

# Microwire

Published For the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Have Career Caravan... Will Travel

Employment interviewers and production supervisors have packed up their job application forms, Fairchild brochures, and a list of job openings, and are heading out to recruit new employees.

Fairchild's employment office has more than 500 job openings to fill at the Mountain View and Palo facilities. In order to recruit prospective employees, ranging from assemblers to highly qualified engineers, the interviewers are mobilizing their offices in search of job candidates.

Appropriately named, the "Career Caravan" will house seven interviewers with offices and a reception area. The mobile employment office is a 60-foot, bright red van which will travel to six area shopping centers on weekends January 27 through March 4.

The first stop was Eastridge Shopping Center in San Jose on January 27 and 28.

Woodside Plaza Shopping Center, Redwood City—February 3 & 4.

Fremont Hub Shopping Center—February 10 & 11.

Nairobi Village Shopping Center, East Palo Alto—February 17, 18 & 19.

Pruneyard Shopping Center, Campbell—February 24 & 25.

Town & Country Shopping Center—Sunnyvale—March 3 & 4.

Interviewing is 10 A.M. to 4 P.M. (Saturdays), noon to 5 P.M. (Sundays), 10 A.M. to 4 P.M. (Monday), February 19.

Accompanying the "Career Caravan" is Fairchild's Applications Mobile Lab driven by Los Altos field sales engineers' Bill Bennett and Jerry Lawson. This mobile unit has stocked product information, slides and displays.

This is a good chance to recom-

## New Referral Program Kicks Off With Four Employees

Fred Bloom, Bob Crosby, Frank Deverse and Jerry Kiachian have something in common—they are the first employees to receive \$50 for referring friends or relatives to Fairchild.

Fred Bloom, facilities specialist in Central Services, did not have to look very far—his wife Margaret joined Fairchild on October 30, 1972. She is an assembler A in Digital Products Division.

Realizing there was an opening in facility maintenance, Bob Crosby, plant maintenance at MOD, made a telephone call to friend, Richard Snodgrass. On October 31, 1972, Richard started his new job as a facilities specialist at the MOD division.

MOS Products Division filled two openings through the Referral Program with an engineer and assembler.



Fred Bloom (center) and Bob Crosby (right) are happy to receive their \$50 cash awards from Gene Amato, manager of engineering services.

Today, Shahnaz Gafari is working for Fairchild's MOS Assembly. Jerry Kiachian, manager B of MOS/R&QA, recommended her to general employment. She was hired on October 30, 1972. Frank Deverse, manager of MOS wafer manufacturing, referred Art Bovaird to professional employment. Art was hired on October 31, 1972, as a senior process and device engineer.

With more than 500 job openings in Mountain View and Palo Alto (See Career Caravan story), you just might know of a friend or relative interested in joining Fairchild. If a person is hired for a job beyond the entry level and achieves 60 days of service with Fairchild, you will receive \$50 in cash. Help Fairchild fill openings and collect a little extra money.



Presenting Jerry Kiachian (right) with his \$50 award is John Waller, Employee Relations Manager for MOS. Frank Deverse is not pictured.

mend friends and relatives to visit the mobile employment office when in their neighborhood.

A few of the jobs available are: Mechanic Specialist, Aligner, Develop & Final Checkers, Diffusion Operator, Key punch Operator, R&QA Inspector, High Speed Wafer Sorters, Die Attachers, Lead Bond Operators, 2nd and 3rd Optical Inspector, Digital and Analog Design Engineers, Industrial Engineers, Mask Designer and Production Supervisors.

The "Career Caravan" is an unusual

way to recruit employees but Fairchild needs people. The trailer van will acquaint potential employees with job opportunities at Fairchild—in a unique way.



Eastridge Shopping Center



# Hi-Rel/Special Products Complimented By U.S. Army

Discrete Products Division's Hi-Rel/Special Products Groups were selected as one of Raytheon Corporation's Missile Division's top four vendors for 1972. Raytheon Missile Division supplies electronic devices to the U.S. Army Missile Command for their Improved HAWK Project.

On January 5, 1973, Wilf Corrigan, vice president and group general manager of Semiconductor Components Group, received a letter of congratulations from Colonel H. A. Buzzett, manager of the HAWK Project at the U.S. Army Missile Command in Alabama. The following letter compliments Hi-Rel/Special Products for the outstanding job they did during 1972.

Mr. Wilfred Corrigan  
Fairchild Semiconductor  
464 Ellis Street  
Mt. View, California 94040

Dear Mr. Corrigan:

It is my desire to add my congratulations to your organization as a recipient of Raytheon Company's Vendor Excellence Award in supplying semiconductor devices for the Improved HAWK Program. As Project Manager for the HAWK Missile System, it is my responsibility to furnish the US Army the most advanced and reliable Improved HAWK Missiles our science and technology can attain. The excellence of your products furnished to the Raytheon Company, our prime contractor for the Improved HAWK System, adds considerably to the attainment of this goal.

A recent assessment of the reliability of our missile in a special test program resulted in the establishment of a reliability of well over 90 percent, a goal heretofore considered unattainable. The confidence of our soldier in his equipment has increased considerably, the life cycle cost of the equipment decreased by reduction in quantities of repair parts and repairs, and the additional cost that failures in the field would entail.

In this era of "good enough," I am proud of certain specific industries in helping our nation attain an air defense system which is second-to-none. This is a result of an attitude called "perfection," which seems to have permeated your organization from top management down through your production line workers.

Again, my sincere thanks and best wishes for continued progress during the New Year and the many years to follow.

Sincerely,

*H. A. Buzzett*  
H. A. BUZZETT

## Odds 'n Ends

### FOR SALE

- Maple Bunkbed** — 4 years old, excellent condition. Sue Patten, EXT. 2345.
- 1965 V.W. Bug** — excellent running condition (regular servicing at Reitmeir Werkstatt in Los Altos). Needs some body work. Best offer over \$425. Nancy Bohnet, EXT. 2526.
- 233 X Refracting Telescope**, sun shield, Barlow lens, Tripod, with original box plus instructions and star finder. Asking \$35. Dennis King, EXT. 3303 or 328-0933.
- 1970 Grand Prix** — new tires (wide oval) with ansen, air conditioning, air shocks and fully equipped big engine. Asking \$3,000. Call 926-2265 after 4 P.M.
- 28' Sailboat, Kings Cruiser**, 8 HP diesel engine, sleeps 4, newly reupholstered, galley and head, berthing available at San Leandro. Asking \$4,850. Call EXT. 3336 or 964-8486 after 5 P.M.
- 1963 Plymouth Sedan**, 4-door, 80,000 miles. Asking \$200. Call 962-2207.
- 1967 Chevrolet II** — 82,000 miles, 2-door, engine in good condition, make good second hand car. \$500 or best offer. Call EXT. 3711/3712 or 968-5868 after 7 P.M.
- 1959 Porsche Cabriolet** — 1600CC, rebuilt engine and trans., AM/FM radio, silver with black interior, Michelin X tires, new brake system. Asking \$1,475. Call EXT. 2031 or 322-5880.

### FOR RENT

Still taking winter ski rentals, ½ hour to Dodge Ridge, 1 hour to Bear Valley, sleeps 9 and 1 baby crib. \$45/weekends, \$120/week. Call Andy, EXT. 4075 or 997-1709.

## Hank Miranda Accepts \$100 For Winning Suggestion

Improving quality and reducing costs were two good reasons for Hank Miranda, supervisor, Bi-Polar Memory, to submit a suggestion to Fairchild's Suggestion Program.

The suggestion was for an oxide check, in wafer fab after the evaporation clean, by using a microscope and a metal block with chill H<sub>2</sub> (nitrogen) running through it. This causes refrigeration on the wafer. After the evaporation clean, the operator takes a wafer and places it on the metal block and turns on the chilled N<sub>2</sub>. When water vapor forms in the contact cuts, it means there is still oxide in the cuts and it must return to etching. If the cuts are clear of vapor, the operator proceeds with evaporation of aluminum on the wafer. This process assures good contact between aluminum and the silicon which increases wafer sort yield of the die that would previously fail because of poor contact.



On Tuesday, January 16, Hank (sitting) accepted \$100 Savings Bond from Jack Higbee, production manager.

## "Warning: The Surgeon General Has Determined That Cigarette Smoking Is Dangerous To Your Health"

By Dana Goodrich, R.N.

Whether you smoke or not is not entirely your own affair. There is now evidence that tobacco smoke causes not only discomfort and annoyance for the innocent bystander, but also many health problems of distressing allergic-type reactions, such as asthma, dermatitis, migraine headache, upset stomach, and eye irritation. Children whose homes are filled with cigarette smoke and others exposed to heavy smoke-filled rooms at social and business gatherings seem to be more susceptible to respiratory illnesses than those not exposed. In self-defense, non-smokers are now exerting pressure to prevent smoking in their presence.

The health risks of heavy cigarette smoking have been widely publicized. Almost everyone is aware that smoking heavily by a pregnant woman can impair the development of the fetus. Babies born to mothers who smoke heavily during pregnancy tend to have a lower birth weight than those whose mothers did not smoke.

You are never too young or too old to reap the benefits from quitting smoking. Millions have quit but it is more difficult for some than for others. One necessary requisite for success is the desire to quit. Many people find it less painful to give up tobacco if they have "moral support" either in a group or clinic, a family project, or from a friend who has the same goal.

Those fearful of weight gain should observe calorie counting and should restrict nibbling to low-calorie foods such as carrot and celery sticks. If some weight gain does occur, it can be handled later after the psychological dependency of smoking is conquered. There will naturally be some weight loss as the desire to snack gradually levels off and more physical exercise is enjoyed. The gain in health for the ex-smoker will be well worth the effort.



# JOS Celebrates First Anniversary And 600 Promotions

One year ago in February, Fairchild's Job Opportunity System was announced to the Mountain View employees. And now, one year later, JOS has promoted more than 600 hourly and salaried non-exempt Fairchild employees.

Eileen Burns, Helen Payne, Judy Bouldin, Arlene Sampson, and Sally Escamilla were the first hourly employees to be promoted through the system.

In June, 1972, JOS expanded the program to include salaried non-exempts. Donald Gee became the first SNE to receive a promotion.

"JOS personnel are pleased to know that so many employees have taken advantage of the program," states Alyce Washburn, manager, Internal Placement & JOS. "The bidding system started out on a slow note, but now it is in full swing. The program is a positive means of promoting within Fairchild. The supervisors have been very cooperative and have supported JOS to the hilt."

If there are any questions concerning a personal bid or the overall system, call Alyce Washburn on EXT. 2341 or visit her in Building 7 (Personnel).

## JOS Annual Activity Report

1972		JOBS POSTED		BIDS RECEIVED	
Month	SNE	Hourly	SNE	Hourly	
Feb.		44			48
March		111			139
April		70			70
May		64			75
June	86	156	168		120
July	63	258	99		142
Aug.	67	141	91		165
Sept.	77	222	144		114
Oct.	100	249	137		212
Nov.	86	158	109		160
Dec.	70	176	98		143
Total	549	1649	846		1388

Total Hourly Promotions—378  
(Feb. thru Dec, 1972)

Total SNE Promotions—226  
(June thru Dec., 1972)

Feb., 1972—Grades II thru IV Hourly

May, 1972—All Hourly Grades

June, 1972—All SNE Grades

## Employee's Son Wrestles For Blue Ribbon

David Miller, age 13, won the District Wrestling Title and blue ribbon in the 110-pound Division Wrestling Championship in Santa Clara County.

David is the son of Ralph Miller, Hi-Rel/Power operations manager in Discrete Products Division. David attends Mango High School in Sunnyvale. He has been on the "wrestling circuit" only one year, and in that year, he captured all honors in his division.



David Miller, District Champ

## New Leaves of Absence Policy Allows Additional Time

The Leaves of Absence Policy covers Disability, Educational, Personal, Maternity and Military. Employees with six months of service can now enjoy extended periods of time under the new policy.

*Personal Leave* duration has been extended from thirty (30) days to a maximum of six (6) months. An employee must have at least six (6) months of satisfactory service before applying for this type of leave.

During a leave, seniority rights and pension right accruals remain in force, and the company will continue the employee's basic company-paid coverages. However, Vacation and Paid Personal Absence accruals are suspended during that time.

Any employee with at least six (6) months of satisfactory service is eligible for an *Educational Leave*. This leave of absence is given to an employee who wants to pursue a full-time educational program for a period of up to one (1) year provided that the program is job-related. If an employee would like to continue the program after one (1) year, he or she

must submit a new leave request. All company-paid group insurance benefits (except for disability income insurance which is discontinued), seniority and pension accruals remain intact. Vacation and Paid Personal Absence accruals are discontinued during leave.

An employee is eligible for a *Maternity Leave* of up to six (6) months which may be extended if medically necessary. With an agreement from our Medical Department, a pregnant employee is permitted to continue her work to the date recommended by her physician, and may return to work when released (a written note) by her physician. All company-paid benefits remain in force except for Vacation and Paid Personal Absence.

*Military Leave* applies to an employee who is reporting for active or reserve duty. Such leave is subject to the provisions of the Universal Military Training & Service Act. If an employee is released from active duty before the expiration of the maximum period, he is continued on Company records for ninety (90) days from date of re-

lease or until he applies for reinstatement. All company-paid benefits, other than seniority and pension rights accruals, are suspended during the period of military leave.

When an employee receives approval for a leave, he or she should contact the Fairchild Group Insurance Office to continue optional insurance coverage while on leave. The coverage includes dependents, Medical/Dental, Long-Term Disability, Supplemental Life, and Accidental Death and Dismemberment. Premiums for these coverages must be paid in advance.

During an approved leave of absence, an employee who has been in an inactive pay status, regardless of time, is required to be medically cleared by Fairchild's Medical Department before continuing work. He or she is then eligible for reinstatement to his or her former position provided that Fairchild's status has not changed materially which would affect reinstatement. If this does happen, consideration is given to all available alternatives, consistent with legal restraints.



# F.E.A.A. NEWS

Fairchild employees are invited on a Spanish adventure to the beautiful Marbella on the Costa Del Sol.

For only \$399 (plus 10% tax and service) you will spend 2 days and 7 nights in the luxurious Andalucia Plaza Hotel. The package also includes round trip airfare, American breakfast daily, gourmet dining nightly, cocktail parties, optional side trips and a multitude of other recreational activities.

There will be three trips leaving Oakland Airport June 13, July 18 and August 8. If you have any questions concerning the trip, please call F.E.A.A. travel representative Anna Petrick at 245-2288 after 5 P.M.

Because of the Christmas bills and holidays, the January 14 overnight gambling trip to South Lake Tahoe was postponed to February 17-18. The package includes bus trip, \$8 cash refund, two drinks and a Sunday Brunch. If you are an F.E.A.A. member, the trip will cost \$18.00. Regular price is \$21.00. There will only be double occupancy room reservations available. Deadline for reservations is February 9. Interested? Call Jean McNeal at MOD on EXT. 17-2320.

Special discount coupons for the Golden State Warriors' games February 8, 15; March 2, 6, 15, 24) are available. You will receive two tickets for the price of one or \$6.00 for reserved seats.

Golden Gate Kennel Club will hold its 63rd Annual Dog Show at San Francisco's Cow Palace on February 3 and 4. Discount coupons are available to Fairchild employees for February 3.

New 1973 discount tickets are available for the Japanese Village and Deer Park, Movieland Wax Museum in Los Angeles.

All discount tickets are purchased through your ticket representative. (See below)

NAME	BUILDING #	MAIL STOP	EXTENSION
JOHN O'NEIL	18	18-221	5024
LYDIA LOPEZ	2	2-233	2015
MAIDA JIMENEZ	3	3-414	2771
JENNY BOCHMAN	13	13-001	3602
MARY JANE O'BRIEN	14	14-1070	3664
RUDY ROBLES	18	18-221	5579
MARGARET ELLIOTT	19	19-110	5642
JUDY WAGNER	20	20-1788	2838
LINDA WACK	20	20-215	4391
JAN DAHLIN	Systems Tech	40-27	16-215
BONNIE LEWIS	MOD/R&D	MOD	17-2601
JESS REEVES	3rd-Shift	999	2555
JANET MCHENRY	13	13-001	3602

# MOVING UP

## INDUSTRIAL RELATIONS

**Sue Patten** from Executive Secretary to International Employee Relations Assistant

**Jan Alves** from Executive Secretary to Relocation Administrator

**Karen Regnier** from General Employment Interviewer to Supervisor of Employee Services

## CENTRAL SERVICES

**Arch Eddy** from Sr. Facilities Engineer to Manager of Plant & Facility Maintenance

## ANALOG PRODUCTS DIVISION

**James Fitzjearl** from Sr. Electronics Tech to Test Operations Assistant

**Edward F. Guitierrez** from Sr. Electronics Tech to Test Operations Assistant

**Janice Fortier** from Assembler A to Engineer Operator

**Jim Huff** from Production Supervisor A to Production Supervisor B

## MARKETING

**Mike Gleason** from Sr. Sales Engineer to Account Executive (Minneapolis Sales Office)

**Steve Borochoff** from Associate Engineer to Sales Engineer (Los Angeles Sales Office)

**Mary Jane O'Brien** from Customer Satisfaction Coordinator to Customer Services Coordinator

## DISCRETE PRODUCTS DIVISION

**John De Blieux** from Production Controller to Product Specialist

# P.I.G.A. Golf

by Rick Schaffzin

Fairchild needs four more golfers to complete the team it has entered in the Peninsula Industrial Golf Association League. Weekly night team competition begins the first week in May and continues through August. Four members of the ten-man team compete each week against teams from other firms on the Peninsula. The league is run on a handicap basis and the line-up is rotated to give every member an equal opportunity to play.

In addition to night team play, monthly weekend tournaments are run at various courses in the area. Trophies and other prizes are awarded on both gross and net individual scores. The first monthly tournament will be held at Palo Alto Golf Course in mid April.

If you are interested in joining the team, contact Rick Schaffzin, MOD, on EXT. 17-2010, as soon as possible. Three "at-tested" score cards will be necessary to establish a handicap.

