for pressing personal reasons, but he'll come back later the same night to burn the mid-

night oil, or pop in before the birdies chirp the following morning to make up the work he's missed. One thing Aries can't stand is to turn in work which is less perfect than he knows he can do. Despite his carelessness with detail and his disdain of normal office routine, that quality is too good to miss. It's worth putting up with the Mars independence to take advantage of his wonderful determination to succeed, which will obviously benefit your company, if you're astute enough and patient enough to utilize it properly.

Money is never his prime reason for working. He will insist on being paid what he's worth (what he thinks he's worth) for the sake of ego and status, but money is never his main objective. He's motivated by success, and cash is always secondary.

When you recognize his talents, Aries will literally knock himself out to top himself. Criticism will never accomplish its intended purpose with him. Besides, he's more often right than wrong with his

hunches, no matter what some of the experts who have been around for years might think. Aries has an uncanny ability to understand today with a clarity not possessed either by those who cling to yesterday or those who pin all their hopes on tomorrow. So it pays to listen to him, even though his eagerness and his sureness that he's right make him drop his manners now and then, with a loud and unpleasant thud.

Because he's a natural innovator and leader, Aries is at home in almost any career or profession. There are no special places where he thrives best. — Whether he wears a fireman's hat or a surgeon's mask — he must be in charge.

His place is in the front. Channel his abilities and he'll make a heap of money for you, as well as give you unswerving, unquestioned loyalty — especially when the chips are down. If you do a little comparative shopping around, you'll find those virtues are cheap at half the price.

"TIDBITS"

The most dangerous mile you drive is the one directly in front of you. No matter how good a driver you are, statistics say that one out of five drivers will be involved in an accident this year. For the majority, it will be the first time ever.

Metropolitan Adult Education and the Santa Clara Chapter of the National Safety Council are now offering an eight hour course to teach good drivers how to drive better. In four 2-hour sessions, DEFENSIVE DRIVING TECHNIQUES will train licensed drivers to avoid accidents in spite of adverse conditions or careless actions of others. More than 2.5 million graduates have credited the course with a 50 per cent reduction in individual accident and traffic violation rates.

Taught by Safety Council instructors, the sessions offer safety tips on standard accident prevention formulas, how to prevent off-the-road accidents, rules on alcohol, drugs, and driving, the six positions of the two-car crash and defenses against them, and how to avoid the mystery crash. A variety of visual aids, including eight 10-minute films, accompany instruction.

All defensive driving suggestions are drawn from more than 50 years experience in accident prevention by the National Safety Council. To date, some 670 industrial, federal, county, military, and educational organizations have benefited from knowledge — with fewer accidents, lower insurance rates, and less human heartache.

Registration will be accepted on a continuous basis at Metropolitan Adult Education, 81 N. Seventh Street, San Jose, care of the Driver Improvement Program; phone 293-5400. An \$8 materials fee will be charged.

REC. COUNCIL

Put down in your calendar July 24th for the Fairchild Company Picnic. It will be held at the Adobe Creek Lodge in Los Altos Hills. More information will be published in the Microwire at a later date.

Anyone interested in joining the Fairchild Summer Golf League, please contact Jim Ward on EXT. 2345 or Will Mack on EXT. 3445.

M.I. SELECTS MAN-OF-THE-MONTH

Hugh Arno, computer programmer, was selected as Management Information's Man-of-the-Month for March.



Hugh created a rather unique bulletin board for his department. On his own time, Hugh came up with a professional design to further the communication state-of-the-art in Management Information. The bulletin board represents a new concept of disseminating and inviting information from M.I.'s professional staff.

Odds & Ends

FOR SALE — ANTIQUE COTTAGE CLOCK. Asking \$65.00. Call after 5 pm. Gail Payne 948-7741

FOUR BEDROOM/TWO BATH HOME with plush shag carpeting, swag draperies, and decorator wallpapering. Floor to ceiling fireplace, AEK. Access to shopping/park/freeway, in the Cupertino School District. Asking \$33,950. Call after 6 pm. at 257-9086.

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Zero-In Campaign

The lid is off the "Zero In" campaign. The lid is on accidents.

In a letter to all employees, Wilf Corrigan, vice president and general manager, domestic operations, has asked for individual cooperation in a major effort to make Fairchild Semiconductor a safe place to work.

"No objective of this organization is more important than the goal of Zero-injury performance," said Mr. Corrigan. "Every employee has the right to health and safety, and management has the obligation to do everything possible to guarantee that right."

That's why Fairchild Semiconductor Division is launching a campaign to "ZERO IN ON SAFETY," and particularly to aim at the top targets — the hazards that contribute most heavily to the accident tolls.

To help departments maintain a record of no-injury days, new "ZERO-IN" materials will be displayed and distributed regularly to alert employees to potential problems and hazards. Supervisors will meet briefly but regularly with their groups to discuss safety issues and to "ZERO-IN" on specific department accident problems.

With the full cooperation and support of all employees, management believes that the goal of this campaign can be achieved — ZERO-injury performance. Let's all "ZERO-IN" on this goal.

April Service Awards

TEN YEAR

Ram Paul Gupta

FIVE YEAR

George M. Howe	Carole Chrisman
Stephen M. Allen	Joyce M. Trask
Margaret L. Flores	Erika Kurtz
William B. Straus	Roger D. Vogt
Dorothy C. Burch	George J. Harris
Willie Thomas, Jr.	Mary H. Burgess
Gloria J. Rose	Loretha G. Carvalho
Beatrice S. Sena	Samuel D. Simpkins
Thomas O. Moore	Joseph Mora
Asake Locke	Phyllis A. Rodriguez
Geneva Gibson	Robert G. Queen
Oscar G. Taylor	Muriel A. Obyrne
Glenn D. Frater	

MICROWIRE 1

April, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza
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microwire

MOD MAKES NEW MOVE

A new 80,000 square-foot facility is a welcome site for 350 MOD employees. Located at 3500 Deer Creek Drive in Palo Alto, this two-story building has consolidated six locations — three units from Mountain View, two from R&D, and one from Systems Technology.

The six units that are now settled at the new facility are: the transducer group, under **Ted Deuel**; R.F. devices and circuits; R.F. products formerly made and marketed by the semiconductor division; optoelectronics and display, under **Bob Zettler**; microwave subsystems, headed up by **Phil Baslin**; and wafer fabrication and materials, under **George Schnear**.



Dr. John Atalla, vice president and general manager, said, "1970 was our development year, and 1971 will be our marketing year." The MOD division is planning OEM sales to markets such as makers of meters and cable TV equipment. But it also is developing proprietary end products, such as a radio paging system, which will not only alert the customer to a phone call, but also will display the calling number.

Other products planned include a downed aircraft beacon, and doppler radar for automobiles. According to **Dr. Atalla**, "It will have to be built cheaply for that market — say \$25. But if somebody gives me an order tomorrow for 100,000, I can deliver at that price."

ON THE LINE



With **Wilf Corrigan**, Vice President and General Manager — Domestic Operations.

Are we on the road to recovery following the economic recession which seriously affected the electronics and semiconductor industries?

Yes! I think it's important everybody understands that 1970 was a most unusual year. The economic recession in 1970 was so severe that for the first time in the last ten years, the sales of the total electronics industry went down.

In the semiconductor industry, as we service the electronics industry, any changes are magnified back to semiconductor manufacturing. When the electronics industry goes down, the negative effect on the semiconductor industry is more drastic. Conversely, when the electronics industry increases, the demand for semiconductors goes up more rapidly.

We did not anticipate the magnitude of the impact that the recession would have on the semiconductor industry. Every quarter throughout 1970 recorded progressively lower sales and bookings — our backlog continued to decrease. That trend was reversed in January, and with some degree of confidence, we now can say that as a total division, we have seen and

continue to see an upturn of business activity. Again, it's not a rapid growth, but more of a steady upturn in business. This gives us plenty of ground for optimism over the next six months.

What can we do as employees to improve the company's position?

The key thing that we need to do is improve our position in the marketplace. There are two basic elements to consider — pricing and service. Let's discuss pricing first. The principal strategy in our industry in 1970 was cutting prices. Our approach is not to be a price leader, but to be the company that provides the customer with the best service and quality.

This brings me to the area where every employee can help increase on sales through better service. As a company, we have a very moderate image of "service to the customer". In general, we need to be much more responsive to the customer to improve our service. It's just like if you go into a store and receive poor service, you probably won't go back — well, it's the same in business. It's not just the responsibility of marketing people or customer service people — it's the attitude of the entire organization which when added up spells customer orientation. That was the key behind the Customer Shoes Program and our present NOW Program to encourage employees to realize that what they do or fail to do, impacts the customer.

What are the results of the first quarter?

First quarter for 1971 was much better than fourth quarter for 1970. Our sales were up and our profit performance improved significantly also. All indications point to the fact that the second quarter will be even better and we should continue to see a positive trend throughout the year. This doesn't mean we will be rapidly expanding and hiring a lot of people. We're certainly on an even keel and business looks reasonable, in some areas, and very good in others. We will however, continue to monitor our expenses very carefully to keep them in line with our sales.

HOW MAN POLLUTES HIS WORLD

For centuries we have treated land, sea, and sky as though they were limitless. They aren't.

We have pumped millions of tons of particulate matter and noxious gases into the atmosphere . . . polluted most of our rivers and lakes . . . produced so much trash that we're running out of places to put it . . . allowed pesticides to travel all through the food chain . . . accumulated mercury, lead, DDT, and strontium 90 in our bodies.

We have disrupted nature's systems — the self-renewing cycles that have automatically rejuvenated our land, water, and air. When we tamper with these systems, we threaten the basis of life itself.

Every second, four babies are brought into this world. Every nine seconds, one is born in the United States, and that baby's prospective use of earth's resources is extraordinarily high — at a conservative estimate, thirty times that of a baby in India.

What kind of world will these babies inherit? The answer depends largely on actions taken now — by governments and individuals all over the world — on these three kinds of pollution:

AIR POLLUTION: Chief man-made causes are motor vehicles, industrial processing, power-generating plants, heating fires, refuse and agricultural burning. In this country maximum emission standards are being set for each source by federal and state governments, and legislators predict that such laws will be tightened year by year. We can help by making sure our cars are equipped with exhaust-emission-control devices and that these are working properly; by avoiding unnecessary big-city driving; by obeying laws against backyard burning; by turning off unneeded electric lights and appliances to help reduce the growing demands on power plants.

LAND POLLUTION: We all contribute to the mountains of garbage and trash that must be disposed of daily. Much of our trash is plastic, aluminum, and glass; those are nondegradable — nature cannot recycle them through corrosion or decay.

The individual can help by buying beverages in returnable bottles whenever pos-

sible; by using the trash-disposal cans increasingly provided in public places; by leaving each campsite at least as clean as he finds it and making sure that all fires are out. Forest fires are among the worst desecraters of our land, laying vast acreages open to ruinous erosion.

WATER POLLUTION: Chief causes are inadequately treated sewage and manufacturing wastes, oil from ships and drilling leaks, pesticide residues, fertilizer runoff, and acid drainage from mines.

Each of us can help by holding use of fertilizers and pesticides to a minimum, by avoiding long-lasting insecticides such as DDT, by using minimum amounts of detergents, by no longer regarding our lakes and streams as natural receptacles for wastes and trash.

Environmental deterioration has continued and accelerated until it has reached the point of crisis. We must understand the problems we face if we are to solve them. It isn't too late to learn. The more we know about our world, the more effectively we can work to save it. It's the only one we have.

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Sale of the Century

If you went, you got a "deal". If you did not go, you blew it — the sale of all sales.

Mountain View, R&D, Systems Technology, and the MOD divisions donated items to Fairchild's First Surplus Sale held on Saturday, April 17th at 9:00 AM.

More than 500 employees with spouses and friends turned out in full force behind Building 15 to pick up a "real buy". Filing cabinets, desks, chairs of all sizes and shapes, drafting boards, book cases and miscellaneous articles were priced at the lowest possible cost for Fairchild employees.

Under the direction of Joe Mahar, purchasing, and his committee of twelve salesmen, the sale was a tremendous success. "I thought the peak of our sale would be about 10:00 AM," said one exhausted salesman, "but I was completely wrong — it was as soon as those gates opened at 9:00 AM!"

For those of you who came late or happened to be away that weekend, you're chance will soon come. A second sale will be announced in the near future for Fairchild employees.



"Before"



"After"



"8:30 AM"



"Such A Deal"



"Let's Go Home Home"



The TAURUS Employee

April 21 to May 21

By Linda Goodman SUN SIGNS

First of all, I hope you don't have your Taurus employee working for you as a salesman. If you do, have his horoscope checked as soon as you can. He may have some planets in Gemini, Aries, Leo or Pisces. In that case, you can safely let him continue to peddle your wares. Otherwise, you each would be better off if you gently eased him into some other position with your company.

The most important reason Taureans seldom gravitate to selling, however, is related to the basic Taurus need for security. He must feel a sense of security in his work, or his potential for success — which can be tremendous — will be markedly diluted. No matter how large the possible reward may be, if it fluctuates, the Taurus employee will prefer the safety of knowing how many dollar bills he can count each week. A Taurean on straight commission is usually one of the unhappiest human beings in the world. A set salary, plus a bonus incentive for sales, would come closer to giving him the sense of achievement he needs, but even so the position of salesman isn't the ideal spot

for the bull. He's much better off doing things that come more naturally to his imperturbable nature.

One of those things is known in politics as holding the center together, an ability which is also extremely valuable in the business world. Whatever desk he's assigned to, he'll root himself behind it with determination to succeed, and he probably will. He'll work slowly and aim for perfection, which he usually achieves if he's left alone and not pushed too fast.

Much as he dislikes change, if he's an exceptional Taurus, you won't keep him forever. He won't leave because he's flighty, but for a basic reason that's part of his nature. Once he's established the growth of your company, he's not the type to remain there and run it for you. Taurus is more interested in building power and wealth. He likes his freedom too much to be tied to the constant manipulations of guiding a complicated business, or of being the unseen cog. He's reliable and content to stick, but he wants to be free to continue to build instead of being tied up with intricate details.

A Taurus employee, whether he's exceptional or average, is always an outstanding worker, and one of his most endearing qualities is his willingness to take orders without resentment. The reason behind it is simple. He has an inner conviction that the way to become a boss who gives orders is to be first a cheerful subordinate who takes orders. His respect for authority is based on his knowledge that when

he becomes an executive, he'll expect his employees to follow his directions.

The female Taurean employee is usually a real jewel. If she's a typical Taurus, she'll have a quiet, low-pitched voice and soothing manner. These women normally make great executive secretaries. Emergencies don't throw them off balance. A crisis brings out the best in them, and that's considerable. She may be a bit slower than the others with typing and dictation. She's not exactly a fireball, and you'll never see her riding a motorcycle to work, but her job will get done.

After the bull has found the right meadow, where the opportunities grow plentifully, he seldom seeks change or new fields to conquer. He'll weigh, balance and soak up knowledge of his career through years of devotion to it. He can put up with a lot, if he's convinced himself there's a future, and if the occupation fits him snugly or "feels good" to him. Taurus is incredibly capable of persevering until the reward comes, but only when he's at the center of things, never when he's insecurely chewing around the edges and hoping for a break. Once he feels the necessary sense of achievement and security beneath him, and once he's planted himself in a position where he can build ever higher, he moves forward with confidence. Then he becomes irresistible to the elusive, fickle goddess of success. It won't turn his head. He'll stay faithful to her, but he'll put her in her place — and it will be a lifelong love affair.

It takes more than a gold watch to make retirement tick.



Take stock in America Buy U.S. Savings Bonds & Freedom Shares

WORD GAME

by Nannie Brown

Can you find all the months and days of the year in this puzzle? Some of them can be found twice. The letters of the words can be joined by a straight line.

J B E T O P C J U N E S T L T O R N C R U F I W
P A S C E L Y D F N W U Z T R X O Q B E A S E E
I S N T C S F O G L E M P F Q D H I L B A D Y D
F T J U L Y O Y T S L N B S E H I R U M N D G E
W O M N A U T S D B Q M A P Y O L K A E F L O C
E N S M J R D A R Q E I K P A U G U S T X L O E
D S U N D A Y D T V A O P J E N C D I P L O T M
N I S C M O O P O C T O B E R Q A P X E Z Y O B
E U B E R F G N H J K L V U M Y S E R S T N X E
S T R R T H U R S D A Y C D Y U O R P L D M A R
D C C Z M O N T A C A S S O L R I T Q A P D D B
A A Y L S T H E T O S R G I F J A K Y M P R S Q
Y N U L S M Y V U I O T T S G P A U E T F O R M
L N J U H S F C R V S M R F R I M A R C H T Q E
O H G M R N C E D I H U D I E W L S U B R I C E
S U A E O F N G A F U S L N K I P U X A E B L P
A C N F R I D A Y I K J A N U A R Y P X I F X S

- | | |
|--------------|---------------|
| 1. January | 11. November |
| 2. February | 12. December |
| 3. March | 13. Sunday |
| 4. April | 14. Monday |
| 5. May | 15. Tuesday |
| 6. June | 16. Wednesday |
| 7. July | 17. Thursday |
| 8. August | 18. Friday |
| 9. September | 19. Saturday |
| 10. October | |

Answer to puzzle on page 4

BLOOD DRIVE

This year's Blood Drive was quite successful according to Helen Hutson, R.N. and Blood Drive Chairman. Two hundred and fifty units were given by Mountain View, Systems Technology, R&D, and MOD employees. Margaret Sanders, representative for Building 19, signed up the highest number of donors - thirty-six, and Ray Warnick had the highest percentage for Building 14. This was certainly a job well done by all donors and the Fairchild nurses who supervised the drive.



Three Fairchild employees took honors in the Women's Annual City Bowling Tournament held on March 6th and 7th and March 13th and 14th in Palo Alto.

- Barbara Butler - 11th place, All Events
- Marian Oswald - 13th place, B Singles
- Barbara Butler - 31st place tie, B Singles
- Barbara Butler/Madlyn Bare - 2nd place, C Doubles

Barbara, Marian, and Madlyn participated in the California Women's Bowling Association 45th Annual Championship Tournament April 17th at Riverside and San Bernardino. The results will be announced in August.

NO JOB IS TRULY
ENJOYABLE UNLESS YOU
TAKE PRIDE IN DOING
IT WELL

Odds & Ends

FOR SALE

1967 ARISTOCRAT 20' TRAILER. Land Liner model. Like new, with many extra accessories. Sleeps six, self-contained with shower. Asking \$2,500. Call after 5:00 p.m.
Joan Sopko 961-7956

AQUARIUMS - Two 10-gallon with stand and one 5-gallon which includes pumps, filters, heaters, hoods, rocks, etc. Over 100 tropical fish and breeders. Nancy Elwood 265-4973

HOT WATER TANK complete with HEATER. Holds 30 gallons, used 1 year. Asking \$15.00.
Myrtle Jackson 734-2428

LAWN MOWER with GRASS CATCHER.
Nancy Elwood 265-4973

CAMPER SHELL - call 252-0439

1967 VW Bug - white with black interior, radio and sunroof. Asking \$995. R. Collins 257-4553

HYDROPLANE BOAT - 7'11". Will sell for \$100. Don Kirby 964-8589

1969 AMX - 390 cu., 4-speed, AM/FM, 30,000 miles, immaculate. Will sell for \$2,000.
Don Kirby 964-8589

BELL & HOWELL 16mm MOVIE CAMERA, model DL turret with f1.4 lens. Also tripod and case. All like new. Asking \$295. AMPRO SOUND MOVIE PROJECTOR, 16mm. Asking \$295. 16mm MOVIE PROJECTOR COMPACT, lightweight, 1200' film capacity. Asking \$140. Call after 6 p.m. Donna Abolin 243-7172

BUCKSKIN HORSE - mare, 8 years old, good riding. Asking \$300 or best offer. Call after 5 p.m. Beryl Ramirez 736-7390

GIVING AWAY

KITTENS (3) all orange and white with blue eyes, 6 weeks old. Beryl Ramirez 736-7390

"HEINZ 57-VARIETY" FEMALE PUPPY - 9 months old, housebroken, needs good home - loves children, has had one shot. Call after 5 pm Sharon Cristman 964-0587

WANTED

USED PORTABLE or STANDARD ELECTRIC TYPEWRITER for home use.
Betty Rossheim EXT. 5215

FOR RENT

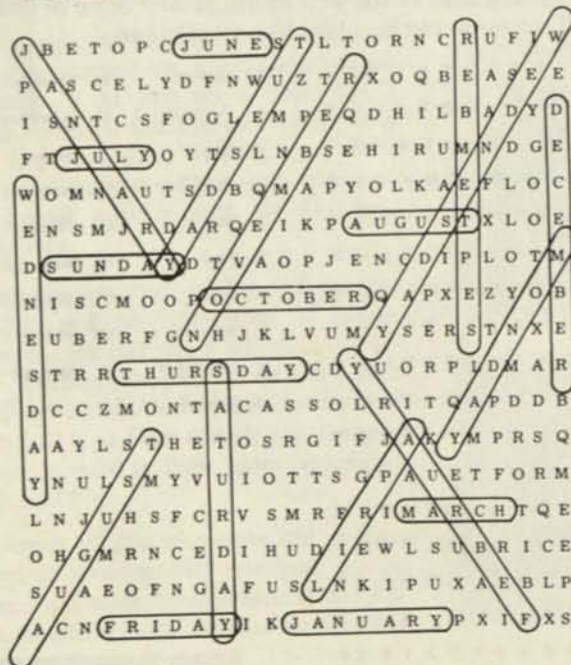
FAMILY CABIN at Lake Tahoe, North Shore - has 4 bedrooms, kitchen, fireplace. Plenty of room for kids. 100 yards from lake - boating and swimming facilities. Asking \$100 per week until July 1st, \$150 per week July and August. Weekend rates available.
P. Robertson 968-2267

MICROWIRE II

April, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza
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WORD GAME ANSWER



1. January
2. February
3. March
4. April
5. May
6. June
7. July
8. August
9. September
10. October
11. November
12. December
13. Sunday
14. Monday
15. Tuesday
16. Wednesday
17. Thursday
18. Friday
19. Saturday

FAIRCHILD REPORTS FIRST QUARTER

During the first quarter Fairchild Camera and Instrument Corporation had a loss of \$1,614,400, or 37 cents per share, on sales of \$48,188,000. Results of the year-earlier period ended March 31, 1970, were a profit of \$1,092,000, or 25 cents per share, on sales of \$64,654,000.



According to **Dr. C. Lester Hogan**, president and chief executive officer, "the first quarter loss is substantially less than those sustained in the preceding three quarters, and reflects the impact of our cost cutting measures and a modest improvement in shipments."

Dr. Hogan also pointed out that he expected the company to return to profitable operations during the current year, but did not predict whether a profit or a loss would be posted for the full 12 months.

"We believe the most severe effect of the recession has passed, though the company still faces problems, primarily related to sales volume, a condition common to the industry. The incoming order rate firmed in December and has shown moderate improvement since that time," he said. "Current bookings, however, continue to indicate that 1971, compared with 1970, will be a flat year in sales for the semiconductor industry."

Invest in Yourself and America

No one has to be told about the value of saving money. The problem is — "how?"

One of the easiest ways to save is by buying U.S. Series E Savings Bonds through Fairchild's Payroll Savings Plan.

Here's how you can get in on the action. From May 24th through May 28th, Fairchild will conduct a person-to-person U.S. Savings Bond campaign. At that time, a campaign representative will contact each employee, making it as easy as possible for everyone to become part of this worthwhile savings program.

What makes the Savings Bond Plan so great? The interest on Series E Bonds has increased, making it comparable to the rates of many savings banks. The increase in the interest rate brings the yield to 5½ per cent when bonds are held to maturity of 5 years and 10 months.

There are other advantages besides this guaranteed rate of return.

- Safety — If your E Bond is stolen, lost or damaged, it is replaced free.
- Tax Advantages — You do not pay state or local income tax on the earned interest.
- Cash Reserve — E Bond reserves grow continuously, but are converted easily.

So, for this year's savings program — invest in yourself and your family and take stock in America.



Take stock in America
Buy U.S. Savings Bonds & Freedom Shares

WALTER BURKE ELECTED CHAIRMAN



Walter Burke, a director of Fairchild Camera and Instrument Corporation for the past 14 years, was recently elected chairman of the board. **Dr. C. Lester Hogan**, president and chief executive officer, made the announcement on Thursday, April 22, 1971.

Mr. Burke, 48, replaced the late **Sherman M. Fairchild**, who died March 28th after an extended illness. Mr. Burke had been financial advisor to Mr. Fairchild since 1952, and is a member of the executive committee of Fairchild Camera.

"We are delighted at the election of Mr. Burke as board chairman," Dr. Hogan said. "He has for many years contributed significantly to the growth of Fairchild Camera, and is fully committed, as was Mr. Fairchild, to the future of the corporation. During the months and years ahead, he will provide us with invaluable counsel and leadership."

Mr. Burke is a director of Fairchild Hiller Corporation, Conrac Corporation and the Bank of New York, president of the Fairchild Foundation, Inc., and the Sherman Fairchild Foundation.

Suggestion Program Committee

"The Management Committee is made up of a cross-section of representatives from various components of the business, appointed by the General Manager. The head of each organization, reporting to the General Manager, or his appointed representative will serve as Management Committee Member."

Who are the Management Committee Members?



BILL BAKER, representing Tom Longo, is one of Domestic Operations' Management Committee Members. Since joining Fairchild in 1969, Bill has worked on the 8 million-bit Illiac IV Memory and the Standard Memory Line. Presently he is Manager of Bipolar Memory Products.



BUD TRAPP, representing Andy Procasini, is R & QA's Management Committee Member. Bud joined Fairchild in 1968 as Manager of Quality Control for Integrated Circuits and is presently Manager of Support Services, covering all Semiconductor technology in R & QA.



BOB ULRICKSON, representing Dick Henderson, is Marketing's Management Committee Member. Bob has been with Fairchild for five years as Supervisor, Systems Engineering, Section Head for System and Arrays Engineering, Department Manager of LSI Operations, Manager of System and Applications Engineering, and is currently Department Manager of DIC Product Marketing.



Chairman

TOM DONOVAN, representing Jack Bogan, is Equipment and Facilities' Management Committee Member. Tom came to Fairchild two years ago as Staff Assistant to the Manager of Engineering Equipment and Facilities, his present job is Manager of Communications and Plant Planning and Layout. Tom is Chairman of our Management Committee.



Administrator

FRAN RODRIGUEZ, Suggestion Program Administrator, has been with Fairchild Semiconductor's Industrial Relations Department for two years. Fran will act as Secretary to the Committee and represent Industrial Relations.



AL WATKINS, representing Roy Pollack, is MOS's Management Committee Member. Two years ago Al joined Fairchild as an Engineer in CIC. He recently transferred from DIC, where he was Processing Manager, to Production Manager for MOS Wafer Fab.



CONNIE PASQUA, representing Jim Hazle, is Finance and Purchasing's Management Committee Member. Connie is Director of Materiel with responsibility for Purchasing and world-wide material distribution functions. He joined Fairchild in 1969.



MERCER CURTIS, representing Hank Mahler, is Production Control Management Committee Member. Mercer joined Fairchild in 1966 as Staff Assistant to the Manager of Commercial Test and Finish. He was promoted to General Foreman of Commercial Test and Finish, Indirect Materials Manager, Inventory Control Manager, and is currently Production Control Manager.



STEVE WEICH, representing Tom Longo, is one of Domestic Operations' Management Committee Members. Steve joined Fairchild in 1968 at our South Portland plant. He was Product Manager of Customs Digital Circuits and later promoted to Operations Manager of Customs Digital Circuits. Six months ago he transferred to Mt. View as LIC Operations Manager.

To Your Health

By O. Bruce Dickerson, M.D.
Corporate Medical Director



"BUSY AS BEES"

As many of you can attest, busy bees, wasps and hornets often take time out from their schedule to greet us as we go out for picnics and cookouts, around our home, to the country side or to the ocean. It's a greeting that we aren't likely to forget for some time.

Have you ever been stung? If so, you'll remember it as an unpleasant, painful experience: a sharp burning stab followed by a lump of swelling that's sore and itchy and takes a day or two to subside.

But for some people — those with bee sting allergy — it's much more serious. For them, it can be a frightening, life-

threatening emergency that requires immediate medical attention.

The severity of the allergic bee sting reaction varies with the sensitivity of the individual and the number of stings. In milder forms, it is similar to the ordinary bee sting except that there is more swelling and itching around the bite and it takes longer to subside.

In the severe form, there may be massive swelling around the bite, hive-like swellings on other parts of the body. There will be swelling around the eyes and in the throat, itching of the entire body, faintness, nausea, cramps, and difficulty in breathing. This reaction may come on suddenly, in a matter of seconds after the sting, or it may develop gradually over several hours. It calls for prompt first aid measures and emergency medical attention.

Most people with a bee sting allergy do not react so violently initially, but with each subsequent sting the reaction tends to become more severe. This is fortunate because it allows time for treatment.

If there is reason to suspect bee sting allergy, see your physician who can administer tests to determine if you are allergic and to which stinging insects. If allergy is

confirmed, he will recommend a series of desensitizing injections, similar to those given for hay fever and other allergies. In addition, he will prescribe a first aid kit to be carried whenever you venture into bee, wasp or hornet territory, and instruct you in what to do if you are stung.

Of course, whether you are allergic or not, it's best to avoid being stung. Here's how:

Don't use strong perfumes, hair sprays and tonics. Bees are attracted to floral fragrances.

Don't leave exposed food around.

Don't wear bright colored black or flowery prints. Dark green, dull white or khaki are best.

Don't use swift movements or slap at a bee that lands on you.