# JOS Promotes

**Lenora Sosa** from Assembler A to R & QA Inspector Specialist

**Adrienne Applegate** from Assembler A to Inventory Control Clerk

**Marie Howe** from Process & Device Specialist to Engineering Operator

**Lourdes Bagoisan** from Assembler A to Inventory Control Clerk

**Mary Ann Moore** from Assembler A to Assembler B

**Mary Chacon** from Assembler A to Production Maintenance Clerk

**Rose Aguilar** from Assembler A to Assembler B

**Leonard Cramer** from Probe Repair Specialist to Assistant Electronic Tech

**Marian Hartmann** from Process & Device Specialist to Laboratory Tech

**Mae Samorano** from Assembler B to Assembly Work Leader

**Anita Zumel** from Assembler A to Inventory Control Clerk

**Laraine Kerrigan** from Assembler B to R & QA Inspector Specialist

**Margaret Moreno** from Assembler B to Assembly Work Leader

**Helen Varvitsiotes** from Assembler A to Assembler B

**Veronica Park** from Engineering Operator to Laboratory Tech

**Janis Farmer** from Senior Clerk to Assistant Accountant

**Alfred L. Stuck** from Security Guard to Guard Lieutenant

**Lesley Hayes** from Assembler B to STS Instructor

**Mary J. Stock** from R & QA Inspector B to R & QA Inspector Specialist

**Dolores Allen** from Assembler A to R & QA Inspector B

**Beverly Williams** from Assembler B to STS Instructor

**Albert Ambelang** from Assembler B to Assistant Laboratory Tech

**James Zulliger** from Assistant Lab Technician to Lab Tech

**Charlotte Dixon** from Secretary to Executive Secretary

**Shizuko Fogle** from R & QA Inspector Specialist to Laboratory Tech

**Patricia Perez** from Assembler A to Assembly Work Leader

**Alice Gange** from Assembler B to Process & Device Specialist

**Clementina Simas** from Assembler A to Assembler B

**Gene R. Francis** from Shipper/Receiver to Storekeeper

**Marian Carrigan** from Assembler B to Process & Device Specialist

MICROWIRE I—February, 1973

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## A Dozen Referrals Add Up To A Dozen Awards

The New Referral Program is off with a bang! Twelve new employees who were referred by other employees have exceeded their 60 days of service with Fairchild. They are: Ronald Gallardo, shipping and receiving clerk in Central Services (referred by Dave Simpkins, Central Services); Richard Cireral, expeditor in Central Services (referred by Blaine Dragoney, MOS); Susan Brandt, accountant B in Central Services (referred by Tony Hatherley, Central Services); Natalie Pickel, assembler B in Central Services (referred by Marlene Herman, Central Services); Jack McPhillips, mechanic C in Digital (referred by Hazel White, Digital); Edward Tuba, senior QA engineer in Digital (referred by William Tuba, Central Services); William McGaffey, electronic technician in Analog (referred by Roger Borovoy, Corporate); Paul Hager, assembler B in Analog (referred by Tom Kloffenstein, Analog); Michelle Comtois, assembler B in Analog (referred by Marie Jemison, Digital); Ralph Burlock, senior product engineer in MOS (referred by Robert Hartman, MOS); and Lovella Jean Dye and Sandy Burgdorf, assemblers B in Discrete (referred by Toshi LePak, Analog). Toshi is the first employee to refer two friends to Fairchild. She received a \$100 check.

There are still plenty of job openings in Mountain View and Palo Alto. Pick up several application forms from personnel and pass them out to people whom you think would qualify for Fairchild's job openings.

### DIGITAL PRODUCTS DIVISION

Presenting Hazel White, Marie Jemison and Blaine Dragoney with their \$50 checks is Dave Deardorf, Mt. View DIC operations manager.



### CENTRAL SERVICES

Left to right: Chuck Smith, manager of Central Services, offers Tony Hatherley his congratulations and the \$50 Referral check. George Compton, manager of support, R&QA, encourages Bill Tuba and Dave Simpkins to continue their efforts promoting Fairchild as the place to work. Marlene Herman (below) referred a friend to Fairchild and was surprised with \$50. On hand to present the check is Bob Bostic, manager of Silicon Materials.



### MOS PRODUCTS DIVISION

Roy Pollack, vice president and general manager of MOS, is proud of Bob Hartman for finding a qualified person to work at Fairchild.



## Fairchild's Career Caravan Captures Community Attention

The song title, "This Could Be the Start of Something Big," could certainly apply to Fairchild's new method of interviewing potential employees. "The Career Caravan concept may or may not be new for the Bay Area but it is definitely new to Fairchild," says Roger Barney, manager of personnel administration.

Eastridge Shopping Center in San Jose was the employment van's first stop on January 27 and 28. "The response was overwhelming," comments Nancy Saunders, general employment supervisor. "We interviewed 689 persons over the weekend. Of that number, 232 were invited back for a second interview. In all, general and professional employment invited 150 prospective hourly employees, 34 qualified non-exempts, and 48 potential professionals to Fairchild for further interviews. As of February 8, we hired 49 people with 70 offers pending in general employment from our first two trips to Eastridge and Woodside Plaza.

According to Tim Swanson in professional employment, "We extended three offers and they were accepted."

According to general employment interviewer Josie Peralta, "The people we interviewed were quite surprised that a major company would take the time to come out to them."



### ANALOG PRODUCTS DIVISION

Toshi LePak (left) and Tom Kloffenstein (right) made Analog history by referring friends to join Fairchild. Toshi made her own history by referring two friends on the same day which qualifies her for \$100. To present Toshi and Tom with their checks is John Sussenberger, general manager of Analog.



## Digital Division 1973-1978

# "Growth in Career Opportunities, Technology and Profits"

1972 WAS A VERY SIGNIFICANT YEAR FOR THE DIGITAL PRODUCTS DIVISION UNDER DR. TOM LONGO, VICE PRESIDENT AND GENERAL MANAGER. IN AN INTERVIEW WITH DR. LONGO, HE REVIEWS KEY TECHNOLOGICAL ACCOMPLISHMENTS FOR 1972; AND DESCRIBES THE FUTURE IN TERMS OF GROWTH, SALES AND PROFITABILITY.

**Since the formation of the Digital Division in November 1971, what significant product developments have been introduced in Digital Products Division?**

Most of our product line has been oriented toward computer applications. Our main emphasis has been to use our technology leadership to increase performance with high speed devices, and this will, in turn, increase the cost effectiveness of computers.

Digital Products Division had an excellent year for new product introductions, as well as sales growth and profitability. The products introduced with the most glamour and immediate impact were the family of Isoplanar TTL (transistor-transistor logic) and ECL (emitter coupled logic) RAMs (random access memory). The Isoplanar TTL, which was announced two years ago, allows us to make high density Bi-Polar large-scale-integrated circuits.

Bi-Polar Memory introduced the 256 bit TTL part in October, 1971. The 256 bit part RAM is capable of storing information into computers. These parts were in volume production by the end of 1972. Later, we introduced the 1024 bit RAM, which has four times the storage capability of the 256 bit part. It is the largest bi-polar RAM produced today.

Almost as important was the introduction of the 95K fully-compensated ECL family. This is a higher speed logic circuit family that is easier to use by the system designer. This family will grow steadily in sales and will become the predominant computer logic family of the late seventies.

We also added to our now large array of TTL logic families, with strong additions in 9300 MSI, 7400 MSI (medium-scale-integrated circuits) and Schottky TTL. The TTL (product line) is currently considered the work-horse of the industry.

1972 was a good year for product

introductions; but that record will be at least duplicated in 1973. I think an outstanding example of a recent development is the 9368. The 9368 is a LED decoder driver, designed to work with MOD's light emitting diode displays.

This LED display driver, which I predict will become the new standard for this application, drives current into the light emitting diode to operate the display elements.

In our R&D laboratories at Palo Alto, we have developed our first device as the result of a promising new technology—CCD (charged coupled device). This device is a linear imaging product oriented toward image sensing and reproduction applications. The device is presently in the final refinement stage.

The development of the display driver and the imaging device, are samples of the programs in the Digital area, which are being developed for the broad industrial and government markets versus the computer industry.

Our product lines cover the whole spectrum of technology, going from very high volume, low cost products which are sold in very competitive, mature markets; to very high technology difficult-to-make products which will assure our leadership in emerging markets.

**Four months ago, the corporation's top management personnel met in Santa Cruz to present their five-year plans. What are Digital's major plans for the next five years?**

The next several years will continue to show strong growth for the Digital Products Division. We expect our sales to grow at least 20 percent each year. There are now approximately 2,500 domestic employees in the Digital Division at Mountain View, South Portland and in the R&D laboratories at Palo Alto. In order to support the growth, we will continue to expand fa-

cilities and personnel on a Division-wide basis. In 1972, we experienced a business growth of more than 33 percent. We hope to maintain our position as Fairchild's largest division into the future.

**In terms of profitability and growth, how does Fairchild's Digital Division compare to the digital industry?**

I'm sure our growth rate exceeded that of any other major competitor. We are now the second largest digital business in the world. We have the broadest digital product line. Our largest growth was in our TTL product line. We expect to continue operating profitably while growing fast. Of course, that requires the continued fine performance and loyalty of all the employees in our division. But just as important is the continued support of central activities such as Far East assembly, Shiprock, Mask Making, Crystal Growing, purchasing facilities, sales. . . .

**Coordinating with industrial relations, what emphasis have you placed on digital personnel?**

In our Mountain View and South Portland facilities, we have established sizable supervisory and employee training programs. Because of our rapid growth rate, Digital will naturally grow in people. We have been using the Job Opportunity System to promote employees in Fairchild. It has and will continue to play an important role in our division giving hourly and salaried non-exempt employees a chance to advance their careers in Digital. New management opportunities are opening that offer promotions to present employees. We have quite a few openings in Digital which have not been filled internally. As a result, we will emphasize the college relations program to recruit new employees for those positions.

It is my intent that enhancing career growth of current employees will be our major emphasis in 1973 and beyond.

**Deadline for Sherman Fairchild Scholarship Applications — March 15. Forms available from your Employee Relations Manager.**



## New Policy Established For Civic Duty Absences

All United States citizens have civic responsibilities to their country, such as jury duty, National Guard, etc. Fairchild has a new policy which covers absences from work to allow employees to discharge these duties.

When an employee is called for jury duty, Fairchild will grant a leave of absence for the duration of the duty. Pay continues with no reduction for the first week of duty. If an employee serves past that week, pay is reduced by an amount equal to jury fees paid by the court.

Mandatory court appearance could be required of an employee. For example, an employee might be subpoenaed as a witness or in another capacity (not as a defendant). The new policy provides that he or she can take a leave of absence with pay. The leave is guaranteed for the time spent in court.

During a national, state, or local election, Fairchild employees are eligible, on request, to spend up to two hours away from work with pay to vote. This request for time off should be made only if the employee cannot vote before or after work.

When an employee is officially called to serve as an arbitrator or mediator, he or she is granted a leave of absence for the duration of service. His or her pay is reduced in an amount equal to fees.

Those who have responsibilities to the armed forces as members of the reserves or National Guard qualify for the Mobilization Leave of Absence. When an employee is called to duty, the Mobilization Leave will not exceed 16 days of call-up. The pay is reduced by the amount of basic military pay received.

## Acquired Educational Credits Since Employment?

The Personnel Records Department is requesting that employees who have completed educational courses and received credit since joining Fairchild bring their record up to date. If a job opening should come up and you bid for it, JOS and professional employment will have access to your educational accomplishments which could help you in job bidding. Mail the information on the details of your educational accomplishments to Personnel Records, M/S 7-612.

## Shiprock Couple Transfers to Mt. View

Lloyd and Louise Bekes and their two children, Myron and Karen, recently packed their belongings in Shiprock, New Mexico, and drove 1,100 miles up the coast to Mountain View, California. The Bekes are the first family to transfer from the Shiprock plant to another Fairchild facility.

Last summer, Lloyd received word that there would be a job opening in early 1973 which was right up his alley in Bi-Polar Memory. "I knew this was my chance to gain more exposure in the field of production control," confides Lloyd. On February 1, 1973, Lloyd was promoted to production specialist in Bi-Polar Memory. He will be responsible for scheduling of wafer fab and assembly for Shiprock. Louise will eventually start her job on the Polaroid line as an assembler. Both Lloyd and Louise are long time Fairchild employees of Shiprock facility. He was a production controller and she worked on the assembly line.

"My wife and I are thankful for this opportunity to be part of the Bi-Polar and Polaroid lines." Lloyd and Louise have only been away from Shiprock (they were born and raised there) once when Lloyd attended two years of college in Los Angeles. "We are anxious to meet new friends up here," comments Louise. "Our children have already begun school and seem to love it."

The Bekes are now involved in settling in their new area—the number one demand is to buy their first home. "We have lived in a mobile trailer since our marriage," says Louise. "It will be a



new experience finding what we can afford and what we like." Fairchild's Relocation office assisted the Bekes in their move from Shiprock and now will help them find a home.

After settling into his new job, Lloyd would like to return to college in the area. "I attended Western State College in Los Angeles but never finished my education. I have my hopes set on a degree in management. Someday Louise and I will go back to Shiprock and train our Fairchild friends in new techniques which we learned in Mountain View."

The Bekes are happy to be a part of new technology and a new environment.

## Buy, Sell or Swap through "Odds 'n Ends"

Wanna buy a duck? Want to unload those skis that have been on the slopes only once in the last four years? Want to rent out that spare room in your house so your mother-in-law won't move in? Now's your chance!

The Employee Communications Office has reinstated the "Odds and Ends" classified ad bulletin—this time on a regular weekly basis. The bulletin will be posted each Tuesday on bulletin boards throughout the Fairchild plants and offices in Mountain View and Palo Alto.

The bulletin is designed to assist employees in learning of an offer to sell, purchase or rent *personal* goods

and property (no commercial ads accepted). By compiling all ads in one publication (rather than continuing the practice of putting individual ads on the bulletin boards), employees will be guaranteed the most extensive exposure of their ads.

To submit an ad, send it to the Employee Communications Office, mail stop 20-2284, Mountain View. Deadline is the Friday noon preceding publication. Listings for homes and apartments for sale or rent will be accepted only if the housing is available to all prospective buyers or tenants without regard to race, religion or national origin. Naturally, the company assumes no responsibility.



# Moving Up

## JOS Promotes

### DIGITAL PRODUCTS DIVISION

**Judy Signorino** from Accountant B to Sr. Accountant

### ANALOG PRODUCTS DIVISION

**Joanne DeLozier** from Assembler A to Engineering Operator  
**Mike Chan** from Sr. Product Engineer to Supervising Engineer  
**Beth Premeau** from Mask Designer B to Mask Designer C

### MARKETING

**Carol Parker** from Executive Secretary to Advertising Representative

### CENTRAL SERVICES

**Tim Crain** from Buyer to Sr. Buyer

**Patricia Kawakami** from Senior Typist to Senior Clerk  
**Richard Whittingham** from Communications Operator to Chief Communications Operator  
**Alexandra Barre** from R&QA Inspector B to R&QA Inspector Specialist  
**Doreen Seely** from Process & Device Specialist to STS Instructor  
**Georgia Haugen** from Assembler A to Electroplater A  
**Barbara Grant** from Mask Making Specialist Trainee to Mask Making Specialist B  
**Naomi Rodriguez** from Mask Making Spec. to Mask Making Specialist B  
**Nellie Velazquez** from Assembler B to Process & Device Specialist  
**Gloria Williams** from Process & Device Specialist to STS Instructor  
**John Williams** from Assistant Electronic Tech to Mechanic C

**Lucia Lopez** from Assembler A to Process & Device Specialist  
**Eleanor Hernandez** from Process & Device Specialist to Assembly Work Leader  
**Becky Thomas** from Assembler B to Process & Device Specialist  
**Nelson Garcia-Cabale** from Sr. Lab Technician to Sr. Research Technician  
**Ruby June Maykel** from Assembler A to Assembler B  
**Pauline Cox** from Assembler B to Process & Device Specialist  
**Mona De La Cruz** from Assembler B to Data Reconciling Clerk  
**Ruth Camp** from Assembler Trainee to Assembler B  
**Rosemary Mills** from Assembler B to Process & Device Specialist  
**Jeanette Dunn** from Assembler B to Process & Device Specialist  
**Genoveva Farinas** from Assembler A to Assembler B  
**Marlene Ellis** from Assembler A to Inventory Control Clerk  
**Edith Lloyd** from Assembler A to Inventory Control Clerk  
**Isabel Greer** from Assembler A to Production Maintenance Clerk  
**Kathy Duncan** from Process & Device Specialist to Data Reconciling Clerk  
**Pamela Meints** from Assembler B to Assembly Work Leader  
**Marilyn Nicolas** from Assembler B to Assembly Work Leader  
**Lucille Ray** from Assembler A to Assembler B  
**Mary Lopez** from Assembly Work Leader to Laboratory Technician  
**Helen Rodrigues** from Assembler B to Process & Device Specialist  
**Doralee Keys** from Assembler A to Process & Device Specialist  
**Rosalina Dominga** from Assembler A to Assembler B  
**Verolyn Cop** from Inventory Control Clerk to Production Planner  
**Linda Rudy** from Assembler A to Process & Device Specialist  
**Angelita Flores** from Assembler A to Process & Device Specialist

## F.E.A.A. Sponsors New Employee Clubs and Sports Activities

The Fairchild Employees' Activities Association has great plans for 1973! Association officers plan to arrange many new clubs and activities. The first step in organizing club activities is determining how many employees are interested in participating in spe-

cific activities. The following form lists samples of possible clubs and sports. Check the box or boxes on left of activities which interest you. Please fill out the form and return it to Bob Maydeck, M/S 6-101 or call ext. 2401 for information.

CLUBS	SPORTS
<input type="checkbox"/> Chess Club	<input type="checkbox"/> Skiing
<input type="checkbox"/> Bridge Club	<input type="checkbox"/> Football
<input type="checkbox"/> Four-Wheel Drive Club	<input type="checkbox"/> Basketball
<input type="checkbox"/> Motorcycle Club	<input type="checkbox"/> Golf
<input type="checkbox"/> Scuba Diving Club	<input type="checkbox"/> Tennis
<input type="checkbox"/> Cooking Club	<input type="checkbox"/> Bowling
<input type="checkbox"/> Photography Club	<input type="checkbox"/> Baseball
<input type="checkbox"/> Fishing Club	<input type="checkbox"/> Other _____
<input type="checkbox"/> Stocks & Bonds Club	
<input type="checkbox"/> Ecology Club	
<input type="checkbox"/> Musicians' Club	
<input type="checkbox"/> Other _____	

NAME \_\_\_\_\_

EXTENSION \_\_\_\_\_ MAIL STOP \_\_\_\_\_ SHIFT \_\_\_\_\_

ACTIVITY SUGGESTION \_\_\_\_\_

The FEAA needs volunteers and nominees to fill three vacant positions on the Council. Interested call Karen Regnier, x 3341.

F.E.A.A. needs membership representatives from Buildings 1, 2, 3, 4, and 19. You would attend monthly F.E.A.A. meetings for one hour during lunch in the California Room in Build-

ing 20. You would be responsible for coordinating employee interests in F.E.A.A. activities in your building. If you are interested in representing fellow employees, please call Ray Phillips on Ext. 3176. It is extremely important that F.E.A.A. has representation in every building.

## February Service Awards

<b>FIFTEEN YEAR</b>	<b>TEN YEAR</b>
Chet Gunter	Rudy Bartneck
<b>FIVE YEAR</b>	Marian Foltmer
Janice Fortier	Irene Williams
Darlene Wagner	JoAnne Watanabe
Ruth Schenck	Edith Bein
David Hall	Viola Hughes
Patricia Ahumada	Ken Matsuura
Olivia Partida	Doris Gennette
Jeannie Whitford	Laura Costales
Walter Heinzer	

**R&D FIFTEEN YEAR**  
Eugene Held

MICROWIRE II — February 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Fairchild Components Group Consolidates



**Greg Reyes**  
Vice President and General Manager  
Discrete Products Group



**E. C. "Bud" Frye**  
Plant Manager  
MOD Division

"In order to concentrate management attention on markets and technologies which are closely related and growing very rapidly, certain organizational consolidations are being made effective immediately." Wilf Corrigan, vice president and group general manager of Components Group, made this statement when announcing two major organizational changes on Wednesday, February 21.

Because of similar technologies in the MOS and bipolar fields, Digital Products Division and MOS Products Division have been consolidated into the new Digital Products Group, under Dr. Tom Longo, vice president and general manager. Acting as general manager for the MOS division is Leo Dwork. He replaces Roy Pollack, who resigned his position as vice president and general manager of MOS.

Another significant change occurred when Discrete Products Division and MOD (Microwave and Optoelectronics) Products Division combined their activities into the new Discrete Products Group, with Greg Reyes as vice president-general manager. In the change, E. C. "Bud" Frye became plant manager of the MOD facility in Palo Alto. He will be responsible for all operations, production control, equipment engineering, and R&QA.

"We believe these moves will enable Fairchild to capitalize further on the growth opportunities currently available within the solid-state industry," comments Wilf Corrigan.



**Dr. Tom Longo**  
Vice President and General Manager  
Digital Products Group



**Leo Dwork**  
Acting General Manager  
MOS Division



# MEET DAN HAMILTON

## A Self-Taught Cartoonist



Tracing those loony MAD Magazine characters was just the beginning for Dan Hamilton. "I had to start somewhere so why not start with crazy looking characters," comments Dan. "After spending enough time tracing, I began developing my own style." Dan is an electronics technician on Fairchild's Polaroid line.

Dan became interested in cartoon drawing during his junior high school days. When it was time for college, he decided to major in art at San Bernardino College in Southern California. College lasted one year but Dan did take several art courses. "After one year at San Bernardino, I found the U.S. Navy as my next stop."

During his four-year tour of duty, Dan continued to draw. "While stationed at Point Mugu Navy Missile

Center in Southern California, I drew posters for the enlisted men's club events. When rock groups were scheduled at the club, I would use their group names as poster themes. Some of the names were just as crazy as MAD Magazine's characters." When Dan transferred to Adak, Alaska Navy Installation, he devoted many long hours drawing unusual objects. "One day I flipped through a magazine and copied about fourteen trademarks from different products on a large poster in collage form (see photograph)." Dan takes great pride in pin-pointing every little detail when drawing his pictures.

Dan's most recent home was Moffet Naval Air Field in Mountain View where he left his mark on the enlisted men's club. He painted a ten-foot mural of a fire-breathing dragon lounging in his den. The lounge is now called "Dragon's Den."

Dan created the dragon as his last act before leaving the Navy in December, 1972, to join Fairchild. "I really like the challenge and excitement of working in electronics, especially the Polaroid project."

Dan and his wife Melinda reside in Sunnyvale. He seems to think his wife would like to try her hand at cartooning, too. After all, Dan's mother, grandmother and cousins are artists in their own right.

## IN MEMORIAM

Fairchild employees were stunned and saddened at the untimely death of Captain James Martin of Plant Protection. He died Sunday, February 18, of a heart attack in his home in Santa Cruz. Captain Martin had been with Fairchild since 1969. We of Fairchild extend our sincere sympathy to Captain Martin's wife Minnie and two sons, Colin and Steve.

## Sherman Fairchild Scholarship Program Opens New Doors

Ten Sherman Fairchild scholarships covering up to four years of undergraduate study will be awarded to employees or children of employees who are entering college for the 1973-74 school year. The ten scholarships will cover all Fairchild locations. Three scholarships will be distributed among divisions on the East Coast, two for the Shiprock, New Mexico plant, and five for employees on the West Coast and expatriates. Eventually, the program will provide forty scholarships annually—adding ten each year.

In order to participate in the program, employees or their children must complete an application form. Your division's Industrial Relations Manager has the forms in his or her office (see below). The completed form must be mailed to the Educational Testing Service of Princeton, New Jersey, no later than *March 15*.

Academic performance in high school, participation in extra-curricular activities and scores on the College Entrance Examination Board's Scholastic Aptitude Test will determine the recipients of the Fairchild scholarships.

Each scholarship will cover up to four years of undergraduate study, tuition, fees, food and lodging. It will also apply to any accredited college or university in the United States.

### Industrial Relations Managers

#### CENTRAL SERVICES

Chuck Simons, Bldg. #4, Ext. 2345

#### DIGITAL PRODUCTS GROUP

Tom Rouse, Bldg. #4, Ext. 3826  
George Coppinger, Bldg. #4, Ext. 2380  
John Waller, Bldg. #20, Ext. 3770

#### DISCRETE PRODUCTS GROUP/MKTG.

Bill Strickland, Bldg. #4, Ext. 3168  
Walt Dathe, MOD/R&D Personnel Office,  
Ext. 2601

#### ANALOG PRODUCTS DIVISION

Neil Dredge, Bldg. #20, Ext. 3169  
Lou Wallbridge, Bldg. #20, Ext. 3169

#### INTERNATIONAL

Skip Mattson, Bldg #4, Ext. 2345

#### CORPORATE

Alyce Washburn, Bldg. #7, Ext. 2341



## The Diagnosis Was Distressing But Ginger Didn't Despair



"Of course at first I was very upset, but my doctor assured me that my chances for complete recovery were very good and I just knew he was right!" confides Ginger Leslie, accounting clerk II in the Analog Division. This was Ginger's reaction when, in May 1972, she learned that she had Hodgkin's disease—cancer of the lymph nodes.

Generally a very healthy and energetic person, Ginger first felt something was wrong when she became tired very easily. "I could hardly make it past 7:00 each night without falling asleep." It wasn't, however, until a lump appeared on her neck that she felt something may be wrong. "At first the doctor thought it might be an infection of the lymph node. He prescribed antibiotics for about three weeks." When the lump didn't go away, the possibility of a tumor became more real. Surgery was performed and the lymph node was found to be malignant. "Cancer! At first I couldn't believe it. But the doctor assured me that I was very wise in coming in early. With early diagnosis and treatment, Hodgkin's disease is one of the most curable types of cancers," Ginger revealed.

After the initial surgery, Ginger was sent home to rest. Then she again entered the hospital for further surgery and tests. "I was sent to Stanford Hospital, which I was told was one of the best hospitals in the country for the diagnosis and treatment of Hodgkin's disease." While at Stanford, Ginger underwent a series of complicated tests aimed at determining if the disease had spread to any of the other lymph nodes in her body. Ginger also underwent further surgery for the removal of her spleen—the one lymph node in which Hodgkin's disease could not be detected except by removal. All the tests proved to be negative; the spleen was not malignant—the disease had not spread!

With this heartening news, Ginger was better prepared to face what was to come next—the treatment of her illness. From June to August, Ginger underwent a series of radiation treatments, which were administered in two phases—the first series lasting six weeks and the second series, four weeks. Although radiation can cause some uncomfortable side effects, Ginger did not let it get her down. She continued working while undergoing the radiation treatments. "I would go in early each morning to the Stanford Clinic for my treatments—which lasted approximately two minutes each—and then come to work," she said. Some of the side effects Ginger experienced included nausea, difficulty in chewing and an alteration in her taste buds. "Food just tasted awful," she stated, "and I lost about 20 pounds because of that."

At the end of her radiation treatments, Ginger was once again given a complete physical examination. She was told by her doctor at that point that she was completely cured. "What a relief that was!" she confides. "Of course, I still have to go in for a complete examination every two months—at least for the first year—but so far everything looks great."

Throughout the traumatic experience, the cost of her treatments was also of great concern to Ginger. At the onset of her illness, Ginger was told by the doctor that she could ex-

pect the bills to run in the area of \$5,000 to \$6,000. "Needless to say, I was shocked. I was also upset for another reason—my husband, Richard, was a full-time student at the time and was nearing graduation. I knew his first reaction would be to quit school and get a job to help pay for some of the bills." And that was exactly what Richard wanted to do upon hearing the news. "But we sat down and discussed the fact that I did have good medical coverage with my Fairchild insurance and perhaps we could make it without him quitting school." As it turned out, their positive thinking proved correct. "The insurance was very prompt in paying their share of the expenses. I never sat down to figure out on paper exactly how much they did pay, but I know that we would be paying for a long time if it hadn't been for my medical coverage," Ginger candidly states. (A rough calculation shows that to date, Ginger's bills for this illness are approximately \$5,000, of which the Fairchild insurance has paid \$4,200.) A Fairchild employee of five years, Ginger has had other occasions to use her medical insurance. "But this was the first time I had claims of such major proportions."

Ginger now talks brightly about the future. "I was very fortunate that my disease was detected early, and I'm a firm believer that if you have the right attitude, things will always turn out okay."

\$\$ Wow \$\$



The camera caught the amazed expression on Evelyn Wright's face when Greg Reyes, vice president and general manager of Discrete Products Group, told her that her suggestion of placing rubber mats on the floors in power assembly to protect operators from slipping had been accepted. This idea granted her a \$50 Savings Bond.





# Moving Up

## MARKETING

**George Korpontinos** from Regional Sales Manager to Western Area Sales Manager  
**Herb Wallack** from Regional Sales Manager to Eastern Area Sales Manager  
**Zelpha Wetham** from Customer Satisfaction Coordinator to Customer Services Coordinator

## DIGITAL PRODUCTS GROUP

**Fabio Principi** from Sr. Product Engineer to Supervisor of Production Engineering  
**Jose Mora** from Sr. Design Engineer to Supervisor of Production Engineering  
**Jerome Nalywajko** from Product Marketing Engineer B to Product Marketing Manager A  
**Jim Ellick** from Product Marketing Engineer B to Product Marketing Manager A  
**Bill Morton** from Group Leader Production to General Supervisor Production  
**John O'Boyle** from Associate Engineer to Design Engineer B  
**Peter Robustelli** from Associate Engineer to Design Engineer B  
**George Brown** from Associate Engineer to Design Engineer B  
**Juanita Moehrl** from Assembly Work-leader to Production Supervisor B  
**Bill Sams** from Supervisor/Production Control to Manager B/Production Control

## CENTRAL SERVICES

**Gunther Haller** from Manager of Indirect Stores to Manager of Plating Shop  
**Dennis Fzyndrowski** from Production Supervisor A to Production Supervisor B  
**Richard Valente** from Production Supervisor B to STS Specialist

## ANALOG PRODUCTS DIVISION

**Emil Glosl** from Sr. Engineer to Manager of Production  
**Murray Wilson** from Supervisor of Production Engineering to Product Manager A

## F.E.A.A. NEWS

There will be a meeting on March 12 at 12 noon in the main conference room in Building 4 directly above the lobby. The meeting is for all interested Fairchild basketball players.

The Fairchild Basketball League will start March 19 with games played every Monday and Wednesday evenings at Awalt High School in Mountain View.

# JOS Promotes

**Sharleen Beckwith** from Process & Device Specialist to Engineering Operator  
**Benilda Villamil** from Assembler A to Assembler B  
**Cynthia Lea Brown** from Assembler A to Assembler B  
**Barbara Wall** from Production Assistant to Assistant Electronic Technician  
**Rachelle Couture** from Assembler A to Inventory Control Clerk  
**Dick Aubert** from Mechanic C to Mechanic Specialist  
**Carol Armon** from Process & Device Specialist to Engineering Operator  
**Maria Faria** from Assembler B to Process & Device Specialist  
**Janie Candelaria** from Assembler A to Assembler B  
**Simon Palacios** from Mechanic B to Mechanic C  
**Gary Anderson** from Assembler A to Mechanic C  
**Catherine McPhee** from Process & Device Specialist to Assembly Work Leader  
**Cathleen Burke** from Accounting Clerk II to Assistant Accountant  
**Marie Travestead** from Assembler B to Process & Device Specialist  
**Lois Dutcher** from Assembler B to Assembly Work Leader  
**Michele Steinhorst** from Assembler A to Process & Device Specialist  
**Gloria Alama** from Assembler B to Process & Device Specialist  
**Maureen Spiotta** from Secretary to Customer Satisfaction Coordinator  
**Lorraine Perkins** from Assembler B to Mechanic C  
**Mercedes Babot** from Assembler A to Inventory Control Clerk  
**Elvira Alvarez** from Assembler A to Assembler B  
**Eleanor Carungcong** from Assembler A to Assembler B  
**Marie Dayhoff** from Assembly Work Leader to STS Training Technician  
**Cynthia Weeks** from Assembler B to Process & Device Specialist  
**Marion Johnson** from Secretary to Executive Secretary  
**Lynda Amarante** from R&QA Inspector Specialist to Laboratory Technician  
**Carla Carpenter** from Assembler B to Process & Device Specialist  
**Dorothy Bottley** from Assembler B to Material Planner  
**Jeanette Erickson** from Mask Making Specialist to Process & Device Specialist  
**Caridad Sierra** from Assembler B to Process & Device Specialist  
**Linda Blanchard** from Senior Clerk to Personnel Assistant  
**Ralph Carpenter** from Experimental Machinist to Tool & Die Maker  
**Mary Napolitano** from Training Technician to Lab Technician  
**Christy Smith** from Assembler A to Process & Device Specialist  
**Elizabeth Kooy** from Assembler B to Process & Device Specialist  
**David Martinez** from Mechanic B to Mechanic C  
**Richard Barenchi** from Mask Making Specialist A to Chemical Mixer  
**Maria Zambrano** from Process & Device Specialist to Engineering Operator  
**Josephine Gonzalez** from Assembler B to Assembly Work Leader  
**Yolanda Marcouillier** from Assembler B to Process & Device Specialist  
**Diane Diaz** from Assembler B to STS Instructor  
**Lloyd Neuman** from Micro-Optics Operator B to Lab Technician  
**June Brasiel** from Assembler A to Inventory Control Clerk

## 388 Visit Career Caravan At Nairobi Shopping Center

"I just peeked in to see what was going on and before I left, I had a job."

A little exaggerated perhaps, but that was one young woman's reaction to her introduction to the Fairchild Career Caravan. She was one of 388 persons who visited the Caravan during its visit to the Nairobi Shopping Center in East Palo Alto, February 17-18-19. After talking with one of the interviewers on duty at the Caravan, she was invited to the Fairchild plant for further interviews and perhaps an invitation to join Fairchild's growing workforce.

Both job seekers and inquisitive passersby, generally voiced the opinion that the Career Caravan is a great idea. "I've never heard of a company doing this before—actually coming out to people," stated one visitor. Another said—"This is really great, particularly for East Palo Alto where the unemployment rate is so high."

Applicants who visited the Caravan during the Nairobi recruiting trip heard of the Career Caravan from friends, ads in the local newspaper, on the radio or just happened to pass by.

Meanwhile the applicant activity stimulated by Fairchild's mobile quest for new employees reached record-breaking highs at the Building 7 Employment Office. Nancy Saunders, general employment manager, reports that interviewing activity has more than quadrupled since the Career Caravan went on the road. This increase results from the numerous experienced applicants who have been referred to the Employment Office for further interviews. In all, more than 1,800 people visited the Career Caravan by February 19.

MICROWIRE I—March, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Excitement Centers Around Bendix/MOS Production Line

Bob Bylin, controlled production line manager, and 13 production operators had something special to celebrate on February 22. Their spacious new assembly area was completed and operational! Construction of the MOS controlled production line area began October, 1972. Located in the basement of Building 3, the Bendix/MOS line has some of the finest equipment in the electronic industry.

Each operator was hand-picked and specially trained to assemble Bendix

devices. This assembly operation begins with the scribe and break process and ends at final seal.



Posing for the camera in their new area are several of the production operators.

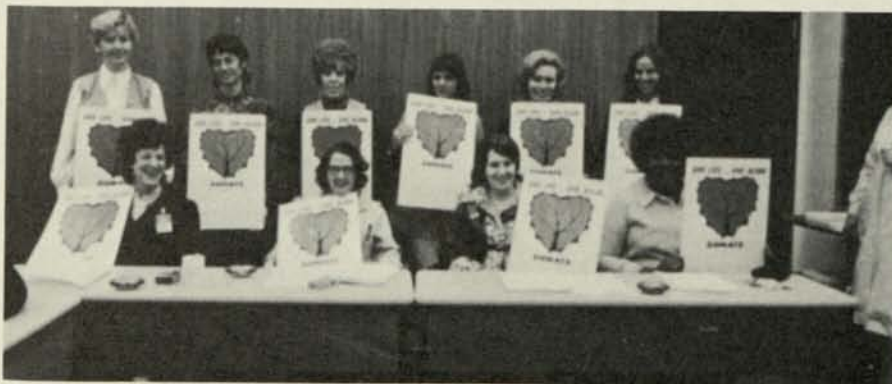


Invited guests attending the ribbon-cutting ceremony are left to right: Al Enamait, field sales engineer; John Leith, MOS C.P.L. quality assistant manager; Jack Swafford, Bendix Components engineering manager; Gene Gretchen, MOS C.P.L. engineering supervisor; Huli Hegel, control production lines engineering manager; Gary Hurst, production line supervisor; Jerry Schoonhoven, MOS operations manager; Bob Bylin, HiRel, Special Products and C.P.L. manager; Arnie Massoletti, MOS assembly supervisor; and Cecil Sanders, Bendix's Procurement representative.

## Blood Bank Program Begins at Fairchild

On Tuesday, April 17, beginning at 7:30 a.m., a mobile unit of Peninsula Memorial Blood Bank will be at the Mountain View complex to conduct its annual clinic for donations to the Fairchild Blood Bank. The clinic will be in Building 7 Conference Room.

Blood donated to Fairchild's Blood Bank is available free to all employees and their families. The savings per unit is approximately \$37.50. If you are in need of this service, contact the Dispensary on EXT. 3711 or 3712.



The following employees are volunteers on the 1973 Fairchild Blood Bank Committee chaired by Helen Hutson, Head Nurse. Sitting left to right: Betty Lax, Plating; Goldi Vasileff, MOS Test; Sandy Maciet, Mask Making; and Margaret Sanders, IMS. Standing left to right: Marlene Crosby, Machine Shop; Audrey Aalid, Personnel; Elaine Garrett, Wafer Fab; Shirley McDonald, QA; Barbara Neff, Power; and Robin Robinson, Small Signal. Not pictured: Ann Bowman, RN; Marcia Perguidi, Hi-Rel; Edna Loucks, Chemical Services; Jack Jones, Distributor Warehouse; Alice Russell, Plating; Pat Durham, R.N. (MOD); Betty Baily, R.N.; and Rita Hoffman, Power.

## Discrete Applications Lab Celebrates Fastest Turnaround

Dave Sweeney, supervisor of applications lab, wanted his group to know what an outstanding job they did by reaching and maintaining the fastest customer sample turnaround on small signal transistors ever accomplished in Discrete.