Don't go poking into hives and nests.

If stung by a bee, wasp or hornet:

Do handle the area gently.

Do scrape away the injected stinger with a fingernail or tweezers, without squeezing.

Do apply ice to minimize the swelling, pain and itching.

Do consider the kind of reaction you are having if it seems to be an allergic one.

Do see a doctor promptly for immediate care and for tests to confirm the allergy.

"Let's Be Fair"



Cartoon by Linda Stewart

By Lucky Scott
Corporate Benefits Administrator

Your Fairchild Group Insurance Plan has been established to help pay for covered medical expenses when health services are needed. The purpose is to protect from serious financial loss in much the same manner as the insurance on our homes or our cars. As you know, we cannot be reimbursed for more than our actual losses under these coverages.

But the records show that in the past some people have received claim payments over and above their actual covered medical expenses. This situation, called "overinsurance", can happen when someone is insured under two or more group health insurance policies.

LET'S SEE WHY . . .

Jim Smith is covered under the group health insurance plan of his employer, the ABC Company, and his wife Betty is covered as a dependent. Betty is employed by the XYZ Company and is covered as an employee under its group health insurance plan.

Betty is hospitalized and undergoes a surgical operation. The total expense for health services in connection with Betty's operation is \$400.

The terms of Jim's plan call for the payment of \$300 and the terms of Betty's plan call for the payment of \$300, or a total of \$600 from both plans, even though the Smith's medical bill was \$400.

There is a profit of \$200 for Betty and Jim . . . an "overinsurance" of \$200.

HOW "OVERINSURANCE" IS PREVENTED

To avoid the problems that are caused by "overinsurance", your group insurance plan contains a provision called Coordination of Benefits (C.O.B.). Inasmuch as most major group carriers also have this provision, it simply means that a claim submitted to two or more carriers will be paid at not more than 100% of allowable expenses.

Let's look at the effect of our provision on the payment of group health benefits. In determining the health benefits payable under our plan, the amount of benefits payable under "other" plans will be taken into account. You will receive either your regular benefits from our plan, or total benefits to be paid (under all the plans involved) will be adjusted to equal 100% of the total allowable expenses. ("Allowable expenses" are any necessary, reasonable and customary expenses which are covered in whole or in part under any of the "plans" involved.)

NEXT ISSUE —
COB and the Fairchild Employee

MOVING UP

Recent Promotions

Jim Lynch – Director of International Operations

John Stengel – Director of East Coast Data Processing

Owen Williams – Schottky Project Team

Frank Perrino – Manager of Consumer Microsystems Group (Polaroid)

Norman Doyle – Department Head of Systems & Applications Engineering

Bob Ulrickson – Department Head of DIC and Memory Product Marketing

Ray Warnick – Manager of Inventory Control

Tony DeCarlo – Manager of Hi Rel, Production Control for I.C.

Don White – Manufacture Planning for Discretes

Ralph Miller – Manager of Hi Rel and Special Products for Discretes

Joe Bailey – Manager of R. & Q.A. for MOS

Joe Reilly – Manager of Management Development & Training for Corporation

Bob Schumacher – Manager of Industrial Relations (Operations)

Bob Hood – Manager of Automotive Systems & Applications

Paul Cusick – Manager of International Finance

Andy Swank – Product Assurance Manager, DIC

Odds & Ends

GIVING AWAY

KITTENS (3) all orange and white with blue eyes, 8 weeks old. Beryl Ramirez 736-7390

"HEINZ 57-VARIETY" FEMALE PUPPY – 9 months old, housebroken, needs good home – loves children, has had one shot. Call after 5 pm Sharon Cristman 964-0587

FOR RENT

FAMILY CABIN at Lake Tahoe, North Shore – has 4 bedrooms, kitchen, fireplace. Plenty of room for kids. 100 yards from lake – boating and swimming facilities. Asking \$100 per week until July 1st, \$150 per week July and August. Weekend rates available. P. Robertson 968-2247

FOR SALE

¼ ACRE LOT located at Pine Mountain Lake. Access to lake, fishing, boating, swimming, horseback riding, and private airport. Also country club privileges. Just above smog level, new development by Boise Cascade. Call after 5 pm. Victor Lain 246-8943

Special Delights...

are what Melba Shaeffer, mask making, specializes in after hours in her kitchen. Melba just doesn't bake any ordinary cake – she adds a very special touch to each one.

Melba can't resist experimenting with different ideas for her cake delights. She has shaped cakes to resemble a pool table, a grand piano, a baby outfit with booties, and the Hawaiian Islands draped with palm trees. Melba considers her most unique cake to be a replica of a Royal typewriter with each key outlined in frosting.



Our Fair Lady



On Wednesday, May 5, Integrated Microsystems had a special party in honor of **Ruth Wing**. Ruth has been a major contributor the last few months in maintaining a high morale in Building 19. "Ruth always has a ready smile, kind word, cheerful attitude, and pleasant surprises such as homemade cookies for everyone," said one of her co-workers. "We just wanted her to know how much we appreciate everything she has done for us."

REC. COUNCIL

Sign up sheets will be posted in all buildings for employees interested in serving on the various picnic committees.

Looking for a tennis match and can't find anyone? Fairchild's tennis club is getting into full swing. Anyone interested in lessons (private or group) or tournament play, contact **Dave Tovar** on EXT. 2020.

1971 Giants Baseball Schedules are now available in the Rec Council Office or through your Rec Council representative.

MAY Five Year SERVICE AWARDS

Margaret A. Priedium
Clarence C. Beem
Clayton A. Wilson
Margaret R. Jaimes
Patricia J. Langley
Delbert L. Maggard
Janice A. Alves
Jane D. Wallace
Glen A. Costa
Ben D. Patrino
Myrna Mack
Kimi I. Winters
Gladys I. Gregory
Barbara A. Taylor
Dixie Lee Love
Geraldine M. Zawadzki
Sandra L. Granger
Alice L. Williams
Ramona Nogales
Michael C. Mattson
C. Hugh Mays

MICROWIRE I

May, 1971

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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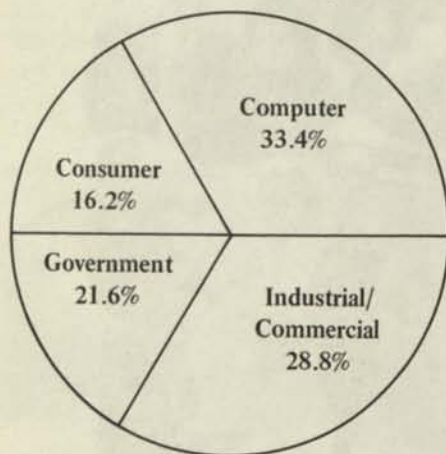
On the Line



With Dick Henderson, Vice President and Group Director of Marketing

What markets are we strongest in today?

U.S. Semiconductor Industry
Percentage of 1971 Sales by Market



We measure our strength in a market in two ways: First, in terms of the total dollar sales into a market, and then in terms of our percentage share in that market as compared to our competitors. If we rank the markets in which we are strongest in order of sales volume, our first strength is in the computer market, second in the industrial market, third in the government market, and fourth in the consumer market. Our share in these markets in 1970

indicates that we did a good job in improving percentage share first, in the government market; second, in the industrial market; third, in the consumer market; and fourth in the computer market, which, as you know, had a very bad year in 1970. Our challenge for 1971, of course, is to move ahead aggressively in all four of these markets, using very specific business plans, strategies, and selling tactics to improve both our dollar volume and our share.

What can employees, outside of Marketing, do to help make Fairchild profitable again?

Both inside and outside of marketing, the fundamental thing that any Fairchild employee can do to help make Fairchild profitable again is to concentrate on those parts of our jobs that affect our revenues or our income, and our costs—that is, the money that we must spend to generate revenue. As you know, we currently have a "NOW Program" in which all of us have established goals which actually relate to these fundamental objectives—increasing revenues and decreasing costs. In marketing specifically, we have identified problem areas wholly within our responsibility in which improvements can be made that will affect both revenue and expense—and we have made firm commitments to correct these situations during the second quarter. In all areas outside of Marketing, similar lists of problems ultimately affecting our profitability have been developed, and commitments have been made to solve those. Based on results I have seen so far, I think we are moving effectively toward the goal we have set of making Fairchild profitable again.

What are we doing to improve our status in the marketplace?

The first thing we are doing specifically in Marketing is completing programs which will allow salesmen to spend more of their time in face-to-face selling to the customer. We have consolidated many aspects of the customer service function, which previously created internal delays and occupied a disproportionate amount of our salesmen's time in follow-up on business

already received, rather than on going out calling to develop new business. Secondly, we have developed a new product introduction plan which will result, during the second quarter of 1971, in the introduction of nearly as many new products as we introduced in 1970. These introduction plans include all the necessary merchandising support and publicity to enable us to capture more business. Third, our specific business plans for the division outlining concrete strategies for increasing our penetration of our individual markets and emphasizing Fairchild's distinct advantages vs competition have been established. And fourth, as many of you may know, we are having, during the second quarter, a special sales contest designed to enhance the sales of those product lines that will provide us the greatest payoff.

What is the marketing forecast for the rest of 1971?

At this point, we see a gradual improvement in our industry throughout 1971, although the total dollar volume of sales in the semiconductor industry for 1971 will be very close to that of 1970. But most important, from our point of view, is that during the year 1970, our industry's business decreased each quarter, whereas, in our opinion, 1971 will show an increase in business each quarter. This means, of course, that the outlook is for higher volume and more prosperous times coming gradually but steadily in 1971, and continuing to improve in 1972. We feel we have passed our low point.

What are your objectives for 1971?

- (1) Especially because the dollar volume available in our industry is not expected to increase greatly, our primary objective for 1971 must be to profitably increase our share of the market that is available.
- (2) To have the outstanding marketing team in the industry by year-end 1971—not only in our opinion, but most emphatically through the measurable results achieved by the company through the efforts of all employees, including the marketing team.

NOW WINNERS RECEIVE AWARDS

On Friday, May 14th, Dr. C. Lester Hogan, president and chief executive officer and Wilf Corrigan, vice president and general manager (domestic operations), attended a special luncheon for the May winners from the *NOW* program in Building 20 cafeteria. Dr. Hogan presented the individual and group winners with their certificates of merit. The May recipients also received such prizes as AM/FM radios,

blenders, tape recorders, mixers, and skillets. The Power Transistor group, under Don Trenholm, was the group winner.

INDIVIDUAL WINNERS

Dee Antonelli, Deluxe Dutch Skillet; Gail Cop, FM/AM Table Radio; Karen Fabiano, FM/AM Table Radio; Janice Farmer, Automatic Blender; Juanita Flud, Deluxe Spray Steam & Dry Iron; Irma Foreman, Deluxe Automatic Griddle; Frances Galan, Deluxe Stand Mixer; Audrey Heddy, Automatic Blender; Virginia Hughes, Swingmate Phonograph; Thelma Johnson, Deluxe Dutch Skillet; Nico Kaldis, Cassette Recorder, Joel Lazarus, Automatic Blender.

Dwight Meadows, Deluxe Stand Mixer, Janice Miller, FM/AM Table Radio; Drew Odabashian, Toast-R-Oven; Tom O'Rourke, Deluxe Griddle & Waffle Baker; Susie Robertson, Deluxe Stand Mixer; Genevieve Romano, Deluxe Automatic Griddle; Diana Toma, Spray Steam & Dry Iron; Jack Turner, Cassette Recorder; Flo Warfield, Automatic Blender; Myrna Warwick, Automatic Blender; Ruth Wing, Automatic Blender; Bill Wirth, FM/AM Table Radio.

GROUP WINNER

Power Transistor Department—accepting for the group was General Foreman Don Trenholm.



Plant Managers Meet

Fairchild Semiconductor's key management from its worldwide operations met to discuss this year's prime objectives—the complete integration of all major semiconductor activities to achieve the ultimate goal—to make Fairchild *Number 1* in the industry.

The meeting was held May 5th through May 8th, at Rickey's Hyatt House in Palo Alto. The group discussed management by objectives, including planning and goal setting, and they reviewed the present status of the semiconductor business.

Wilf Corrigan, vice president and general manager (domestic operations), and George Scalise, vice president and general manager (international operations), gave an overview of their operations. Each plant manager and group director presented a status report on his organization. Panel discussions were formed each day to discuss a number of topics including: *The Role of Shiprock as an Assembly Plant; Plastic Manufacturing Strategy; Standards, A Management Tool; Domestic-International Plant Costs; Manufacturing Pipeline; Servicing Europe from the Far East for Maximum Penetration and Profit.*

Dr. C. Lester Hogan, president and chief executive officer, spoke at the banquet on the final day of the seminar. He emphasized the importance of a management team effort and noted that for the first time since he joined Fairchild, the highly talented management team was moving in one direction.



Left to right: George Scalise, Leo Contois, Andy Procassini, Art Francis, Chris Reardon, Paul Reagan, Jim Smaha, Greg Reyes, Geoff Winkler, Paul Driscoll, Jim Lynch, Joe Reilly, John Sussenberger, Bob Schumacher, Dave Marriott, John Husher, Jim Downey, Dave Deardorf, John Crosby, Bill Baker, Chuck Smith, Jim Perry, Norm Miller, Roy Pollack, Doug O'Connor, Tom Longo, and Wilf Corrigan. Sitting outside: Warren Davis, Jan Finley, and Dr. Harry Sello.

Spotlight on Security Force

Being a Fairchild security guard is not just putting on a uniform and checking badges at the various entrances. For these men, it means protecting and servicing Fairchild and its employees twenty-four hours a day, seven days a week, within the Mountain View, R&D, MOD, and Systems Technology facilities.



Under the qualified supervision of Norm Zalfa, security manager, this department has been organized to serve Fairchild with the finest security available. Many people do not realize what our security department's responsibilities entail. On a daily basis, they oversee all building entrances; maintain the plant bulletin board; direct employee traffic with the assistance of the Mountain View police department; and handle the paging system. Each evening, Fairchild's guards patrol all areas in all buildings; and take over the switchboard after closing hours. Another important facet of their evening duties involves the removal of company private papers from the company private containers throughout the facilities. This function is extremely important to company security.



They assist the janitorial and plant maintenance crews with any unusual problems. Periodically, our security personnel check all fire extinguishers; distribute public notices and the MICROWIRE; handle

Lost and Found articles and Fairchild's visitor log. Security is also responsible for the control of U.S. government classified contracts and internal investigations. Besides their regular duties, they play a major part in the company's fire brigade and have received their first aid certificates.

When an employee dials EXT. 2216 he automatically hears a weekly report on various Fairchild items. This is also sponsored by the security department. Fairchild tours for students, VIP's, employees from other plants and divisions, and executives are done through the security department.



Security guards hired into Fairchild go through a detailed training program for 32 hours. They spend twelve of the hours in the classroom and twenty hours in the field. In the classroom, they learn the basic duties; plant locations; semiconductor processes; identification of key managers; and security conduct. On-the-job training involves working with an experienced security officer to learn the procedures.

Under the corporate directorate of Jack Sheehan, Fairchild's security department has and will continue to establish a safe environment for all Fairchild employees.

Fairchild Completes Delivery of ILLIAC IV Memory System



Fairchild has completed delivery to the Burroughs Corporation of the main memory system for what has been called "the world's largest and most sophisticated computer," — the ILLIAC IV.

Scheduled for installation early in 1972 at the National Aeronautics and Space Administration's Ames Research Center in Sunnyvale, the computer is now undergoing testing at Burroughs' facilities in Paoli, Pennsylvania.

The announcement, made on Friday, May 14th, comes almost one year after initial shipments of the first commercially available large-scale-integrated (LSI) memory systems began.

According to **Rex Rice**, director of memory systems operations, located at R&D, "70 Processing Element Memories containing 131,072 bits of memory each, have been shipped to Burroughs since April, 1970. Illiac IV will have a capacity of 8,388,608 bits of memory when utilizing 64 processing elements simultaneously."

The giant computer is the result of a contract awarded to Burroughs from the University of Illinois and is funded by the Advanced Research Projects Agency of the Department of Defense.

The Fairchild LSI memory is equal in cost to high-speed core memories but is approximately three times faster. No special power is required since the memory can use the same power supplies as other portions of the computer system. Unlike core memories, the cost per bit in LSI memories remains constant no matter what the size, providing added flexibility for computer designers in the configuration of future systems.

Fairchild Community Involvement Council

Recognizing the many diversified problems related to Equal Employment Opportunity as well as Affirmative Action programs, nine Corporate and Semiconductor managers have formed a council devoted to expanding and augmenting Fairchild's commitment to meet its community responsibilities.

Designated the Fairchild Community Involvement Council (FCIC), the group's stated purpose is to: "Establish and maintain Fairchild Camera & Instrument Corporation as a responsible and concerned corporate citizen, involved in the many socio-economic problems that confront our employees, other citizens, and the community in which we operate."

The group is currently concentrating its efforts within the San Francisco Bay Area. However, **John Salazar**, Council chairman, and Corporate manager of labor relations and minority affairs, points out that plans call for expansion of the group's membership and scope to all domestic Fairchild locations.

JOB WELL DONE



Tom Knight, director of distribution and area sales, presented a plaque to **Nina Kite**, Cramer Electronics in Albuquerque, New Mexico, for her outstanding performance during a recent national Fairchild/Cramer sales contest. According to **Dwight Gilley**, Fairchild distributor district manager, "Nina's own efforts as inside sales and Fairchild product manager toward the success resulted in an all expense-paid trip to San Francisco for her." As part of her trip, Nina requested a tour of the Mountain View facility and the opportunity to meet, in person, the people she talks with daily on the telephone.

Her summary of the visit was "fantastic!"

Many compliments have been received regarding the recent Sherman Fairchild memorial issue. One of the most significant, from **Kemp Anderson**, Editor-in-Chief, Electronics Magazine, follows:

"I found your report on Sherman Fairchild excellent reading—and that's the true test of any editorial project.

"But it also showed imagination and creativity in organization, layout, and execution. Overall a fine job."

The letter was written to **Roger A. Barney**, Corporate Manager, Employee Communications. **Vicki Heinsheimer** and **Pat Freeman** served as co-editors for this special issue.

REC COUNCIL NEWS



Sign up posters for the Fairchild Picnic are on the bulletin boards now. If you are interested in helping, please put your name under the committee you wish to serve on.

- Publicity — Chairman, Vicki Heinsheimer
- Food — Chairman, Toby Palacios
- Prizes — Chairman, Jan Alves
- Entertainment — Chairman, Sue Patton
- Decorations — Chairman, Betty Philyaw
- Medical — Chairman, Bonnie Page

Young widower asking for help in finding a state-licensed foster home for his little girl, four, and little boy, two. If you know of a home for these youngsters, please call **Roger Barney** on EXT. 3034 for further information.

MICROWIRE II

May, 1971

EDITOR: Vicki Heinsheimer
 REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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'71 BUSINESS PLANS



The Fairchild Semiconductor management team has completed a 1971 Business Plan after over three months of intensive effort.

The 1971 plan was the dominant theme for the June 1st Key Manager's Meeting. **Warren Davis**, division planning manager, presented a summary of the planning system and revealed highlights of the published product—a comprehensive 1971 Business Plan. **Tom Longo**, vice president and group director of operations, and **Dick Henderson**, vice president and group director marketing, followed with an endorsement of the plan and commentary on how the business plan relates to their areas.

Why a Business Plan? In general terms, to discover business opportunities and develop strategies to exploit them profitably. Also to furnish a sales-volume basis for financial control of the semiconductor activities: capital expenditures plan, profit plans, and operating budgets. The new business planning cycle will—annually—plan 1–2 years forward in the fall and 3–5 years forward in the spring.

Now the question, How? Division top management articulated a series of objectives (market share, profitability, return on investment, leadership areas, and product operating criteria).

Each product line team, headed by the respective operations directors and product marketing managers, assessed their own competitive situation and prepared business plan proposals. International inputs were received via **George Scalise**, vice president, international operations from Europe, Asia, and other foreign locations. These proposals were formally presented to a Planning Review Board, consisting of **Wilf Corrigan** and staff; **Tom Hinkelman**, vice president corporate planning; and

Warren Davis. After review, the Board issued specific recommendations for strengthening each product line plan. After several weeks, the finished plans were reviewed and approved by the Planning Review Board. Sales Plans were released to Finance to budget the Division during the Second Half of 1971.

Heading the product line business planning efforts were **Greg Reyes** and **Gordon Peterson**, Transistors; **Dave Marriott** and **Gordon Peterson**, Diodes; **Jim Downey** and **Bernie Marren**, MOS; **John Sussenberger**, **Paul Reagan**, and **Bob Ulrickson**, DIC; **Bill Baker** and **Dave Laws**, Bi-Polar Memory; **John Husher** and **Gus Pfahler**, Linear; and **Geoff Winkler** and **Tom Branch**, IMS (Hybrids).

The Business Plan will, in essence, “drive” the divisional operations in the months to follow along a predetermined course, with due flexibility in adapting to major changes in the marketplace. Arrangements are already being made to prepare an even more comprehensive plan this Fall for the profitable growth of the semiconductor division in 1972-73.

FIRST SUGGESTION PROGRAM WINNER

El Abernathy, Senior Assembler in our Equipment Services Department, has earned Fairchild's first Employee Suggestion Award. Her suggestion of using plastic ties to hold 45V power cables in Linear Class Adapters earned El a \$25 Savings Bond. The suggestion will decrease downtime and damage to the adapter and other equipment used in conjunction with it.

EARN EXTRA MONEY AND RECOGNITION! SUBMIT A SUGGESTION TODAY!

El receives the Suggestion Program Award from her foreman **Fred McCord** while **Gene Gildenmeister**, head of Equipment Services, and **Jack Bogan**, group director of Equipment Engineering and Facilities Planning, proudly look on.



Your kid shouldn't know more about drugs than you do.

You can do some quick catching up with the straightforward, easy to read Federal source book; "Answers to the most frequently asked questions about drug abuse".

For your free copy send your name and address to: *Drug Abuse Questions and Answers, National Clearinghouse for Drug Abuse Information, Box 1080, Washington, D.C. 20013.*



Furnace Donated

On Thursday, May 27th, Fairchild Semiconductor donated a crystal growing furnace to Stanford University. It was quite a unique donation—the recipient, Wayne Kway, designed and built this furnace when he was a Fairchild engineer.



Wayne, a research engineer (materials) at Stanford, has been working closely with Fairchild on the crystal growing process for the past few years. He was extremely pleased with the donation and the help Plant Maintenance gave him by moving the furnace out of Building 3.

COMBINED EFFORT

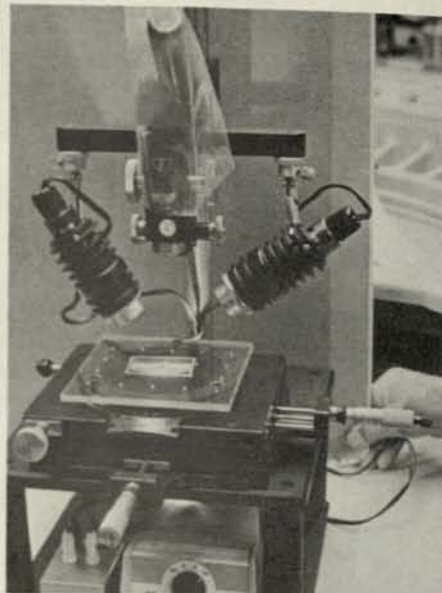
Jacob "Jac" Nyburg and Pete Johnson, Equipment Fabrication, have combined their skill and imagination to come up with a very useful and accurate optical instrument. This instrument was built in ten hours from various surplus and obsolete parts and equipment.

Their innovative microscope is being used specifically for inspection of very small machine parts and/or electronic components. This will improve the accuracy and speed of the inspection process.

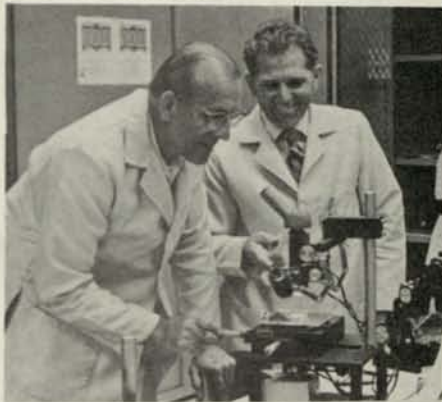
This piece of equipment is accurate within one hundred thousandth of an inch. The optical head may be raised or lowered 100 m/m with a working distance of $\pm 3''$ and a magnification of 40X. There are other potential applications of this instrument.



Various surplus and obsolete equipment and parts used to build this instrument.



The finished product.



"Jac" Nyburg and Pete Johnson checking out their finished product.

"Let's Be Fair"

*By Lucky Scott
Corporate Benefits Administrator*

My last article covered the background of C.O.B. (Coordination of Benefits)—a concept developed by group carriers to ensure that all allowable expenses are covered, but that duplicate coverage does not exist and that payments in excess of actual expenses incurred are not made.

The key word in the above description is "allowable." This means that in considering payable benefits, some expenses may be disallowed due to a deductible(s) which must be satisfied or the treatment might be specifically excluded in your group insurance contract.

Because two group insurance carriers are involved on C.O.B. claims, they generally take longer to process than non-coordinated claims.

In considering "being fair"—what can be done by us as employees to speed up the C.O.B. claims process? I'd like to offer these suggestions

- Submit *all* bills to *both* carriers.
- Inasmuch as one carrier is considered "prime," when payment or denial is received from that carrier, please submit this information to the other carrier. This will definitely expedite your claim.
- Please supply your group insurance representative with as much information as possible about the other carrier involved in the coordination. Examples of necessary information are:
I.D. Number
Policy Number
Code Number
The other carrier's name and address

Following the suggestions given above should certainly speed up the processing of your claim. If you have any questions regarding your specific claim or any coordinated benefits, please contact your group insurance office.

To Your Health

By O. Bruce Dickerson, M.D.
Corporate Medical Director



"GOOD VISION IS THE KEY TO HEALTH AND HAPPINESS"

Recently, Fairchild inaugurated a new visual performance testing program for the employees. As an additional service to employees, Fairchild has obtained a very sophisticated piece of equipment to ensure complete accuracy.

Visual efficiency is one of our most important and valuable assets. It is vital to our happiness and health, and to our safety and efficiency on the job. This

vision program has been approved and accepted as a step forward in conserving and improving the visual efficiency of industrial employees. It was developed with the interest, counsel and cooperation of the American Medical Association, the American Optometric Association, industrial vision experts, and Fairchild's management.

This program will be under the direction of **Dr. O. Bruce Dickerson**, Corporate Medical Director, who has had special training in the administration of this program in industry.

The visual tests are very simple to take. They do not diagnose the causes for inadequate vision and in no way replace professional eye examinations—they simply measure the different types of seeing abilities that are used to some extent on nearly every job at Fairchild.

The various jobs in our industry require different—sometimes extremely different—visual abilities. Many jobs require employees to distinguish the fine details of small, close objects. Others require them

to see distant objects clearly and some jobs require color discrimination and depth perception.

After receiving the vision tests, each employee will be informed of how his visual performance compares with the visual requirements of his job. If it is evident that an employee's vision might be improved for his safety and comfort, he will be advised of this. By pointing out to employees whether or not they might be benefitted by professional eye care, the visual performance testing program will help them conserve and improve their vision.

Fairchild is pleased to offer this service to each of you. Your cooperation in this program will result in greater happiness, comfort and safety for you.

Dr. Robert Poksay, Consultant in Industrial Optometry, recently toured Fairchild's Mask Making area with **John Crosby**, Director of Mask Making, and **Dr. Dickerson**. Dr. Poksay included in his tours R&D and MOD.

New Insurance Group Rates

On Tuesday, June 15th, new group insurance rates will be effective. The adjustments to our group insurance rates are necessary to cover the actual cost of our insurance plan. We have just completed a detailed review of the claims submitted to our insurance carrier, Aetna Life and Cas-

ualty. This study clearly indicates that the Comprehensive Medical claims presented by employees of Fairchild to Aetna during 1970 exceeded the premium payments from Fairchild and their employees.

Fairchild has paid the total cost of Comprehensive Medical Insurance for employees and will continue to do so. However, employees are being asked to share the increased cost of the dependent coverage. Fairchild will pay the increased cost of employee Comprehensive Medical and

will share the cost of dependent Comprehensive Medical with the employee.

At the same time an adjustment in the Life Insurance rates will result in lower premium payments for both the employee and the company.

The schedule below outlines the new rate structure as compared to the old rate structure. If you have any questions, please see your Industrial Relations Manager.

COMPREHENSIVE MEDICAL INSURANCE RATES

	PRESENT RATES			NEW RATES EFFECTIVE JUNE 15, 1971		
	FCI Contribution	EMPLOYEE Contribution	Total	FCI Contribution	EMPLOYEE Contribution	Total
Employee only	\$ 7.00 month	- 0 -	\$ 7.00 month	\$11.75 month	- 0 -	\$11.75 month
Employee with one dependent	13.80 month	\$2.16 month .50 weekly 1.08 semi-monthly	15.96 month	23.13 month	\$3.66 month .85 weekly 1.83 semi-monthly	26.79 month
Employee with two or more dependents	18.83 month	3.24 month .75 weekly 1.62 semi-monthly	22.07 month	31.60 month	5.44 monthly 1.26 weekly 2.72 semi-weekly	37.04 month

LIFE INSURANCE RATES (cost per \$1,000)

	PRESENT RATES	NEW RATES EFFECTIVE JUNE 15, 1971
Basic Life	\$.35 month	\$.27 month
Supplemental Life	- 0 -	\$.30 month .07 weekly .15 semi-monthly

MOVING UP

Gus Pfaehler/Linear Product Marketing Supervisor

Donna Humphreys/Production Supervisor

Deanna Cutter/Executive Secretary

Nancy Saunders/Employee Records and Benefits Supervisor

John Walsh/Industrial Relations Manager
—San Rafael

SIGNIFICANT TRANSFER

George Coppinger/from R&D Industrial Relations Manager to Semiconductor Industrial Relations Manager—Operations

BOWLING RESULTS

The Monday Night bowling banquet was held on Saturday, May 15th at the Wagon Wheel in Mountain View.