Sitting left to right: Dorothy Parsons, Eva Pazmany, Marci Park, Doris Houseworth, Carmen Garcia, Lois Logan, Sue Pease, Carmen Trujillo, Fran Torres, Millie Brehm, Betty Combs, Helen Porter, Sandy Barber, Joyce Verga, Meg Robinson, Roger Wood, Doris Benninger, Rosie Ramirez, Tally Sprague, Gloria Simons, Erika Kurtz, Shirley Neal, Alice Crenshaw, and Liz Tan.





**Reviewing 1972, what significant product developments have occurred in the Analog Products Division?**

We have many important programs going in the Analog Products Division—some of the major ones are camera, automotive, and the three-inch wafers.

We are now in volume production on all components for the new Polaroid SX-70 Land Camera. Fairchild was selected in 1969 to supply devices for this camera because of our technological leadership in the camera field and the work we did in the developmental stage. This is a product that requires very advanced technology in assembly techniques, and testing. The Polaroid production line began during the second quarter of 1972, with only 40 operators. Today, we employ several hundred production personnel located in Mountain View and at our Shiprock, New Mexico, plant.

The automotive market is broken into many segments—one is the automotive entertainment portion. Analog Products Division provides components for automobile stereos, tape decks, and AM/FM radios. We hold a very strong position in the automotive market where there is a tremendous potential for growth and business because more and more functions within an automobile will be converted from mechanical to electrical operations over the next five years.

Another portion of the automobile market is the seatbelt program. We make seatbelt interlock systems for major automobile manufacturers. These systems will be required by law in the near future for all automobiles.

Analog is involved in the automotive ignition program, which is now in the introduction stage. This custom program produces a solid-state, self-contained ignition module for the distributor function.

## Analog Products Division—Increase in Employee Opportunities, New Products, And Profitable Operations

*John Sussenberger, general manager of Analog Products Division, examines his division's product accomplishments for 1972; and describes the future in terms of sales, employee opportunities, and profits.*

Another important function of the automotive project and many other applications in consumer and industrial markets is the voltage regulator. These voltage regulator integrated circuits are used in automobiles, computers, television applications, and other instruments.

Recently, we began adding three-inch wafers to our production operations in Mountain View and San Rafael plants. These large wafers offer twice the amount of die as the traditional two-inch wafer. Theoretically, this more than doubles our production capacity with very little addition in equipment and personnel. We need the added capacity this offers.

The Analog Products Division was the first integrated circuit division to introduce three-inch wafers at Fairchild. Some time ago, the Discrete Power Transistor line initiated three-inch wafers in its production area. The larger wafers will help us to increase production very rapidly and also help us to be more cost-competitive in the marketplace. In addition, this will contribute to Analog Products Division's profitability and growth.

In essence, I would say our division is penetrating into every semiconductor market to some degree or another. We have placed new emphasis on sales in the international consumer and industrial markets. With our broad product and customer base, we have a greater opportunity to grow for many years. One reason for this growth is that we are not dependent on one particular marketplace.

**Last year, there was a major organizational change in the Analog Products Division. How has this affected the Division?**

We have incorporated a team to prepare ourselves for increased business growth on a short and long term basis and in a wider variety of marketplaces. Analog is bringing in experienced personnel and recent college graduates to support the key people who are presently here. During this time, we are promoting employees internally from our division and elsewhere

order to keep our team on top, there will continue to be excellent opportunities for people in the Analog Products Division.

**In relation to employees, what programs have been implemented in your division?**

Our division has several valuable employee programs in process and several to be implemented some time this year.

Since January, 1973, we have promoted 80 hourly and salaried non-exempt employees through the Job Opportunity System.

Our Industrial Relations Managers hold monthly meetings with our first-line supervisors to educate them on company policies, benefits, Equal Employment Opportunities, and safety. A guest speaker, representing an area of Industrial Relations, is invited to give a brief talk on their particular function and answer any questions.

Analog is participating in the new National Alliance of Businessmen/Fairchild Agreement where we hire many disadvantaged people to work for us. Our division has filled many job openings through this agreement.

Analog has taken advantage of the new wafer fab training lab located behind Building 8. Every trainee who joins our division will spend a week in the lab to learn wafer skills and other processes of the semiconductor industry. This program has been a great asset to our division because it eliminates a time-consuming on-the-job training course and prepares our operators before they are exposed to volume production in our fab areas.

A management-type training program will be available to us on a continuous basis throughout the year. In addition, we are planning a management seminar on motivation which will be held in the near future. There will be programs on the financial aspects of the business so that all our managers and supervisors know where they can contribute to our profitability.

Over the next twelve months, we

*(continued on page 4)*





Genny Ramano



Vincent Ramano

## Major Surgery . . . Medical Bills Pouring In . . . Where Do We Go From Here?

An ordeal which has lasted for two years and has resulted in bills in excess of \$17,000 has made Genny Ramano, shipping and receiving clerk, an expert on Fairchild medical insurance. "Most people do not realize what their medical insurance provides or even how it works until something major happens," stated Genny.

In March, 1971, it was discovered that Genny's 13-year-old son Vincent required brain surgery. It started with what appeared to be a head cold. When the cold didn't clear up and paralysis developed on the left side of Vincent's body, he was hospitalized immediately. He remained in the hospital for more than five weeks undergoing a multitude of tests. The source of Vincent's illness was traced to his brain. He was transferred to another hospital and surgery was performed. It was found that Vincent had two abscesses on the left back side of his

brain. The abscesses were removed and he showed improvement almost immediately. Regardless of his marked improvement, Vincent was to remain in the hospital until June—a total of over four months.

"You can imagine how the bills were pouring in," Genny stated. She candidly admits that there were some problems with the insurance. "At the time we had coverage through my husband's employer as well as our Aetna coverage with Fairchild. It is understandable that some problems would develop since Vincent had been in two different hospitals, was treated by about 15 different doctors, and the bills were of such major proportions."

In her attempt to untangle the web of doctor and hospital charges that had accumulated, Genny sought the expert advice and help of Sally Hansen, senior insurance clerk, and Lucky Zimmershead, corporate benefits spe-

cialist. "Without them I don't know what I would have done. They sat down and explained to me exactly what I could expect the insurances to pay and the procedures to follow to assure prompt attention to my bills." Despite the problems Genny encountered previously, she states that since Fairchild has switched its coverage to Travellers, she has received quick turn-around on her claims. "Although he has almost fully returned to the normal daily routine of a 13-year-old boy, Vincent is still going in for tests every three to six months. Each series of tests amounts to \$400 to \$600," Genny added, "so I certainly appreciate dealing with an insurance company that is quick to pay its claims. Of course, knowing that there are people at Fairchild like Sally and Lucky to give me a helping hand when I need it, is also a great comfort."

## "Savings Bonds Make Even More Sense"

. . . is the theme of the 1973 U.S. Savings Bond Drive which will be held April 16-30 at Fairchild. During this time, you have a chance to participate in the Fairchild Payroll Savings Plan. If you are already enrolled, this will give you the opportunity to expand your participation in a program which makes a major contribution to the economic strength of the nation, and more than ever before provides employees with an effective way to save. U.S. Savings Bonds earn 5½ percent interest when held to full maturity of

5 years and 10 months.

Fairchild employees can invest in U.S. Savings Bonds through payroll deduction setting aside as little as \$1.25 each pay period toward the purchase of a Bond. This is a simple, safe and convenient way to save for the education of your children, retirement, or other financial matters.

Payroll deduction cards have been mailed out to each employee's home, accompanied by a letter from Dr. C. Lester Hogan, president and chief executive officer, stating his views on

investing in U.S. Bonds. For those employees who wish to enroll in the program but didn't receive a card, please contact John Walsh on EXT. 2320.





## JOS Promotes

**Lisa Soltys** from Assembler B to Process & Device Specialist  
**Inez Macias** from Assembler A to Process & Device Specialist  
**Gladys Gregory** from Inventory Control Clerk to Data Reconciliation Clerk  
**Virginia Janusz** from Assembler A to Assembler B  
**Anna Luera** from Assembler A to Assembler B  
**Chiharu Nishimura** from Assembler B to Engineering Operator  
**Carrie Cardona** from Assembler B to Process & Device Specialist  
**Yeong Sun Wiens** from Assembler B to Process & Device Specialist  
**Donna Hurst** from Assembler A to Process & Device Specialist  
**Theresa Pierson** from Assembler A to Inventory Control Clerk  
**Beverlee Elsa** from Assembler A to Production Maintenance Clerk  
**Paul Peter Hager** from Assembler B to Process & Device Specialist  
**Margaret J. Piontek** from Process & Device Spec. to Engineering Operator  
**Dorris Head** from Assembler B to R & QA Inspector Specialist  
**Gloria A. Kirby** from Inventory Control Clerk to Intermediate Clerk  
**Ella D. Miranda** from Engineering Operator to Laboratory Technician  
**Jean C. Dunham** from Legal Secretary to Executive Secretary  
**Rosalie Norton** from Engineering Operator to Laboratory Technician  
**Madeleine Smith** from Assembler A to Process & Device Specialist  
**Dyann Britcher** from Assembler B to Process & Device Specialist  
**Karen Dunn** from Semi Assembler A to Semi Assembler B  
**Warren Edwards** from Shipper/Receiver to Expeditor

## April Service Awards

### TEN YEAR

**Robert Nevala**  
**Gunther Haller**  
**Chris Summerfield**  
**Joan Morton**

**Muni Aggrawal** (due to bridge of service)  
**James Morris** (due to bridge of service)  
**James Smaha**

### FIVE YEAR

**Jack Loftin**  
**Ian McFall**  
**Robert Rawlinson**  
**Jeanne Trembois**  
**Lourdes Bagoaisan**

**Leland Reiman** (due to bridge of service)

### R & D FIVE YEAR

**Phyllis DeWeese**  
**Ingo Schneider**

# Moving Up

## DISCRETE PRODUCTS GROUP

**Chuck Stoner** from Product Marketing Engineer to Sr. Product Marketing Engineer  
**Mike Shahbazian** from Accountant to Product Line Controller  
**Richard Hannigan** from Product Line Accountant to Plant Controller B (MOD)  
**Robert West** from Applications Engineer B to Sr. Applications Engineer  
**Eckhard Dornbrach** from Applications Engineer A to Applications Engineer B  
**Robert Judd** from Assistant Engineer to Product Engineer B  
**Joseph Hulboy** from Industrial Engineer B to Sr. Industrial Engineer  
**Henry Miyako** from Product Specialist to Supervisor Production Control  
**Jon Scadden** from Controller to Product Specialist  
**Ronald Kovacs** from Supervisor Process and Development Engineering to Product Manager A  
**George Cashell** from Sr. Product Engineer to Product Manager A

## DIGITAL PRODUCTS GROUP

**Leon Adams** from Electronic Technician to Sr. Electronic Technician  
**Richard Crippen** from Supervising Design Engineer to Supervising Product Development  
**Bill Phy** from Member, Research Staff to Sr. Member, Research Staff  
**Bill Herndon** from Supervising Design Engineer to Supervising/Product Development  
**E. N. Held** from Test Engineer to Sr. Test Engineer  
**L. R. Walsh** from Sr. Member, Research Staff to Sr. Staff Engineer  
**Salvatore Cagnina** from Sr. Process Development Engineer to Sr. Research Engineer  
**Glenn Taylor** from Electronic Technician to Sr. Electronic Technician  
**Joe Zelayeta** from Production Supervisor to Supervising Engineer

## CENTRAL OPERATIONS DIVISION

**Jim Ballard** from Sr. Material Planner to Manager of Material Production  
**Terri Muessig** from Sr. Clerk to Administrator of Components Suggestion Program

## Analog Products Division

(Continued from page 2)

in Fairchild. We have a nucleus of the best Analog team in the business. In are increasing promotion opportunities for women and members of minority groups who have demonstrated the potential to become managers and supervisors. This would include hourly, salaried non-exempt, and exempt employees.

Industrial Relations has a very strong college recruitment program which has helped us tremendously in hiring eight college graduates this year with eight more jobs to fill.

These programs have and will continue to play a major role in our division. They will give our employees a chance to expand their knowledge and careers in Analog.

**Looking at 1973, what are your predictions for the Analog Products Division in new products, employee growth, and profitability?**

The sales for 1973 will be much greater than 1972. In new product development, we are constantly expanding the voltage regulator line, interface products, and consumer product line. Analog will concentrate very heavily on the consumer market which will include more audio and TV circuits.

A very strong penetration of the voltage regulator market is scheduled in 1973. Our manufacturing capabilities will increase in wafer fab at San Rafael and in our assembly and test operations in Mountain View.

While we were expanding new product lines, our employee growth rate soared from approximately 800 in September, 1972, to 1100 employees in Mountain View alone. With additional personnel, we must develop and train them and become more efficient as a Division.

Summarizing 1973, I think it is going to be a great year for every Division within Fairchild. Not only will we see tremendous growth in Analog sales but a tremendous improvement in business opportunities for all our Divisions.

MICROWIRE II — April, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Items of Interest

### Fairchild Camera Reports Record First-Quarter Sales, Earnings

Fairchild announced on April 25, the first quarter income before extraordinary credit rose to a record \$4,374,000, or 84 cents per share, from \$758,000 or 17 cents per share, in the first quarter of 1972.

Sales for the period set a new quarterly high of \$75,067,000, up 47 percent from prior year volume of \$51,020,000. In addition, the Company had extraordinary credit of \$2,786,000 from a tax-loss carry-forward, bringing net income to \$7,160,000, or \$1.37 per share. In the 1972 period the Company had a comparable credit of \$356,000, raising net income to \$1,114,000, or 25 cents per share.

Dr. C. Lester Hogan, president and chief executive officer, said, "This was Fairchild's fifth consecutive quarter of income improvement in earnings and the best quarterly sales and profit performance in the company's history."

### Fairchild Acquires New Facility In California

Healdsburg, California, 70 miles north of San Francisco, will be home for the expanding crystal growing and slicing operation for Semiconductor Components. A contract was signed for the purchase of a 9½ acre location, from Sunsweet Growers Inc. The facility includes an 84,000 square-foot building which will initially hold 25 to 50 persons. Over the next three years, the work force will expand to 400 employees. According to Chuck Smith, general manager of central operations, Fairchild will begin occupying the facility in early May. "It should be the most modern silicon materials plant in the industry. Employees will primarily be hired from the Healdsburg area."

## MICROWIRE Expands To Eight Pages

To provide extensive and up-to-date news coverage in Mountain View and Palo Alto, MICROWIRE is expanding from four pages to eight pages beginning with this issue. The additional pages will allow broader coverage of events in a fast-moving company.

If you have any suggestions for news coverage by the MICROWIRE, please call Ext. 3327 or send articles to M/S 20-2284. As a guide, the news should be of wide interest to Fairchild employees in Mountain View and Palo Alto, or of general human interest.

## Fairchild Employee Receives Special Achievement Award

Lucky Zimmershead, corporate benefits specialist, was one of seven employer representatives honored at a luncheon meeting on March 15 by the San Francisco Chapter of the California Unemployment Insurance Council. She was presented with the Public Service Award of the State of California's Department of Human Resources Development (H.R.D.) for her exceptional service in the public interest for H.R.D.

Lucky coordinated efforts with the State of California's Department of Human Resources to educate employers in private industry, colleges, and universities regarding their responsibilities and obligations in conforming to laws established in the Unemployment Insurance Code. Lucky attends unemployment insurance seminars throughout the state where she addresses employer representatives.

## Philip Thomas Named General Manager/MOS

Philip Thomas, a 12-year veteran of the semiconductor industry, has been named general manager of the MOS Products Division which is part of the Digital Products Group.

He will be responsible for worldwide management of Fairchild's MOS (metal-oxide-semiconductor) business.

Philip Thomas came to Fairchild from General Instrument Corporation, where he was vice president and general manager of the MOS/LSI Division. Prior to joining General Instrument in January 1972, he was associated with Texas Instruments, Inc., for more than 10 years in various management positions in Europe and the U.S. His most recent assignment with T.I. was operations manager of the company's linear and custom digital bi-polar operations.





# Welcome to Fairchild's New College Campus

A Fairchild College Campus program has been developed through a joint effort of Foothill Junior College and Fairchild Components to have accredited college courses offered to employees, families, and friends at Fairchild. This new pilot program which was coordinated by Henry Watts, manager of Skills Training, will begin with four courses—Survey of Electronics (4 units), Fundamentals of Nutrition (4 units), Manufacturing Control and Logistics (2 units), and Supervisory Techniques (4 units).

Any course can be offered if a minimum of 22 people sign up. If the course is job-related, Fairchild employees are eligible for a 90 percent refund of enrollment fees and books through the Fairchild Tuition Aid Program. The Fundamentals of Nutrition course is not covered under the Tuition Aid Program.

The "Survey of Electronics" course provides a fundamental knowledge of electronics. It covers basic theories and describes how various common electrical and electronic devices and circuits function.

For those interested in Home Economics, Fairchild / Foothill offer a course in "The Fundamentals of Nutrition" which is an introduction to basic concepts of nutrition. It covers modern approaches to the rate of nutrients in the maintenance of life processes, utilization of food by the body, hunger and appetite, nutritional evaluation, and origin and influence of food habits. Special emphasis is placed on nutrition education, and community, national, and world nutrition problems.

The third course available is "Manufacturing Control and Logistics" which describes the shop loading and movement of hardware through the fabrication and assembly sequences. This includes hardware accountability, methods of assuring timely arrival of parts and material to places where they are required for use in fabrication or assembly.

The final class offered is a supervisory management course in supervisory techniques. It covers techniques in supervision, including organization, human relations, job classification and

assignment work sampling, interviewing, training, rating, promotion, and management-employee relations.

Each class will last 2½ hours, twice a week for an eight-week period. Manufacturing Technology will only last six weeks.

To enroll in a course, please call Mary Ann Gillikin on Ext. 3553. Once there are enough people in a course, the location and starting date will be announced. Enrollments will be taken through May 10. If you have suggestions for future courses from the Foothill catalog, they will be welcomed.

The following schedule has been set for the four courses:

Electronics 60, Monday and Wednesday, 12:45 to 3:15—8 weeks.

Home Economics 10, Monday and Wednesday, 12:45 to 3:15—8 weeks.

Manufacturing Technology 52, Monday and Wednesday, 5:00 to 6:40—6 weeks.

Supervisory Management 50A and 50B, Tuesday and Thursday, 5:00 to 7:30—8 weeks.

## Back By Popular Demand . . .

## Fairchild's Blood Drive

Between 7:30 a.m. and 4:30 p.m., 231 Fairchild employees from the Mountain View complex filed into the Conference Room in Building 7 to donate to the Fairchild Blood Bank. Of the 231 participants, over 50 percent were giving blood to Fairchild for the first time. The Blood Bank received 180 units of blood, double the amount collected in the 1972 Blood Drive.

Awards were presented to the top three Blood Drive Committee members who contacted the highest number of donors in their buildings. The first place award went to Barbara Neff, power, for 33 participants; Margaret Sanders, IMS, 27; and Marlene Crosby, machine shop, contacted 21 donors.

"This year's drive was one of the best we've had in years," said Helen Hutson, Head Nurse and Committee chairman. "Our committee members did a tremendous job in promoting the campaign. It would not have been a success without their strong support."





# NAB/Fairchild Agreement Moves Full Speed Ahead

Several months ago, Fairchild and the National Alliance of Businessmen (NAB) formed an agreement to hire and train 150 "disadvantaged" persons who have been unemployed for various reasons. Fairchild has taken the lead in the Bay Area as the first major semiconductor company to become involved in a NAB program of this scope.

On March 19, the first nine NAB trainees arrived at Fairchild for their three-day orientation program. The orientation program introduces the NAB trainee to Fairchild and its products. In conjunction with the orientation program, special training sessions

are provided for the trainees. Scientific Personnel Systems has been sub-contracted to instruct both the orientation program and the job-related training sessions. These sessions are held three days a week for a total of nine hours over a six month period. In the job-related sessions, they learn about their role as an employee, and what is expected of them by their supervisor. They also develop communication skills and a general knowledge of physical science and mathematics. The remainder of their week is spent in on-the-job training. There are special counseling sessions available to all trainees directed toward solving

individual problems.

Since March, 1973, the NAB trainees have filled 80 job openings in Bi-Polar Memory, Digital Class, Polaroid Assembly, Crystal Growing, MOS Wafer Fab, and Power Assembly. According to Roger Barney, manager of personnel administration, "Fairchild will meet its goal to hire and train 150 NAB employees in the Mountain View complex by June, 1973. The support of our production supervisors and managers has been very strong. They are learning something very valuable—the NAB trainees are no different from any other trainee that walks through the Fairchild door."



**Chet Gunter, Skills Training Consultant, Industrial Relations**

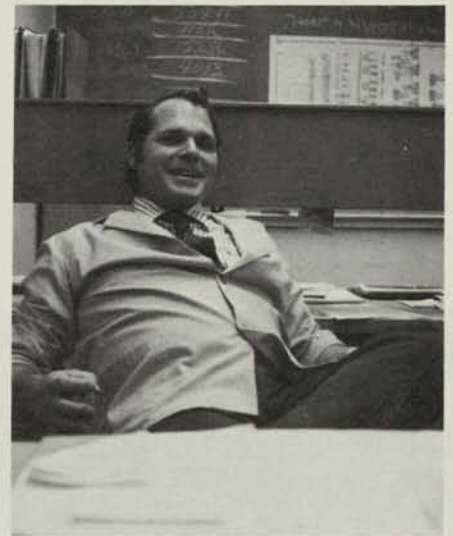
*"I am totally convinced that this NAB program is the right way to go in filling job openings and helping our community. I have worked alongside the NAB trainees in their training sessions and have actually seen how appreciative they are to know someone cares. It's as though we are giving them back their self-respect."*

*"We have designed similar training sessions for the 75 supervisors participating in this program so they can understand what their role will be as a NAB trainee's supervisor. Many of our supervisors are very positive about the program and would like to have more NAB trainees in their area."*



**Hank Miranda, Production Supervisor/Group Leader, Bi-Polar Memory**

*"I have four NAB trainees in my area. They all seem pretty enthusiastic about working in a production area and at Fairchild. They have proven to be hard working and loyal employees. We're glad to have them aboard."*



**Joe Steele, Production Supervisor/LIC Test and Finish, Analog Products Div.**

*"I think it's extremely important for Fairchild to become more involved with community projects. The NAB's program looks like a good beginning. In my area, I have four NAB trainees who are working in our Environmental finish and final assembly operation. After their six months of job-related training, the NAB trainees will have a chance to handle more responsible jobs. I'm glad to see Fairchild standing behind a worthwhile program and at the same time helping our community relations."*



# Aloha Fairchild From Hawaii



More than 200 domestic and Far East sales engineers, product marketing managers, marketing administrators, and top management personnel arrived April 9, on the island of sun and sand—Honolulu, Hawaii, for five days of seminars, meetings, and individual development training sessions.

The 1973 National Sales Conference, coordinated by Art Heller and Jim Johnson, was designed to provide a better understanding of the field sales engineer as an individual and the development and achievement of his personal goals. "Make It With Fairchild" was this year's theme and became a constant reminder throughout the conference. "As far as I am concerned," says John Duffy, manager of marketing operations, "'Make It With Fairchild' was the key to the conference. We designed the conference around self-motivation, self-development, and the unlimited opportunities of a growing company," continues John. "I feel strongly that when individuals work in the right industry and work for the right company in that industry at the right time during its growth cycle, the opportunities are unlimited. This is the case with Fairchild today and it's the responsibility of each individual to maximize those opportunities for himself."

Highlighting the week's events was the Sherman Fairchild Memorial Awards Banquet. Dr. C. Lester Hogan, president and chief executive officer; and Walter Burke, chairman of the Board of Directors, presented three special awards to those individuals who have strived for sales professionalism in domestic sales, international sales, and sales support. These awards were established in 1969 by Sherman Mills Fairchild, founder of the com-

pany for the field sales force and product marketing support groups. Each award is a miniature gold and silver replica of King Arthur's legendary sword, "Excaliber" set in a block of polished Steuben crystal. The recipients are:

#### *Domestic Sales Professionalism*

Perry Constantine, Schiller Park Sales Office

#### *Far East Sales Professionalism*

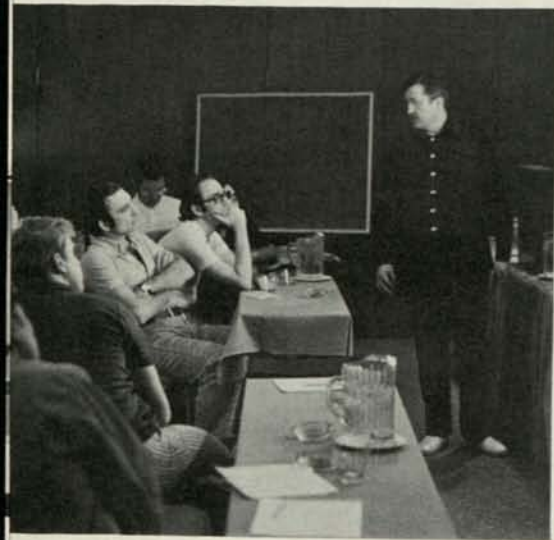
C. H. Chong, Hong Kong Sales Office

#### *Product Marketing Support*

Larry Sebben, Discrete Product Marketing

"I went away feeling confident that we are all heading in the same direction," reveals Bob Ulrickson, product marketing manager for Digital Products Group. "Prior to the week of the sales conference, the field sales force came to Mountain View for meetings with divisional product marketing managers where each division discussed their product lines. We made a similar presentation with our Far East sales force after we arrived in Hawaii."

Susan Smith, sales engineer from the Los Altos Sales Office, describes her feelings about the sales conference. "I was quite impressed with the entire affair. It gave me the feeling of working for an exciting company in an exciting industry. One of the most stimulating segments of the conference was the seminar on self-motivation. It was definitely a soul-stirring experience for me. Another important part of the sales conference was meeting the rest of field sales for the first time. They were naturally inquisitive about Fairchild's first female sales engineer but in a very positive way. They treated me as a new field sales engineer learning the ropes."





# April Referral Award Recipients Accept Bonus Checks

During the month of April, there were 35 employees who received \$50 in cash for recommending qualified persons to Fairchild.

## DISCRETE PRODUCTS GROUP

Dominga Valley  
Bobbie Coleman  
Cathy Burke  
Betty Gregory  
Ron Bruder  
Mary Golden

(MOD)

Tony Rodriguez  
Esther Rocha  
Nina Banks  
Alfred Jankowski

## DIGITAL PRODUCTS GROUP

Chizu Ichikawa  
Carol Helm  
Joseph Flood  
George Brown  
John Van Ness  
Martha Liscano

(MOS)

Denise Robertson  
Javed Ellahie

## ANALOG PRODUCTS DIVISION

Sri Ratnam  
Taffy King  
Richard McHenry  
Jim Morris  
John Massey  
Christine Elderts  
James Holligan

## Please Help Fairchild's Internal Mail Service!

Fairchild's mailing system is designed to serve the employees with speed and efficiency. Recently, the mail room has been receiving inter-office envelopes with incorrect mail stops. This is becoming a major problem with delivery. To help solve the problem, please request a new internal telephone directory from the Communications Office, Ext. 2252. They have up-to-date extensions and mail stops.

## CENTRAL OPERATIONS DIVISION

Al Fenton  
John Williams  
William Kirby  
Leland Mikkelsen  
James Smith  
Jim Whitaker  
Ralph McDougall

## MARKETING OPERATIONS

Virginia Harris  
Frank Becerra  
Hank Steenbeke

## Bi-Polar Memory Wafer Fab Acquires New Home

A new home has been constructed by Fairchild's Plant and Facilities Maintenance department for Bi-Polar Memory's Wafer Fab No. 7. The 2,150 square foot production area, located in Building 20, houses 50 wafer fab operators on first and second shifts. The production operators, supervised by Paul Harrison, moved into the area the last week in April.

According to Jack Higbee, operations manager, the wafer fab area consists of metal evaporation/masking, dielectric deposition/masking, gold evaporation, and alloy processes.

## Final Results of East/West Bowling Tournament Announced

After four weeks of tough competition in the Fairchild Camera & Instrument Corporation's Fifth Annual East-West Bowling Tournament, the team standings and scores were announced on Monday, April 9.

Prior to the tournament, each division enters ten participants with their highest bowling averages of the year. Over a four-week period, these participants bowl three games each week and the top five send in their scores to Dick Marz of Space & Defense Division in Syosset, New York, and coordinator of the tourney. After the fourth and final round, the scores are tallied and the winners announced.

## 1973 TEAM STANDINGS AND SCORES

	Total Points
Space & Defense	10504
Semiconductor (West Coast)	10179
Industrial Products	10171
Defense Products	10058
Systems Technology	9740
Semiconductor (East Coast)	9085

## SEMICONDUCTOR (WEST COAST) TEAM PARTICIPANTS

Jim Vinzant  
Jim Boyd  
Brent Knudson  
Alex Gaines  
Lew Trusty  
Don Ochse  
Tom Stuart  
Frank Becerra  
Ed Nunes  
Ann Lima





# A Dual Existence: The Working Wife

The reasons are varied: a desire for that house in the suburbs complete with washing machine, freezer, new furniture, color TV set and second car; extra money to help pay for Johnny's higher education; the newlywed helping her husband finish his schooling; or simply the feeling of fulfillment which comes from having a life of her own outside of the home. Changing times and a changing economy have created a new breed of American woman—the working housewife. No longer does the average girl leave thoughts of work and a career behind her when she walks up the aisle. Although the whys for living this dual existence are as varied as the individuals, one thing is agreed upon by all: the life of a working housewife is, by necessity, a disciplined and busy one. MICRO-WIRE asked six working wives to give us their thoughts about their dual careers.



Erika Kurtz

She took the job for only a year to save money for a long-awaited journey. She earned the money, took the trip, but upon her return, she felt a void in her life. She actually missed her job! So it was back to work for Erika Kurtz, Process and Device Specialist in Discrete. That was seven years ago. "Originally, I intended to work for only a year to earn the money for a trip to my native Germany to visit my sister," Erika reveals. "But I found that I enjoyed my job and the people I worked with too much to give up working."

Erika says that her home life as a housewife and mother doesn't suffer from her working career. "My two boys who are 12 and 13½ realize they benefit from the added income," she continued. "They both go to private schools, which wouldn't be possible if it weren't for my job." Fortunately, Erika's husband, who doesn't believe that household chores should be strictly delegated as "woman's work," is a willing helper around the house.



Maida Jimenez

Maida Jimenez, the mother of two young girls, has worked throughout her seven years of married life. Maida is now a secretary for Paul Gupta in Discrete and says she really enjoys her job. "It's versatile—something new is always coming up to keep me busy and on my toes." Her life as a mother is made easier by a "great neighbor" who takes her two girls to school in the morning, picks them up in the afternoon, and cares for them until she returns home from work.

Maida reveals that she and her husband find good uses for the extra income her job provides. "Right now we're building a patio and doing some landscaping and we just finished remodeling the kitchen."



Mary Ann Warr

Instead of interfering with her role as a mother, Mary Ann Warr actually feels that her job has been beneficial to the development of her children. "I believe that in a family where both parents work, the children tend to be more responsible and independent," says Mary Ann, the mother of five children ranging in ages from six to 19 years. She reveals her children have been taught to help with the household chores and her husband takes care of the gardening.

Mary Ann, a Secretary in Transistor Manufacturing and Engineering, says she enjoys working and wouldn't want to give up her job. Of course, she

added, with five children, the extra money is always welcomed. Part of Mary Ann's income is put into a retirement fund, and the rest is used to buy luxuries.

Mary Ann proudly reveals that her 19-year-old daughter recently started working in Wafer Fab, where she began her Fairchild career 11 years ago.



Pat Monzano

Up at 5:30 a.m., the first hour of the day is spent in a whirlwind of activity getting herself and six-month-old son readied for the day; next, it's into the kitchen to start breakfast; her family fed, it's into the car, a stop at the sitter's to drop off the baby by 6:45 and on to Fairchild to begin her working day as a Senior Clerk in the Products Engineering Department. Eight hours later, she retraces the route of the morning, picking up her son at the sitter's and returning home to start dinner. Two days a week, her already hectic schedule is extended to include a night school shorthand class.

As a working wife, Pat Monzano maintains a schedule that would quickly exhaust even the strongest person. Yet, Pat seems to thrive on it. Pat admits that after the baby was born she felt torn between getting a job and staying home. "But I decided that I enjoy working and it would certainly relieve any financial strains we might feel otherwise. The last thing I want, however, is to neglect my child because of a job," she emphasized. Pat's husband also attends school two nights a week, but his classes are on alternating nights so there is always someone home with the baby. "Both my husband and I make a conscious effort to spend as much time as we can with our baby. As a matter of fact, each weekend is devoted to spending time together as a family."





**Vi Fugate**

If there's one complaint that Vi Fugate has about being a working wife it's that there never seems to be enough hours in the day to get everything done. "Of course," she admits, "I had the same problem even before I got a job. I was always involved in some

## The Invention and Publication Incentive Award System Doubles Cash Award

For the past ten years, Fairchild has presented incentive cash awards to employees for their contributions to the electronics world. These contributions could be an invention which has been filed with the U.S. Patent Office or a technical article published in an electronics journal. Recently, these cash incentive awards have doubled from \$100 to \$200.

If there are two or more employees involved in an invention or article, the cash award will be equally divided. For a technical article, the cash range is slightly different from the invention award. The amount of cash presented to an employee for his published article depends upon the length of it. If an article is relatively long, the employee is eligible for the full \$200.

To submit an invention disclosure, forms are available in Corporate Patent Office on Ext. 2381 or through Dr. Jim Early's office in R&D. Technical articles must be submitted to Bill Callahan, corporate communications, mail stop 20-2261, before submitting to publisher.

kind of charity or volunteer work." Vi states that she does make better use of her time now that she is working. "When you're holding down a job and running a household, you can't afford the luxury of wasted time."

A Technical Data Analyst in DIC, Vi returned to the business world eight years ago, after spending 19 years raising her children. Her reason for returning to work was twofold: With her two children almost grown, she found herself with extra time which she didn't feel she was using effectively; she also felt that an added income would give her and her husband more security.

As well as being a housewife and career woman, Vi is an accomplished painter. Unfortunately, her busy schedule doesn't allow the time to paint that she would like. "I used to paint when I was in the mood; now I paint when I have time."



**Dorothy Sanders**

Perhaps the most difficult dual career is that of a working single parent. It may mean two jobs to guarantee that all the bills are paid and your child is fed and clothed. It may also mean continuing your education to insure a higher paying job in the future. It may mean not having enough time to spend with your child. And it always means having the sole responsibility for the welfare of your child. This is exactly what being a working single parent means to Dorothy Sanders, Executive Secretary in Corporate Treasury.

In addition to her days at Fairchild, Dorothy also works Wednesday and Friday nights at a local restaurant. On Tuesday nights she attends night school at San Jose University, where she is working towards her degree in manpower administration. Fortunately, Dorothy's 14-year-old son understands and accepts his mother's busy schedule. Some of the things that Dorothy and her son find time to share are the household chores, an occasional game of bowling and an annual vacation. "Being the sole authoritarian figure to my son," Dorothy says, "I feel that it's also important that he has a second vacation away from me once a year. This summer he will attend camp."

Being a single working parent may be a difficult role, but listening to Dorothy talk you are assured that she has found the rewards it has to offer.



The group (above) of employees had plenty to smile about on Monday, April 16. They each received a U.S. Savings Bond for submitting suggestions that were adopted. Sitting, left to right: Barbara Hutchins, assembler A in Discrete; Carol Ramos, electronic assem-

bler A in Analog; Virginia Miller, R & QA inspector specialist in Discrete; and Lois Logan, work leader in Discrete. Standing, left to right: Ray Lomber, assistant engineer in MOS; and John Williams, electronic technician in Analog.



## JOS Promotes

**Bobbie Watkins** from Process & Device Specialist to Engineering Operator  
**Walter Hyatt** from Assembler B to Mechanic A  
**Andrienne Neal** from Senior Clerk to Production Planner  
**Marie N. Johnson** from Assembler A to Process & Device Specialist  
**Gwendolyn Storer** from Assembler B to Process & Device Specialist  
**Sylvia B. Vigil** from Process & Device Specialist to Assembly Work Leader  
**Maria Gloria Martins** from Assembler B to Process & Device Specialist  
**Martha Tapia** from Mask Making Specialist B to Mask Making Specialist C  
**Cindy Bernard** from Inventory Control Clerk to Data Reconciliation Clerk  
**Mary C. Hagan** from Assembler A to Assembler B  
**Vicky Davis** from Assembler B to Accounting Clerk I  
**Janet Odum** from Assembler A to Assembler B  
**Amelia Raquini** from Assembler A to Process & Device Specialist  
**Jimi Tindeau** from Assembler A to Production Maintenance Clerk  
**Mary M. Lain** from Secretary to Executive Secretary  
**Susan Stewart** from Inventory Control Clerk to Process & Device Specialist  
**Linda Araiza** from Assembler B to Process & Device Specialist  
**Norma Wilco** from Assembler A to Assembler B  
**Kathleen Johnson** from Assembler A to Process & Device Specialist  
**Dorothy Rodriguez** from Assembler B to Probe Repair Specialist  
**Virginia Noriega** from Assembler A to Inventory Control Clerk  
**Mary Gonsalves** from Assembler A to Production Maintenance Clerk  
**Karen M. Jankowski** from Process & Device Specialist to S.T.S. Instructor  
**Narcisca Dascil** from Assembler A to Assembler B  
**Eleanor M. Dolin** from Process & Device Specialist to S.T.S. Instructor  
**Aglaia Stratton** from Assembler A to Assembler B  
**Nancy Barreras** from Assembler B to Hi Rel Processor Specialist  
**Guadalupe M. Marte** from Assembler A to Process & Device Specialist  
**Kimberly S. Pettahlioglu** from Intermediate Clerk to Secretary  
**Betty Swiggart** from Assembler B to Process & Device Specialist  
**Shirley McDonald** from R&QA Inspector A to Assembler B  
**Patricia Matteson** from Assembler A to Assembler B  
**Donnie Robinson** from Process & Device Specialist to Engineering Operator  
**John McCoy** from Shipper Receiver Clerk to Mechanic B  
**Janice Furtado** from Assembler B to Process & Device Specialist  
**Dolores A. Salcido** from Assembler B to Process & Device Specialist  
**Ron Williams** from Mechanic A to Laboratory Technician  
**Carolyn E. Weldon** from Assembler A to Electronic Assembler B

## Fairchild Women Bowlers Participate In Local, State, National Tourneys

The Foothill Women's Bowling Association sponsors a city tournament each year, inviting various companies to enter the team events. This year, two Fairchild bowling teams—"The Fearsome Five" and "Fearless Five"—participated in the Team Event on March 4. In this segment of the bowling tournament, only the "Fearsome Five" placed in its event. It came in fifth in the "C" Division.