TEAM WINNERS

1st Place Team—Bare and Four Cubs..

Team Captain—Madlyn Bare

Barbara Butler Charlie O'Daniel

Lowell Goetze Jess Reeves

Shelia Goetze

2nd Place Team—Unreliable Beavers

Team Captain—Bob Anderson

Dixie Caito Brent Knutson

Elena Legarbuo Isabel McKay

3rd Place Team—Gutter Dusters

Team Captain—Neal Geer

Ruth Geer Ray Wood

Peg Wood Dennis Lee

INDIVIDUAL WINNERS

Men—Hi Scratch Series

Jim Boyd — 650

—Hi Scratch Game

Ed Soldani — 248

—Hi Handicap Series

Werner Keim — 740

—Hi Handicap Game

Dennis Lee / Ron Jackson — 274

Most Improved Bowlers

Vince Grameglia — 17 pins

JoAnn Latham — 15 pins

Sweepers Trophies

Joe Aboussleman

Alberta Stidham

Women—Hi Scratch Series

Ginger Tygret — 574

—Hi Scratch Game

Dixie Caito — 231

—Hi Handicap Series

Barbara Butler — 693

—Hi Handicap Game

Vicky Risso — 266

Service Awards

FIVE YEAR

Suleman Sir

Michael Coggiano

Robert Crosby

Rosemarie Weed

Rachel Martinez

Howard Hickok

Patricia Simonis

C. Hugh Mays

Alice Hinrichsen

Joan Dawson

Peter Novak

Judith Evert

Mary Lou Hamauku

George Bangora

Leona Savage

Beatrice Hughes

Michael Loskutoff

Dolores Salcido

Rosa Ramirez

Virginia Silvey

Julie Bennett

Geraldine Maher

Kerry Lance

Beverly Gonzales

Mary Del Hoyo

Evelyn Walledon

Lewis Wheeler

Winifred Williams

Stanley Gage

Paul Wong

Daren Greig

Wanda Edgemon

Donald Lewis

Louis Lovotti

Elfriede Abernathy

"HELPS FOR YOU"

Some will say that our society is in the midst of an information explosion. Be that as it may, the fact remains that a great deal of information still doesn't get to those who need it most.

This is one reason why the Crisis and Information Telephone Service was established by the El Camino Mental Health Center. The program was also designed to assist anyone experiencing emotional difficulty.

The service is available after normal working hours, from 5:00 p.m. to 12:00 midnight every day of the week. The special telephone number to call is 732-3723.

No call is too minor for the corps of volunteers who answer the telephones. Information is available on numerous topics. If the volunteer on duty cannot provide the answer, she will put you in touch with someone who can.

Professional back-up to the volunteers is provided, if necessary, by the staff of the Mental Health Center for problems of an emotional nature. It is hoped that by answering the information calls of the community, however, that those of critical nature will be reduced.

In either case, informational or crisis, all calls are treated confidentially.

Summer Golf League



Fairway Glen Golf Course is hosting the Fairchild Summer Golf League on Thursday evenings during a sixteen-week schedule.

After six weeks, the standings in the East division are Jary Stahl and Ed Nakaguchi with a total of 19 points.

In the West division, first place went to the team of Tony Steimle and Jerry Schoonhoven with a total of 20½ points. John Rheinhart and Hal Grutchfield are trailing by just a half point.

Odds & Ends

FOR RENT

FAMILY CABIN at Lake Tahoe, North Shore — has 4 bedrooms, kitchen, fireplace. Plenty of room for kids. 100 yards from lake — boating and swimming facilities. Asking \$100 per week until July 1st, \$150 per week July and August. Weekend rates available.

P. Robertson

968-2247

FOR SALE

¼ ACRE LOT located at Pine Mountain Lake. Access to lake, fishing, boating, swimming, horseback riding, and private airport. Also country club privileges. Just above smog level, new development by Boise Cascade. Call after 5 pm. Victor Lain

246-8943

FOR SALE

1962 Valiant — in good condition, excellent second car, 3 month old tires, year old paint job, runs well. Asking \$350.

Jim Thompson

968-8520

WANTED

Need roommate to share home and expenses. Woman with one or two small children. Will consider woman on either shift but would prefer swing shift. Millie

262-5596

MICROWIRE I

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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ON THE LINE



**WITH ROY POLLACK,
VICE PRESIDENT AND GROUP
DIRECTOR OF MOS OPERATIONS**

Why have there been changes made within your organization?

We must recognize that the MOS/LSI world is extremely complex – it is not like the mature commodities world. When traditional business function boundaries are applied to MOS/LSI, they lose sharp definition. We cannot see exactly where technology ends and manufacturing begins. It is difficult to see where the device and user system converges. Computer Aided Design (CAD) and layout are two paths to the same objective – a mask. The independent sales forecast, production forecast, and inventory forecast have little relevance alone, until they are integrated into a total business revenue forecast.

The new organization recognizes the nature of our problems and opportunities. The concept behind the organization:

- Encourages business, rather than specific discipline orientation
- Surfaces problems for team interaction and problem solving
- Provides for clear goal definition at the section level
- Provides for closed loop feedback within groups
- Broadens people

In a broad sense, each group produces something! Technology and Manufacturing produces technologies and design rules, as well as devices. CAD and Topography produces software tools and design techniques, as well as the mask master. Design and Applications produces circuit and

system concepts and designs, specifications, and customer support. Business Planning produces strategic plans, cost models and product and engineering investment analysis.

Six or seven months ago, MOS was the hottest new product line and now it's cooled off. Could you explain the reasoning behind this?

From any viewpoint, MOS is even hotter today than it was six months ago. Every discipline of MOS – metal gate, silicon gate, n-channel, complementary, etc. – has received increased exposure, and has generated increased interest in the LSI marketplace. But the letters M-O-S are not enough. We, at Fairchild, must remember we earn sustained sales when we deliver a product that is the most cost effective solution to the customer's system problem. When the product has the right quality and reliability dimensions – when our delivery schedule satisfies the customer's needs – when the customer receives adequate application support – when we have technology excellence – when the customer will have confidence to build his future on us. We must also have the cost/price relationships requisite for a healthy, profitable business that means an on-going operation – everyone prefers a winner. In essence, MOS sex appeal is important, but it is only one of many ingredients necessary for business success.

Is it true that bipolar memory and MOS memory will be competing for the same sales dollar? If so, how?

It is the history of semiconductors that different technologies compete for the same sales dollar. Thus it will ever be. But as a general assessment, I believe bipolar memories will win out for the more performance-oriented application, while MOS memories will win the more price-oriented socket.

Let me give you an analogy. The general logic marketplace became saturated because of price availability – not because of the speed offered. It seems to me that at least 50% and perhaps 75% of the

present saturated logic marketplace could be adequately served by MOS speeds. But price prevailed.

I believe whoever does the best *total* business job – all the items I mentioned in response to your second question – will dominate the memory world of the '70's.

What is the future for MOS at Fairchild?

EXCITING! The MOS opportunity is huge – a worldwide market between \$250 and \$500 million by 1975. MOS is at the leading edge of integrated circuit technology.

Fairchild has all the credentials to become a winning participant in the MOS race. We are a high technology oriented company. Our worldwide manufacturing base is broad and we have both the domestic and international sales capability to reach a very wide range of markets and customers. We have solid momentum in several of the important disciplines of MOS. Clearly, Fairchild should become the dominant force in the MOS world.

What are your goals and objectives for the remainder of 1971?

- (1) Get the MOS team functioning as a business team.
- (2) Achieve significant yield and process control improvement in the silicon gate process.
- (3) Achieve substantial improvement in product reliability.
- (4) Improve our total credibility with both our customers and field personnel by meeting product commitments.
- (5) Move our standard line from the design laboratory to distributor shelves, and further expand the line.
- (6) Increase customer design engineering business on a sustained basis.
- (7) Establish both short term and long term technology programs that will move us into a profitable leadership position.
- (8) Develop a viable long range business plan.

NOW WINNERS RECEIVE AWARDS

On Friday, June 11th, Wilf Corrigan, vice president and general manager (domestic operations), presented the second NOW awards to the May winners. Also on hand for the presentation and special luncheon were Dr. C. Lester Hogan, president and chief executive officer and several group directors. This month's group winners were divided into two categories—operations and service. The May group winners for service went to MOS/Memory Production Control, under Mercer Curtis. Mask Making, under John Crosby, received the operations award.

INDIVIDUAL WINNERS

Dell Abbott - Automatic Blender
 Jim Carter - Portable Cassette Recorder
 Cliff Dunn - Deluxe Dutch Skillet
 Jess Duran - Cassette Recorder
 Mike English - Cassette Recorder
 Raelene Garrido - Blender
 Barbara Gussman - Automatic Grill & Waffle Baker
 George Harding - FM/AM Table Radio
 Iris Hodges - FM/AM Radio
 Minnie Huerta - Deluxe Coffee Maker
 Elaine Hunt - Automatic Grill and Waffle Baker
 Bert Iwanaka - Dutch Skillet
 Mike Keyashian - Dutch Skillet
 Klaus Koop - Toaster Oven
 Kathy Montgomery - Deluxe Stand Mixer
 Pat Martinez - Automatic Blender
 Susan Monsees -
 Beverly Nunes - Deluxe Dutch Skillet
 Dee Ross - Deluxe Dutch Skillet
 Bill Sanson - Toaster Oven
 Vern Schnathorst - Multi-band Portable Radio
 Karen Smith -
 Sandy Truax - Toaster Oven
 Kay Tokutomi - FM/AM Radio
 Roger Vogt - Portable Cassette Recorder
 Kris Wallace - Automatic Blender

GROUP WINNERS

Service
 MOS/Memory Production Control—accepting for the group was John Marcus.

Operations
 Mask Making—accepting for the group was Ron Ivancich.



SERVICE WINNERS



OPERATIONS WINNERS

YOU + SUGGESTION + SAFETY + JULY

Fairchild's Employee Suggestion Program announces July as Safety Suggestion Month. From July 1st through July 31st, you will receive 100 Blue Chip stamps for every safety suggestion submitted. All safety suggestions will be evaluated and if adopted and implemented, an award will be given.

This idea was developed by **Charlie Victor** of Corporate Safety to make Fairchild a safer place for *you* to work.

We also want your suggestions on other subjects. Only safety suggestions will be eligible for Blue Chip stamps, but all others will be eligible for award consideration!

Submit Early and Submit Often



Kicking off Fairchild's Safety Suggestion Month is **Charlie Victor**, corporate safety, touring the various areas where safety clothing and equipment are essential to the job. His first stop is mechanical polishing. Under all the safety clothing is **Minnie Mills**, dipping wafers into an acid tub.

Navajo Housing Project Begun

The largest federally-funded housing development ever undertaken on an American Indian reservation is now being built on 180 acres of Navajo land near our plant facility in Shiprock, New Mexico.

Official ground-breaking ceremonies were held on Wednesday, June 23rd, for the \$4 million project designed to provide new, low-cost living accommodations for the Navajo. The project will initially comprise 214 single-family houses and 41 apartments with new recreational and park facilities, including the Shiprock community's first swimming pool.

The purpose of this program, designated the South Shiprock Housing Development, is to relieve the Navajo community of an acute housing shortage, and to establish a pattern for similar developments in the future on this and other reservations.

This is the first major housing project implemented under Vice President Agnew's National Council on Indian Opportunity, incorporating a number of government agencies.

Fairchild has been deeply involved in this project. **Tom Hinkleman**, vice president of planning for the corporation, was elected president of the Shiprock Non-Profit Housing & Community Development Corp. At the ground-breaking ceremony, Mr. Hinkleman said that most rents for the new two to four bedroom homes will be federally-subsidized and determined by individual family incomes. The homes will be equipped with fully carpeted living rooms, air-cooling, stoves, refrigerators and other utility features, and purchase options will also be made available. Mr. Hinkleman also said the current phase of the project is scheduled for completion by the end of 1971.

PEOPLE: Donna Hughes



Happiness is doing your own thing — whether it is enjoying a hobby or just relaxing at home. **Donna Hughes** possesses the natural talent to make unique objects by hand. She has become quite the artist with ceramics and liquid embroidering using oil paints.

Donna was encouraged to get involved in ceramics four years ago by her cousin. After attending classes, she pursued her hobby with extreme enthusiasm. But why stop at just one hobby? Liquid embroidery was next on her list. Soon she successfully

produced well-designed tablecloths and other exquisite items.

Donna has been a member of Fairchild's family since 1962 when she started in Materials and Slicing. She now works in Production Control under **Bruce McMurry**.

Donna resides in Cupertino with her husband **Bruce** and their two daughters — **Terry** and **Dee Dee**. If you happen to see Donna counting on her fingers, she's just keeping track of all her projects!

Could It Be That Dress?



By Loretta Hayes

Lady luck is certainly sticking with Shirley Adamik, senior clerk in MOS assembly and test. Shirley went to Reno over Memorial Day weekend with just a few dollars in hand and her "lucky" dress — only to return with \$1,000!

Shirley is planning on a return trip soon — staying in the same room, at the same hotel, and naturally, wearing the same "lucky" dress.

Could it really be that dress?

Introducing the Toastmasters Club

FOR MEN ON THE MOVE!

Do you want to be a better speaker — give better staff reports and presentations? Why not look into the Toastmasters International.

A Toastmasters club is organized to provide its members with a program to improve their abilities in speaking, and conducting meetings. The goal of the club is developing leadership and executive potential.

Toastmasters meet once a week on Wednesday from 11:45 AM to 12:45 PM at the Kozy Grotto Restaurant in Mountain View.

For further information, please contact Norm Zalfa on EXT. 3193.

Funny You Should Ask!

WHAT IS YOUR DEFINITION OF HAPPINESS?



Katie Musser
Hi-Rel Engineering

"Happiness is three of the following in any order on the same day — a healthy family, warm water bed, a black compost heap, the smell of baking bread, a clear day, and a comfortable pair of walking shoes."

* * *



Mary Gress
Secretary —
Maskmaking

Extra happiness right now would be able to afford a few frills of life. Also, I find happiness in little things such as going to a little league game and watching my son or daughter make a good hit or catch. Happiness is also selling my Tupperware."

5 + 12 = 60!



Fairchild's accounting department could certainly disagree with that equation — but it's quite correct!

Five employees plus twelve years of service (each) equals a total of sixty years with Fairchild. Connie Tanaka, Edy Howell, Helen Basford, Ann Martin, and Ursula DeVries, spec writers for transistors, counted up their years at Fairchild. Each girl came up with the same number — 12. According to the girls, they would like to make it another 12!



Jerry Prichard
Hi-Rel
Production Control
Supervisor

"More orders — more products — more time — more money and change the color of red tape."

* * *



Earl Espinoza
Foreman —
EPI/VAPOX

"Happiness means my family, my job, and the people I work with each day."

* * *



Horst Schmidt
Credit Department

"Among other experiences — winning a sailboat race by half a boat length."

* * *



Ruth Schenck
Receptionist

"Happiness means having the good fortune of being in excellent health and being able to enjoy small things in life to its fullest."

MICROWIRE II

June, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Loretta Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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Suggestions Pay Off!



On Friday, July 9th, three Fairchild employees received Suggestion Program Awards from Dr. C. Lester Hogan, president and chief executive officer.

Carl Van Buren, equipment mechanic, Production Maintenance: Carl's idea involved the area of production of T.O. 92 units. He suggested we install a four-way electrically powered valve (operated by a foot switch) to control the mechanism used in the cutting of 50 unit strips. His suggestion will decrease downtime and increase yield significantly. It will also increase Carl's yield by a \$100 value Savings Bond Award.

Joseph Farfan, senior electronic technician, Line Maintenance: His suggestion was to place a piece of plastic over the intensifying screen of a Polaroid X-Ray Camera used in the processing area. The plastic will protect the screen from the caustic developing fluid used, thereby reducing downtime and keeping the quality of the pictures high. Joe's suggestion earned him a \$25 value Savings Bond Award.

Rudy Muller, mechanical engineer, Mechanical Equipment Engineering: Rudy suggested that we change the light in the blueprint machine areas from white to yellow. The loss of photographic paper due to exposure to white light will be reduced significantly by Rudy's idea. Rudy received

a \$25 value Savings Bond Award for his suggestion.

In addition to the three employees receiving awards from Dr. Hogan, two other employees have earned Suggestion Program Awards but were not present at the presentation.

Victor Baus, mechanic specialist, Line Maintenance: Victor was on vacation and his supervisor **Bob Holmes** accepted the award for him. Victor's idea was to use a center inker on each probe ring on LIC's testers, instead of the two trailing inkers presently used. This will reduce downtime significantly, thus getting machines back into production sooner. The suggestion can be applied throughout Fairchild and has earned Victor a \$250 value Savings Bond Award.

Don Kehr, sales engineer in our Fort Lauderdale, Florida Office: Don suggested that Fairchild send its weekly customer order status computer runs by regular airmail rather than special delivery airmail. The idea will save Fairchild time and money and earned for Don a \$100 value Savings Bond Award, which will be presented at the Fort Lauderdale Office.

You too can be a winner!

SUBMIT A SUGGESTION . . . EARN AN AWARD!

FAIRCHILD RECEIVES HOPE AWARD

Hope for Retarded Children and Adults, Inc., located in Santa Clara, is a private, non-profit agency primarily serving the needs of the retarded and their families. The agency offers professional, diversified services which make possible the development of the handicapped person to his maximum potential.

One of their diversified services is rehabilitative workshops for handicapped individuals. The program includes work evaluation, work adjustment, trade training, work experience, extended employment, and research. Various industries bid for sub-contracts on a competitive basis.

On Thursday, June 24th, Hope presented Fairchild the Award to Industry for recognizing the broad scope of the skills and providing contracts and equipment to perform them. Accepting the award for Fairchild was **Jim Hazle**, division controller.

"If a man does not keep pace with his companions, perhaps it is because he hears a different drummer. Let him step to the music which he hears, however measured or far away."
—Thoreau



Left and center are **Jack Turner** and **Jack Westergren** who have worked very closely with Hope's Adult workshops. Also pictured is Fairchild's representative, **Jim Hazle**, at the awards banquet.

Getting Straight

By Lucky Scott
Corporate Benefits Administrator

Your family car is on its last leg and you have decided a new car is a necessity for your family's safety. You may have already decided

- the price range you can afford
- the body style you prefer
- the best means of financing
- the reputable dealerships in your area
- the "extras" you prefer to have.

What does this have to do with your group health coverage? Nothing really . . . but you should use the same logical approach to your family's dental health care!

You already have selected a dentist in whom you have confidence; this is perhaps the most important step in dental care. Your dentist, in caring for your teeth, is going to recommend a course of treatment or alternative courses of treatment either of which will be successful in the maintenance of your dental health care. It is important to stress that you should know *prior to the work being performed* all alternative courses of treatment and their costs. With this knowledge, you can next consider the question: What portion of this treatment is covered under the Fairchild Group Insurance Program? The answer to this question is of growing importance, especially when considering an extensive or prolonged course of treatment. To meet this need, your dental plan now offers what is called "pre-estimation of dental coverages." This benefit allows both you and your dentist to know what coverages are available before the work is done.

I would urge you to take advantage of pre-estimation whenever you have a question as to allowable expenses and in every case where the cost of treatment will exceed \$100 on an individual.

How does "pre-estimation" work?

- Use the regular Aetna "Attending Dentist Statement (ADS).
- Have your dentist complete the Statement (including any necessary explanatory notes) with the proposed services and cost, and *return the form to you.*
- Give the completed "pre-estimation" dental form (ADS) to your group insurance office.
- The pre-estimation claim form will be sent to Aetna, who after reviewing the form will advise both you and your dentist of benefit coverages payable.

If there are any questions regarding the proposed services, charges, or benefits, they may be resolved *prior* to having the work performed.

There may be occasions, however, when Aetna will indicate certain charges will be paid at a different rate. Our plan coverage is designed so that, in the event alternate courses of treatment are available, benefits will be paid based on the service which provides a professionally adequate result using the lowest costing service or treatment.

Example: If your dentist suggests the "cadillac" treatment when the "economy" version will do as good a job, you may elect to have the "cadillac" treatment, but your claim will be paid based on reasonable and customary charges for the "economy" version. The most frequent occurrence of this nature is when a silver amalgam filling is sufficient, but gold restoration is done by the dentist. (If there is a special reason for the "cadillac" treatment, your dentist should advise the carrier prior to the work being done.)

Example: If your dentist charges more for his services than the "going rate" in your locality, the claim will be paid at reasonable and customary charge for the service (general reference is your County's Dental Society). This is often a very sensitive area, but perhaps can be explained by the fact that certain dentists (as do doctors) charge more for their services than others; for example, if the "going rate" for a gold crown is \$100 and your dentist charges \$125, the claim will be paid on the basis of the reasonable and customary charge of \$100, assuming the crown is necessary.

To review the most important points to remember about our dental benefit program, you should be aware of the following:

- If your course of dental treatment will exceed \$100, follow this recommendation and take advantage of our added benefit—"pre-estimation" of allowable coverages for services to be performed.
- If there are two or more courses of treatment which will provide professionally adequate results, payment will be made on the basis of the lowest cost service.
- Payments will be based on what are reasonable and customary charges in your area.
- All work performed must be "necessary"; additionally our plan does not cover cosmetic dentistry or treatment for malocclusion.

Questions can be answered at your group insurance office.

BON VOYAGE & AWAY



Don Visger, formerly with Equipment Fabrication Shop, was the honored guest at a dinner given by 50 fellow employees and friends on Friday, June 25th at the Moffett Field C.P.O. Club.

Don and his wife have moved to Farmington, New Mexico. He is heading up the Equipment Manufacturing facility at our Shiprock plant. Don has been with Fairchild since December, 1958.

Dr. Hogan Honored



Dr. C. Lester Hogan, president and chief executive officer, attended the 103rd commencement exercise at Lehigh University in Allentown, Pennsylvania on June 13th. At the exercise, he received an honorary doctor of engineering degree. Also receiving honorary degrees were Senator Margaret Chase Smith of Maine; the Rev. Theodore M. Hesburgh, president of the University of Notre Dame; and Dr. Howard H. Aiken, professor emeritus of applied mathematics at Harvard University.

Dr. Hogan also received a master's and doctorate degree from Lehigh in physics with emphasis on solid state and electromagnetic theory.

To Your Health

By O. Bruce Dickerson
Corporate Medical Director



SQUEEZE THE FAT OUT OF LIVING

Ironical as it may seem, man in some ways has become too successful for his own good. Our ability to create has provided us with an abundance of rich food and drink without the expenditure of much muscle energy. This situation has, in turn, caused an increase in the prevalence of a disease order called "atherosclerosis of the coronary arteries" which leads to heart

attacks. Of the approximately one million people who die in the United States from causes other than accidents each year, approximately 1/4 of them succumb to coronary artery disease. Three men die from coronary artery disease for each woman. To put these depressing statistics another way, one can say that the average apparently healthy man has about one chance in five of experiencing a heart attack before the age of sixty.

One component in the etiology of atherosclerosis calling most urgently for change is the diet of the average American. There is much evidence that a diet too rich in saturated fat, cholesterol, sucrose and calories is a prominent feature of our current life-style contributing to the high death rate. Indeed, atherosclerosis of the coronary arteries can be produced in monkeys by feeding them the usual American table diet.

What we know about the evolution of atherosclerosis indicates preventive efforts

should begin as early in life as possible. The key to preventing this disease lies in controlling the following contributing factors: body weight, blood pressure, blood lipids, cigarette smoking and diet. Even coronary artery surgery, pace-makers, and other gadgets—no matter how ingenious—sooner or later prove to be inadequate once the disease has taken a good hold.

Based on recent information, the healthy diet most suitable for the American table would have the following characteristics:

1. calories just sufficient to maintain a lean body weight
2. total fats below 30% of calories
3. substitution of polyunsaturated for saturated fat.

Modified Fat Diets are available in the Fairchild Medical Dispensaries. You are encouraged to pick up one of these diets so you and your family can squeeze the fat out of living and increase your chances for a long life.



THE CANCER EMPLOYEE

June 22 — July 23

By Linda Goodman — SUN SIGNS

It's always nice to have a Cancerian work for you, because he actually works for you. He doesn't work for glory or a misty chimera, and he doesn't stop by each day because he has a crush on the receptionist. He never thinks of his job as a way to express his ego or as an amusing way to pass the time between coffee breaks. He works for the simplest reason in the world. Security. Meaning, of course, his paycheck.

You should understand immediately that a Cancerian paycheck must be made of elastic. It will have to gradually stretch bigger and bigger. As time goes on, and he gathers experience, proves his loyalty and shows his talents or abilities, he'll expect more money. His income must always equal his output, and his output will steadily increase. The paycheck will have to match it or he'll be forced to do something completely against his nature—let go of his job and go elsewhere. It's never easy for the crab to let go of anything—toothbrushes or old get-well cards. Dependability and tenacity were the mate-

rials used in building his nature, and they were used with a lavish hand. They serve him well on his ambitious climb to success. He may shake and shiver and tremble a little on the way when the sharks appear and his emotions are cut to the quick, but all that will be kept safely encased inside his tough shell of deliberate purpose. Despite the crab's apparent gentleness, Cancer is a cardinal sign, which means Cancerians were born to take responsibility—to lead, not be led. They'll accept discipline from the boss with clam docility while it's necessary, but never forget what's behind their willingness to follow orders gracefully. When the crab obediently serves, he really is serving his own secret purposes.

His motivation in laying those bricks with such strong mortar is seldom a desire for power. Prestige doesn't goad him on, as it does the Capricorn, nor ego, as it does Aries. He's driven to accumulate cash and an unshakable position of authority for different reasons. Cancerians need the security of knowing that all their tomorrows are safe, so they can finally relax and live where their hearts are—in yesterday.

Both the male and female take their work seriously, and themselves even more so. The lunar sense of humor is warm and wonderful, full of sensitive insight into human nature, but when someone's wit hits a tender spot, the crab may be deeply hurt. It's best to let him make the jokes. With his kind heart and his sharp percep-

tion, it's unlikely that he'll wound anyone under the guise of comedy. The typical Cancerian employee won't scatter his punch lines during working hours on company time, but when you take him to dinner, he might keep you chuckling from the tomato juice through the cherries jubilee. Crabs can be utterly fascinating conversationalists, unless they're in a gloomy mood, in which case one word an hour snapped out briefly, will be about par.

Cancerians have more secrets than J. Edgar Hoover or Sherlock Holmes combined. They seldom advertise their moves in advance, and they almost never reveal their true inner thoughts, except to those who are so close to them there's little chance the confidence will ever boomerang.

The crab does well in any position that lets him use his natural abilities. He's often successful in merchandising, trading, manufacturing and buying for large chains.

Your male and female Cancer employees love babies, children, warmly heated offices, courtesy, romance, cooking, movies, books and money. They're sensitive, responsive to kindness, responsible and extremely capable. They're moody.

Both sexes are gentle and dreamy, yet as sensible and practical as red flannel underwear. You'll be glad you hired them when business takes you away from the office more than you like. They love to watch the store.

Fairchilder Devises Radar



As a special project while a graduate student at Stanford University, Keiji Muranaga devised a portable radar device for cars. Keiji, a process engineer in LIC, says the radar, when attached to a radiator grille, is capable of spotting sudden stops by the car ahead and applying brakes automatically. He thinks the radar might also be able to steer a car down a white line on the right side of the road—even in fog and darkness.

This particular radar device, completed in ten weeks, was made with a new electronic device—a Gunn diode—which detects objects up to 40 feet away, using flashlight batteries for power. In the past, radars have been expensive and relatively bulky.

In the beginning, the device was designed for only one purpose—to help blind people “see.” But as the project continued, Keiji realized other possible uses—radar for cars and small aircraft.

Originally from Japan, Keiji came to the United States in 1956. He went to Stanford University where he received his B.S. and M.S. in electrical engineering. Recently, Keiji joined Fairchild and is involved with diffusion processes in LIC.

This inexpensive radar device—the sets cost about \$60 for parts—could certainly be a big advance in auto safety technology.

Summer Golf League



After eleven weeks, Jary Stahl and Ron Naysnerski are leading in the Eastern division with 31½ points. Just a half point behind is the team of John Bye and George Wells.

In the Western division, first place remains with Tony Steimle and Jerry Schoonhoven with 37 points. Trailing in second with 33 points are John Rheinhart and Ross Terry.

Tennis Tournament

Fairchild's top tennis players participated in the first interclub tennis tournament with Beaver Swim and Racquet Club of Santa Cruz on Saturday, June 19th. Fairchild Won 3, Lost 5, Draw 1.

DOUBLES:

Neil Lambert and Dave Taylor were edged out in three sets by their opponents.

Dick Wood and Bert Iwanaka beat their opponents in two sets. Ward Parkinson and Steve Sciallaba won over their opponents in three sets.

SINGLES:

Bert Iwanaka won his singles match in two sets (he was the only Fairchild singles winner—in spite of two hand blisters).

Who would think Dick Wood is a quitter? After losing the first set 5-7 and winning the second 13-11, he and his opponent called it a draw.

The next scheduled tournament is against Information Storage Systems Tennis Club at Awalt High School at 8:00 AM on July 18th. Future interclub matches shall be held against Lockheed and Brookside Swim and Racquet Club. If anyone knows of any company interested in an interclub match please contact Dave Tovar on EXT. 2020.