On June 30, the California State Women's Bowling Tournament will be held in Bakersfield. Signing up for the tourney is the team of Peg Wood, Marian Oswald, Pat Anderson, Carol McCart and Vicki Risso. They will battle for a top position in the team event.

The National Women's International Bowling Tournament, to be held in Las Vegas July 3 and 4, sent applications

to Fairchild's Bowling League for those interested in participating as a team in the Team Event. Vicky Risso, Diane Eastman, Carol McCart, Peg Wood, and Fran LaValley will represent Fairchild in this big tournament.



**Fearless Five**  
 Left to right: Barbara Butler, Vicky Risso, Fran LaValley, Ann Lima, and Adrienne Shutter (not pictured).



**Fearsome Five**  
 Left to right: Cleo Reeves, Marian Oswald, Peg Wood, Ruth Zabel, and Sheri Nunes (not pictured).

## F.E.A.A. NEWS

Professional baseball season is finally underway in the Bay Area. F.E.A.A. is offering a deal Fairchild employees will not be able to resist—two tickets for \$5.00 including reserved seats and round trip bus ride to see the Giants and L.A. Dodgers play on Friday, May 11. The deadline for tickets and bus reservations is Wednesday, May 9. If interested, please contact Dee King, Ext. 3930; Jean McNeal, Ext. 17-2320, or Andrienne Neal, Ext. 2577. There will be two buses departing at 6:45 p.m. on Friday from Building 20 parking lot.

## MOVING UP

**DISCRETE PRODUCTS GROUP**  
**Murlin Vellequette** from Supervisor Applications Engineer to Manager of Applications  
**DIGITAL PRODUCTS GROUP**  
**Tom O'Rourke** from Assistant Engineer to Test Engineer (MOS)  
**Ed Mollat** from Sr. Process Development Engineer to Supervising Engineer/Process Engineering (MOS)  
**Bud DeRenne** from Sr. Process Development Engineer to Supervising Engineer/Process Engineering (MOS)  
**Carl Manco** from Sr. Process Development Engineer to Supervising Engineer/Process Engineering (MOS)  
**Jim Adams** from Sr. Equipment Engineer to Supervisor Equipment Engineering  
**CENTRAL OPERATIONS**  
**Clement Walsh** from Manager of Direct Materials to Manager of Purchasing  
**Carl Neri** from Lab Technician to Material Planner

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# Microwire

Published For the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Motivation Seminar Inspires 300 Supervisors



As any supervisor knows, motivation is a key factor in getting a job done. But what motivates?

The answer to this is what supervisors and managers sought in a recent day-long seminar held in Palo Alto.

More than 300 Fairchild supervisory and management personnel attended one of three seminars on motivation held on May 8, 9, and 10, at Rickey's Hyatt House. Each seminar, presented by Practical Management Associates (P.M.A.), was a one-day, 7½-hour course on understanding the true nature of motivation and discipline. It

provided supervisors with job-related motivation methods which could be immediately applied.

The course got down to the nitty-gritty, nuts and bolts, of motivation and discipline. The overall theme of the one-day course, "motivation is more the removal of obstacles than the inspiring of people," was stressed in every session. P.M.A. touched on such subjects as "What Causes De-Motivation?" "Identifying Obstacles on the Job," "Pitfalls in Working to Correct Un-Motivated Employees," "Upgrading Group Performance."

## Dr. Hogan Sees 25 Percent Increase In Semiconductor Sales

At Fairchild's annual shareholders' meeting held on May 4, at Rickey's Hyatt House, Dr. C. Lester Hogan, president and chief executive officer, said that total sales volume of U.S. semiconductor manufacturers in 1973 should reach a record high, exceeding last year by approximately 25 percent.

"Our earlier projection of a 17 percent increase now appears too conservative, and we expect U.S. factory sales to increase 25 percent over 1972, to a record total of nearly \$1.83 billion," states Dr. Hogan.

"The worldwide consumption of semiconductors is expected to increase about 23 percent, to nearly \$3.3 billion which is also a record.

"Let me stress that this buildup incorporates very stringent and conservative measurement procedures in which we are closely analyzing and weighing forecasted demand against expenditures for additional resources."

## Permanent Employment Becomes Reality For Hope Workshops

Slightly more than three months ago, MOD initiated a program to hire handicapped persons on a temporary basis to help out in the production areas. Under the direction of Darrel Sand, engineer on the project, and Mary de la Forest, personnel interviewer, more than 20 handicapped persons came from the Mountain View and San Jose Hope Workshops to begin their assignments. Hope Workshops are part of the Hope For Retarded Children and Adults, Inc. "We trained them on the job sorting light emitting diodes, checking them for defects and separating the good diodes

from the defective units," says Darrel.

The Fairchild/Hope Project was so successful that five persons referred to Fairchild by Hope changed their status from temporary to permanent employees. These five employees will work in various production areas within Opto Assembly.

As certain openings occur, MOD will attempt to fill them with permanent employees from the Hope Workshops. They have also expanded the project to other areas within Discrete Products. In Mountain View, there are now 10 temporary employees working in Discrete areas.

## 1973 Holiday Calendar

May 28 (M)	Memorial Day
July 4 (W)	Independence Day
September 3 (M)	Labor Day
November 22 (Th)	Thanksgiving
November 23 (F)	Floating
December 24 (M)	Christmas Eve
December 25 (T)	Christmas Day



## Fairchild Reaffirms Equal Employment Opportunity Pledge

Fairchild managers and supervisors in plant locations throughout the Bay Area are gaining new insight into the special problems women and members of minority groups might encounter in their attempts to advance within business and industry. In a 16-hour program created specifically for Fairchild, every supervisor and manager in the Bay Area will be introduced to the history of minorities in our country and the employment of minorities and women in business and industry. To date, more than 200 Fairchild men and women have participated in the program. By the end of 1973, it is expected that all managers and supervisors who influence the hiring or promotion of employees will have participated in the EEO Awareness Seminar.

In a statement which opens each of the seminars, Dr. C. Lester Hogan states "... we must be aware of the impact our actions as individual managers and as a corporation have on our society . . . I believe that today the business corporation has more possibility of creating a greater positive influence in our society than any other single institution. We, as members of a corporation, have the opportunity to influence the very quality of

life in our communities. It is a weighty responsibility . . .

"This seminar is designed to examine some of the barriers we may have constructed as individuals or as a corporation that may be thwarting our progress in bringing minorities and women into jobs throughout our company. It is also designed to turn some of the management energy and talent that has made Fairchild one of the nation's most influential companies toward developing new ways in which to reach the goals we have set for ourselves in the area of equal employment.

"I hope that I will see concrete evidence of your support of Fairchild's equal employment opportunity philosophy in the months to come as a result of what you will learn and experience in this seminar."

The Equal Employment Opportunity to which Dr. Hogan refers is Fairchild's commitment to extending equal opportunity to all employees and prospective employees regardless of their race, sex, age, religion or national origin. In addition, the company has resolved to take affirmative action in increasing the use of women and members of minority groups in all jobs within the corporation.

## MAY Service Awards

FIFTEEN YEAR  
Clem Jodocy (R&D)

TEN YEAR  
Shirley Babino  
(due to bridge of service)  
Chiharu Nishimura  
(due to bridge of service)  
Jennie Ortega  
(due to bridge of service)  
Magdalena Szilagyi  
Sarah Sanders  
Arnold Anderson  
Connie Bell (MOD)  
Wil Alexander (MOD)

FIVE YEAR  
Chung Oh  
(due to bridge of service)  
Mary Lou Kramer  
(due to bridge of service)  
Max Cottrell  
(due to bridge of service)  
Anthony Decarlo  
Norman Zalfa  
Dennis Alexander  
Saundra Pearce  
Josephine Santilippo  
Norma Colfer  
Carol Helm (R&D)

## Postal Service Issues Four Stamps Hailing Electronics Industry

On July 10, 1973, the United States Postal Service will issue four postage stamps to hail the progress in electronics from the turn of the century to the space age.

Various electronic components appear on the stamps above a panel containing the words "Progress in Electronics."

An eight-cent stamp for first-class mailing will commemorate transistors and printed circuit boards.

"The transistor virtually revolutionized electronics, opening the way to new products, particularly the computer. Without transistors the space age would have been impossible," states the Postal Service.

On the six-cent stamp, which is for post cards, there is a picture of Guglielmo Marconi's spark coil and spark

gap, which in 1901 enabled him to send radio signals across the Atlantic. An 11-cent airmail stamp shows Lee de Forest's refinements on Marconi's work, the audion and audion tube which he used in 1915 to transmit the human voice from Arlington, Virginia, to Paris, France.

A 15-cent stamp for international surface mail commemorates an early microphone, a goosenecked speaker, a vacuum tube and a TV camera tube.

Collectors interested in first-day cancellations may make requests to Electronics Stamps, Postmaster, New York, N.Y. 10001, enclosing the proper remittance with a request postmarked no later than July 10.

Price for the set of four stamps is 40 cents.

## Industrial Disability Pay Added to Paid Absence Policy

When an employee must be absent from work due to a compensable industrial disability, he or she will receive his or her normal straight time pay, including any applicable shift differential, for the first five work days of absence. This payment will be coordinated with any other applicable benefit programs provided by the company or required by law.

In addition to the five days of Industrial Disability Pay, an employee who has suffered an industrial injury who must receive medical care or treatment after his or her return to work (treatment that is not available outside his or her regular work hours) will be compensated for the absences at straight time. To qualify for this pay, the absences must be approved in advance by the Medical/Safety Department. Such excused time may be counted as time worked for purposes of computing daily or weekly overtime pay.



# How To Find The What's, Where's and Why's About Marketing

"Where in the world is the 1972 sales forecast?" "How do I find information on the economic outlook in Europe?" These frantic questions were typical of Fairchild's Marketing Analysts before a new library was created. Just a minute, we're getting ahead of the story.

In the past, marketing analysts were constantly on the phone or scrambling around from office to office trying to find information for a report, study, or presentation. They could always prepare for a two- or three-hour search just to gather up the right material for almost any research project.

Brian Brackle and Tom Simmons saw the problem and realized it was time-consuming and a definite inconvenience for marketing personnel. The two decided to centralize all the information into one area and call it a Technical Library. But, the problem was only half solved—who will be responsible for up-dating, collecting and filing all the material? Therefore, a new position opened up—technical librarian.

Jan Farmer heard that a new job was opening up in Market Research. "From the description of the position, I knew it was for me," Jan remarked. "I've always been interested in market research but never was able to



find my way into the field." Jan applied for the position and on March 19, was promoted to technical librarian.

A six-year veteran with Fairchild, Jan has spent her tenure working in marketing as an intermediate clerk, and eventually moved into a senior clerk position. With perseverance on her side, Jan worked her way into the world of business evaluation. "This job gave me the background I needed to advance into market research."

Fairchild's Technical Library, located in Building 14, provides a multitude of statistical information ranging from Fairchild's five-year business plan to the economic outlook for Europe. Volumes of technical data, mar-

keting surveys, forecasts and historical data are neatly placed on shelves. "Everything has its place," says Jan. Piles and piles of trade publications are in their proper place at all times.

Today, a marketing analyst can just pick up the telephone and dial an inter-company extension and the voice on the opposite end will say, "Market Research Technical Library, may I help you?"

When a request for information comes in, Jan immediately begins her task of gathering data. Off the shelf come stacks of data sheets and technical literature. Jan begins jotting down notes while thumbing through technical data, and possibly making a quick trip to the Stanford University Library for additional information. After accumulating all the facts, she designs a format for the research material. The marketing analyst never even has to leave the office.

Jan views her job as educational and most challenging. "When you do research on the sales forecast for the semiconductor industry or study about the economic situation in other countries, you almost always find points of interest that stick in the back of your head. Just in the short time I have been a technical librarian, I feel like a bundle of information."

## What In The World Goes In A Briefcase?



Briefcases (or sometimes called attaché cases) are very much a part of the businessman's (woman's) accessories whether traveling or going to

and from work. These containers come in various sizes and colors. But, have you ever wondered what is carried in a briefcase? MICROWIRE took a brief survey around the Mountain View and Palo Alto facilities.

A tired electronics engineer was leaving Building 4 for the day when the guard asked to inspect his briefcase. The engineer became extremely embarrassed at the thought of opening his case. The only contents in his relatively small briefcase was a neatly folded little brown paper bag. He confided to the guard that it was at one time filled with goodies for his mid-morning and afternoon snack.

Several briefcases later, a young

executive was departing for home with a "super" large briefcase in his hand. Naturally, he was prepared to reveal the contents to the guard. With the exception of a few crumpled up pieces of paper (which he forgot to throw away), there were only two local newspapers spread over the bottom—both newspapers were two days old.

According to our recent survey, employees have been known to carry T-shirts, socks, clock radios (which they bring in each day for a little music), golf balls, and oh yes, a half-eaten birthday cake. But don't let this survey mislead you because most employees pack their briefcases with nothing more than work.



## A Call Into CNA: A Quick Response



*C-runch*—that's a sound of two autos colliding.

Over a year ago, Rich Valente, production manager in silicon materials, heard that sound. He was coming to a halt at a stop sign when a car came up behind him. "I looked in my rear-view mirror and saw what was about to happen," says Rich, "and sure enough it did happen. Ordinarily, it would have been your typical accident but it became a little more involved," Rich recalls. "The insurance company of the man who hit my car began to annoy me with phone calls asking for several estimates. It got to the point," he continues, "where I was looking like the villain. They had me driving all over town for three or four estimates." After a couple of days of this, Rich finally called his insurance company, CNA for help.

It took just one telephone call to Fairchild's CNA agent in Los Angeles to pick up on the problem. "They not only responded to my plea but insisted they handle the whole matter for me," says Rich. In a very short time, Rich received payment for damages from the other insurance company.

This was not Rich's first encounter with CNA. Soon after his accident, Rich discovered his car windows were cracked. "I have comprehensive physical damage coverage which pays for glass breakage. I submitted a claim to CNA for the damage. They only required one estimate to have my car windows replaced." Rich was amazed how fast CNA reacted to his claim. "They had my check in the mail almost immediately after I gave them the estimate."

All Fairchild employees are eligible for coverage under the CNA plan. To learn about its coverage and convenient payroll deduction plan, call (213) 385-1551, Ext. 411 collect.

## MOS and Digital Divisions Top Safety Records

Over the past few months, corporate safety has been keeping tabs on each division's safety performance during 1972. Out of the four divisions, MOS and Digital had less than one accident for 100,000 manhours worked during 1972. This combined record topped all other divisions' safety performances in Fairchild Components in Mountain View and Palo Alto.

"What really started our involvement in safety was the concerned supervisors and production workers," states Jim Hartman, manufacturing manager of MOS wafer fab and chairman of the MOS Safety Committee. "MOS supervisors developed an orientation program on industrial safety which started the ball rolling. That's all it takes—involvement."

In conjunction with the Safety Awards Program, there are divisional safety committees made up of production personnel interested in working with corporate safety to establish a better understanding of safety precautions. "It's a very effective means of getting our safety rules enforced," says

Ben Patrino, safety engineer. The committees meet monthly to discuss safety problems and solutions. Representatives for the MOS Safety Committee are Juan Moraida, Jeannie Stoner, Jim Adams, Lois Sommers, Emma Serna, Clay Wilson, and Jim Hartman. Members of the Digital Safety Committee include Bill Morton, Bob Gregory, Dick Holiday, John Van Ness, Hank Miranda, and Paul Harrison.

A luncheon was given in honor of the two divisions and their respective safety committee members on April 27 in the California Room. Wilf Corrigan, vice president and group general manager of Fairchild Components; Tom Longo, vice president and general manager of Digital Products Group; Philip Thomas, general manager of MOS Products Division; and Leo Contois, manager of Industrial Relations; were on hand to congratulate the employees involved with the enforcement of safety regulations for their divisions. Wilf presented an inscribed plaque to each division for their outstanding 1972 safety record.



Accepting the MOS Safety Award from Wilf Corrigan (left) on behalf of his division is Jerry Schoohoven, operations manager of MOS Products Division.



Irv Michelson, right, supervisor of mechanical equipment, receives the special Safety Award from Wilf Corrigan for Digital Products Division's high performance in safety.



# A LOOK AT MICROWAVE

Ten years ago Fairchild entered the microwave business with four people and an idea. Today, it is no longer just an idea. Fairchild Microwave products are at work in emergency locator beacons for downed aircraft; radar receivers and transmitters used in aircraft and ships. Fairchild Microwave also supplies devices for CATV (cable television) and VHF / UHF receivers; mobile radio communications equipment used in police cars; and TACAN—a system for determining the exact location of an aircraft in flight.

This group of 50 employees develops and manufactures a line of high performance microwave transistors and hybrid integrated circuits. "These products fabricated on silicon and gallium arsenide operate at very high frequencies and are manufactured with extreme control and the most sophisticated technologies," explains George Schmeer, manager of Microwave Products group. Last month, in a move to bring together similar technologies and devices under a single management, the Microwave Products group was consolidated into the Small Signal Transistors of the Discrete Products Group under Dave Heck. The employees of Microwave will remain at the MOD facility in Palo Alto.

Three activities make up the Microwave Products group—device and circuit development, wafer fab, and manufacturing (assembly and test).

George Bechtel and his team of eight technicians and engineers head up the device and circuit development group. The highest performance silicon and gallium arsenide devices known in the semiconductor industry are created in this group.

Microwave wafer fab processes the die used in all the production devices and integrated circuits. Production operators in this area are up on the latest semiconductor processes. These employees are proud of their achievements in introducing gold metallization to Fairchild and the most delicate of masking processes where the etching of "micron" geometries is routine.

Manufacturing, under Bill Patrick, handles the testing and packing of the Microwave small signal transistors, power devices, and hybrid integrated circuits. With more than 23 production operators, they have become ex-

perts in attaching the very smallest die, as well as the largest high power dies, where their skills make all the difference in transistor performance. According to Bill, the operators are highly skilled in precision and accuracy.

Hybrid IC's also require the most expert and delicate assembly techniques to obtain high frequency reliable operation.

The growth of the Microwave industry is accelerating each year and the Fairchild Microwave Products group is a definite leader in that growth.