FIVE YEAR SERVICE AWARDS

Roy Squatritto, Violet Sands, John Malinoski, Joyce Gregory, Ladell Stratton, Margarita Valdez, Peter Portesi, Louella Ueyhara, David Burgess, Harold Clemons, Shirley McMullen, James Koford, Karen Warden, Maria Apodaca, Joseph Vargas, McNeil Ballard, Richard Dowd, Gloria

Eaton, Antonia Taguinod, Marie Watt, Robert Daliposon, Ernest Reyes, Sarah Johnson, Roberta Dailey, Ralph Gamboa, Carolyn Carter, Martha Liscano.

Congratulations!

MOVING UP

Donald Kirby/Production Supervisor
 Bob Skinner/Manager to Director of Distributor Sales
 Tom Henderson/Manager Administration-International Operations
 Lou Cole/Manager of Financial Systems
 Jack Ordway/Area Sales Manager
 Paul Goshgarian/Regional Manager
 Al Portnoy/Regional Manager
 Gary Brown/Regional Distributor Mgr.
 Ernie Hoyer/Manager of Industrial Engineering
 Bob Recko/Production Manager, Hi Rel
 Bob Muller/Product Manager, Hi Rel
 Joe Krause/Regional Manager

ODDS n ENDS

FOR RENT

FAMILY CABIN at Lake Tahoe, North Shore — has 4 bedrooms, kitchen, fireplace. Plenty of room for kids. 100 yards from lake — boating and swimming facilities. Asking \$100 per week until July 1st, \$150 per week July and August. Weekend rates available.
 P. Robertson 968-2247

FOR SALE

1964 Malibu — excellent condition, good tires, 4-speed, Asking \$700 or best offer.
 Jan Knight 243-5515

1959 Chevy Pickup — needs some work. Asking \$250. Jan Knight 243-5515

Bultaco 250 Pursang in Metisse frame — 3 races on engine rebuilt by Kenyon. Comes with spare engine, trans., clutch — 32 mm Amal, and choice of tires. Asking \$400. Dave Butts 736-4917

Motorcycle Trailer with '71 license. Home built, single rail, 14 in. wheels, wide tires — easily converted to 3 rail or larger. Asking \$75.
 Dave Butts 736-4917

House — 4 bedroom, 2 bath with sunken living room, 2 car garage, A.E.K., swimming pool facilities — 10 miles from work. Located N.E. of San Jose. Call after 5 PM. Martha Liscano 262-1512

Old Fashioned Style Steamer Trunk with drawers and hangers. Used, but in good condition — size 22½" x 21½" x 40". Call after 6 PM.
 Norm Zalfa 343-4865

GIVE AWAY

Nine month old mother (fluffy blue-grey manx-no tail) and her adorable 6 kittens (2 manx and 4 reg.) only 3 weeks old. Desperately need home — will take full responsibility for placing kittens in homes at 8 weeks. Mother is very loving and adaptive to people but needs good home.
 Geri Hadley 962-2488

“Bring a little light into your home with one of our kittens — Sunshine, Moonbeam, Starshine”
 Lucky Scott 257-7542

MICROWIRE I

July, 1971

EDITOR: Vicki Heinsheimer
 REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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ON THE LINE

With Jack Bogan, Group Director
of Equipment Engineering & Facilities



What services are performed by your department? My department consists of five basic areas — Facilities Engineering and Maintenance; Industrial Engineering; Test Equipment Engineering; Mechanical Equipment Engineering; Equipment Maintenance; and Communications and Plant Allocation for Space. Plant Engineering and Maintenance is essentially air conditioning design, power design, installation and maintenance of all equipment. Test Equipment Engineering is involved solely in the electronic test equipment for semiconductor devices. Equipment Engineering is partly related to production of devices. It provides lineman jigs, fusion tubes, newer ways of doing things, different reactors,

etc. Industrial Engineering is totally involved in manning charts on standards and the economic justification for capital equipment in all areas. Communications and Plant Allocation consists of the telephones, TWX machines, tie-lines and plant layout.

What equipment have we installed to help eliminate the air pollution problem? The second scrubber in Building 3 was recently placed over the EPI reactor. We just went through a rather extensive period of time with the TRI-MER Corporation attempting to scrub or eliminate the N-O₂ problem. N-O₂, a chemical compound resulting from wafer etching in the Materials area, causes brown smog.

What devices are we using to protect our equipment during an earthquake? Since the L.A. earthquake, we have bolted down our large tanks. We are bolting down everything that is capable of toppling over under severe earthquake conditions—6.5 or 7.0 on the Richter scale. My main concern is securing all gas lines coming out of the Air Product Company directly behind Building 20 to shut off automatically if there is an earthquake.

What safety features are on our equipment to prevent serious accidents? Just about all our equipment has safety features. Some of the older pieces of equipment in our burn-in chambers do not have com-

plete over-temperature control. All chambers are being modified so the over-temperature control can handle all power to the chamber, as well as all power to the devices. The diffusion tubes have shutoff conditions and the reactors have automatic shut downs.

What innovative things are happening in your department? We are involved in looking at and evaluating laser scribes and diamonds used in scribing, areas of heavy cost. Also, we are investigating equipment for crystal growers and slicers for 3-inch wafers with control diameter and zero D. material. In the Test Equipment area, we are defining what next year's test equipment should be and what it should be able to do. MOS and Bipolar Memories, two obvious areas in test equipment, will be distinct testing problems in the future. Also, the hybrid world is becoming more complex and we must be ready for the equipment problems in that area.

Joan Robinson in Communications has devised a two-part program geared to both men and women and available to all departments—telephone usage and telephone protocol. As part of the program, Joan discusses services and facilities available, charge structure, and how to keep costs down. A special services consultant from Pacific Telephone talks on telephone manners, the company image, and the accurate knowledge of cost distribution.

HISTORY IS BEING MADE ... WE ARE THERE

Lift-off Day for Apollo 15 mission was July 26th. This journey to the moon undoubtedly means more to Fairchild than any other successful voyage. This time everyone at Fairchild Space & Defense Systems, a division of Fairchild located in Syosset, New York, is aboard the mission through their Lunar Mapping Camera System.

The camera system, having successfully completed its test cycle, has been installed into the SIM (Scientific Instrument Module) of the Service Module at Cape Kennedy. The camera is one of eight lunar orbital science experiments in the SIM bay.



Command module pilot Alfred Worden is operating these instruments during the period he is alone in the command module, and again for two days following the return of Astronauts Scott and Irwin from the lunar surface.

Fairchild's camera system will allow the astronauts to take the first high quality precision metric photographs of the moon from lunar orbit. It will be deployed from the SIM bay when in use so the stellar camera will have a clear field of view. Astronaut Worden is performing EVA (extra vehicular activity) to retrieve the film record container.

The film is processed on the ground, and the recorded data is then studied by scientists for further knowledge of moon topography.

This is the first time that NASA has flown a completely integrated photographic system specifically selected to satisfy stated scientific requirements.

Sherman Fairchild Awards Presented



Left to right: Dick Henderson, Cecil Harris, Bill Horning, Reed Neddermeyer, Wilf

Corrigan and Dr. Hogan.
Center: Mary Jane O'Brien.

Mary Jane O'Brien, senior clerk, distribution services, received the Annual Sherman Fairchild Marketing Award for her quick response to the salesmen requesting Fairchild samples. Al Tashian, of our Wellesley Sales Office, won the Sherman Fairchild Award for the Outstanding Salesman.

On Thursday, July 15th, Dr. C. Lester Hogan, president and chief executive officer, presented Mary Jane with a check for \$1,000 to be given, in her name, to one or more charitable or non-profit organizations of her choice. She also received an engraved silver letter opener with a Steuben Crystal holder. Al was not on hand for the presentation but also received the two awards.

Congratulating Mary Jane were Wilf Corrigan, vice president and general manager Semiconductor (domestic); Dick Henderson, vice president and group director of marketing; Reed Neddermeyer, director of customer service center; Cecil Harris, manager of distributor warehouse; and Bill Horning, manager of distribution services.



THE LEO EMPLOYEE

July 24th - August 23rd

By Linda Goodman - Sun Signs

If your employee is a typical Leo, it will be almost impossible to ignore him. If he's a quiet Leo, it wouldn't be wise to ignore him. The more aggressive lion will force you to appreciate his talents and recognize his value by simply telling you how wonderful he is. The shy pussycat type will pout until you give him the same treatment. It adds up to the same thing. Don't ignore your Leo employees.

Whether the lion roars from center stage or bides his time in the wings, he is proud. He is dignified. He knows his superiority and he doesn't want anyone to overlook it. Leos are not the kind to hide their light under a bushel. If tribute isn't paid to their vanity, both types of lions will find another savannah to honor with their presence. They can't bear to be underestimated.

All Leos love titles. The bigger and fancier, the better. Offer the lion a substantial raise, but give the fellow at the next desk the title of "Chief of Office Coordination", and the lion won't thank you for the ex-

tra cash in his pay envelope. He'll be too busy brooding over the increased status of his co-worker, who couldn't possibly deserve such a promotion as much as he does, of course.

It's not perversity that causes him to insist on his rights. He was born to be the master of all he surveys. Leadership is an inherent part of his nature and impossible to root out completely. Leo is fully equipped to take charge. He feels useless and helpless, as well as unwanted, when he's not assuming some kind of obligation. If there's nothing else available to build his sense of importance, he'll get it by handing out free advice to his friends and family.

It's usually wise to use young Leo employees in promotion and sales. They're natural showmen, and they'll keep your customers happy with their warm, sunny dispositions. Later, as they mature, the big cats can gradually be eased into the top positions, where they'll usually live up to every bit of responsibility you give them. It's a smart boss who knows at what point the lion has graduated from the role of playboy prince to the just, dignified king.

It's a strange thing about Leos, of both sexes. Underneath their brave fronts, they

secretly fear they have no real courage. They can behave with the most exasperating pride and outrageous vanity, display insufferable ego, exhibit periods of pure laziness. Then along comes a crisis or emergency, either on the job or in their personal lives. Suddenly, to everyone's surprise, the lion and lioness show themselves to be the steady ones. Only under great pressure, weighed down by the heaviest burdens life has to offer, does the inner strength born in this Sun sign come forth in all its glory.

You can't expect Leos to operate at full speed when they have to watch the clock and worry about money. Leos can be fast with figures, but somehow they seldom learn the knack of counting pennies. As for the clock, it cramps their style. The lion is easy to tame, when you know how. Relax the rules slightly and let down the bars a little. These employees can't be fenced in, or they'll sulk away the hours and lose their bright incentive.

It's smart to hire a Leo. He'll add a dash of excitement and he can carry some gigantic loads on his back without complaining. He needs a rich diet of compliments, authority, raises, titles and freedom, but it's not too high a price to pay for his intelligence, loyalty, faith, ideas and sense of responsibility.

NOW Winners

The NOW Program was a big success because of the interest, enthusiasm, and participation employees and supervisors gave to make it go. Running from April 15th to July 2nd, the program committee worked very hard to select the best all-around individuals and group winners. Heading up the NOW committee was Greg Reyes with Stan Brehm, George Compton, Mercer Curtis, Tom Donovan, Jack Higbee, John Husher, Ron Ivincich and Jim Unruh representing all areas of the Semiconductor division. Joe Reilly was the coordinator and also a member of the committee.

At the final presentation on Friday, July 9th, three grand prize winners were announced — Roger Badertscher, bipolar memories; Maria Ramos, power group; and Loretta Webb, LIC. These winners received an all-expense paid trip to Las Vegas for the weekend. Roger, Maria, and Loretta were picked because of their outstanding contributions to help Fairchild get back where it belongs—out front!

INDIVIDUAL WINNERS

- Pat Alfred — DIC
- Roger Badertscher — Bipolar Memories
- John Barnes — Small Signal Product Engr.
- Heino Block — Engr. & Construc. Dept.
- Bea Bravo — High Speed Wafer Sort
- Chuck Caldera — LIC Product Marketing
- Elios Chapman — Traffic
- Tony DeCarlo — Production Control
- Grace Drake — Special Products
- Brenda Gallow — Order Service
- Zemme Grant — Order Service
- Paul Harrison — Bipolar Mem. Wafer Fab.
- Eddy Howell — Discrete Marketing
- Thurza Johnstone — Invoice Processing
- Janice Kobek — IMS Production Control
- John Livingston — Micromosaic Engr.
- Winnie Macko — DIC
- Laura Myers — DIC/Prod. Wafer Fab.
- Ron Nakaguchi — Document Control
- Emma Padilla — DIC Prod. Wafer Fab.
- Kitty Perry — Mark & Pack
- Cliff Reich — Linear IC
- Nancy Saunders — Pers. Rec. & Benefits
- Diane Smart — Distribution
- Annette Steele — Distribution
- Jerry Sudduth — MOS Systems
- Jim Thompson — Customer Service
- Joe Vargas — Discrete Transistor PC
- Rich Whicker — MOS Systems

GROUP WINNERS

Support: Inventory Control & Quality Assurance — accepting for the group was Joe Steele.

Operations: LIC — accepting for the group was Bill deCarbonel.



Roger Badertscher
Grand Prize Winner



Maria Ramos
Grand Prize Winner



Loretta Webb
Grand Prize Winner



PARENT-OF-THE-YEAR



Parent of the Year Bea Sparks

While working at Fairchild in LIC Mark and Pack (swing shift), Beatrice "Bea" Sparks spends the early part of her days and weekends with disadvantaged children from the San Jose area.

The Mosquitos Eastside Action Club, a self-supported organization for underprivileged children, selected Bea Sparks their "Outstanding Parent of the Year." Bea was awarded this title on Wednesday, July 14th at their Board of Directors Meeting.

Bea devoted, unselfishly, of her time and money to open up her home to these children. According to Bill Ramos, director of the club, "Bea came to our aid when we were in desperate need of help. I must say, our program would have failed without her love and concern for all these kids."

SAFETY AND HEALTH ACT

President Nixon signed into law the Occupational Safety and Health Act on December 30, 1970, which became effective on April 28, 1971. As an employer engaged in interstate commerce, Fairchild is covered by this Act.

The Act insures that "Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees."

All Fairchild supervisory personnel will receive a copy of the U.S. Department of Labor's "Reference Guide to the Williams-Steiger Occupational Safety and Health Act of 1970" in the near future. Specific details pertaining to "posting" and "monitoring" requirements will be disseminated to all facilities by the Corporate Safety Department.

A Weekend to Remember

Written from
Editor's hospital bed



Picture the beautiful mountains, clean air, clear water, and rushing rapids—this was the Annual Fourth of July Raft Trip!



Embarking on a pleasure cruise?

Twenty-eight "brave souls" ventured down one of the most scenic rivers in the west—the Klamath River, located in northern California. The group headed out with four and six-man rafts (similar to the Navy survival rafts), camping equipment, tranquilizers, and May West life preservers to conquer some of the most treacherous rapids west of the Colorado.



Watch that rock, Geri!

During the two-day trip down the river, there were a few bruises and scratches, and a huge amount of hurt pride, but everyone came out with big smiles and ready to take on next year's adventure.



And the trip offered fine dining facilities

On this unusual trip there were a few familiar Fairchild faces—Tom Donovan, Sandy Pello, Dave Hall, Geri Hadley, Ginger (Tygret) Jenkins, Ken Stafford, Phil Lulewicz and Vicki Heinsheimer. All those listed above received "Blew Coller" points for their extreme bravery.

- Vicki Heinsheimer=75 points (couldn't handle a couple of rocks)
- Tom Donovan=70 points (couldn't handle rocks, rapids, sun)
- Geri Hadley=75 points (couldn't handle same rocks)
- Phil Lulewicz=70 points (couldn't handle rocks either)
- Sandy Pello=85 points (stranded on a rock which has been named after her—the "Pello" rock—for one solid hour)
- Dave Hall=95 points (watched Sandy from afar stranded on rock for one hour)
- Ginger Jenkins=100 points (never tipped over in four years)
- Ken Stafford=30 points (just enjoyed watching all the action)



Yes, it certainly was a weekend to remember! (Who can forget?)

REC COUNCIL

Circle **SATURDAY, OCT. 2nd** on your social calendar—it's the Fairchild Company Picnic! It will be held at the Santa Clara County Fairgrounds/Family Park off Tully Road.

To make this picnic a big success, the Rec Council needs your enthusiasm and support. If you are interested in participating on one of the committees, please contact **Jim Ward** on EXT. 2345 or your Rec Council representative as soon as possible.

Discount tickets are now available for the Ringling Bros. Barnum and Bailey Circus. They will be showing at the Oakland Coliseum from August 27th – September 1st. During the week of September 2nd – 6th, they will be at the Cow Palace. For further information, contact Jim Ward on EXT. 2345.

MICROWIRE II

July, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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Microwire

Originality Creates Winners!

Rachel Kelly (not pictured), Employment Assistant-Corporate Employment, submitted a clerical suggestion regarding replies to correspondence. Rachel suggested that our copy of the reply be kept on the back of the initial correspondence, rather than making a xerox file copy. This can be accomplished by typing the reply on the appropriate stationery and carbon-copy on the back of the initial correspondence. Rachel's idea will save filing time and space. Her suggestion earned a merchandise award and the Certificate of Merit. In addition, the Suggestion Program Management Committee recommends that Fairchild's clerical staff implement this suggestion as soon as possible.



Peter Solly, Tool & Diemaker, Equipment Fabrication, recommended that we replace the wear plates on band saws so they will not become a hazard to the user. This safety suggestion will help make Fairchild a safer place for all of us to work. Peter received a merchandise award and the Certificate of Merit.



Barbara Chapman, Secretary-L.I.C./Q.A., is a double award winner! During July (Safety Suggestion Month) she turned in

two safety suggestions, both of which have been adopted. One suggestion was hanging mirrors in the major intersections of Building 20 to avoid people running into each other. The second suggestion is to provide Xerox Key Operators with brooms and dustpans to clean the dusty residue that accumulates on the floor around the Xerox machines, thus keeping people from slipping on it. Barbara has earned a merchandise award and the Certificate of Merit for each of her suggestions.



Bud Hower, Electronic Technician-L.I.C. Product Engineering, thought of a way to reclaim the FC-48 Inert Flour-Carbon used at the hermiticity bubble station. Reclaiming the FC-48 will increase Fairchild's productivity and profitability. The suggestion earned Bud a \$100 value Savings Bond Award and the Certificate of Merit.



Leon Tate, Computer Operator-Data Processing, submitted an idea of displaying a portrait of the late Sherman Fairchild in a prominent location. Thanks to Leon's suggestion, 11" x 14" color photographs will be distributed to all divisions. Leon has been awarded a \$25 value Savings Bond Award and the Certificate of Merit for his suggestion.

FAIRCHILD REPORTS 2nd QUARTER RESULTS

During the second quarter, which ended July 4th, Fairchild Camera and Instrument Corporation had a loss of \$1,246,000, or 28 cents per share, on sales of \$50,016,000. For the comparable quarter in 1970 the company posted a loss of \$4,990,000, or \$1.14 per share, on sales of \$57,440,000.

Results for the first half were a loss of \$2,860,000, or 65 cents per share, on sales of \$98,204,000. During the comparable period in 1970 the company lost \$3,898,000, or 89 cents per share, on sales of \$122,094,000.

Dr. C. Lester Hogan, president and chief executive officer, said, "The company's second quarter showed a continuing modest improvement in sales and bookings, as compared to the two preceding quarters. Further progress also was made toward a return to profitable operations, with the second quarter loss reduced below that of preceding quarters and the comparable 1970 period. We expect the industry's recovery from the sales downturn of last year to be slow but steady."

Dr. Hogan noted that the company's financial position remains strong, with the current ratio 2.3 to 1. Working capital was essentially unchanged from the \$49.1 million reported at the end of the year. He also mentioned that the company's worldwide employment level of 14,600 is slightly above that of the first of the year.

HOLIDAY CALENDAR

Labor Day Monday, September 6th
Thanksgiving Day
Thursday, November 25th
Floating Holiday Friday, November 26th
Christmas Eve Thursday, December 23rd
Christmas Day Friday, December 24th

REPRO COST CONSCIOUSNESS

By Don Granger

One of the least known cost reduction programs within Fairchild is the use of our copy machines. The Fairchild Corporate contract includes not only the copiers within the Mountain View complex but those facilities around the world.

Fairchild and Xerox have been working together for several months evaluating the present assignments and utilization of Xerox machines at Fairchild. A study of the Semiconductor Division was recently completed within the areas where excess machines were available to determine the possibility of eliminating some of the existing copiers. Re-alignment of the copy machines is not the total answer to the overwhelming copy cost. Each Fairchild employee must become COPY CONSCIOUS—this means reviewing the requirements and distribution of each and every department utilizing a copier.

In many cases use of carbon paper for file copies will eliminate the Xerox use. Memos, schedules, and general information requiring more than 25 copies should be offset printed. Every department manager should ensure that distribution lists are up-dated at least quarterly. An employee receiving copies of reports and schedules who does not require them should notify the originator to remove his name from the distribution list. Information sent to the satellite plants should be held to a minimum number since copy machines are available at these plants.

This not only reduces the copy costs but also the mailing costs.

Assigned key operators are required to ensure quality copies by daily maintenance care. Employees using a copier in the performance of their job can help in the cost reduction battle by being copy conscious each day.

Key Pointers to Remember

DO NOT over-copy.

DO NOT use Xerox machines for more than 15 copies of forms, reports and schedules that could be printed.

DO review your distribution list.



Demonstrating the use of a Xerox machine to Sue Van Den Broeke, key operator, is Steve Katz, our Xerox consultant. This particular copier, used for technical support, runs over 100,000 quality copies a month. This is a result of Sue's daily maintenance care. Observing the demonstration is Mountain View's Xerox Coordinator Don Granger.

Technology Here & Now

Western Electronic Show and Convention (WESCON) is celebrating its 20th annual presentation during the week of August 24th at the Civic Auditorium in San Francisco. It will present a full 32-session program of professional meetings with product displays.

Three Fairchilders will be guest speakers during the week-long sessions. Warren Bowles, corporate vice president of Industrial Relations, will speak on "Employer Responsibility in a Down Market." Bill Routh, Systems Technology, will discuss "MOS Test Instrumentation." Also participating at the WESCON show will be Les Besser of MOD. His topic is "Computer-Aided Design of High Frequency Circuits."

The show's activities include new product exhibits and demonstrations in seven categories, 32 professional sessions, and 25 outstanding engineering and technical films, which will be screened on a continuous basis in a theatre.

AND BABY MAKES 6 !!



Mask Making group certainly "rocked the cradle" during the month of July. Within 33 days six male employees were presented with new borns—five boys and one girl.

Kent and Delores Nickelson started the fad on June 27th. Roger and Bertha Arnold followed with the only girl in the group on July 3rd; John and Sheryl Nichols on July 14th; Russell and Pat Roering on July 16th; Pat and Sue Lamey on July 28th; and Ron and Alberta Ivancich on July 30th.

According to the female employees in Mask Making, the proud "papas" are still running around with big grins and large bags under their eyes.

Can your department top this?

ATTENTION: LADIES

The Medical Department recently obtained a series of Obstetric and Gynecology films to be used with the Fairchild Mark IV 741 projector manufactured by our Industrial Products division in Long Island, New York. The five and eight minute films explore The Pill, Breast Self-Examination, The Importance of Periodic Health Examinations, The New Obstetric Patient,

Weight Control and Exercise in Pregnancy, Prenatal Management, and the Anatomy and Physiology of Pregnancy.

John Crosby's Mask Making group was chosen as the pilot group for the film program, which will be available to all employees in the near future. The films will be viewed during breaks or for special group showings. The Dispensary in each area should be contacted. For further information, please check the bulletin boards and MICROWIRE.



JOIN THE PICNIC TALENT SHOW

A talent show will be one of the highlights of this year's Fairchild Picnic to be held at the Santa Clara County Fairgrounds on October 2, 1971. The show is open to all Fairchild employees and their dependents not over 18 years old. It will consist of performances in four categories as follows: dancing, voice, keyboard instruments and solo instruments. Performances may be "individual" or "group" provided that all the participants in the group are Fairchild employees or dependents of Fairchild employees. Ribbons will be awarded to winners in each of the categories mentioned above.

Sign up now, for yourself or your youngsters, for the audition, using the application form below. The earlier you are registered, the earlier the audition can be held and thus give the participants more time to prepare for the show. The deadline for all applications to be in is *September 2, 1971*.

Application for Dependents of Fairchild Employees

Name(s) _____ Age(s) _____
Address _____ City _____
Parent Name _____ Dept/Bldg _____ Ext _____
Kind of Performance _____

Teacher's Name (if any) _____ Telephone _____

Application for Fairchild Employees

Name(s) _____ Age(s) _____
Address _____ City _____
Kind of Performance _____

Teacher's Name (if any) _____ Telephone _____

Mail Completed Application To:

Jean Korten
M.S. 20-2486
464 Ellis Street
Mountain View, California 94040

REPORT ON THE PROGRESS OF THE WORK

FOR THE YEAR 1900

The work of the Commission during the year 1900 has been directed towards the completion of the preliminary studies and the preparation of the final report. The Commission has held several meetings and has received many suggestions from the public. It has also conducted extensive research into the various aspects of the problem.

The Commission has found that the problem is a complex one and requires a comprehensive study. It has therefore decided to publish a preliminary report on the progress of its work during the year 1900.

The Commission has also received many suggestions from the public and has taken them into consideration in its work.

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To Your Health

By O. Bruce Dickerson, M.D.
Corporate Medical Director



FEELING LOW IN THE BACK?

How extensive is the problem of low back pain?

The complaint of low back pain is voiced by 80% of all people at some time during their lives. This common complaint is due mainly to the manner in which the low back area of the body is constructed. This area of the spine must support the weight of the body, yet be able to bend or twist in any direction. With such responsibilities and use, it may be well imagined the difficulty one can experience in this region of the body.

Are some people more susceptible to low back problems than others?

There are many factors which weaken the spine and allow it to strain easily. Lack of exercise is the most common cause of softness and weakness in a back; if some unaccustomed exercise is then performed, stiffness and soreness will result. Other factors which may weaken or inflame the back are as follows: arthritis; lack of calcium, protein and vitamins; generalized conditions such as diabetes, intestinal disorders, kidney diseases, or nervousness; infections; or chronic exhaustion.

What are some things individuals can do to avoid or correct a back problem?

The following are important as "do's" and "don't's" which apply to individuals with

acute or chronic back disorders: (1) avoid strain or improper use of the back, and attempt to correct weakening factors such as arthritis, calcium, protein or vitamin deficiencies, infections, or weak muscles; (2) when doing anything which requires prolonged standing, place one foot on a stool or step and periodically shift from one foot to the other; (3) always lift objects, even light objects, using leg muscles—not back muscles; (4) sleep on a very firm mattress, use either a special spring and mattress or a ¾" plywood board placed between the mattress and springs; (5) when sleeping lie on your side with a pillow under your head and with knees drawn up toward the chin as far as is comfortable; (6) practice better posture; (7) perform low back exercises as prescribed by your physician.

What is a disk problem?

The patient with a disk problem presents a history of pain running down his leg, originating either in the region of the low back or the buttocks. Any movement of the trunk of the body initiates spasm and pain. A physician's treatment is needed for this disorder and he will often put the patient at complete bedrest with traction and muscle relaxants.

DO IT NOW!

By Lucky Scott
Corporate Benefits Administrator

A recently married employee asked what he must do to make sure his wife was insured. To answer this type of question, a review of all types of status changes might be helpful.

When your group insurance card was initially completed, you authorized the company to make deductions for specified coverages and no others. To authorize the company to change your coverages you must complete a Personal Data Change Notice available from your group insurance office.

Exception: Our payroll records are updated automatically to enter any changes in benefit levels of basic or optional life insurance coverages as a result of a salary increase or increased length of service.

However, you must advise your group insurance office of any change in order to obtain (or change) coverages you desire. Given below are several general examples of when coverage changes may be desired. It is of great importance to emphasize two words: *Don't procrastinate!*

Basic Information:

- Any elective coverage such as optional life insurance or Long Term Disability insurance (available to employees only), which was rejected at time of enrollment will require evidence of insurability if requested at a later date.
- You may discontinue a coverage at any time; however, as a general rule, requests for changes or additional coverages must be made *within 31 days* from the date of change in family status. A change in family status means that the number of family members has been legally changed through a birth, death, marriage, divorce or adoption.

If requests for coverage are not made within the 31 day limit, evidence of insurability is usually required

Medical/Dental: You should advise the group insurance office when a change in family status necessitates an increase in number of covered dependents from 0 to 1 or 1 to 2. If you already have two or more dependents enrolled, no action is needed.

- Remember, if you exceed the 31 day limit, evidence of insurability on family

members you wish to insure will be requested.

Accidental Death & Dismemberment (A.D.&D.): Within 31 days from the date of *change in family status* you may change your A.D.&D. Plan coverage, and the new coverage will be effective immediately with no evidence of insurability required.

- If there is no change in family status, but you simply desire to enroll or change plan coverages, while evidence of insurability is not required, the request will not be effective until January 1 of the following year. It is therefore recommended these changes be requested in December.

Beneficiary Changes: Don't overlook the fact that you may wish to change your beneficiary. You may do this at any time by completing a Personal Data Change Notice. Examples of common beneficiary changes are:

- From parents to spouse.
- From spouse to estate or trustee.

If you have any questions regarding your specific status, please contact your group insurance office. And *do it now* while you are thinking about it.

Moving Up

Greg Reyes, director of Discrete Operations, has the responsibility of all discrete operations which includes San Rafael. He will continue reporting to **Dr. Tom Longo**, vice president and group director of Operations (Domestic).