Esther Roach (left) bonder, and Kathy Baldwin, die attacher



Sev Alhorn, lab technician



Robert Lencioni, technician



Enedina Zermeno, test specialist



Akiko Copeland, test specialist



Gracie Edwards, bonder



# Fairchild's Experts

by Gloria Actor  
Employee Communications

They're painters, gardeners, photographers, plumbers, nurses—they're the FAIRCHILD EXPERTS. This is the first in a series of articles designed to introduce a few of the Fairchild experts involved in specialties which most employees will find of interest. You will learn a little about their past experience and their present job responsibilities with Fairchild. But, perhaps most importantly, the experts will pass on tips designed to make life a little easier or more interesting for each of us.

And now, MICROWIRE would like to introduce you to an expert in photography:



**STEVE ALLEN, industrial photographer in marketing services**, became what he terms "a serious amateur" photographer in 1955. "It wasn't until I started getting paid for my free lance work in 1957 that I considered myself a professional photographer," Steve candidly states. Steve continued free lancing until 1961 when he joined the Dumont Manufacturing Corporation, a San Rafael-based firm, as a plant photographer. In December, 1961, he was drafted into the U.S. Army where he naturally put this talent to work. "My official title was Information Specialist. The job consisted of writing press releases for the local newspapers and shooting the accompanying photos." Stationed at Fort McClellan, Alabama, Steve was also the photographer for the post newsletter.

Upon his discharge from the Service, he returned to free lance photography until he joined Fairchild in 1966.

As a company photographer, Steve's

job is to "satisfy the photographic needs for the Mountain View complex." These "needs" include taking photos of such things as Fairchild products for use in brochures designed and published by Marketing Services; occasional portraits; manufacturing scenes; and slides from art work. He also gives advice and counsel on matters of photography and does all his own black and white film processing (color film is sent to local vendors for processing). The equipment available for Steve's exclusive use when working on Fairchild projects includes: seven cameras—three 35mm single lens reflexes, two 2¼ square format cameras; and two studio-type view cameras; studio lighting and electronic flash equipment; and the usual darkroom equipment, which includes two enlargers, and trays and tanks for processing black and white film and paper. His facilities include an office, a small studio and darkrooms. Amazingly, Steve keeps all of the equipment and facilities constantly busy with his numerous Fairchild assignments.

Even with all this sophistication, Steve remembers the trials of being a first-time photographer and passes on some useful tips to help others to realize success in their photographic endeavors:

"Although I am a self-taught photographer, I recommend that beginners take a basic course in photography. A good beginning photography course will have something to offer everyone. It will teach you the mechanics of photographic equipment,

the techniques of picture taking, and the fundamental rules for artistic composition of a picture. For most people, this type of introduction to photography is much less frustrating than the trial and error method.

"As a beginning photographer, you will be faced with the very difficult decision of what type of equipment to buy. Before you start shopping around, decide what type of pictures you want to take—color slides, prints—and of what type of subjects—scenery, portraits—and so on. The kinds of pictures you want to take will greatly determine the type of equipment you will need. Once you've decided what would best suit your purposes, then determine how much you can afford to spend. I'm a firm believer that you get what you pay for, but photographic equipment can be very expensive. So, shop around for the best deal—you can generally save 10 percent or more off retail prices if you're a careful shopper. If you can't decide what equipment would best suit your needs, then invest in used equipment. It can always be replaced later with new equipment of your choice as you become a more experienced photographer and have a better idea of what you want.

"Once you've received basic instruction and have acquired the proper equipment, you'll be set to begin practicing the "art" of photography. But as with any art, photography demands skill. Anyone with a camera and film can take a picture. But to become a skilled photographer requires a great deal of practice and an inquisitive





mind. Even with my some 18 years of experience, I'm still discovering that the possibilities are endless. You must be willing to seek out the expert advice of experienced photographers if you hope to advance your knowledge and skill. If you make this kind of effort, I know you'll find photography to be a very rewarding hobby."

Steve realizes, however, that not everyone has the desire to become that deeply involved in photography. So for those of us who are simply "Brownie-type snapshot photographers," he has the following tips:

1. For the occasional photographer, I would recommend using an instamatic-type camera for two reasons: a) the film comes in a plastic cartridge for easy loading, and b) it is almost totally self-regulating and requires a minimum of adjustments.

2. The best time of day to shoot outdoors is early- to mid-morning and late afternoon. Avoid taking pictures when the sun is directly overhead.

3. When shooting outdoors, attempt to have the sun to your back or side.

4. Before actually taking a picture ask yourself the following questions:

Are you close enough? You want to be close enough to the subject of your picture so that the features will be clearly distinguishable.

What's in the background? Look beyond the main subject of your picture to see if the background is either cluttered or distracting.

Are the straight lines in your picture distorted? Straight lines, especially vertical lines such as you would find with buildings, tend to distort if the camera is pointed even slightly up. Keep the camera level, unless distortion is the effect you are seeking.

Are you holding the camera still? To avoid blurring or loss of sharpness, be sure to hold the camera as steady as possible.

Have you checked the edges of your viewfinder? Checking the content of the viewfinder carefully may avoid "chopped off heads" or extraneous subject matter in your picture that you really don't want.

5. A simple trick used to help indicate how a scene will look in a photograph is to close one eye and make a rectangular frame by holding up your hands with the thumbs touching. Now look through the frame with your other eye and you'll see approximately what your subject will look like when photographed.

6. Keep film cool and dry. Color film

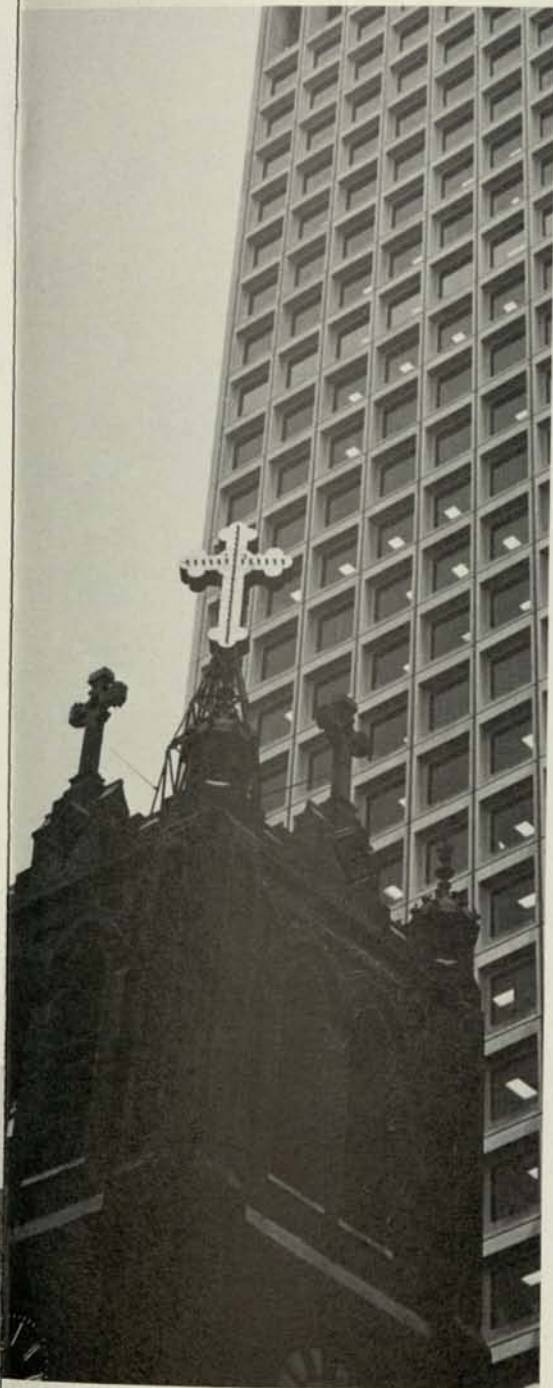


is especially vulnerable to heat and moisture.

7. Try to shoot color pictures in shaded light. You'll get softer colors than you would in bright sunlight.

Samples of Steve's work are shown on these pages.

NEXT ISSUE: Tips from a health expert.





# MOVING UP

## DISCRETE PRODUCTS GROUP

**Ruben Silva** from Product Engineer B to Sr. Product Engineer  
**Chuck Stoner** from Product Marketing Engineer to Sr. Product Marketing Engineer  
**Arthur Hoage** from Product Specialist to P.C. Manager A  
**Linda Hageman** from Production Controller to Product Marketing Engineer

**James Carson** from Product Specialist to P.C. Manager A

**Bill Carrico** from Product Marketing Engineer to Product Marketing Engineer B

## CENTRAL OPERATIONS DIVISION

**Adrienne Hernandez** from Buyer to Sr. Buyer

**Richard Valente** from STS Specialist to Production Manager

## Job Opportunity System Promotes

**John Carpenter** from Asst. Electronics Tech to Electronics Tech  
**Mauro Perez** from Asst. Lab Tech to Shipper/Receiver  
**Julia Parda** from Assembler A to R & QA Inspector B  
**Guy Freeman** from Sr. Electronics Tech to Asst. Engineer  
**Tony Bettencourt** from Assembler B to Process & Device Specialist  
**Donna Grimes** from Assembler A to Hi Rel Processor B  
**Madalyn Jacobs** from Assembler B to Process & Device Specialist  
**Constance Bell** from MOD Work Leader to Lab Tech  
**Jesusa Madarang** from Assembler B to Layout Machine Operator  
**Myrna Foote** from Assembler B to Process & Device Specialist  
**Francine Pando** from Assembler B to Intermediate Clerk  
**Marjorie Myre** from Assembler A to Inventory Control Clerk  
**Nancy Hayes** from Assembler B to Data Reconciliation Clerk  
**Louise Erwin** from Assembler A to Assembler B  
**Stephen Pataki** from QA Precision Inspector Mechanic to Layout Draftsman  
**Jo Delozier** from Engineering Operator to Asst. Electronics Tech  
**William Van Tassell** from Shipper/Receiver to Lab Tech  
**Mary Jo Retinger** from Micro Optics Assembler B to Lab Tech  
**Rose Aguilar** from Assembler B to Security Guard Trainee  
**Maria Vasquez** from Assembler A to Hi Rel Processor B  
**Lorraine Ardis** from Assembler A to Assembler B  
**Francisco Rodriguez** from Asst. Electronics Tech to Senior Electronics Tech  
**Susan Edwards** from Assembler A to Assembler B  
**Robby May** from R & QA Inspector to Technical Data Analyst  
**Iris Smith** from Inventory Control Clerk to R & QA Inspector Specialist

**Dorothy Stewart** from Assembler B to Assembly Work Leader  
**Lenora Chatman** from Production Planner to Electronics Tech  
**Pauline Purdy** from Secretary to Executive Secretary  
**Nancy Ennor** from Prod. Maintenance Clerk to Process & Device Specialist  
**Carolyn Keene** from Process & Device Specialist to Assembly Work Leader  
**Vaughn Hampton** from Shipper/Receiver to Material Planner  
**Irene Lopes** from Assembler B to Process & Device Specialist  
**Audrey Riddle** from Accounting Clerk I to Accounting Clerk II  
**Estella Aganon** from Assembler B to Assembly Work Leader  
**Gloria Alama** from Assembler B to Assembly Work Leader  
**Diana Waters** from Assembler A to Prod. Maintenance Clerk  
**Nellie Delgado** from Assembler A to Prod. Maintenance Clerk  
**Lena Jobe** from STS Instructor to Lab Tech  
**Susan Cutting** from Stenographer to Senior Clerk  
**Carolyn Williams** from Assembler A to Assembler B  
**Liza Lazaro** from Assembler A to Assembler B  
**Joan Bettero** from Assembly Work Leader to Lab Tech  
**Charles Beltz** from Assembler A to Assembler B  
**Lillian Lopez** from Assembler B to Process & Device Specialist  
**Margaret Sanders** from Assembler B to Engineering Operator  
**Inez Kathy Black** from Secretary to Executive Secretary  
**Graciela Contreras** from Assembler B to Process & Device Specialist  
**Larry Witt** from Lab Tech to Mechanic B  
**Janice Evans** from Tech. Data Analyst to Lab Tech  
**Susan Powers** from Intermediate Clerk to Senior Clerk  
**Sarah Mejia** from Assembler B to Process & Device Specialist

## Picnics For Kids . . . Young and Old

Contests of skill . . . games of chance . . . all the food you can eat . . . all this spells P-I-C-N-I-C-T-I-M-E at Hidden Valley Park in Fremont. Fairchilders and their families are invited to one of four divisional picnics on June 3 and 24; and August 12 and 26.

### 1973 PICNIC SCHEDULE

**Central Operations Division** will head the parade of picnics on **June 3**.

**Digital, MOS, Corporate, Industrial Relations, Finance, and R&D** — **Sunday, June 24**

**Discrete and MOD** — **Sunday, August 12**

**Analog, Marketing, and International** **Sunday, August 26**

"Old Fashioned Field Day" is the theme for the picnics. Crazy games and contests will keep the little folks and big folks alike busy throughout the day. Hungry picnickers can count on yummy food—fried chicken, potato salad, cole slaw, baked beans, pie, punch and lots of beer.

Tickets for the picnics will go on sale two weeks prior to each event at Fairchild Credit Union offices in Palo Alto and Mountain View. Tickets are priced at \$1.00 per family.

Central Operations personnel may purchase their tickets immediately.



Fun . . . . .

Frolic . . . . .

MICROWIRE II — May, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Killion, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## "Cordy" Lovato Named Suggestor Of The Year

What does it take to keep Fairchild a competitive business organization so that jobs and opportunity for advancement can increase? According to Terri Muessig, Suggestion Program Administrator, it takes, first, day-in-day-out high productivity by every employee, and, second, a steady flow of improvements to keep costs as low or lower than competition.

Cordelia "Cordy" Lovato, inventory control clerk in Discrete Products Group in Mountain View, was selected as Fairchild's first Suggestor of the Year for 1972 by the Suggestion Program. "Cordy's" selection was based on her active participation in the program, the impact of her suggestion, and her strong support of the program.

"Cordy's" suggestion, which was adopted in August, 1972, awarded her \$100 Savings Bond. "Cordy" received QA material from Fairchild's Hong

Kong plant. The boxes weren't labeled or stamped when they arrived at Mountain View. This meant "Cordy" had to unpack each box and check the material for damage and then pass the material on to QA production, where production operators spent hours labeling and stamping each box for QA inspection. "Cordy" suggested that Hong Kong provide their own labels and stamps to cut processing time.

On March 31, "Cordy" attended the Bay Area Chapter of the National Association of Suggestion Systems Suggestor of The Year Awards Banquet in Crockett, California, where she was presented with a plaque from the president of the National Association of Suggestion Systems. This is the first year Fairchild has been a member of the N.A.S.S. and participated in the banquet.



"Cordy" Lovato (center) proudly displays her newly acquired certificate for being selected Fairchild's Suggestor of the Year. Congratulating "Cordy" are Terri Muessig, Fairchild's Suggestion Program Administrator; and Bill Armstrong, President of the Bay Area Chapter of the National Association of Suggestion Systems.

## Fairchild Fashion Makes Safety Sense

The height of smart year-round fashion at Fairchild will probably never make the women's pages of the *San Jose Mercury*, but will go a long way toward protecting your health and appearance.

This spring (and every season, for that matter) production employees who are in-the-know are gowned in fully buttoned nylon smocks, their hands covered to the forearm by rubber gloves, their eyes framed by safety glasses, and their feet shod in closed toe, flat heeled, leather or simulated leather shoes.

This is not only the optional outfit for production areas, it is mandatory for employees' protection. The smocks protect clothes and are lint-free to reduce contaminants in the air. The gloves protect hands from acid burns and skin damage from solvents. Safety glasses protect the eyes from damage by foreign objects, and the proper footwear reduces accidents from falls and protect the feet from injury by spilled chemicals or dropped objects.

It's true that the smartly-dressed production employee may never make the cover of *Vogue*, but the safety this ensemble provides makes its own kind of fashion sense.

**Kathy Bland, Polaroid wafer fab, models the smartest in Fairchild fashion.**





# For Nora Birkley, School Doesn't End With A Job

Fairchild employees are proving that you needn't be under 22 years of age to be a student. Fairchild Components has a large number of scholars who are assemblers, engineers, secretaries and managers during the daylight hours and students when the sun goes down.

Nora Birkley, customer service administration manager at MOD, enrolled in Fairchild's Tuition Aid Program in 1971 and has been using it ever since. "I found myself becoming more and more interested in other functions of marketing when I was a secretary," says Nora. "I realized that I wanted to be more involved in marketing and the only way to further my career was more education." After reading a brochure on Tuition Aid and discovering that it reimbursed 90 percent of the costs for fees and books, Nora enrolled in the Program.

"I have really taken advantage of the Tuition Aid Program—I'm planning to earn my AA degree at Foothill College and then go on to San Jose State for my BA degree in Business Management," she states. "As of this quarter, I will have acquired 13 credits toward my AA degree." Nora has completed

three courses — Human Relations in Business, Introduction to Business, and Basic Economics.

Nora has not only expanded her educational experience but has also expanded her career with Fairchild. She was promoted from marketing secretary to her present position as customer service manager in February, 1973.

"I am so enthused about returning to school," she continues, "after being away for seven years. I find myself taking education more seriously than in high school." Nora's husband Bill is a full-time student at De Anza College, which makes it easier to develop good study habits. "I usually spend a couple of hours before class and a few more hours on Sunday evenings studying. I actually enjoy studying now, because I'm taking courses that interest me." Nora has enrolled in one course every quarter over the past year. She attends classes two evenings a week for two hours.

With her renewed educational experience, Nora is looking forward to further courses in Economics, Accounting, and Marketing.



## Fairchild/Foothill Campus Questionnaire Determines Future Courses

Inserted in this issue of MICROWIRE is a questionnaire designed for employees interested in taking courses through the new Fairchild/Foothill Campus Program. Skills Training, coordinating the program, would like employees to complete the questionnaire and mail it to the Mail Stop printed on the reverse side. This will give them a guide for determining future courses.

# Birth Of A New Integrated Circuit Stereo Receiver System

An electronic marvel is the result of great human effort. Such is the case of Analog Products Division's new Integrated Circuit Stereo Receiver System.

The design of six linear integrated circuits, which make up a complete AM/FM stereo receiver, with the exception of the standard FM tuner section, reduces a large number of external complex devices needed in the traditional receivers. Larry Blaser, manager of consumer microcircuit engineering, and his team of Bill Cocks, John Chu and Hermann Ebenhoech began designing and developing their electronic marvel in 1971 for the linear product line. "We wanted these inte-

grated circuits to reduce component needs and at the same time cut costs," comments Larry. "One of the circuits, for example, eliminates three tuning coils that would normally be required."

After production and final testing, Norman Doyle, manager of Analog systems and applications engineering, Tsuyoshi Taira and Peter Kunedt developed a clever way to demonstrate how the circuit system actually works to the customer without stacks of data sheets. They bought a standard suitcase and placed styrofoam in the bottom with slots to prevent the block circuits from moving around. When a Fairchild field applications engineer

greet a customer, he pulls out the circuit blocks and links them together. With help from custom-made speakers, antenna and power supply box, the customer can hear full AM/FM stereo music.