*

Dave Marriott, formerly plant manager of San Rafael, was promoted to general manager of the European operations. Dave will report directly to **George Scalise**, vice president and general manager of International Operations.

*

Max Maydew has joined the Cost Accounting group under **Jim Unruh**. Max was plant controller at Shiprock.

*

Ray Phillips has been named manager of Facilities Maintenance and Service.

*

Richard Bechtel moved into the position of manager Bipolar Engineering, reporting to **Bill Baker**, manager of Bipolar Memory. Richard was a staff engineer.

SERVICE AWARDS

10-YEAR - AUGUST

Larry Blaser
Margaret Elliott
Alberta Stidham

5-YEAR

Geoff Winkler	Richard Collins
Myrna Warrick	Sandy Darcy
Mildred Baumeier	Virginia Miller
Leona Bray	Agnes Nishikawa
William McCleery	Rose Levell
Klaus Koop	Patricia Jardine
Fred Eatock	Choong Duame
Tim Daly	Marie Bernardi
Sharon Hutchins	Iris Hodges
Mercer Curtis	John McCrea
Alan Louwerse	Paul Funston
Norman Doyle	Dolores Sullivan
Teresa Cuevas	Thomas Narekian
Hildegard Kruecken	Wilma Smith
Dolores Singles	Robert Ufrickson
Marilyn Wilds	Marie Gallamore
Roger Wentzel	Michael Dryer
Theodore Erickson	Virginia Agard
Charleen Adams	Wanda Edgemon

FORE !



All the Fairchild "sandbaggers" put on their lucky shirts and brought their lucky putters for the Annual Fairchild Golf Tournament. The event was held on Saturday, August 7th, at Fairway Glen in San Jose.

Playing 18 holes in 90° weather, **Ross Terry** and **John Rheinhart** took the first place honors. **John Bye** and **George Wells** sank enough putts to place second. The team of **Ralph Miller** and **Bill Callahan** placed third in the tournament. Fourth place honors were taken by **Jerry Schoonhoven** and **Tony Steimle**.

Trophies were also presented to low gross and low net scores. **Ross Terry** grossed a 75 and **Bill Callahan** netted a 59.



Following the tournament, the Summer Golf League winners were announced. In the Eastern division, **Ralph Miller** and **Bill Callahan** moved into first place, while **John Bye** and **George Wells** retained second place.

In the Western division, first place went to **Tony Steimle** and **Jerry Schoonhoven** and **Ross Terry** and **John Rheinhart** took over second place.

Joe Bailey, **Neil McCormack**, **Joe** and **Vince Fulginiti** were voted the best "sandbaggers" for both divisions.

Game-Set-Match

Fairchild Tennis Club enjoyed their finest hour of the season when they played Information Storage Systems Tennis Club on Sunday, July 18th. Fairchild won all ten matches.

DOUBLES

Dave Taylor/Steve Sciallaba	6-0, 6-0
Bert Iwanaka/Gregorio Spadia	6-0, 6-2
John Leith/Dan Lee	6-0, 6-2

SINGLES

Dave Taylor	3-6, 7-5, 6-2
Steve Sciallaba	6-1, 6-0
Bert Iwanaka	6-0, 6-0
Dan Lee	6-0, 6-1
John Leith	6-1, 6-2
Winnie Jebian	6-0, 6-0
Dave Tovar	6-0, 6-1

The next scheduled tournament is against Brookside Tennis Club of Saratoga at 8:00 a.m. on Saturday, August 14th.

If you are interested in joining the tennis ladder, please contact **Dave Tovar** on EXT. 2020.

ODDS & ENDS

FOR RENT

FAMILY CABIN at Lake Tahoe, North Shore—has 4 bedrooms, kitchen, fireplace. Plenty of room for kids. 100 yards from lake—boating and swimming facilities. Asking \$150 per week July and August. Weekend rates available.
P. Robertson Phone: 968-2247

FOR SALE

BOHN ADDING MACHINE—10 key electric. Asking \$65. **HOMECREST PATIO FURNITURE**—4 spring rockers with pads and two tables. Asking \$100. **STUDIO AUTOMATIC HOME KNITTING MACHINE** with table (Model SK 303). Asking \$175. Phone: 961-3584

WANTED

LICENSED CHILD CARE in my home during the day—ages 3-6. My home is located Westgate, San Jose area. Phone: 257-2222

RIDE WANTED from Warm Springs area of Fremont to Fairchild complex—7:30 or 8:00 a.m. shift. Mary Gress Phone: 656-6521

GIVE AWAY

TWO ADORABLE FLUFFY KITTENS, 7 weeks old. Desperately need home.
Geri Hadley Phone: 962-2488

MICROWIRE 1 - August, 1971

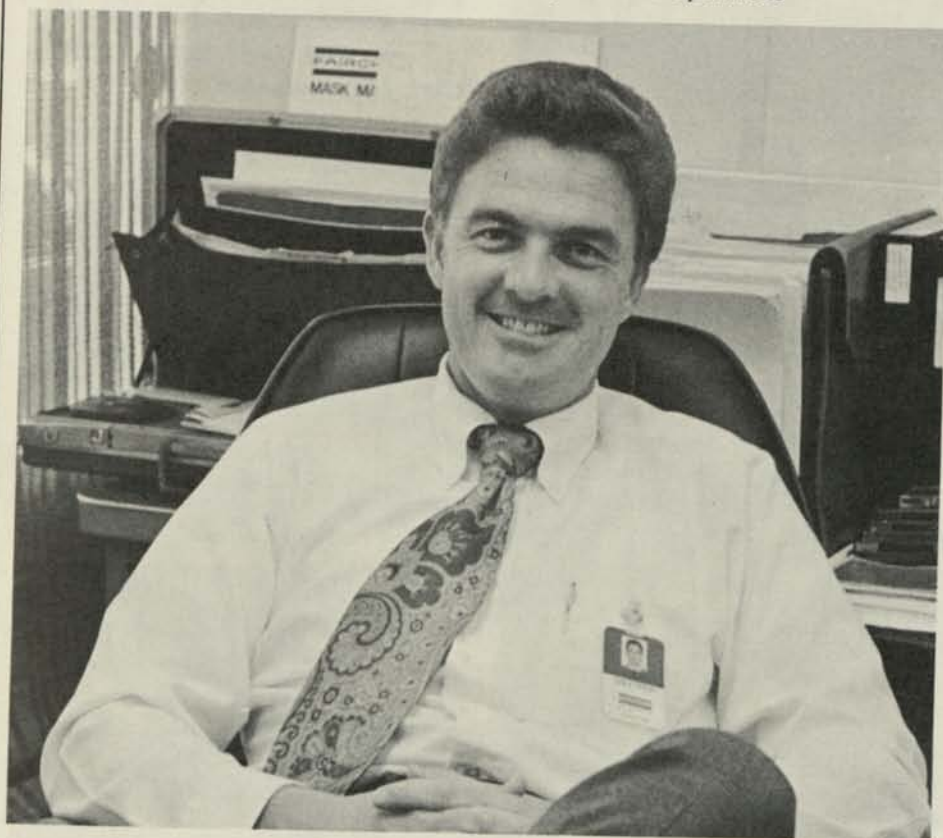
EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Hames, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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Microwire

ON THE LINE

With John Crosby,
Director of Materials Operations



What major organizational changes have occurred in Mask Making?

I think the major change is in the realignment of the mask shop from a typical mask making organization of "Master" and "Emulsion" working areas, to a functional organization consisting of production, production control, engineering, and reliability and quality assurance. The major reason for this type of change is to, among others, provide organization and definition of responsibility... two important prerequisites of a healthy organization.

What are the reasons for moving R&D Mask Making personnel to Mountain View?

It's basically a consolidation of operations. R&D was built several years ago and their facility is less than today's state-of-

the-art. We have some exceptionally fine people there and would like to utilize them in our new and updated Mt. View facility. We have relocated eleven of the fifteen people already, with the remainder to follow as facilities are prepared.

What were some of your major problems when you took over Mask Making and how are you solving the problems?

The most troublesome problem was communications. When this exists, it is impossible to problem solve. Therefore, initial communications had to be established. This had to be done on a one-to-one basis for each of the three shifts. This type of communication took two weeks to actually get under way. After establishing initial communications and gaining some understanding of what was happening, changes were made to the existing organization and the functional

organization was established. With initial communications and a well-defined organization in form, we started our next task—subsequent communications. This involves general discussions with competent people solving the problems as they appear. We have since made secondary organization changes which are designed to strengthen functions, open up partially blocked communication networks, and add new growth functions to the organization.

What procedures are taken when entering the actual Mask Making area?

There is a clean room within the building. When entering the outer building, regular street clothes are acceptable, however, to enter the clean room, special nylon garments are required. This means full head-cover, full smock buttoned to the chin and wrist, with nylon shoe covers being donned in an ante-room type dressing area. After dressing, each individual is subjected to a 10 to 12 second air shower to dislodge loose dirt particles from their garments. Upon entering the class 10,000 clean room you immediately think you are in another world due to the "eerie" red glow of the photographic "safelight." In the near future, we will have a single order entry and order status function located just inside the outer entrance of the facility. This is designed to better serve the various groups requesting service. The customers will be greeted by an experienced employee to aid them in preparing requisitions and answering questions.

What future plans have you for Mask Making?

We would like to further integrate the Mask Making facility into the overall Semiconductor operation. By integration, I mean further inject the Mask shop into the total Semiconductor operation and make masks (not for masks sake but) in support of Wafer Fab. Although we manufacture a product, we consider ourselves supportive to the major product businesses and with that in mind we will strive to improve our performance through reduced costs, improved quality and timely delivery.

This Is What Makes Mask Making Move...



Sheila Kilgore washing a "master" prior to a submaster print.



Ruby Smith operating the David Mann Photo Repeating Camera.



Adrienne Neal, Order Entry and Billing Clerk, filing new orders.



Eddie Beem, Materials Control Clerk, ordering raw emulsion plates.



Lura Metcalf operating the Jade Photo Repeating Camera.



Ruby Smith and Mary Forrest hanging a rubylith onto the Barrowdale Copy Camera for first reduction.



Mask Making girls put on their nylon smocks, head gear and booties in the change room before entering the clean room.



Patsy Thornton peeling a rubylith after cutting a layer.



Win Williams, Q.C. operator, inspecting an emulsion working plate.



Terry Norton filing submasters in the mask vault.

Were You There?

...at the 1970 Fairchild picnic? This year's company picnic will be held on Saturday, October 2nd, at the Santa Clara Fairgrounds. Maps of the grounds with a list of activities will be distributed to all employees the end of September.

Do you remember 1970's picnic?



DIPLOMA ANYONE ?

A diploma at my age? Yes, Adult Education says "It's Never Too Late."

Any Fairchild employee who is over 18 years of age and not attending high school, or has children under 18 years of age and graduated from high school, may attend classes for adults. No registration fee is charged to minors or adults enrolled in a course leading to the high school diploma.

Tuition is also free to district residents 65 years of age or older.

The Fall quarter will run from September 13th to December 10th at Awalt High School, Los Altos High School, and Mountain View High School. Registration dates for the above schools are September 13, 14, 15, 16 and 17.

The Metropolitan Adult Education Program, representing five high school districts—Campbell, East Side, Milpitas, San Jose, and Santa Clara started their pre-registration on August 30th at selected

center locations. Classes will not begin until September 13th.

The adult education program was established primarily to help pupils who worked during the day pursue a basic education, and foreigners who wished to master English.

Today, adult education offers a curriculum geared to the interests and needs of each individual, as he requests it. It's a place for everyone, regardless of background, to meet, study, learn, participate, and compete—so that, in the end, we all may become better people.

The VIRGO Employee

AUGUST 24th - SEPTEMBER 23rd



By Linda Goodman - Sun Signs

If you have a Virgo employee who's a typical Virginian, treasure him (or her) and plan, slowly and carefully, to move him to the position of your assistant. Don't do it too quickly or he'll feel unprepared and reluctant. Fast advances don't tickle the Virgo ego, they just alarm him and make him suspect that you're too impulsive for him to trust.

You needn't shower this employee with bonuses. On the other hand, don't underpay him either. He's well aware of his comparable and current market value, and he won't hesitate to move on, regardless of his basic loyalty and stability, if he feels you're being unfair or unreasonable. It's been said that Virgos give service without thought of reward, which has created a bit of a problem in semantics. It's more accurate to say that they give service without thought of personal ego gratification (though they secretly desire this more than they let on). The Virgo employee fully expects to be paid for his efforts, because money is important to him. It's not the cash itself as a status symbol, nor the Cancerian desire to accumulate that motivates him. It's his

inbred fear of going on relief someday when he's old and sick and feeble and forced to depend on others.

You'll discover that he has a perfect eye for detail, sometimes a little too perfect to be comfortable. Just because you're the boss won't keep him from catching your mistakes and pointing them out in typical, blunt Virgo fashion. Positions and titles aren't sacred to him: perfection is—though, with typical Virgo charm, he'll probably give you more outward courtesy and respect than his associates do.

Whatever his faults, you can always count on these employees, male or female, to exhibit strong analytical ability and excellent taste. His (or her) sharp sense of discrimination makes the typical Virgo worker an excellent critic, with the knack of spotting the weak log in the fence, not to mention the weakest link in the chain, with quicksilver accuracy and speed. Virgo workers are adaptable and versatile, clear-thinking, precise, intelligent and reliable. They'll never turn in sloppy work and they have no patience with a job half done or laziness.

You can feel completely safe in letting your Virgo employee work without supervision. His sense of ethics and responsibility are total.

It would not be advisable to send your Virgo employee out to promote your company or sell your product. He's a bit too honest and plain spoken to paint any glowing pictures for your potential customers, and his basic nature is too shy and retiring to push either himself or your firm with any great gobs of enthusiasm.

Bite your tongue when you get an urge to criticize a Virgo's work. He'll probably catch his own mistakes before you do. Any necessary criticism should be given briefly and quietly, and any unnecessary criticism should be forgotten.

Never force Virgos to work around wild, bright colors. It disturbs their quiet, inner nature. Give them the most modern, most efficient equipment you can afford, and they'll make good use of it. They don't like noise and confusion when they work. They also don't like irregular schedules. Let them have a regular day off and stick to it. They'll work overtime if you need them, but they hate the insecurity and confusion of changing shifts. Their emotional requirements are hidden, but they are there just the same, and a certain amount of open appreciation may be desperately needed.

REC COUNCIL

The Fairchild Mixed Five's Winter Bowling League will start on September 13th, at 6:15 PM at Cherry Bowl in Sunnyvale. All those interested in bowling, please contact **Betty Philyaw** on EXT. 3531. This should be done as soon as possible.

The Rec Council needs your participation and support! Please volunteer your services either before or during the day of the picnic. Listed below are the committees and their chairman. Do not hesitate—call NOW!

Recreation - **Sue Patton**, EXT. 3394
Publicity - **Vicki Heinsheimer**, EXT. 3327
Ticket Sales - **Rita Hawkins**, EXT. 2345
Entertainment - **Betty Lax**, EXT. 5362
Talent Show - **Jean Korten**, EXT. 2207
Arts & Crafts Show - **Caryl Gates/Beryl Ramirez**, EXT. 2361
First Aid - **Helen Hutson**, EXT. 3173

Remember, this is your company picnic and we want it to be the very best.

U.N. Personnel Tour Fairchild

On Thursday, August 26th, thirteen United Nations personnel visited the Mountain View facility.

Seven countries were represented—India, Turkey, Korea, Malaysia, Taiwan, Singapore, and Vienna, Austria. The U.N. personnel were here for the Western Electronics Show and Convention (WESCON) and requested a tour through Fairchild. The three hour tour included crystal growing, polishing, TO 92, Mask Making, CAD Fab. 5 & 6, and MOS Assembly. After the tour, a dinner was given in honor of the distinguished guests in the California Room.

For Sale

5 Bedroom House—2½ Baths—Family Room—Finished Garage—Professionally Landscaped Lot—Cupertino School District—20 minutes from Fairchild. Call Jim Ward - 253-9549

MICROWIRE II AUGUST, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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Microwire

United Fund

By Pat Freeman



... The beginning could be the end

Why the United Fund? . . . because some of your neighbors or fellow employees may need help . . . or maybe you might also be in a position, either now or in the future, to directly benefit from your pledge.

The United Fund serves one out of every four people in Santa Clara County. Only that's not the full story. Every resident benefits from healthy communities where agencies are serving their health, social welfare, and recreational needs.

During the weeks of October 18 and October 25, you'll be given a once-a-year opportunity to "reach out and invest in people." When your departmental representative contacts you for your support, think generously and give generously. One hour's pay per month may sound insignificant to you, but it can do so much when combined with your fellow employee's "fair share" pledge.

Fairchild offers payroll deduction privileges to make it easier for each of us to contribute to the support of 99 human care services. Why should the beginning have to be the end—SAY YES . . . PLEASE.

Fairchild Receives Pipeline Supply

Fairchild Semiconductor recently signed an agreement for a pipeline supply through Air Products & Chemicals, Inc., located directly behind Building 20.

Air Products facility is capable of producing approximately 60,000 standard cubic feet per hour of ultra-pure gaseous nitrogen. A very high purity product is extremely important because of the stringent quality control necessary in the manufacturing of electronic devices. In addition to the gaseous product, provi-

sions for liquid nitrogen production and storage have been included to provide reserve supplies for the pipeline system.

The nitrogen generator piped into our Mountain View buildings will lower the cost for Fairchild and produce higher purity in the wafer fab areas.

With a pipeline supply system, Fairchild is provided with continuous gas flow adjustable to plant demand. In-plant tank filling and other handling and transportation costs are eliminated.



Representing Fairchild at the ribbon cutting ceremony were John Thomas, Director of Plant and Facilities Engineering; and Connie Pasqua, Director of Materiel. Left to right: John Thomas, Connie Pasqua, Miss Air Products, Jim Strecansky, Kerm Eaton and Ed Moerbe.

Fairchild Assists the Sheltered Workshop

The Sheltered Workshop for the Mentally Retarded at Fairview State Hospital in Costa Mesa, California has been sub-contracting Fairchild work from Diversified Enterprises. This enabled Sheltered Work-

shop to employ 38 patients a day and pay 50 patients a day for work done outside of the Workshop.

Steve Weich's LIC area supplied the Workshop with surplus IC's. The patients sepa-

rated the IC's which were not suitable from carriers so they could be usable again. Fairchild has assisted the Workshop and also salvaged \$30,000 worth of carriers at a total cost of \$760.

FUNNY YOU SHOULD ASK

What are your feelings on President Nixon's Price/Wage Freeze?



Joanne Robles – Crystal

"It's a good idea if it affected all people. Welfare recipients are receiving increases on October 2nd—this is wrong! It really doesn't affect the large businesses or the lower class, but the middle class is being hurt by the freeze."



Violet Fugate – DIC

"It is, of course, a good thing but rather late in coming (something akin to locking the stable door after the horse has bolted). Of greater concern, however, is the balance of trade deficit. When we reach the point where a great country like the U.S. imports more than it exports—we are in serious trouble."



Flo Boutcher – Production Control

"I think it was poor timing. Large union contracts had been accepted and large companies were allowed to raise prices prior to the freeze."



Henri LaVella – Data Check

"It's a little late, isn't it? This is like trying to correct an unruly child *after* he's been spoiled rotten. It's already out of hand—costs are ridiculous now."



Alice Ruiz – Mark & Pack

"I agree with President Nixon's decision even though it has affected my home. I feel it is good for our country. We must draw the line somewhere."



Larry Piper – Manager

"Basically, I am in agreement that steps must be taken to balance the U.S. economy. It's a temporary step to allow economists to study the situation and recommend better controls. It's unfortunate for those who are up for increases, but we must realize that this is also a price freeze and may be more beneficial in the long term for the majority of individuals' economy."



Wayne Carlson – Manager

"Although the recent price/wage freeze has imposed a hardship on many people, I feel Nixon's action to curb inflation was necessary to help our sagging economy. It is unfortunate several prominent leaders of national influence have attacked the administration so severely. I hope the objectives are met within the 90 day period."

Visitors from Shiprock

While vacationing in Northern California, the Bekes Family circled the Mountain View facilities on their itinerary.

Lloyd, Evelyn and Louise Bekes are employed at our Shiprock plant in New Mexico. They were guided around the DIC Fab 3 area by Ron Little. According to the family spokesman Wilson Bekes, "Touring Fairchild was a special treat for us and certainly added to our vacation."

Kneeling: Wilson and Lloyd Bekes. Standing: Evelyn, Louise, and Ron Little.



To Your Health

By O. Bruce Dickerson, M.D.
Corporate Medical Director

"THE ILLNESS CALLED ALCOHOLISM"

You've heard many stories about the "pink elephants," and seen portrayal of "drunks"—recounting what one inebriate said to another. Today they are no longer as prominent, nor do they seem as funny as they did a few years ago. We seem to be gaining more understanding of the situation; that it is as inappropriate to ridicule the afflicted alcoholic as it is to make fun of a cancer victim. We seem to be realizing that each and every one of us has an important obligation to meet in dealing with alcoholism.

Alcoholism is uncontrolled compulsive drinking which interferes with normal living. The importance of alcohol to the alcoholic eventually outweighs all other considerations in his life; his family relationships, his friendships, and inevitably his job.

Physicians treating this illness estimate that one out of twenty employees suffers from the disease of alcoholism. More than five million Americans have this illness; ranking Alcoholism as the fourth major health problem in this country, following heart disease, cancer and mental illness.

At the present time approximately 70% of adult Americans drink (for social purposes

and otherwise). The majority of these people, possibly 90%, drink without any significant hazard to themselves, their families, or their communities. However, the other 10% are individuals who bring so much misery and expense to themselves and those around them. These are the individuals for whom a rehabilitation program is most desperately needed.

Alcoholism is a disease of stages. The stages are not clearly delineated, so it is often hard to determine at which stage a person is. Only in the fourth and last stage, which involves "benders" lasting several days, tremors, nameless fears and anxieties, compulsive bottle hiding and similar abnormalities, do most alcoholics become unemployable. A large majority of alcoholics often work in jobs they have held for many years—they go to church, belong to clubs, and to all appearances lead quite ordinary lives, except they have the illness of alcoholism!

In the *early stage*, a person progresses from normal drinking to a point where "no party is fun without a couple of drinks," and in this stage drinking quickly becomes a crutch to bolster self confidence. In the *second stage*, commonly called the problem drinking stage, the drinker usually enjoys the full pampering effects of alcohol. He likes the glow that he gets, the euphoria, the feeling of unconquerability. He drinks more than, or differently from his friends and associates. He may gulp his drinks, suffer from severe hangovers, and have trouble making it to work on Mondays. The *third stage* is

commonly called the Early Alcoholic Stage; there is seldom any question about those who fall in this category. They are obviously confirmed heavy drinkers, and their friends and co-workers know it. They drink alone, they sneak drinks, their work performance is poor, they usually have severe financial and family problems, and they lose friends easily.

There are many things we can do in the community to help restore an alcoholic to good health. As a host we should not pressure guests to take drinks and see that no one leaves the party in a condition which might lead to an accident. As parents we should conduct ourselves in such a manner that our children will have a good example to follow if they do eventually drink.

As a company we can establish a program on alcoholism and sincerely attempt to rehabilitate employees afflicted with this illness. As a community we can embark on educational programs and acquaint ourselves with the content of these programs so that we may intelligently encourage the development of special resources to deal with this growing problem. Even with all of the above, some individuals will, for a variety of reasons, continue their drinking patterns which lead to alcoholism. These individuals are sick people who need all the help they can get. The illness called alcoholism can be overcome only through the combined efforts of everyone who cares about preserving the dignity and the potentiality of a fellow human being.

Fragor · Questions · Preguntas · Fragen

By Lucky Scott
Corporate Benefits Administrator

In any language, the problem's the same: to communicate. This month's column is devoted to some questions frequently asked of our Group Insurance offices.

Do you have to satisfy the deductible with both \$75 of medical expenses and \$75 of dental?

No. Our plan has what is known as a common deductible which may be met with any one or combination of expenses.

How is the deductible figured?

Consider the deductible as an item which can be satisfied in two steps: (1) an individual qualifies with \$75 of expenses and (2) the remaining members of the family can combine expenses for the other \$75 totaling a "family" deductible of \$150.

Does our plan pay for ambulance service?

Professional ambulance service is a covered expense when used to transport an individual from the place where he is injured by an accident or stricken by a disease to the first hospital where treatment is given, but no other charges for transportation or travel are covered.

Why do I have to list prescriptions on the form rather than just attaching the receipts?

There are two primary reasons for requesting employees to list prescriptions on the Aetna provided form: (1) After a claim is processed, Aetna does not keep receipts in the file. Employees who, for year-end tax purposes, have requested receipts to be returned have been disappointed. (2) The receipts generally do not contain sufficient information to allow for payment to be made.

Does our plan cover shots?

Injections necessary to treat a disease, illness, or accident would be covered. Preventative injections (as in well baby care) are not.

When benefits are coordinated, why is it necessary to submit all bills to both carriers when you know one of the carriers won't pay a particular type of expense?

As a general rule, each insurance plan contract carrying a coordination clause stipulates all bills must be submitted to both carriers and that a statement must be issued of allowable or covered expenses from the primary carrier before the secondary carrier will pay. If no expenses are allowable or the plan maximum has been exceeded, this should also be stated.

Are there formal certificates available for the Group Insurance coverages?

Your group insurance office has a supply on hand—available to you for the asking.

MOVING UP

George Wells was appointed Plant Manager of Diodes at San Rafael.

Tony Steimle has assumed the position of Small Signal Operations Manager.

Terry Jones was recently promoted to Director of International Marketing.

Jerry Lynch has been named Director of Marketing, Japan.

John Husher has assumed the combined responsibilities of Integrated Microsystems and Linear Integrated Circuits.

Laura Myers and Mary Archebeque were promoted to Production Assistants in DIC.

Peggy Osmar became a Training Technician in DIC.

John Cameron has assumed responsibility for R&QA, Plating and Vendor Quality Control.

Samir Yacoub was promoted to Production Supervisor in Materials.

MOVING OVER

Cliff Smedley transferred to IMS from Production Control.

SERVICE AWARDS

FIVE YEARS

Barbara E. Broillier
 Aubie W. Nance
 Mary K. Nicolls
 Wendell W. Carlson
 Betty L. Howard
 Ronda Beck
 Margie M. Lopez
 Mary R. Sanchez
 Christine E. Villanueva
 Jane A. Scharfen
 Alvin R. Neves
 Jeanette Dunsworth
 William A. Cocke
 Estrella P. Valdez
 Dick P. Barney
 Yolanda Lucero
 Janice L. Kobek
 Joel S. Zucker
 Raymond C. Jodoin
 Raymond C. Warneck
 Aino T. Mattos

FAIRCHILD PICNIC Oct 2 is the day

Schedule of Events at Picnic

- | | |
|------------|---|
| 10:00 a.m. | Park gates open
Arts & Crafts Show begins at pavilion (until 5:30)
Concession stands open (until noon)
Softball diamond available |
| 10:30 | Games for children |
| 11:00 | Bar-B-Que opens — food, soft drinks, ice cream (free) beer (10¢)
Bingo for everyone (until 5:00) |
| Noon | Carnival rides for children and adults (until 5:00)
Touring fire engines and hay wagon
Carnival booths (until 5:00)
Square dancing begins (until 2:00) |
| 12:30 p.m. | Children's Theatre — first performance — "Disney Goes to the Moon" |
| 1:00 | Second performance — "Disney Goes to the Moon"
Puppet Show with above performance |
| 1:30 | Live music — Chosen Few — at pavilion (until 5:30) |
| 2:00 | Talent Show begins (until 3:00)
Fairchild Skit included |
| 3:30 | Door Prize drawing at Summer Stock Theatre |
| 6:00 | Park closes |

Not responsible for articles lost or stolen.

State Tourney

During the weekend of April 17th, several Fairchild women participated in the California State Bowling Tournament in Riverside and San Bernardino. The winners were announced in August. In the Singles "C" Division, Vicky Risso and Marian Oswald placed 217 and 367 out of 460. With the combined efforts of Vicky Risso and her partner Peg Wood, they placed 97 out of 281 in the Doubles "C" Division.

Chicken & Sea Specials

In honor of the annual Fairchild company picnic, the cafeterias are having a \$1.00 per person special on Wednesday, September 22.

The menu will consist of chicken-in-the-basket or fish-in-the-basket, corn on the cob, chef salad, shoestring potatoes, and beverage. This menu will also be served to second shift employees in the Building 1 cafeteria.

DON'T FORGET — SEPTEMBER 22 (lunch special) AND OCTOBER 2 (picnic) (AND TELL'EM CHARLIE SENT YOU!)

MICROWIRE I — September 1971

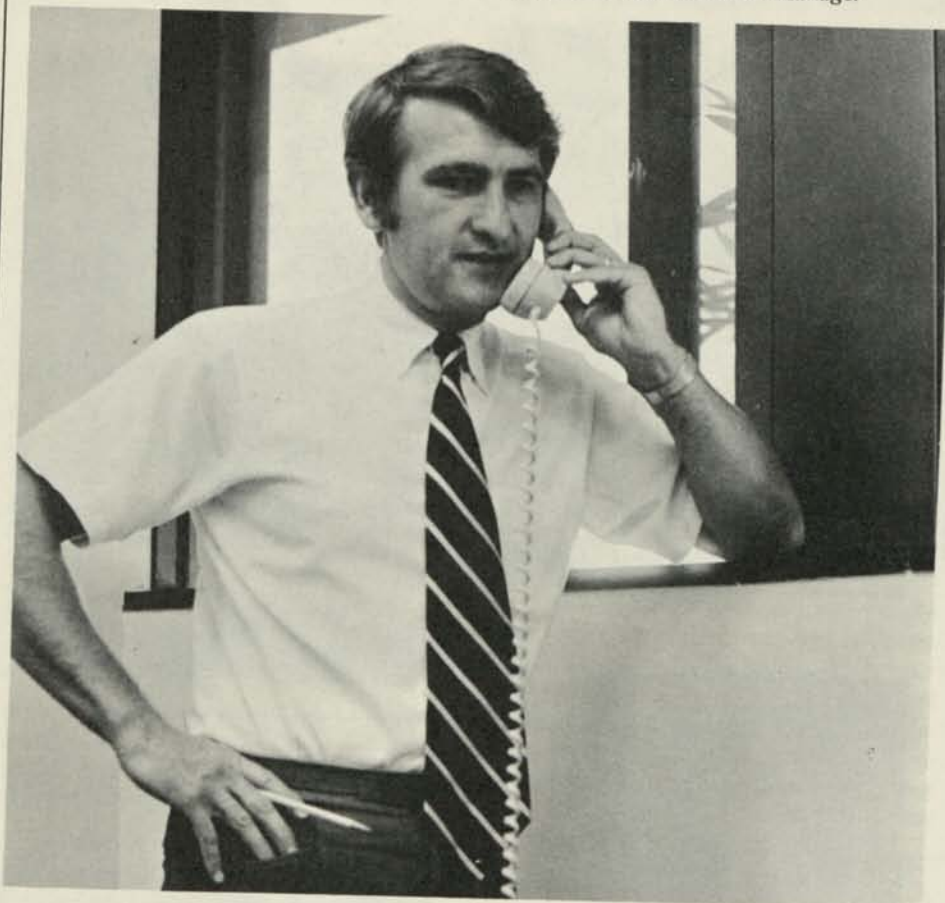
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Microwire

ON THE LINE

With John Luke, National Sales Manager



I understand the Marketing Department and Operations have just completed a week-long series of meetings with the Field Sales force here. What was the purpose?

Our field sales managers from across the country visited Mountain View the week of September 13th. During the week-long meetings, our objective was to obtain the latest inputs on market conditions, customer requirements, competitive actions, and our sales organization's requirements in the area of Mountain View support. In addition, we used this opportunity to discuss with our field sales people the latest Fairchild product line and business strategies. We provided them, whenever possible, with on-the-spot decisions that should enhance our sales results in the fourth quarter.

From your standpoint, were these meetings successful? Do you think the regional and area managers are returning home with some good feelings about what was accomplished?

The meetings were definitely a success! Our managers were extremely enthusiastic about our response to their requests and questions. When they left on the 17th, the managers generally felt they had the incentive and necessary tools needed to achieve an outstanding fourth quarter.

What were some of the more important subjects discussed? What were the results?

By regions, we reviewed performance to date, forecast for the balance of 1971, and specific actions necessary to win not only forecast business—but additional oppor-

tunities. We discussed mutual operating problems, and took necessary action to ensure maximum effort and results for the fourth quarter. For example, the decision was made to add resident application engineers in several metropolitan areas.

Can you give us some clue as to the outlook for the fourth quarter sales in the semiconductor business?

Industry forecasts call for an improvement in the range of 6 to 10% in 1972 compared to 1971. Considering 1972 is an election year, we expect added government stimulus which will affect purchases by our military customers. The investment credit and other recent federal actions should revive the computer industry and affect us positively.

What is the outlook in sales for 1972?

Based on actions taken and strategies implemented by operations and marketing within Fairchild, I feel with the projected business upturn into 1972, Fairchild will realize a share of market gain that will be disproportional to the industry.

Can you tell us a few of the positive steps sales has taken since your arrival in May?

1. Organized geographically. Result: better territory coverage.
2. Broadened business base. Result: less dependent on classic major customers and seasonal buys.
3. Added ten sales engineers. Result: gives us opportunity to quote on more business.
4. Created a national accounts department under **Bob Skurko** in Product Marketing. Result: centralize support and strategies for major customers and the field sales engineers.
5. Promotions from within—3 regional managers and 1 area manager. Result: stable sales force.
6. MOS Training program. Result: developed sales force for major thrust in high technology.
7. New policies through **Bob Skinner**, Distributor Manager, for increased business through distribution. Result: increased share of domestic market.

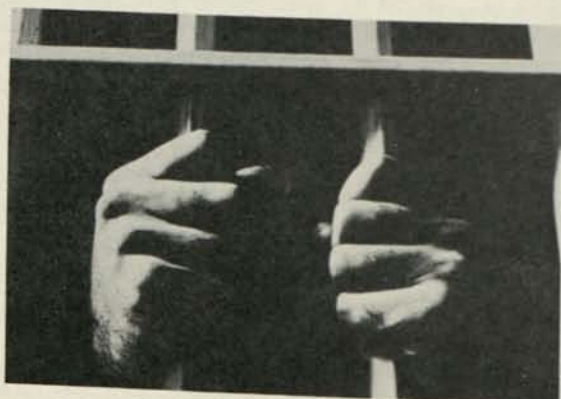
Fairchild UNITED FUND DRIVE

Oct. 22 - Nov. 5



Loneliness, poverty, fear, drug addiction, juvenile delinquency, handicapped . . .

Actions speak louder than words. GIVE . . . PLEASE!



Dear Fellow Employees,

Fairchild Semiconductor will be participating in two United Fund campaigns this year. The first campaign, starting October 11th, will affect only the supervisors. And during the weeks of October 22—November 5, a general campaign will take place.

For thousands of handicapped people, the only hope for adjustment and rehabilitation lies with the aid from organizations supported by the United Fund.

When the payroll deduction cards are distributed by our Fairchild volunteers, please give generously.

Sincerely,

Wilf Corrigan
Wilf Corrigan
Vice President & General Manager
Fairchild Semiconductor (Domestic)

THE LIBRA EMPLOYEE



September 24th – October 23rd

By Linda Goodman – SUN SIGNS

There was once a Libran designer, who was brought to the west coast to do the costumes for a big movie, and he sat in his suite in a posh Beverly Hills hotel for six full weeks without making a single sketch. It wasn't because he lacked ideas. He was overflowing with them. It was the carpeting—that hideous, shrill, peacock blue carpeting. It gave him migraine nightmares. He couldn't even think straight, let alone create, and he didn't want to change his suite because he liked the view of the palm trees.

Please don't get the impression that you should run right out and find a rug salesman if you have a Libra employee. Not all people born in late September or October are irreplaceable artists with such sensitive

nerves. But even the average Libra employee will work more happily if his surroundings don't distract him.

He'll also be more efficient if he isn't offended by the people he works with every day. A rough, sordid, unharmonious atmosphere may depress him, but uncongenial co-workers will really send him into a blue fog. He's as conscious of the vibrations of personalities as he is of the vibrations of colors, especially in close quarters. If your Libra employee has seemed confused lately, or not himself; if he's been turning in sloppy work which doesn't meet his usual standard, he's not necessarily slipping. Perhaps he's allergic to the mail boy or the cleaning woman. (I hope it's not his own secretary.)

When those Libra scales get tipsy, anything can happen. Both the male and female Librans can turn disgruntled and lazy and offer no excuse for their sullen silences. Such a change from their normal sweetness and calm is bound to unsettle your own mind a little, too.

The typical Libran is beautifully adept at clearing the air of disagreements. He defends both sides with a total lack of prejudice for either, makes opposing wranglers see each other's viewpoint, and finally tops it off by getting everyone to shake hands all around. The thing which may completely confound you is that he will instigate a few heated arguments himself. But you must remember that to him, these are healthy debates. He loves nothing more than batting the pros back to the cons,

then switching to pitch the cons against the pros. In his eyes, that's not fighting. A good, intelligent argument is pure entertainment.

Soothing his hurt feelings when he's been offended is another matter altogether. It's difficult to figure just what annoys or pleases the Libran employee. What brought a twinkling laugh or a wreath of tolerant smiles one day can bring a severe frown of injured innocence the next, or vice versa. It's those scales again, of course. How can a Libra tell in advance what his mood will be toward any given subject when he doesn't know himself how far he'll be dipping to one side or the other?

Female Libran employees often remind you of a slice of whole wheat toast. There's a sort of Camp Fire Girl mystique about them. Of course, a few may have maple sugar spread on the whole wheat, in the form of dove-like voices and soft manners, but it's a pleasing sweetness.

Keep your lovely, pretty Libra girls and your handsome gentle Libra men happy with piped-in music while they work. Don't ever shout at them, and be sure you always give them logical reasons for doing things. Respect their intelligence, because they'll have more of it than the average person, and never subject them to tension.

Librans are extremely artistic and musically inclined, with a flair for law and a philosophical bent. They bring their calming influence most often to hospitals, show business, publishing companies, the halls of science, politics, and the ministry.

Gold Rush Days

By Don Granger

"Old rags, iron and bottles" was a familiar call in the early 1900's. About 1948 industry found that they were throwing away money. The reclamation of industrial waste material has now been sophisticated into a part of manufacturing life.

Joe Mahar, Purchasing, is responsible for the Recycle and Reclamation program at Fairchild. Joe believes that a definite ecology impact is realized by emphasizing the R&R program. An example of this is the processing solutions now being poured in drains. A reclamation program for some solutions is underway. This will prevent acids and solutions from polluting the waters. The reclaimed solutions are saleable.

The Fairchild Recycle and Reclamation Program includes solutions, metals, paper and cardboard. Frame clippings, rejected packages and other metal waste is sold to companies who reclaim the metals. White paper and tab runs are a part of the paper recycle saving our forests. Cardboard cartons are flattened and returned to vendors or recycled. This program is in effect at all West Coast divisions, and Joe is coordinating the collection and resale. The Fairchild Plating Plant Reclaims Department acts as the collection point and contributes directly to the success of the metal reclamation program.

October is designated as a Gold Rush month. Each production department has a Reclaim Representative. All employees are urged to pay special attention during October and every month to channel all metal scrap and rejected materials to their Reclaim Representative. Engineers, tech-

nicians and foremen should check their offices and desk drawers for reclaim possibilities. Unused desks are good sources for reclaim materials. If your department's Reclaim Representative is not known, please contact Joe Mahar on EXT. 3646.

The present Metal Reclamation program at Fairchild realizes about \$100,000 a month profit. This is a MILLION DOLLAR a year cost that is recovered and translated into Fairchild profits. The first Gold Rush month was in February, 1971, with a set goal of \$150,000. They achieved approximately \$125,000. Joe Mahar is setting the goal for October Gold Rush at double the normal quota to \$200,000. If each employee cooperates, this goal will be surpassed.

Dig in, partner, and help prospect for gold, every speck counts toward meeting our goal.

Moving Up

The Equipment Maintenance and Engineering personnel and the Industrial Engineering personnel have been reassigned from Facilities and Equipment Engineering to various product line organizations within Operations.

Mask Shop under John Crosby and Materials under Don Brattner were reassigned from Operations to a newly formed Support Operation, headed by Jack Bogan, as Group Director. Other organizations reporting to Jack are the Procurement section under Connie Pasqua, Communications and Facilities section under Tom Donovan and the Central Equipment Engineering section under Leo Czarnecki.

Fred Hopkins was promoted to Manager of Transistor Wafer Fab and TO92 Assembly Manufacturing.

Steve Weich will be responsible for New Product Engineering, LIC, in addition to his other responsibilities.

Will Steffe has been named Manager of Product Development. He will take on the responsibility of consumer Microcircuit Engineering and Linear Analog Engineering, in addition to Advanced Development.

Howard Hickok was appointed Manager of Inventory Control, Shipping and Receiving.

TIPS FOR SUGGESTERS

YOU can make a worthwhile suggestion. Sound and workable ideas come from using a systematic approach to find the best method. So:

STOP — and examine the routine operations you go through every day.

LOOK — into every step of the procedure. View it as a stranger would and ask, "Why is this done? Why is it done this way?"

LISTEN — to your own imagination.

SUGGEST — a better way of doing it!

EARN — recognition and a suggestion award!

Sponsoring JA Programs



Left to right: Jerry Plec, Beryl Bragg, Herman Martin, John Brakonecke, Bud Ehrlich, Jim Stewart and Tom Donovan.

Train Youth in Business and Economics

Junior Achievement is an international business education program in which high school students organize and manage their own small-scale companies under the guidance of adult advisors from business and industry. The Junior Achievers spend two hours working and planning at their weekly meetings.

For many years Fairchild Semiconductor has supplied advisors for these unique business ventures for the Santa Clara County Junior Achievement programs. Heading up this year's team of advisors is Tom Donovan. Advising the teenagers are Beryl Bragg, Jerry Plec, Marketing, Herman Martin, Jim Stewart, Joan Robinson, Nancy Bohnet, Bob Walker, Gus Pfahler, Ralph Miller, Gary Sutton, S.C. Puleston, J. Barton, P. Bessey, B. Brown, Bud Ehrlich, Garret Walthor, D. Whetstone, J. Brakonecke, and N. Lambert. Each JA company is organized in the early Fall as a miniature corporation. There are usually 20 students in each company, directed and staffed by the young people themselves. Besides selling stock, these teenagers decide on a product line, elect officers, purchase raw materials, lease a building and any equipment needed, produce their products (jewelry, lamps, detergents, furniture, children's toys, etc.), and plan their marketing strategy. In the end, they plan to pay back their stockholders a dividend.

The Junior Achievers develop a realistic understanding of the organization and operation of a corporation. They build self-confidence and develop leadership ability. This also gives them a chance to measure their vocational desires in real-life business activity. But most important, they gain understanding, based on personal experience, of their responsibilities and rewards of enterprise.

Carnival Time

With the combined effort of the Recreation Council and the cafeteria personnel, the "Chicken and Sea" Lunch Special opened the 1971 Fairchild Picnic festivities. It all happened on Wednesday, September 22nd in buildings 20, 19, 4 and 2.



Don't forget Saturday, October 2nd—It's Fairchild's Family Picnic at the Santa Clara County Fairgrounds. If you must work that day, please encourage your families to attend. You can always meet them later in the day. Food and beer will be served from 11:00 a.m. to 5:00 p.m.

ODDS n ENDS

FOR SALE — Electric Golf Cart — 2-speed, 10 & 20 mph, in excellent condition, 2 yrs old. Complete with fiber glass top, head and tail lights, turn signals, windshield wipers, and licensed for street use. Asking \$795. Call after 6 p.m. Ralph Lee — 326-5826

FOR SALE — Mans's Suit grey (Roos Atkins), hardly worn, size 42, last year's style. Reasonable. Call after 5 p.m. Gail Payne — 948-7741

FOR SALE — Dishwasher, take over payments, almost new. No equity, reasonable, Penney's brand. Call after 5 p.m. Gail Payne — 948-7741

WANTED — Licensed Child Care in my home, days, ages 3 — 6. Located in the Westgate/San Jose area. Call 257-2222

FOR RENT — Family Cabin at Lake Tahoe, North Shore. Four bedrooms, kitchen, fireplace, 100 yds. from lake and 10 min. from clubs. Asking \$75 per week for October. Weekend rates available. Call after 5 p.m. Pam Robertson 968-2247

Microwire II — September, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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Microwire

An Open Letter to Employees...

I have a bright-eyed, tow-headed, delightful 11-year-old son named Dennis who is virtually a bundle of energy. He loves people, loves life, and tries very hard to be loved in return. He appears on the outside to be just like any other 11-year-old livewire, but he's not . . . he's very different. Dennis can't sleep at night like other boys—he remains awake for two or three days at a time, then collapses and sleeps for nearly 24 hours; although he has an above-normal IQ, his schoolwork fails to meet his capacity because it is physically impossible for him to sit still long enough to concentrate and absorb what the teacher is telling him; he doesn't follow instructions because his mind is going so fast he can't hear them; he feels that no one in the world wants him because he has been branded "troublemaker" and, consequently, no one can love him or receive the love that he's so full of. Dennis is hyperactive. All of these things are common in hyperactive children . . . and if it is not caught and treated (physically and mentally), it's almost certain that these children will end up in juvenile hall or



will establish habit patterns that will carry them on to prison by the ripe old age of 21 . . . not to mention that they went through school without learning anything and can't get along with anyone they meet because they feel everyone is "out to get them." A hyperactive child can disrupt a whole family; they can cause divorces; they can get their whole neighborhood up in arms to the point where you feel like you have to move; they can make their parents feel that they can't take one more ounce of pressure and every time the doorbell rings you wonder what he's done *this* time. I wonder how many children have been beaten senseless by parents who did not know they were hyperactive and could or would not understand they had a problem!

I love my son with a tender, yet fierce, protecting love that only another mother could understand. I have become terribly angry with him at some of the things he has done, yet I have shed many tears after he has gone to bed at night, worrying about what could be done to straighten him out and wondering why he felt so alone and totally unloved. I have never felt so helpless. He has caused me heartaches, Excedrin Headache #500, and frustration that has been unbelievable . . . but it's all worth it, because I love him . . . and now, thanks to United Fund, my son has a chance to live a normal life and I have hope to cling to.

We were directed to a pediatric neurologist who diagnosed Dennis as being hyperactive. The neurologist told me flatly that all the medication in the world will not SOLVE Dennis' problem. His medication is necessary to calm him so he can "think before he acts" and give him some power of concentration, but he MUST have psychiatric therapy to go along with it to straighten out habit patterns and learn what his problem is and how to handle it. I am a mother alone with four children; and, needless to say, I cannot afford \$35 an hour twice a week to get Dennis the help he needs. We were referred to the Adult & Child Guidance Center in San Jose, which is a United Fund Agency, funded to help people who cannot afford such services. We had to go through an interview and very stringent application processing procedures to determine that we really needed the help and could not afford it otherwise. I, for one, can say without hesitation that United Fund money is not carelessly used. Dennis has been undergoing treatment for some time now, and I have seen a remarkable change in him! Part of the treatment is to have the mother, also, come in for counseling so she can work *with* her child and *understand why* he does things and to learn how to handle him. They deal not only with Dennis, but the whole family—directly and indirectly—so we can all work together to help him. I have complete faith that my son will grow up to be a normal man and find his place in this world . . . and, believe me, with a hyperactive child, *that* is really saying something!

The reason I am writing this . . . and have asked NOT to remain anonymous . . . is because I hope when your United Fund Campaign Worker comes to you asking you to give that it will help to know one of your co-workers desperately needed and is currently receiving help from United Fund . . . and that their funds are carefully allocated. I only wish you could feel in *your* gut the desperation I felt until I found help for Dennis through United Fund. The rest of my son's life was on the line, and now he has a chance.

Dennis and I would like to make a special appeal to you . . . please give generously when you are presented with your United Fund Payroll Deduction Card. You can rest assured that because *YOU* gave, someone has been helped. We were! Every nickel, dime, and penny, as well as the dollars, are so important! You might feel that "well . . . I'm only one person . . . they won't miss it if I don't contribute." Just multiply that by 100, or 1,000 other people who feel the same way about it . . . and think of the hundreds of people who won't get the help they need. I can't really afford to give, either, but my name is the first one on the dotted line when my card comes . . . because, thank God, all the people who *did* care enough to contribute have saved my son! Maybe I can help save someone else's. Please care . . . and give.

Thanks in advance from both of us!

Ginny Harris

THE SCORPIO EMPLOYEE

October 24th – November 22nd

By Linda Goodman – Sun Signs

Offhand, who would you say is the one person in your office who is the most self-contained? Which employee seems to have the most inner confidence, without being obvious about it, the steadiest eyes, the least excuses and the most poise? If there's someone on the staff with those qualities, does he give you the feeling he can take a compliment or leave it alone? Is he secretive about his personal life? Does he have a master plan for his future? Assuming all this is true, one more question: are the other employees a little afraid of him? There's no doubt about it. He's a Scorpio.

More than anyone else with your firm, the Scorpio employee is the master of his fate and the captain of his soul. He's entirely self-motivated and single-minded. No one else can be so resourceful and so sure of his own potential. The Scorpio has the power to make or break his own life, and he knows it. He never lies to himself, and rarely blames anyone but himself for his own mistakes. To whatever degree he chooses, this employee can rise, and he'll expect few favors on the way up. He's the very last person you'd accuse of having an inferiority complex.

Your Scorpio employee's reaction to you will relate directly to what you can offer him—what he wants from you and from life. If the average person opposes the Scorpio, insults him, treats him rudely, breaks a promise or steps on his tail, may the gods have mercy on him. He will rue the day he challenged Pluto. However, if you represent power and the fulfillment of his private dream, his reaction to the same treatment will be detachment.

If there's one thing a Scorpio knows, it's on which side his bread is buttered, and who owns the marmalade. He's absolutely certain he will reach his goals eventually. Therefore, he's in no rush to knock down any brick buildings. Nor is he ashamed to

submit to his superiors when it's expedient to do so. That's why your Scorpio employee is fearless. Confidence always breeds courage. To him, everything is timing. With some sort of deep, mystical penetration into the secrets of the universe, he knows when his time will come. This is not the hour to command, but the hour will arrive. No wonder he's not the anxious type.

You can expect the Scorpio man or woman to accept the inevitable with grace, if the stakes are high enough. He (or she) will check out the potential with an eagle eye, figure the consequences, mark the possible reward, and make the final decision to submit with a cool head and a definite purpose in mind. Most bosses appreciate and admire the Scorpio philosophy. He knows the price of success, and he's willing to pay it, without asking for special concessions. When that success arrives, however, don't forget: it's half-time—change sides.

Compared to the attitude of the average worker, you'll discover there's another quality to admire in your Scorpio employee. It's an old-fashioned word, spelled l-o-y-a-l-t-y, rather a rare commodity these days. I'm not talking about lip service to your position as "boss" or the ingratiating, often hypocritical servility of the normal ambitious employee. Scorpions have their own sense of loyalty.

These workers are intense and tenacious. They're quite serious about their careers, and they never lose sight of the goal. Scorpions can be stubborn, rebellious, passionate and overbearing. Scorpions are smart. Some of them are brilliant. All of them are shrewd and logical. You'll often find Scorpio men and women gravitating to work that involves solving mysteries and penetrating the puzzles of life, machines, facts or human beings. They must increase their knowledge each day they live, at the same rate they increase talents, abilities and incomes.

MONDAY NIGHT BOWLING

1971-72 season started on Monday, September 13th, with twenty teams participating. They represent Semiconductor/Mt. View, R&D, MOD, and Systems Technology. The officers elected for this year's bowling league were: Don Stacks, president; Anita Grissom, vice president; Marian Oswald, secretary; and Barbara Butler, treasurer.

LEADING TEAMS

1st Place – *Pinpoppers* – 20 won, 4 lost

Frank Becerra
Ann Lima
Judy McGlashan
Bill Newton
John Phillips

2nd Place – *Tad's Arco* – 20 won, 4 lost

Jerry Prichard
Tammie Prichard
Rich Rowell
Margaret Hollister
Ed Hollister

3rd Place – *Stompers* – 15 won, 9 lost

Barbara Butler
Vicky Risso
Don Stacks
Madlyn Bare
Jess Reeves

SALESMEN OF THE MONTH

On Wednesday, September 22nd, the field sales announced the August Salesman of the Month—Joe Fijak of the Fort Wayne office.

Joe worked extremely hard over the last few months to grab a major piece of business from a new customer. His efforts, during this period, resulted in a very large booking for Fairchild.

* * *

For the first time in Fairchild's history, field sales was unable to decide on one salesman of the month. After many hours of discussion, it was decided that two salesmen equally deserved the award. The September Salesmen of the Month were Sandy D'Arcy of the Seattle office, and Leo Topjian of the Wellesley office.

Both Sandy and Leo had outstanding months by nabbing major business for Fairchild.



All in the Family

It all happened eleven years ago on Jordon Street in San Rafael. Fairchild/Diode began its family.

In June, 1971, several of the "first borns" formed what they called—the San Rafael 10 Year Club. This unique club consists of the employees who have been with Fairchild/Diode since its infancy.

With 30 members to date and more anxiously awaiting in the wings, the "first borns" needed club officers and by-laws. An election was held immediately to elect the club's first officers. Ann King opened

the meeting as their president. Bob Gallagher was elected vice president with Jean Bianchi as secretary, and Dolly Rule as treasurer.

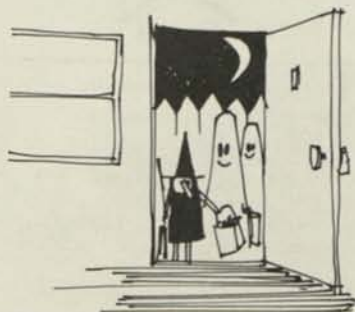
"We are a very proud group of people and take pride in being part of Fairchild's heritage for so many years," said Ann King. "We are all located in different areas and hold different positions, which meant we wouldn't see each other for days. This way the club provides a sort of 'togetherness' for all of us. We meet once a month during our lunch break to discuss future events and reminisce about the old days. For example, our annual banquet which was held a few weeks ago at the Holiday

Inn, for the club's members and their husbands or wives. We invited such guests as Greg Reyes, George Wells, and John Walsh. Eventually, we would like to start a scrapbook describing our plant's history.

According to Vennie Rosenthal and Jessie Davenport, both with eleven years of service at Fairchild/Diode, "we enjoy the club so much because it keeps us in close touch with our old friends. Also, it's a chance to sit and enjoy each other's company. It adds to our morale and working spirit." Another member, Mike Bromham, ten years of service, feels it gives a sort of dignity to our members. After all, ten years is a long time!

What to do about tricky treats on Halloween

Reprinted from Family Safety Magazine



Will your child be a Halloween casualty this year? Hundreds of parents were shocked last year when their children returned from trick or treat rounds with poisoned popcorn, booby-trapped apples, and candy canes coated with soap. Fortunately, most of these "tricky treats" were discovered before they caused serious injuries.

PARENTS CAN HELP

- Always accompany your children on their trick-or-treat rounds. Stay in your own neighborhood; keep close to your children at all times, even if you have to follow closely behind in the family automobile. People will take notice and be less likely to attack or mistreat children.
- Visit only homes that are well-lighted on the outside. Homeowners who anticipate (and welcome) Halloween visi-

tors usually keep the outside of the house well-lighted. Avoid darkened houses.

- Don't allow visits to homes of known cranks. Adults who are intolerant of children are usually known throughout the neighborhood; avoid them.
- Instruct your children not to eat treats until you have examined them. Unpackaged items such as popcorn should be discarded. Wash fruit thoroughly and cut into small sections before eating. Examine candy bars *closely*; needles and pins can be inserted through the wrapper without disturbing it. Candy with loose or torn wrappers should be discarded.

By adhering to these guidelines, Halloween can still be a highlight on your children's recreational calendar—and a safe one at that.

MOVING UP

Jack Balletto was recently appointed Manager of MOS Applications. He will be responsible for providing technical support on MOS products to both Marketing and to the field sales force.

Paul Schnitz is Manager of the Financial Systems Section in Corporate Data Processing Service. He has held responsible positions in Finance in Mountain View and Portland, and most recently was the Mountain View Product Line Controller.

Bev Dalton was promoted to executive secretary to the vice president and director of Industrial Relations. Bev was formerly executive secretary to the group director of Industrial Relations.

Pat Freeman has become executive secretary to the group director of Industrial Relations.

Jean Kortzen recently became executive secretary to vice president and general manager of International Operations.

MARKETING

Gary Lane — Senior Product Marketing Engineer — LIC

Jackie Moyer — Customer Service Coordinator — Customer Service Center

Carol Davis — Customer Service Coordinator — LIC Product Marketing

Geri Hadley — Advertising Representative — Marketing Service

Steve Pletcher — District Sales Manager — National Sales

Martha Cox — Assistant Buyer — Customer Service Center

Sue Keese — Senior Clerk — Customer Service Center

Mary Gillespie — Test Operations Supervisor — Test and Finish Transistors

Goldie Williams — Production Supervisor — Transistor Assembly

Peninsula Memorial Blood Bank would like to thank the Fairchild employees who responded to an emergency call in September.

A woman and young boy were hemorrhaging and needed type "O" negative blood. Fairchild recruited a few employees to meet the hospital's request for blood. Both lives were saved because of the immediate response of the Fairchild Medical Department and the employees.

Everyone Wins With Streamlined Correspondence

"The most common weakness in business letter writing is the use of trite, outmoded phrases that waste the reader's time and kill his interest. No other fault is more damaging to the clearness, conciseness, and character of written communication in business." So says W.H. Butterfield on the subject of "Effective Letter Writing" in WOMEN IN BUSINESS. He lists 50 of the common empty phrases that lazy letter writers use as a substitute for thinking . . . here are some samples:

1. *enclosed herewith please find* — A wordy, silly way to say *enclosed is* or *I enclose*.
2. *as to whether or not* — Cut these 5 words down to *whether*.
3. *at the present time (or writing)* — Just say *now*, and save 3 words.
4. *at your earliest convenience* — Why use 4 words to say *soon* or *promptly*?
5. *contents duly noted* — Let's hope so. Otherwise there wouldn't be much point in replying.
6. *if this should prove to be the case* — These 8 words can be cut to 3 — *in this case*.
7. *in the amount of* — An awkward expression that means *for*.
8. *in the very near future* — These 5 words mean *soon*.
9. *it has come to my attention* — Obviously, or you wouldn't be commenting on it. Don't waste 6 words in pointing out the self-evident.
10. *in view of these facts* — Cut these 5 words down to *therefore*.
11. *just a short time ago* — These 5 words mean *recently*.
12. *please do not hesitate to* — Just say *please*. The other 4 words are useless.
13. *the fact of the matter is* — These 6 words say nothing. Omit them.
14. *under separate cover* — Don't do anything "under cover." Just say *separately*.
15. *wish to take this opportunity (or occasion)* — Just take it, and save 5 words.



During recent weeks the United Electrical, Radio, and Machine Workers of America (UE) has passed out literature and authorization cards to Fairchild employees. This activity has created a number of questions in the minds of our employees. We would like to use this space to explain your rights.

The Company respects the rights of its employees as guaranteed under Section 7 of the National Labor Relations Act. In this respect, we also have certain responsibilities and obligations to inform you of the possible pitfalls often overlooked during unionization attempts. The union has advised you of your rights to join a union. We want to advise you of your *full* rights—that is, you may join, or refrain from joining, a union.

It is vital, however, that the meaning of your signature on a union "authorization card" be clearly understood. There are *two* types of cards. One is for the purpose of enabling the union to petition the National Labor Relations Board for an election. The second type card can be used for the same purpose, but it also fully commits the signing employee to that union and designates that union as the exclusive collective bargaining agent for that employee. This type of card is being used locally by the UE. Unions often misrepresent the second type card as being for the *sole* purpose of obtaining an NLRB election—it is *not the same*. If enough employees sign the second type card, the union may use those cards to eliminate your freedom of choice to vote by secret ballot in an election which would otherwise be conducted by an agent of the National Labor Relations Board.

It is our opinion that it would not be in the best interest of our employees or Fairchild to have a union.



MICROWIRE II — October 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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Microwire

Up the Fabled Ladder...or "Times Are A-Changin'"

In the past few months, Fairchild has promoted five female production assistants to the position of production supervisor. They have worked their way up the "fabled ladder of success" from assemblers.

These unique women are assuming a role in the todays and tomorrows of a changing world.

"I think it's wonderful Fairchild has given me this opportunity to become a leader. I have learned so much as a production supervisor," says Goldie Williams.



... it's wonderful Fairchild has given me this opportunity ...

On October 15, 1971, Goldie stepped out of her production assistant role into the shoes of a production supervisor in Power Assembly/swing shift, under Don Trenholm.

Goldie followed that old proverb, "go west, young woman," coming to California from Missouri in 1939. Her first job with Fairchild in 1961 was a goldball bonder on the old 4200 line.

Today, Goldie supervises 18 girls on three different lines in the power assembly area. "It is a constant challenge for me each day but with the understanding Don gives me, I will continue to meet the day-to-day challenges of a Fairchild supervisor."



... women supervisors are assets to this company ...

October 15, 1971 was a very special day for Mary Gillespie too. She became the swing shift production supervisor in Metal Can, Mark & Pack, Wafer Sort, and TO92 Fast Test under Jack Turner.

When Mary came to California several years back on vacation, she never realized it would be her permanent home. She gave up her job in Texas to come out here and work for Fairchild in the EPOXY Test & Finish area five years ago.

"Working with my 45 girls has been a delightful experience. We all have a good rapport with each other, which makes my job much easier. I think women supervisors are assets to this company. They can relate to the girls on a one-to-one basis. After all, we know what they are going through.



... you must respect the girls as women ...

"In order to be a good supervisor, you must earn the respect of your girls," comments Donna Humphreys.

Donna has been with Fairchild eight years. She started her career as an etcher and eventually became production assistant and then on to supervisor. The "fabled ladder of success" began in May, 1971, for Donna Humphreys. She was promoted to production supervisor in the Fab 4, ECL line, DIC/swing shift, under Wayne Carlson.

Being an avid football fan, Donna works with her 12 girls like a coach would with his team. "You must establish a goal and work hard to achieve it. But at the same time you must respect the girls as women," adds Donna. "I am proud to be part of Fairchild's team of supervisors."



... they work so very hard and I try to let them know it ...

"I work right alongside my girls, which gives them a better working spirit. They work so very hard and I try to let them know it," says Maxine Glass.

Four years ago, Maxine came to Fairchild exposing wafers in the Masking area. By August, 1971, she became LIC's first female production supervisor, swing shift, under Steve Weich.

"I love people and I enjoy working with other females. I have 48 girls to supervise and they are all top-notch. They make my job easier," comments Maxine. "We have mutual trust and respect for each other—it's nice to know you can depend on them and they on me."



... when you have done the same type of work, they know you understand what it's all about ...

"I was once an assembler myself. This helps me understand their problems—whether personal or professional," says Mary Mudrick.

In May, Mary assumed the position of swing shift production supervisor in Al Watkins' MOS Masking area. With six years of service at Fairchild, Mary worked as an etcher, materials handler, and production assistant.

"My area consists of 14 fantastic girls. As a female supervisor, they feel more relaxed when I am around. I guess when you have done the same type of work, they know you understand what it's all about!"

FAIRCHILD BADGE WORTH \$800.00

Did you know that your Fairchild badge is worth \$800? That is the approximate cost of the employee benefit package provided by Fairchild for each employee. Why do we spend approximately \$800 per year on each employee for benefits? The answer is simple—Fairchild needs good employees and a good benefit pro-

gram is one way we can attract and keep them.

We would like to show you what you get when you wear a Fairchild badge. We would like you to know where we spend your \$800. The chart below should help you understand your benefits.

Benefits	Employee Share	Fairchild Share
<p>Life Insurance You are guaranteed an amount of life insurance equal to your basic annual earnings. For example, if you earn \$6000 per year you have \$6000 free life insurance. As your length of service increases, the minimum amount of life insurance increases to twice your basic annual earnings.</p>	None	100%
<p>Medical/Dental Insurance Fairchild has a comprehensive medical/dental plan for you and your dependents. Examples of some benefits are 100% of hospital room and board charges; 80% of most other medical charges; 80% of most routine dentistry and 50% of dental gold work. Your coverage is fully paid by Fairchild. Fairchild shares in the cost of this plan for your dependents.</p>	None Approximately 20%	100% Approximately 80%
<p>Long Term Disability Insurance This Fairchild plan guarantees you a minimum of \$240/month should you become totally disabled for more than 6 months after you have been with the company one year.</p>	None	100%
<p>Business Travel Accident Insurance This plan provides a minimum benefit of \$50,000 and maximum benefit of \$150,000 payable to your beneficiary should you be killed while traveling on company business. This is in addition to all other insurance coverages.</p>	None	100%
<p>Pensions Fairchild has a pension plan for you that provides a monthly pension at age 65 in addition to Social Security benefits.</p>	None	100%
<p>Holidays Each year you get 9 holidays from work without loss of pay.</p>	None	100%
<p>Vacations In addition to the paid holidays offered by Fairchild, you have at least two weeks of paid vacation each year. As your service with Fairchild increases, your vacation entitlement will increase to four weeks.</p>	None	100%
<p>Recreation You are represented on a Recreation Council whose activities are sponsored by the company. In addition to an entirely free annual company picnic, there are many individual interest groups sponsored by the company.</p>	Optional	Shared
<p>Cafeteria You are provided by Fairchild with a cafeteria and/or other food facilities so that you may enjoy your lunch in a congenial and pleasant atmosphere.</p>	Price of food purchased	Cost of Facility, Equipment and its operation
<p>Paid Time Off Work You enjoy no loss of pay for limited times away from work for: • Compelling personal needs • Bereavement • Jury Duty • Sickness</p>	None	100%
Other Benefits		
<p>Shift Premium Fairchild pays shift premium to employees on second and third shifts.</p>		
<p>Additional Insurance Fairchild provides you with the opportunity to purchase the following additional coverages at rates much lower than you could buy them as an individual. • Supplemental Life Insurance • Supplemental Long Term Disability • 12 Choices of AD&D Plans</p>		
<p>Auto Insurance Also available is optional mass-merchandised auto insurance payable through payroll deductions.</p>		

DR. HOGAN SPEAKS TO GOVERNMENT & BUSINESS LEADERS

On Friday, October 29th, Dr. C. Lester Hogan, president and chief executive officer, discussed Fairchild's business experience on a Navajo Indian reservation before a group of leading industrialists, Cabinet members, and Indian leaders.

Accompanying Dr. Hogan to Washington, D.C., was Paul Driscoll, plant manager of our Shiprock plant in New Mexico. The meeting, chaired by Vice President Spiro T. Agnew, was to interest businessmen in helping alleviate the economic plight of American Indians by providing job opportunities. Vice President Agnew is chairman of the Council of Indian Opportunity.

The guest list included eight Cabinet members, officials of the National Council on Indian Opportunity, the Bureau of Indian Affairs, the Navajo Tribal Council, and the presidents of more than 30 of the nation's largest corporations.

Our semiconductor manufacturing operations on the Navajo Reservation in Shiprock have been in operation since 1965. A new plant was constructed in 1969. Currently, Shiprock employs approximately 700 Navajos in electronic assembly operations.

MARCH of DIMES 20 MILE HIKE



Recently, Cathy Green, LIC Fab, second shift, represented Linear Integrated Circuits in the 1971 March of Dimes Twenty Mile Hike.

The hike took place on Saturday, October 16th, at Vallejo Community College. The representatives walked around the campus collecting funds for those less fortunate. Cathy collected a total of \$87.59 plus what she received in the LIC area. Assisting Cathy at Fairchild were Jim Robinson, Maxine Glass, Bill deCarbonel, Tom Hayes, Ron Knott, Larry Powell, and Jo Sanfilippo.

END OF THE BROWN BAG

September's "Chicken & The Sea" and November's Halloween Special were such hits with second shift diners—that it was apparent they definitely wanted to throw away their brown bags!

Beginning Monday, November 15th, the food service will open up the grill and salad bar in the Building 1 dining room from 7:00 to 8:30 p.m. Monday – Friday. A shuttle service will be available at the 24-hour entrance for those interested employees in Buildings 19 and 20.

Holiday specials will be featured. The grill will provide gourmet sandwiches in addition to the regular menu.



FAIRCHILD EXPANDS 9500 SERIES ECL LINE

In October, Fairchild expanded its line of 9500 Series temperature compensated ECL integrated circuits with the addition of 15 new devices. Four of the new circuits are MSI devices.

Fairchild's comprehensive 9500 ECL line now consists of 22 off-the-shelf products, including seven key MSI functions. The latest additions include 95L Series low power, high speed gates (2 ns at 20 mW).

FLASH!!!!

There will *not* be a vacation shut-down in July, 1972. Past vacation practices will continue as before.

Happy Turkey Day!



MOVING UP

John Gustafson – R&QA Engineer
 Marce Mora – Process Device Specialist – R2 Integrated Circuit Line
 Mary Napolitano – Process Device Specialist – R2 Integrated Circuit Line
 Horst Schmidt – Accounts Payable Supervisor
 Al Sprowl – Production Control Manager
 Marge Lopez – Expeditor
 Charlene Brandt – Scheduler
 Ben Brown – Production Control Supervisor
 Mike Spratt – Production Specialist
 LIC
 Beverly Nunes – Assembly Work Leader
 Sandra Pearce – Assembly Work Leader

Esther Inocencio – Assembly Work Leader
 Carol Griffis – Assembly Work Leader
 Geraldine Roland – Assembly Work Leader
 Maria Huerta – Assembly Work Leader
 Catherine Fine – Production Assistant
 BI POLAR MEMORY
 Doris Gennette – Assembly Work Leader

News Release

The Fairchild Semiconductor Division had the highest order rate worldwide in more than a year during the month of October. This is a positive indication to all of us that we are on the upward trend.

Thanksgiving Dinner

SALAD

Try this for variety – it's fun to make your own tossed salad right at the table. Serve a large bowl of shredded lettuce (two or three kinds). Pass a tray or lazy susan of marinated garbanzo and kidney beans, marinated mushrooms, artichoke hearts, diced tomatoes, sliced radishes, filet anchovy, stuffed celery (small pieces), sliced cucumbers and onions in sour cream and a bowl of fresh shrimp. Serve two of your favorite salad dressings and toss right in your own plate.

Next the bird – Turkey, of course!

DRESSING

To your standard bread stuffing try these variations:

mix in some chopped mushroom
 or
spinach and grated cheese
 or
ground pork sausage

VEGETABLES

Mashed Potatoes – gravy (giblet, of course).

Sweet Potatoes – candied and topped with pineapple cubes and marsh-

mallows, slide under the broiler for a few minutes till golden brown and bubbly.

Cauliflower (with cheese sauce for slim people).

String Beans – tossed with butter (melted) and a dash of curry or dill seasoning.

Cranberry Sauce (try mashing a can of cranberry sauce with 3 or 4 tablespoons of HOT liquid mustard).

DESSERT

Pies (Pumpkin, Mince, etc.)
 Fruit Cake
 Flaming Pudding

For your whipped cream topping try:

a beaten egg yolk and 2 or 3 tablespoons of brandy mixed in
 or
finely chopped candied ginger and a dash of nutmeg mixed in.

WINE

A bottle of Chablis or Very Cold Duck.

Family, friends and love are the final ingredients added to make a very happy Thanksgiving!

odds 'n' ends

FOR SALE

Electric Golf Cart – 2-speed, 10 & 20 mph, in excellent condition, 2 years old. Complete with fiber glass top, head and tail lights, turn signals, windshield wipers, and licensed for street use. Asking \$795. Call after 6 p.m.
 Ralph Lee 326-4826

Homemade Roquefort Cheese Dressing. Asking \$1.50 per pint. Edie Beem 245-0895

Men's Skis – Spaulding Giant Slalom Epoxy 200 MM – Solomon step-in bindings, brand new, worth \$225, will sell for \$150. Call after 5 p.m. Gail Heck 567-1477

16 mm Bell & Howell Movie Camera Model DL – 25 mm f1.4 lens – 100' film load. Asking \$295.00. Extras. 243-7172

WANTED

Babysitting job for second or third shifts at my home in Lynn Park area/Milpitas. Child would have own room to sleep. Available for weekends. Lee Braut 263-4545 or 656-3311

Aquarium for \$10 and Typewriter for \$25. Gail Payne. Call after 6 p.m. 948-7741

FOR RENT

Cambrian Park, 1646 Glenhurst. 3 bedroom, 2 bath, AEK, dishwasher, carpet, fireplace, fenced yard, close to shops and bus. Call after 2 p.m. 941-1400

Service Awards

TEN-YEAR

Cecelia Thatcher
 Vince Goskey
 Lucy Tidwell
 Mary Napolitano
 Teruko Brisbin
 Margaret Mattson
 Peggy Russell

FIVE-YEAR

David Long
 Rob Walker
 Gloria Tinan
 David Copeland
 Gertrude Perle
 Beverly Chester
 Susan Johnson
 Beatrice Moe
 Marie Conroy
 Linda Albi
 Lee Lobo
 Margery Bland
 Jennie Ortega
 Rachel Figueiredo

MICROWIRE I – November 1971

EDITOR: Vicki Heinsheimer
 REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel, Marlene Souza and Edie Beem

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Microwire

FAIRCHILD FORMS SEMICONDUCTOR COMPONENTS GROUP

COMPONENTS GROUP



WILF CORRIGAN
V.P. & Group General Manager

OPERATIONS DIVISIONS

DIGITAL PRODUCTS DIVISION



TOM LONGO
V.P. & General Manager

ANALOG PRODUCTS DIVISION



JOHN HUSHER
General Manager

MOS PRODUCTS DIVISION



ROY POLLACK
V.P. & General Manager

DISCRETE PRODUCTS DIVISION



GREG REYES
General Manager

MOD DIVISION



JOE VAN POPPELEN
V.P. & General Manager

"A further step in concentrating our resources on well-defined business areas, for maximum growth and profitability," describes Fairchild's new move by Dr. C. Lester Hogan, president and chief executive officer.

Monday, November 22nd, became a day of change! Fairchild Semiconductor became Fairchild Semiconductor Components Group. It is made up of five solid-state component divisions, structured along product lines.

The new group, encompassing operations of our former Semiconductor and MOD divisions, is headed by Wilf Corrigan, vice president and group general manager.

Planning and long-range development programs have now been assigned to the operating groups, "to couple these key functions more closely to the profit centers.

This concept was inaugurated earlier with the transfer of central research and development to the operating units," Dr. Hogan stated.

Heading up these five new divisions are: Dr. Tom Longo, vice president and general manager—Digital Products Division; Roy Pollack, vice president and general manager—MOS Products Division; Joe Van Poppele, vice president and general manager—MOD Division; John Husher, general manager—Analog Products Division (formerly Linear Integrated Circuits); and Greg Reyes, general manager—Discrete Products Division.

The new divisions will be supported by central marketing and administrative units, reporting to Wilf Corrigan. Heading these units are: George Scalise, vice president and general manager—International Business Development; John Duffy, group director—Marketing Operations; and Jim

Hazle, group director—Administration and Plant Services.

International Business Development will be responsible for "the profitable growth of our components businesses in overseas markets, particularly Europe and Japan," commented Dr. Hogan.

Marketing operations will be the sales arm for all divisions except MOD, whose specialized product line requires maintaining its separate marketing organization. The central marketing group will provide advertising, market research, order services and other related functions.

Manufacturing support for all divisions will be furnished by Administrative and Plant Services, to whom the Far East assembly plants will also report. Other plant facilities will be assigned to the appropriate product line divisions.

AMA COURSE COMPLETED

Fairchild's Management Development Program, under the coordination of Dean Peskin, Manager of Manpower Planning and Development, deals with basic management principles. It has two major objectives: one is to help the participants to develop a broader understanding of management principles and to develop their competence through actual practice. The other is to assure Fairchild's ability to better cope with current problems and grow in the future.

American Management Association deals with basic management topics—the nature of management; the cycle of management activity concerned with planning, organizing and controlling their own work and the work of others; the fundamental skills of setting standards, appraising results, communicating, motivating and decision making. They also learn how to translate these management functions and skills into practice.

Working with the program as conference leaders were Stan Brehm, John Crosby, Larry Flyckt and Mike Hackworth.

On Friday, November 19th, Wilf Corrigan, vice president and group general manager, Components group, presented to the participants a certificate for their successful participation in the AMA-Fairchild Management Development Program.



RECIPIENTS OF AMA CERTIFICATES: Peter Alfke, Roger Arnold, Roger Badertscher, Odell Bailey, Dick Bechtel, Pete Bessey, James Bybokas, John Cameron, Barbara Capone, Lou Cole, George Compton, Charles Crawford.

Bruce Dickerson, M.D., Dick Dowd, Tom Dyer, Tom Fotheringham, Don Fritz, Ed Gilmartin, Paul Gupta, Veerenda Gupta,

Carl Hacke, Dave Hall, Brooks Hamilton, Jim Harding, Paul Harrison, Bob Hood.

John Le Gall, Pat Lilly, Bruce Love, John Marcus, Karl Miller, Roy Mollard, Bob Muller, Bob Recko, Roger Royster, Dave Simpkins, Al Sprowl, Richard Stone, Frank Strubel, Andy Swank, Larry Todd, Dave Tovar, Don Trenholm, Doug Usher, Tom Wait, Sheila Walker, Don White.

SALESMAN of the MONTH

The Salesman of the Month for October was Jack Gaskell of our Wellesley Office. Jack reports to Don O'Rourke, Regional Manager, and Bob Duca, Area Sales Manager.

Jack has displayed an outstanding will to succeed in a very difficult market. The companies Jack is responsible for have been extremely limited in sales for a long period of time. But he continued to apply his sales efforts. It paid off in October with Fairchild receiving a good portion of business that was available.

During the next few months, this amount of business will be increased for Fairchild.

Fairchild Helps Santa Exchange

Fairchild has donated the use of Building 8, located on the corner of Ellis Street and National Avenue, to the Mountain View Community Services for their 11th Annual Santa Claus Exchange.

The Santa Claus Exchange is a unique store where deserving needy families in the Mountain View area may shop for their Christmas needs.

The Exchange is looking for volunteers to help in any way possible—whether it be donations of food, clothing, repairable toys, household items, or just some of your time! If you are interested in volun-

teering your time to the Exchange, please contact Judy Gentry at 961-0687. For those employees interested in donating items, you may contact Terri Cuevas at EXT. 3201 or 739-6899. There will be a box for donations in Building 7 (Personnel) for Fairchild employees donating their contributions.

Helpers are needed during December 3 – 13 for preparing items (which can be done at home), and from December 13 – 23 for the actual distribution of gifts.

Join others in an effort to bring a joyful Christmas to over 3,000 individuals in this area.

A SMALL "THANK YOU"

On Tuesday, November 9th, Greg Reyes, General Manager, Discrete Products Division, and his staff donated large hams for all three shifts of the Transistor Test Mark & Pack area. The girls combined their efforts and brought lots of food for the potluck.

Greg wanted to show his appreciation to his girls for a fine job they did recently. They worked overtime and weekends to ship out as many parts as fast as possible to our customers.



THE SAGITTARIUS BOSS



November 23 – December 21

By Linda Goodman – SUN SIGNS

The first week on the job with a Sagittarius boss may leave you a little confused. You won't know whether to laugh or cry. The gentleman obviously is a dope.

Or is he a genius? No, he's neither—he's clearly just a rude boor. At second glance, he has a touch of Don Quixote. But that couldn't be. Not when he insults you with such relish. Still, he does flatter you with warm sincerity. Look at him—as awkward as a three-legged colt. No, actually he's as graceful as a racehorse. What does he use, trick mirrors?

After the second week, you'll uneasily decide to stay awhile and see what happens next. By now, you're sure his mother spoiled him rotten. (Wrong. She didn't have a chance. Did what he wanted to do.) Well, he's somebody else's problem, not yours. You're leaving soon. You're sure he secretly hates you. (He's crazy about you. Just brutally honest when you make a mistake and painfully frank about your faults.) You think he's going to promote you. (Not yet. He was just a little over-

enthusiastic yesterday.) He invited you to lunch this morning. Now you can find out what he's really like. (He cancelled it. He had forgotten he promised to speak at the ASPCA meeting.)

Two months later, both you and your psychiatrist feel it's time to have a serious talk with him. You make up your mind: If he listens to your complaints about his erratic and puzzling actions, and he lets you know where you stand with him and the company, you'll remain on the job. Otherwise, you'll quit. (Sorry. He just left for London.) All right, you can wait. So you'll put your cards on the table when he returns, and tell him exactly how you feel. Give him a few days to get back into the swing of things. By tomorrow he should be settled down enough to listen to reason. (You'll have to call the airport instead. He's leaving for Tokyo.) Now wait a minute! When is he going to light somewhere long enough for you to tell him what's wrong with the way he treats you?

You really want an answer? Never. Your Sagittarius boss greases the ball bearings on his skates each morning and casually glides around town, building one gargantuan promotion after another. He certainly doesn't want to stop long enough to hear you tell him his faults.

It's not fair for him to keep smiling so cheerfully, while he completely ignores what you're saying and refuses to stick to a schedule. What are you going to do? You simply have to do something.

You could start by checking off a list of his good points. Right away you have to admit he's seldom grumpy. Generally your Sagittarius boss is a rather happy-go-lucky, optimistic, cheerful fellow. That's a plus. Now, what else? He's pretty fair about sick leave and vacations. Another good point—he's generous.

You kind of admire him because he's a crusader. He fights hard for what he believes is right, and it gives you a warm feeling to work for a man like that. It's sort of exciting to be around someone who defends lost causes. He's true to himself and his code, whatever it might be.

There's no denying a Sagittarius boss can keep you a little up in the air. It's hard to decide if he's a saint or a sinner, or a little of each. The latter is probably closer to the truth. It takes a spell to get used to the Jupiter executive. This man is so democratic, you can't help liking him. The Sagittarius employer is sincere and friendly, and it's obvious he isn't the kind of man to hold a grudge or deliberately hurt anyone.

You'll seldom know where he is at any given moment. Sagittarius can be anywhere at a minute's notice.

He probably has a host of friends of all shapes and descriptions—from bank presidents to weight-lifters. If they measure up to his standards, he loyally defends them.

He gives orders with a rather regal air, but he's so jovial about it, and there's normally so much logic in his methods, it's hard to take offense.

Your Sagittarius boss loves animals, bright lights, big plans, creative thinkers, good food and drink, travel, loyalty, change and freedom. He's cool to dishonesty, cruelty, selfishness, keeping secrets from him, stinginess, pessimism, possessiveness and hypocrisy. He's usually a lot of fun to work for, and he grows on you. You kind of get the feeling if you ever left him he would somehow lose his way, in spite of his ego-tism and independence. He won't, but stick with him anyway. Tomorrow may always be a large question mark, but today will never be dull.

News Flash

Fairchild is ready to proceed with a specific wage and benefit plan under Phase II. Fairchild is one of the first companies to announce its plan of action. While we are confident in our interpretation of the Phase II guidelines, we are aware that all wage actions are subject to review by the "Pay Board." Also, we understand that the 5.5% maximum increase per year established by the "Pay Board" applies to the total fund available for both wage and benefit improvements. Recognizing this fact, Fairchild has developed the following programs for our employees:

1. Every employee who was eligible for review but who was caught in the Phase I wage freeze was reviewed immediately and where increases were granted they were effective November 15, 1971. Due to the large number of people being reviewed, these increases will not appear in paychecks until sometime in early December. Retroactive pay will be paid by a separate check issued sometime before Christmas.
2. Effective December 1, 1971, we will resume our normal wage and salary merit review programs for all eligible employees not included in (1) above.
3. Those few hourly, salaried non-exempt and exempt employees who were caught by the wage freeze at a rate below the minimum rate for their grade will be given an immediate increase to bring them to the minimum of their grade. This increase will be in addition to any other increase due to be granted.
4. We have established a special service recognition increase for those hourly and salaried non-exempt employees who have shared our economic burden during both the Fairchild wage freeze and the Phase I wage freeze. All hourly and salaried non-exempt employees hired prior to October 1, 1970, and on our payroll as of January 3, 1972, will receive a special service recognition increase. This increase will be in addition to any other increase granted. It will become effective on January 3, 1972, and will range from 2¢ to 13¢ per hour for hourly and from \$3.50 to \$24.00 per month for salaried non-exempt, based on length of service with Fairchild. A schedule announcing the exact amount of the service recognition increase will be distributed within the next thirty days.

ATTENTION!

EMPLOYEES CURRENTLY ASSIGNED SHIFT WORK

Shift differentials, under Phase II guidelines, will be reviewed and approved by the "Pay Board." The following improvements were effective beginning November 15, 1971.

Second Shift Employees—10% premium of base rate (was 8%)

Third Shift Employees—12% premium of base rate (was 8%)

Hourly and salaried non-exempt employees' added premiums appeared in your regular payroll check on November 24, 1971, for the hours you worked second or third shift for the week ending November 21, 1971. Exempt employees' shift differential increases will appear in your December 15, 1971, paycheck (an additional check will be provided to cover the period from November 15th to November 30th).

* * * OPEN HOUSE * * *

Fairchild employees and their families are cordially invited to a Christmas Open House from 10 AM to 5 PM on Sunday, December 12th. Guided tours of the facilities, refreshments, and of course, Santa Claus, will be available throughout the day.

* * * REC COUNCIL

Discount tickets are now available for the "Nutcracker Suite" to be held on Sunday, December 26th, at 7:00 PM. In order to receive discount tickets, Fairchild must provide fifteen people for the \$3.50 orchestra seats reserved at San Francisco's War Memorial Opera House. For reservations, contact Ann Poole on EXT. 4286 by December 7th.

MOVING UP

MARKETING

Ross Terry — Contract Administrator
Clay Marr — Account Manager

TRANSISTOR TEST & FINISH

Coty Dudney — Production Supervisor/
Day Shift

DIC

Diane Jones — Training Technician
Lorraine Mazza — Training Technician
Shelby Whitmer — Assembly Work Leader
Mary Napolitano — Training Technician
Lydia Lopez — Intermediate Clerk

LIC

Davina Degnan — Assembly Work Leader

BIPOLAR MEMORIES

Dennis Leach — Production Supervisor A
Jean Giffin — Process & Device Specialist

MOS BASKETBALL

Fairchild's own MOS squad decided to break away from the company competition into the "big city league"—Mountain View City Basketball "C" League. All the transactions took place on October 27th, in time for their first game. With one win and two losses, the infamous team is still in the competition.

Representing MOS/Fairchild are Dave Heck, Jim Downey, Joe Bailey, John Marcus, Bob Kane, Phil Lulewitz, Doug Usher, Jack Balletto, Billy Buchenau, and player/coach Larry Wolff.

For those interested in the "old school spirit" bit, join the team every Wednesday evening for an exciting MOS basketball game. For information on this schedule, contact Larry Wolff on EXT. 3850.

For Sale

FOR SALE —

Male German Shepherd pups, AKC registered. Whelped 10/10/71. Black and silver. \$100 each. Call 325-3756.

MICROWIRE II — November, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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Microwire

The Magic of Christmas



Reprinted from *FACTS Magazine*

Did you ever think about the strange "magic" of Christmas?

There is a "magic" to this most welcome Season of the year that cannot be described—and cannot be escaped. Christmas has the power to warm the hearts of all of us—troubles seem less important—bitterness disappears and there is a friendly attitude everywhere.

Yes, Christmas has a strange "magic" . . . a "magic" that brings a special sparkle to children's eyes . . . a "magic" that puts a touch of beauty where none existed before . . . a "magic" that sends a ray of happiness into the most humble homes. Christmas has a "magic" that can turn hard-hearted people into silent Santas . . . its "magic" has even spread out across battlefields and brought a momentary halt to war.

Christmas knows no boundaries. Its legends and customs have come to us from the far corners of the earth, and every year with its "magic" touch it brings folks closer together. The "magic" of Christmas has lasted through nearly twenty centuries . . . and each year the words, "Peace on earth, good will toward men," are as powerful as though they had just been written. The message, "Peace on earth, good will toward men," sung by the Angels on that first Christmas Eve, is part of the "magic" of Christmas.

"Peace on earth, good will toward men" means more than just the end of armed conflict between nations. It means trying to make the world a better place by remembering that no one of us lives here alone. It means that the real peace is peace of mind, and means peace among individuals as well as peace among nations. It means making the world a happier place by eliminating sources of sorrow.

One source of sorrow that should be eliminated is injury to yourself or to your family. Imagine what Christmas would be like in your home if injury were to remove you from the scene. The purpose of safety . . . the reason behind every safe procedure . . . each safety rule . . . is to prevent this from happening.

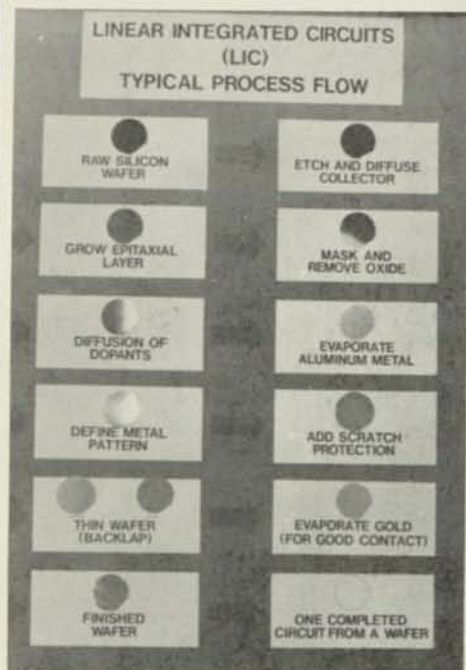
Increasing your safety awareness during the Holiday Season is a good way to help Christmas work its "magic." Keep your safety awareness with you wherever you go. While driving, remember that extra caution is required to avoid the extra hazards present during this Season. Remember—it's the SPIRIT, not the "spirits," that make a safe and happy Holiday Season. Keep a sharp "safety eye" and look out for hazards such as defective electrical equipment that can cause fire and injury

Put SAFETY at the top of your Christmas list . . . there is no better way to have a MERRY CHRISTMAS—and to assure yourself and your family a HAPPY NEW YEAR.





OPEN HOUSE TOUR



"We had no idea how interesting the semiconductor process was until after our tour."

"I liked Santa Claus best!"

"My children were absolutely enthralled by the microscopes, and the computer that let the children play tick-tack-toe."

"Now, maybe my wife and kids will understand a little more about the electronics world."

"I saw where my daddy works."

"Our children are too small to understand the technical parts, but they certainly enjoyed the punch and cookies—and especially Santa Claus."

"Being a music buff, I was impressed with the high school choirs. It actually put me in the Christmas spirit."

"Considering the rainy weather, I thought the open house was a complete success."

These comments just about sum up what 3,185 employees, families, and friends thought of Fairchild's Christmas Open House held on Sunday, December 12th.

The pictures tell the story, too!





FAIRCHILD'S OPEN HOUSE DAY

By Bea Sparks - LIC Third Shift

It was the employee's turn to brag and boast about the facilities that Fairchild hosts. With our map in hand we were shown the way, to Fairchild's components that were on display; Even Santa was there to brighten the way for the children who came on that Day. The food was delicious, the hospitality was great. Thank you Fairchild—you will always be first-rate.



Santa Claus Really Is Coming

... to the Santa Claus Exchange at the corner of National and Ellis Street. He is bringing toys, food, clothing, and lots of "good cheer" to needy families in the Mountain View area.

The Exchange, sponsored by the Mountain View Community Services and Los Altos Women's League, provides a "little something" for Christmas to those less fortunate.

The Santa Claus Exchange would like to extend their appreciation to Fairchild for donating a building, and those employees who participated during the drive. They wish each and everyone a very Merry Christmas and a prosperous 1972.

Christmas BRUNCH

Whole Wheat Waffles

3¼ cups whole wheat flour
1 tablespoon brown sugar
2 teaspoons baking powder
½ teaspoon salt
5 well beaten eggs
3 cups milk
½ cup melted butter or margarine
¼ cup finely chopped nuts

Stir together flour, brown sugar, baking powder, and salt. Combine eggs, milk and butter. Gradually stir into dry ingredients; beat smooth. Pour batter onto hot waffle iron, sprinkle with nuts. Bake. Makes four 10-inch waffles. Serve topped with yogurt, sour cream, or whipping cream; fresh fruits such as sliced sugared strawberries, bananas, peaches, apples, snipped raisins and additional chopped nuts.

Serve waffles with thin slices of Canadian bacon that has been lightly browned in butter.

For juice, a good selection would be a Korbel Natural champagne.

Coffee, of course, is a must, so be sure you have plenty on hand. To deviate from the norm, add a sprinkle of cinnamon or a small piece of vanilla bean; it makes a delightful change.

Bon Appetit!

One "Ham" Coming Up

A large ham arrived at lunch time on Friday, November 19th, at the Building 1 cafeteria. Jerry Schoonhoven and his staff wanted to thank the girls in Discrete Wafer Fab #1 for doing such a fine job the last few weeks.



FOR SALE

Plymouth Valiant, 1966, Blue, 4-door sedan - Excellent condition, 47,000 miles - \$800 or offer. Call after 6:00 p.m. 274-0354

1967 Avalon Glass Par Boat, 15' x 9' with 1967 65 Mercury motor and trailer - \$1000. Call after 4:00 p.m. 241-5879

1971 Kawasaki Samurai motorcycle, 250 cc. Call Norman Doyle after 6:00 p.m. 323-9575

1970 Barrington Mobile Home, 24' x 60', Adult Park in Union City - fully carpeted, sunken living room, wet bar, landscaping - Sacrifice \$17,000. 471-0467

Record Player - in need of repair - will sell for \$20. Call Audrey Schamlz (16-305) 941-6298

Conn Organ, DeLuxe Model G21, with separate Lesley speakers, floor cabinet, full keyboard, 25 note pedal board, 4 harp voices - Excellent condition - \$3250 new, will sell both for \$1750. Call Sandy on EXT. 2405.

SERVICE AWARDS

TEN YEAR

Edward Duffek	Kathy Wilson
Donald Smith	Richard Moreau
Donald Pezzolo	

FIVE YEAR

Erna Ryan	Alma Looney
Eleanor Shuba	Roberta Demellopine
Eleanor Ahmad	Diana Fowler
Noma Norkin	Ermelina McGowan
Stanley Bowen	Naomi Wride
Ray Alhona	Virginia
Caroline Macko	Milohanovich
Bonnie Buckelew	Erlinda Orap
Ramona Cramer	Mary Martinez

GAME, SET...MATCH

After many months of hard tennis playing, Fairchild's Tennis Club was finally ready for their Third Annual Tennis Tournament. The big day started on Saturday, November 6th, and ran through November 20th, at Cupertino High School.

In the Singles Event, Bert Iwanaha took first place honors with Dave Taylor and Steve Scialabba placing second and third.

With the combined team effort of Daniel Lee and Bert Iwanaha, the Doubles Event was all theirs.

Beginning in early Spring, the Fairchild Tennis Club will initiate a Women's League and Children's League for employees and their families.



Presenting the doubles trophy to Bert Iwanaha (left) and Daniel Lee (right) is John Leith.



Singles: first, second and third place. Bert Iwanaha (left), Dave Taylor (center), Steve Scialabba (right).

Circle Wednesday, December 22nd, on your calendar. It's the company-sponsored Christmas Lunch. Dr. Hogan and Wilf Corrigan will head the list of executives to serve you the Christmas meal. Menus are posted throughout the complex.

Third Shift / 3:00 AM to 4:00 AM
Building 20 Cafeteria
First Shift / 11:00 AM to 1:00 PM
Buildings 1, 3, 19, 20 Cafeterias
Second Shift / 7:00 PM to 8:30 PM
Buildings 1 and 20 Cafeterias

MICROWIRE II - December, 1971

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Microwire

Christmas Message

As you know, this Sunday—December 12—Fairchild Semiconductor's "Christmas Open House" will be held. I sincerely hope that you and your families will be able to attend so that we can extend to all our best wishes for a joyous holiday season.

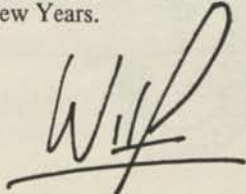
Santa Claus will be the headline attraction for the children, of course. However, since this day is dedicated to everyone in our Fairchild families, we have geared the program so that young and old alike can observe our operations first hand . . . peering through microscopes, learning about die attaching and bonding, as well as how our products are used. Your families will not only have this opportunity to see where you work, but also gain an understanding of the diversification of our business. A schedule is included in this publication.

Realizing that there will be many children with us, and that the electronics business can be mystifying as well as complex, we have attempted to keep the tours as brief and interesting as possible.

I believe those who have never visited Fairchild before will discover that our products and facilities are based upon the latest technologies and—like you and I—will recognize that the future of this industry is a bright one.

The most important aspect of the event, however, is the fact that the management of the newly-formed Semiconductor Components Group—and of the corporate staff—looks forward to meeting and greeting the families of the finest work force in the world.

I also would like to take this opportunity to personally wish you and your loved ones a very Merry Christmas and the happiest of New Years.



An Introduction to Fairchild



Fairchild Semiconductor Components Group Headquarters

Fairchild Camera's origins can be traced to 1919 when the late **Sherman M. Fairchild**, a technical and industrial genius, hired a handful of people to produce an aerial camera he had invented. Though that fledgling company began its operations in a loft in New York City, Mr. Fairchild's business interests grew dramatically during the ensuing years, expanding into a number of technically oriented corporations, among them our company. When he died this year at the age of 74, he was our board chairman, the post now occupied by **Walter Burke**, who was his financial advisor for nearly two decades.

Fairchild Camera, in its early years, was primarily a supplier of aerial cameras and other equipment to the aviation industry. The bulk of these products resulted from inventions by Mr. Fairchild, among them the between-the-lens camera shutter, which made aerial photography practicable; the closed-cabin airplane; the folding wing airplane; and hydraulically-operated aircraft brakes and landing gear.

As his business enterprises continued to flourish, Mr. Fairchild in 1936 spun off the aircraft and engine manufacturing activities into a separate company now known as Fairchild Industries (previously Fairchild Hiller Corporation). The aerial camera and other electronics-oriented segments of the business continued as a separate operating entity, and were renamed Fairchild Camera and Instrument Corporation in 1944.

The Semiconductor Components Group became part of Fairchild Camera in 1957, when the company sponsored the formation of Fairchild Semiconductor Corp. in Palo Alto, Calif., to engage in the development and production of silicon diffused transistors and other semiconductor products. In 1959, the group of young scientists comprising this organization developed Planar technology, a process which became fundamental in the manufacture of transistors and integrated circuits.

Today Fairchild Semiconductor Components Group, one of three groups making up the company, employs some 12,000 people spread around the globe. Products range in complexity from simple switching diodes to advanced LSI (large-scale-integration) circuits, with applications extending from consumer sound equipment to sophisticated space hardware. So rapidly is semiconductor technology evolving that more than half of the division's standard lines consist of products that were developed during the past two years.

These devices span the industry's market spectrum, from discrete transistors through bipolar digital integrated circuits, linear integrated circuits, MOS (metal-oxide-semiconductor) integrated circuits, and integrated microsystems, or hybrids.

In addition to the above devices, the group also produces a line of microwave and optoelectronic products, including optical arrays, light emitting diodes, CATV components and Gunn flanges, among others.



Car Radio



Automobile Smog Controller



FM Stereo

● **DIGITAL PRODUCTS**

Mountain View, California
Shiprock, New Mexico
South Portland, Maine
Palo Alto, California

▲ **MOS PRODUCTS**

Mountain View, California

■ **MICROWAVE & OPTOELECTRONICS**

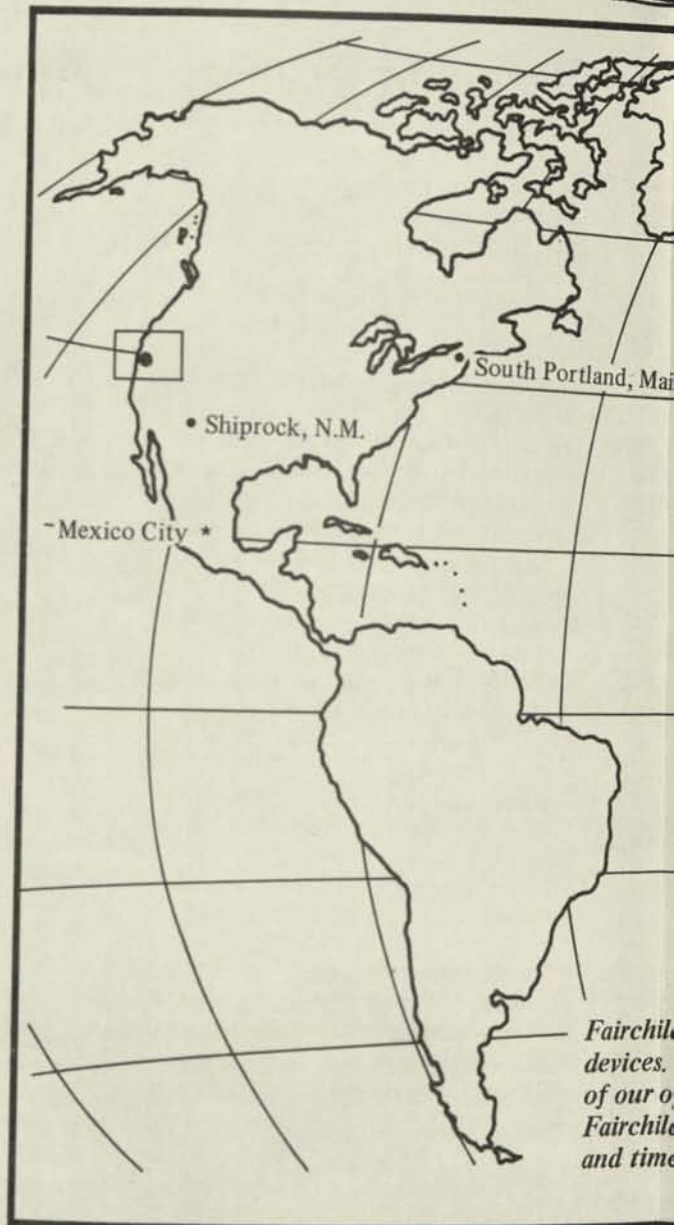
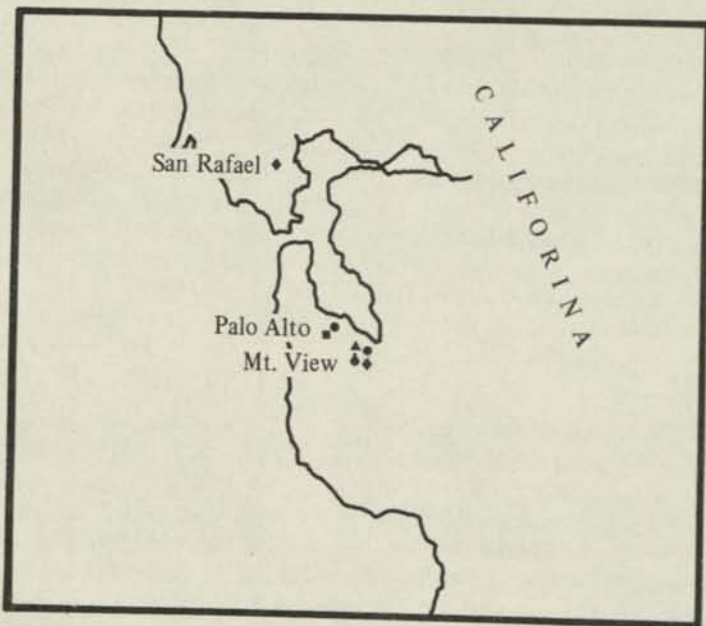
Palo Alto, California

◆ **ANALOG PRODUCTS**

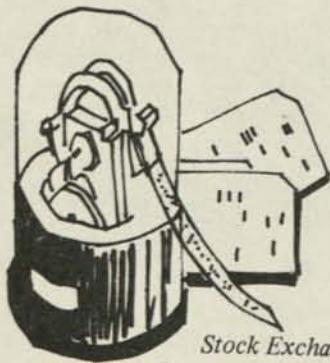
Mountain View, California

◆ **DISCRETE PRODUCTS**

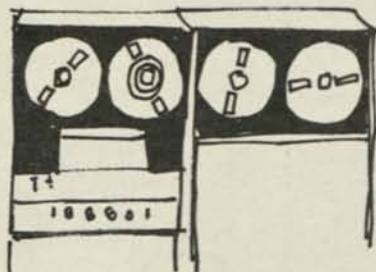
Mountain View, California
San Rafael, California



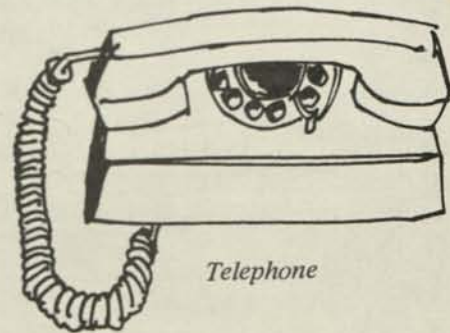
Fairchild
devices.
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Fairchild
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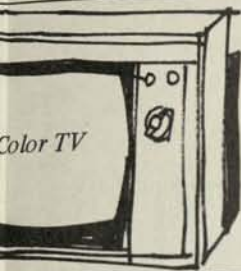
Stock Exchange
Concentrator & Terminals



Banking Data Systems
Concentrator & Terminals



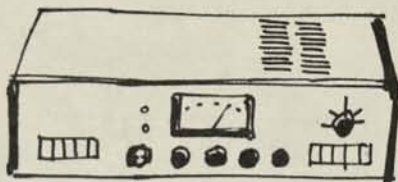
Telephone



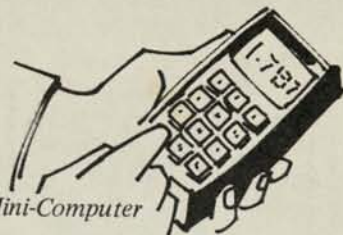
Color TV



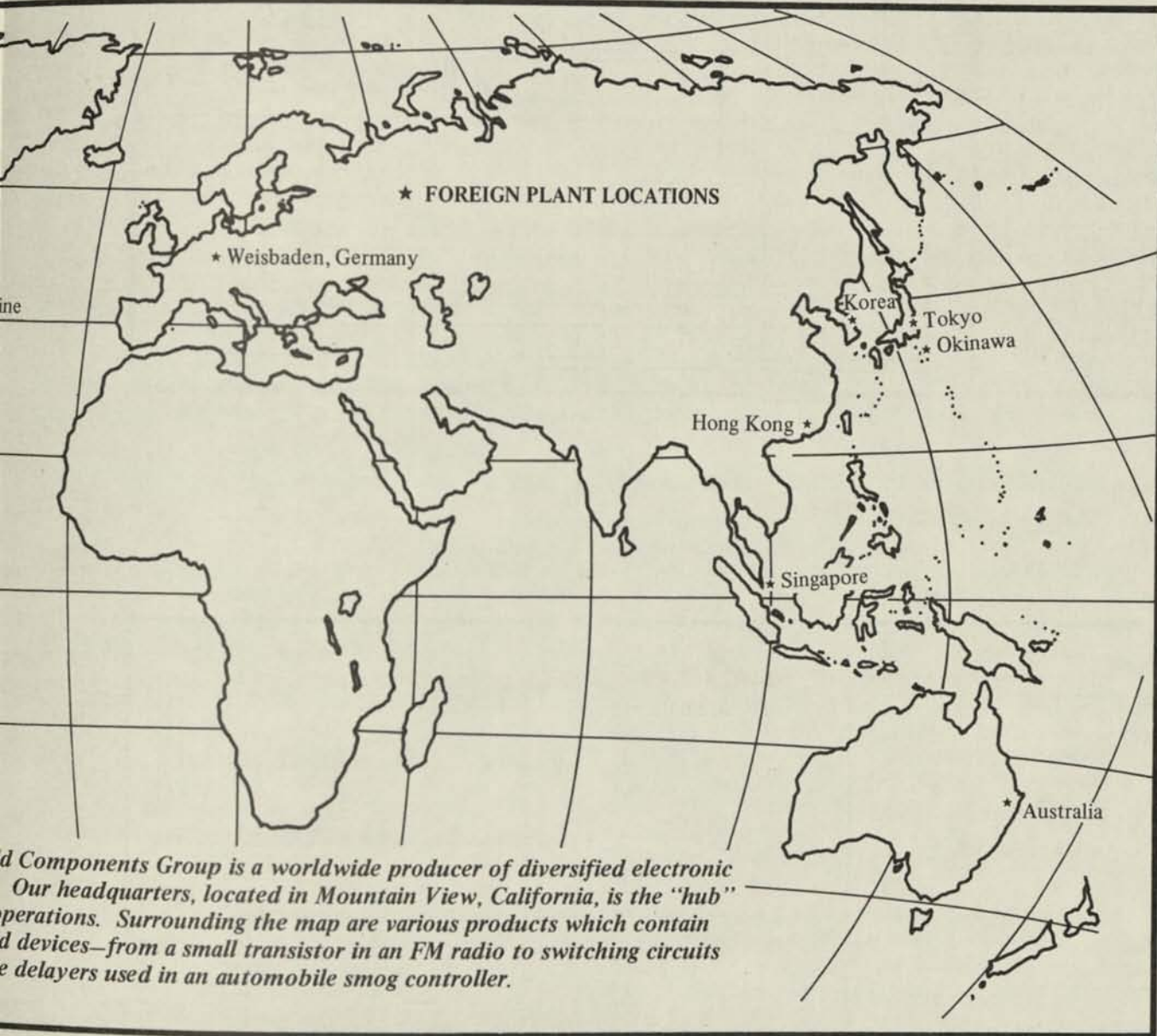
Aerospace



Power Supply



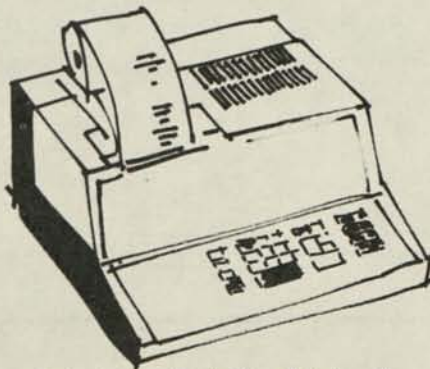
Mini-Computer



Components Group is a worldwide producer of diversified electronic products. Our headquarters, located in Mountain View, California, is the "hub" of our operations. Surrounding the map are various products which contain electronic devices—from a small transistor in an FM radio to switching circuits and time delay devices used in an automobile smog controller.



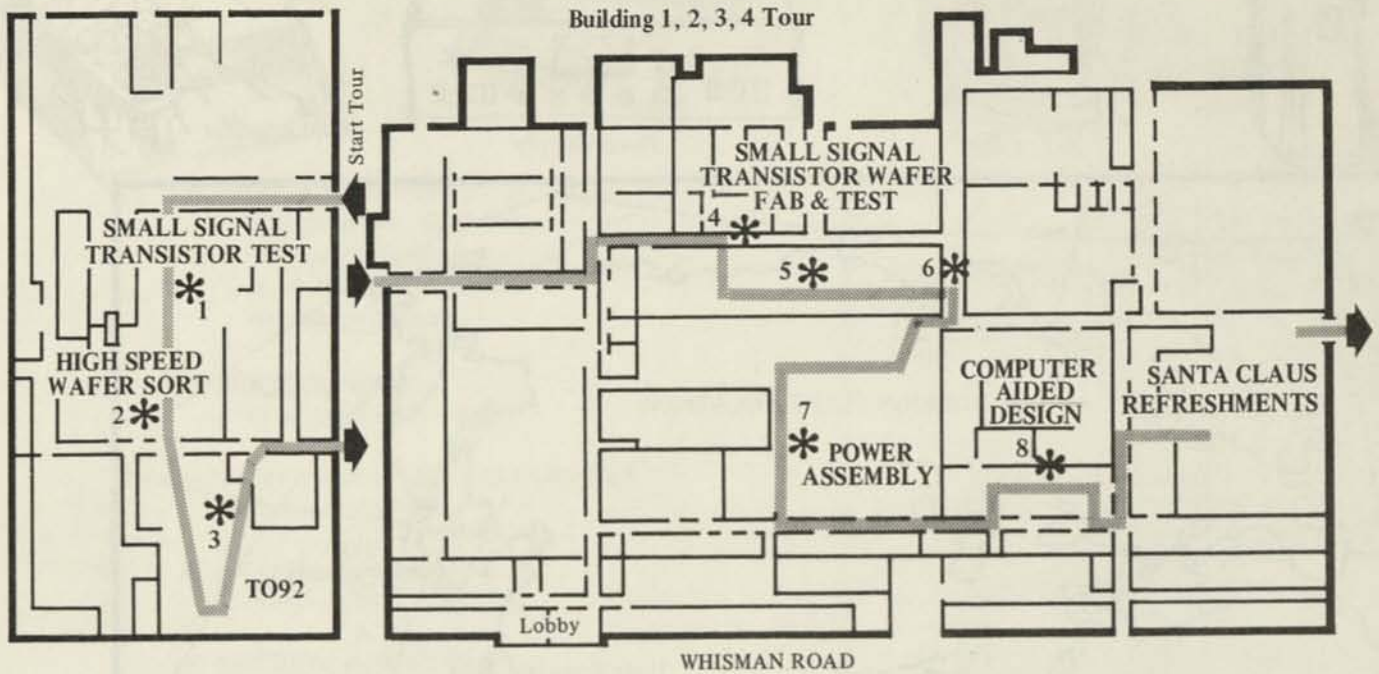
Automatic Pilot



Calculators - Desk Top & Scientific

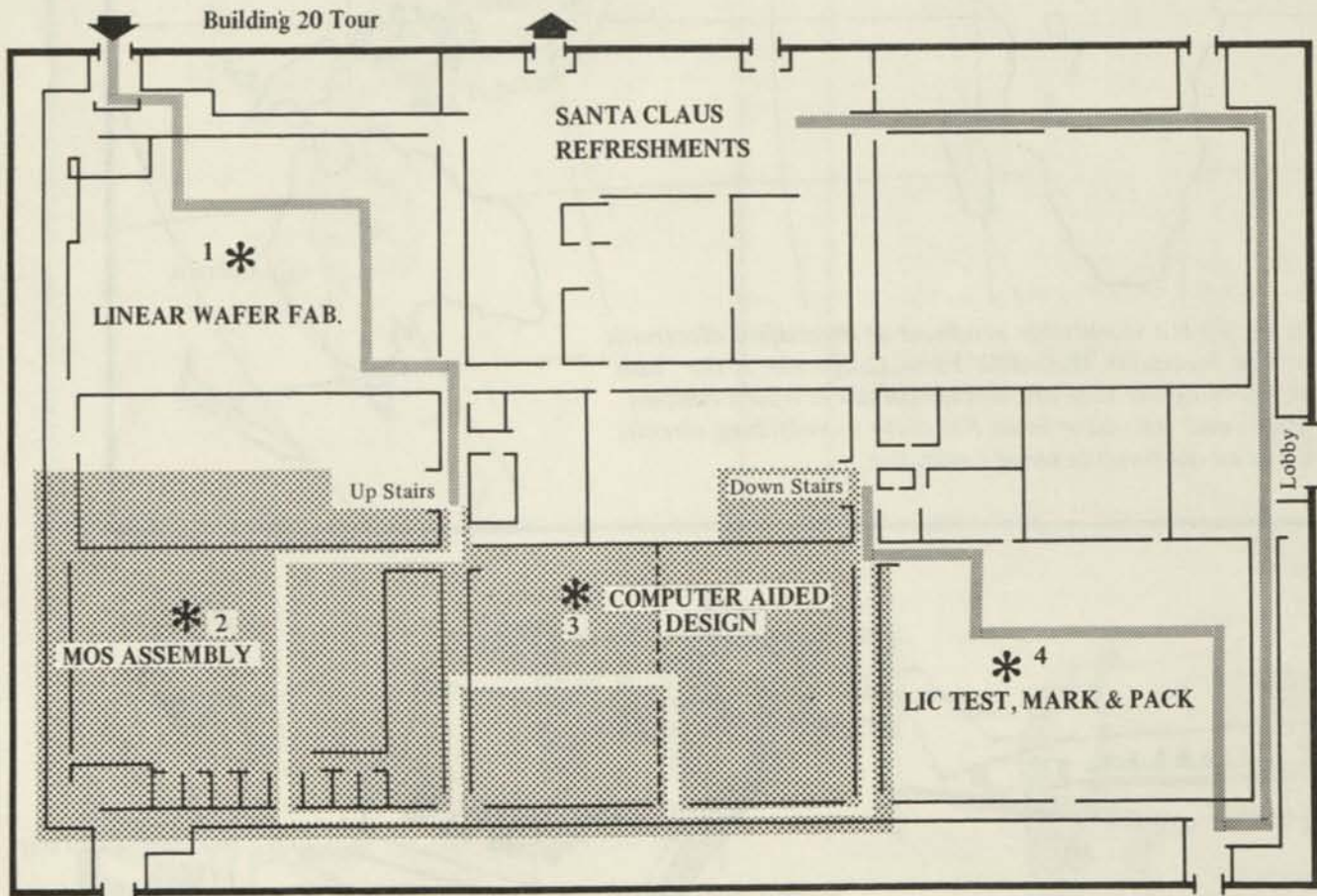


Heart Pacer



Santa Claus will be in Buildings 1 and 20 cafeterias with refreshments. Two choral groups from Lynbrook and Homestead High Schools will perform in Buildings 1 and 20 cafeterias.

Please stay within the yellow arrows during the tour



HAVE A HAPPY DAY !!!