This electronic marvel will save assembly and material costs and will make it practical for use in moderately priced stereo receivers for both home entertainment and automotive markets. This components system gives Fairchild the broadest line of linear integrated circuits in the radio/audio marketplace.



# EMPLOYEE QUESTIONNAIRE

## FAIRCHILD - FOOTHILL CAMPUS

On May 1, a pilot program was initiated where Foothill campus comes to Fairchild's facilities. Several courses were offered and well over 100 people are now enrolled.

Foothill will teach any course in its catalog, providing a minimum of 22 people sign up. All we have to do is have a procedure for knowing what you want to take. This questionnaire is the first step in that process. If you are interested in taking courses, please complete this questionnaire as soon as possible, fold, staple and drop in the company mail. Thank you.

### Where

Please circle your FIRST choice of locations and cross out any locations that you would not like.

Bldg. 20      Bldg. 4      Bldg. 7  
Palo Alto Facility

### When

1. *Months.* Please indicate the months in which you do *not* want to take courses by crossing them out.

Jan. Feb. Mar. Apr. May June  
July Aug. Sept. Oct. Nov. Dec.

2. *Days.* Please cross out the days of the week on which you do not want courses.

Mon. Tues. Wed. Thurs.  
Fri. Sat. Sun.

3. Please indicate your preferred starting time for classes

\_\_\_\_\_ a.m.  
\_\_\_\_\_ p.m.

Please cross out the starting times that you do *not* want.

6 a.m.    8 a.m.    1 p.m.    4 p.m.  
5 p.m.    6 p.m.    11:30 p.m.

4. *Intensity.* Please cross out the formats that you do *not* want.

2 days a week, 2½ hrs. per day for 8 weeks.

1 day a week, 2½ hrs. per day for 16 weeks.

2 days a week, 1½ hrs. per day for 12 weeks

4 days a week, 50 min. per day for 12 weeks.

### What Courses

1. *General.* Please circle any programs in which you are interested.

1 yr. Elec. Tech. Certificate  
(including LIC or DIC circuitry)

2 yr. Elec. Tech. AA degree

Secretarial Skills

Supervisory Management

Manufacturing Technology

Quality Control

2. *Specific.* Please circle any courses or areas in which you would like to take courses.

Advertising	Education	Geography
Anthropology	Digital Electronics	Geology
Art	Intro to Semiconductor Devices & Circuits	German
Biology	Intro to Semiconductor Device Processing	Health
Human Relations in Business	Advanced Electronics	History
Personnel Policies	Fundamentals of Electronics (three 7-unit courses)	Mathematics
Managerial Accounting	Business Math	Meteorology
Shorthand	Accounting	Music Theory
Office Procedures	Computer Applications	Classical Guitar
Business English	Electro-Photo Optics	Ornamental Horticulture
Business Law	Masking Theory	Paleontology
Business Report Writing	Engineering	Philosophy
Secretarial Administration	Technical Illustration	Physics
Marketing	English Literature	Political Science
Business & Industrial Organization	English Composition	Psychology
Chemistry	Creative Writing	Real Estate
Commercial Art	French	Sociology
Drama		Spanish
Economics		Speech

### Personal Data

Are you presently taking outside courses?   
Fairchild/Foothill courses?   
Neither?

In which building do you presently work? \_\_\_\_\_

What hours do you normally work?  
\_\_\_\_\_ to \_\_\_\_\_

Are you Hourly  SNE  Exempt ?  
Thank you very much for your cooperation. The results will be explained when the next round of courses is offered. We will do everything possible to meet your requests. If there are any questions, feel free to call me or Mary Ann Gillikin on X3553.

Henry A. Watts  
Skills Training Manager

Please fold this, staple and drop in the company mail.



**Address:**  
**Mary Ann Gillikin**  
**Mail Stop 7-604**



# Five New Industrial Relations Specialists Are Added To I.R. Staff

Jonnie Tedrick, Pat Freeman, Dave Landsberg, Bill Schwerm, and Tom Montgomery have joined the ranks of Industrial Relations Specialists serving areas in Mountain View and Palo Alto.

Three of the faces are not new to Industrial Relations. Jonnie was formerly an industrial relations specialist for MOD Division; Pat was an executive secretary for the manager of Industrial Relations; and Dave was a compensation specialist. Bill Schwerm and Tom Montgomery came to Fairchild from other companies.



Representing the Discrete Products Group in Mountain View is Jonnie Tedrick. She is located in Building 4 on Ext. 3167.



Pat Freeman is responsible for the Discrete Products Group in Palo Alto. She is located in the personnel office in Palo Alto.



Central Operations Division in Mountain View has Dave Landsberg's full support. His office is located in Building 8 on the corner of Ellis and National Avenues. He may be reached on Ext. 2734.



Bill Schwerm serves the Marketing Operations Group, which includes the domestic field sales force. He is also located in Building 8 on Ext. 3703.



Providing industrial relations support for the offshore and domestic operations in the International Business Development Group is Tom Montgomery. He is located in Building 4, Ext. 2432.



# Central Engineering Services: Fairchild's Landlord

Most landlords are not responsible for 4,600 tenants and 1,077,000 square feet of space. And, most landlords do not have a list of 240 projects to juggle at one time. Fairchild's Central Engineering Services does.

Staffed with 200 employees, Central Engineering Services provides its tenants with carpenters, plumbers, electricians, mechanics, welders, air-conditioning specialists, painters, movers, janitors, and gardeners—not to mention the fifteen engineers who design layouts for adding, subtracting or totally revamping production and administrative areas.

According to Gene Amato, manager of Central Engineering Services, its projects are so vast that they are slotted by priorities. For example, when a service request is submitted to Central Engineering Services for additional production space, the engineers immediately begin their task of designing a layout to meet the established requirements. They consider the number of production operators, size and amount of equipment, and square footage requested. With this plan, a cost estimate is determined for construction, installation of equipment and moving expenses. After the proposal is com-

pleted, it is submitted to the divisional coordinator for approval. Once it's approved, a date is set and the job of fulfilling the approved request commences.

But Fairchild's landlord's responsibilities do not stop there . . . they have 15 to 20 daily service requests to fill—changing light bulbs, fixing leaky pipes in a fab area, moving furniture, adding power outlets, painting hallways—the list is endless.

Moving has been getting to be a pretty familiar scene around the Moun-



Greg Myers (left), and Bob Streeter, reviewing a layout project of a new

production area before submitting it for approval.



Sanding die attach boxes used for storing equipment in the Polaroid assembly area, is carpenter Arnold Mathews.



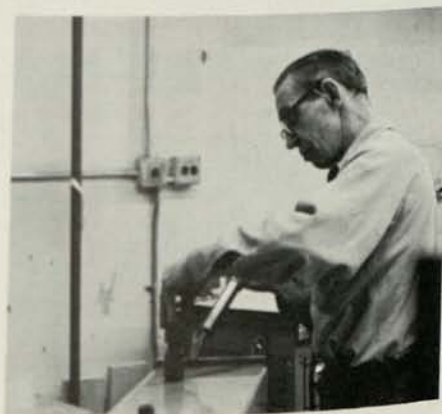
Jess Reynoso, janitor, spends a great deal of his time on special clean up in Building 20 wafer fab areas. Here, Jess is vacuuming spilled water in MOS Wafer fab 5.



In the basement of Building 3, Don King, plumber, is welding a plumbing line which runs through the new lap-ping area.



Jim McCord is spray painting a table divider for another Polaroid project.



Joe McCarthy, welder, received a request from Mountain View's polishing area to weld an acid sink.





Repairing a broken air conditioning unit in Building 7 is Fred Bloom.



Bob Brueck (left) and Tony Puente were called to Bi-Polar Memory fab area to move a large piece of equipment into its proper place.



Paul Hopkins, electrician, has been involved in the detailed wiring project for the medical dispensary, located in Building 7.



Trimming shrubs in front of Building 4 is gardener Jeff Skalisky.

tain View and Palo Alto facilities as Fairchild continues to grow. And, Central Engineering Services has been doing all the shuffling of departments to get the growth going.

A typical move starts on a Friday afternoon—stuffing things into drawers and cabinets, packing records, and filling boxes with important notes,

books, and drawings that just can't be thrown away.

Saturday morning dawns and the Fairchild movers begin transporting in their mini moving van lock, stock, and barrel to the newly chosen location.

So, Monday mornings often mean a new home and new surroundings and many things to unpack. Where does

this leave Central Engineering Services? Oh, they are on the move again—to the next project.

The next project could be just about anything from surveying locations for a new plant site to consulting South Portland's engineering staff on additional space for a wafer fab production line at that facility.



# Fairchild's Experts

By Gloria Actor  
Employee Communications

Second in a series of articles on Fairchild's Experts and their advice to employees.



Being an Occupational Health Nurse is never routine," states Bonnie Page, R.N., Corporate Supervising Nurse for the West Coast and one of Fairchild's medical experts. Her statement is based on 14 years of experience as an Occupational Health Nurse, the past 11 years of which have been spent at Fairchild.

During her Fairchild career, Bonnie has helped create a nursing unit to be proud of. "We have established dispensaries staffed by trained medical personnel in each of our major West Coast facilities, including Mountain View, Palo Alto, San Rafael and Shiprock," she reveals. "We offer a variety of health programs such as: medical examinations for employees working with hazardous materials; referrals to private physicians and to community agencies for treatment of mental health problems, alcoholism and drug abuse; treatment of occupational illnesses and injuries and post-illness examinations for employees returning to work; continuing work with company safety engineers and industrial hygienists in maintaining safe work environments; health education and counselling programs; immunizations for foreign travel on company business; weight control programs; and influenza inoculations."

The programs of which Bonnie is most proud are the Blood Bank and the First Aid course. "The Fairchild Blood Bank was established in 1960 for the sole purpose of serving employees and their immediate families, who may draw on the Bank at no charge," she states. "The First Aid course is a combination of the eight-hour American Red Cross

first-aid program, plus nine hours of instruction in industrial first aid. Industrial first-aid teaches employees how to cope with specific types of injuries which might occur on the job," she explains. At present, first-aid instruction is given to all security guards and to employees who request it and who have the approval of their supervisors. The goal, however, is to eventually have certified first-aiders on all shifts in all Fairchild buildings.

Bonnie also conducts "in-service educational seminars" for the continuing education of the nursing staff, and a library of health education literature is being organized to keep the medical staff abreast of the latest medical advances and developments.

A major part of Bonnie's job involves working with plant nurses at West Coast facilities helping them to establish and coordinate medical policies and programs. She spends several days a month at each of the West Coast facilities and travels to the Shiprock plant twice a year.

One of the most exciting events in Bonnie's nursing career at Fairchild occurred at the end of May when the Medical Department moved to the new facility in Building 7. "The new facility will enable the medical staff to conduct a wide range of medical services and more intensive health evaluations which now include audiometric testing and, for selected age groups, EKG testing," she states.

Bonnie's nursing began in 1954 when she received her diploma from French Hospital in San Francisco, and became Head Nurse on the staff. Two years later she decided to further her edu-

cation at the University of California at Berkeley. While attending the University she worked at Herrick Memorial Hospital in the psychiatric ward and later was promoted to head nurse in the mental health unit. In 1959, Bonnie entered the field of industrial nursing at the firm of Eitel McCulloch, Inc., and in July, 1962, she came to Fairchild as an Occupational Health Nurse.

In addition to her Fairchild duties, Bonnie is also Finance Chairman of the El Camino Real Association of Industrial Nurses, and has just been elected Treasurer for the California State Association of Industrial Nurses.

The following is Bonnie's expert medical advice to fellow employees:

"I know that I'll lose you readers if I give the obvious advice for health care: regular physical activities, well-balanced diet . . . tips you hear all the time which are vital to maintaining good health. But, you've heard them all before. I sincerely believe that the greatest single boost to good health in today's world is developing a healthy respect for your body, your time and your energy. We are bombarded today through television, newspapers and magazines with a wide and sometimes wild variety of leisure time options that are open to us, and we are constantly reminded of our responsibility to our families and our communities. The woman who manages a full-time job and cares for a home and family is shown as typical; the man who is a successful business executive, maintains a perfect garden, spends a great deal of time with his children and is also active in community life is portrayed to be Mr. Average. The watchers and readers who identify with these perfect people attempt to emulate them and, more often than not, end up frustrated. The working mother who dashes home to get her wash whiter than white, to put a five-course gourmet meal on the table, to tear through her housework after a full day of work in order to free the weekends for excursions with the family is going to find herself unable to maintain that pace. She will be anxious because of her failures, and much more prone to accidents and poor health. The man who completes a demanding day at work only to go home to face further chores in house



repairs and maintenance in his quest for the television-perfect home, and who plans strenuous physical exercise that stretches from Friday evening through Sunday evening in his desire to try all of the sports that are available to him, is going to find himself in the same position as the over-anxious working mother.

"I'm not trying to tell you to let your homes deteriorate, your children go unfed, and your body ease into complacent flab. What I am trying to communicate is that many, in fact most, responsible people in our society today are over-achievers. They place demands on themselves that never can be accomplished to their satisfaction.

"We make careful plans for the expenditure of money—to make it stretch as far as possible to cover the most meaningful expenses. Why not take personal inventory of your life and your ambitions? If you're a working mother, know that you've committed all the energy one person can supply to the basic maintenance of these two assignments. Set your priorities—I'm sure at the top of that list will be the desire to spend more time with your children. Carefully map out a plan of how you'll accomplish this. I'm sure that it will mean delegating some of the chores you've assumed at home to the children, if they're old enough, or to your husband, if he has spare hours. After all, working together is one way of spending time with your family.

"I offer this same advice to a man—be kind to yourself when you set goals. Don't underestimate the time, energy and anxiety that is involved in doing a good job. You can't be all things at once—father, provider, husband, gardener, house maintenance man, expert sportsman, and community leader. Too many goals will almost guarantee that you'll fail somewhere. Set priorities and reasonable periods in which to accomplish your ambitions. Don't take up skiing, sailing, golf and tennis in a single year.

"Develop a healthy respect for your body and its limitations. Many of the accidents that occur at home and at work are a direct result of fatigue; the injured person has stretched himself too far. He's become careless. This same fatigue over an extended period of time leaves you more susceptible to illness and anxiety.

"Give your body, your time, and your energy the same respect you afford your bank account. Once you've developed that respect because you real-

ize the value of your health, I know that you will:

- get regular physical exercise
- follow a well-balanced diet
- obtain regular medical check-ups
- avoid unnecessary tension
- enjoy your leisure activities
- cut down or eliminate your use of cigarettes and alcohol
- avoid drugs."

NEXT ISSUE: A Gardening Expert

## There's Growth in The U.S., Too

Growth isn't only on international front. Fairchild is in the midst of major expansion projects in its headquarters country:

—An expansion of bi-polar capacity was recently completed in the Mountain View facility.

—Facilities alterations were recently begun on a newly purchased structure in Healdsburg, California, which will house an expansion of the Materials Department. The first production of the new facility—wafer polishing—is expected to be underway by mid-August. This plant will house some 400 employees by 1975 according to current projections.

—Equipment plans have been submitted for a new facility in Wappinger Falls, New York, which will provide added capacity for MOS device production. Products scheduled for this facility include most devices in the standard MOS line. The first product to be produced at this facility is expected to reach the marketplace in the first quarter of 1974.

—The Mask Making Department in Mountain View, will, over the coming year, install major new equipment to expand its capacity to produce masks for the new three-inch wafer.

—Construction began in late May on a 44,000 square foot addition to the South Portland, Maine, facility to contain wafer fabrication and masking operations.

## TDK-Fairchild Corp. Provides Japanese Industry With Advanced Technology Products

A joint venture company in Japan, formed by Fairchild Camera and Instrument Corporation and TDK Electronics, Ltd., entered the rapidly growing Japanese market for semiconductor products in October, 1972. The joint venture company is named TDK-Fairchild Corporation (TFC). Fairchild's partner, TDK Electronics, Ltd., a Japanese company based in Tokyo, is a large supplier of consumer ferrites, telecommunication ferrites, ferrite magnets, ceramic capacitors, coils, computer ferrites and magnetic tapes.

Japan currently represents approximately 25 percent of the world semiconductor market which places it second only to the U.S. It is also the fastest growing segment of the semiconductor market in the world today. The formation of TFC provides Fairchild with an excellent opportunity to participate in this dynamic growth.

TFC began its administrative functions by selecting George Scalise, vice president and general manager of Fairchild's international business development, as chairman of the Board of Directors. Hiroshi Sato, TDK director, became the first president of the newly formed TFC.

As part of the joint venture, Fairchild's semiconductor assembly plant in Okinawa is the base for manufacturing transistors, diodes, and light-emitting diodes which eventually go into computers, computer peripherals, calculators and transistor radios.

In late 1972, sales began to accelerate and new markets were emerging . . . it was time to prepare for expansion. After surveying available land on Japanese-owned islands, it was decided that the new test and finish plant for integrated circuits should be located on the mainland. This new operation will begin in the third quarter of 1973. Plans for a new offshore assembly plant, which will go into operation in 1974, are also in progress. According to George Scalise, TFC has plans to increase its production by adding a wafer lab operation. This new operation will begin in 1974.

"We are very enthusiastic about the prospects for the joint venture in this very dynamic market," states George

(Continued on page 8)



# JOS Promotes

**Janell Hadley** from Inventory Control Clerk to Data Reconciliation Clerk  
**Priscilla Ebalobo** from Assembler A to Assembler B  
**Imelda Trevino** from Assembler B to Electronic Assembler B  
**Shirley Klarich** from Assembler A to Assembler B  
**LeRoy Borba** from Senior Electronic Tech to Assistant Engineer  
**Barbara Brown** from Assembler A to Assembler B  
**Terry Jacobs** from Assembler B to Assistant Lab Tech  
**Dianne Steinhilber** from Secretary to Executive Secretary  
**Rudy Garcia** from Janitor to Chemical Mixer  
**Robert Lewis** from Mechanic Specialist to Mechanic Specialist Leadman  
**Gloria Peppers** from Hi Rel Processor B to Assistant Lab Tech  
**Janett Rolston** from R & QA Inspector Specialist to Specifications Designer  
**Clayton Wilson** from Assembler A to Production Maintenance Clerk  
**Hazel Lagabed** from Process & Device Specialist to Assembly Work Leader  
**Reed Thornock** from Shipper/Receiver to Expeditor  
**Regina Mogullansky** from Engineering Operator to Failure Analysis Tech  
**Susan Hief** from Intermediate Clerk to Senior Clerk  
**Constancia Daguio** from Process & Device Specialist to Assistant Lab Tech  
**Joy Jacobs** from Process & Device Specialist to Engineering Operator  
**Marie Porebski** from Assembler B to Process & Device Specialist  
**Gloria Lopez** from Assembler B to Process & Device Specialist  
**Cynthia Gonsalves** from Assembler B to Lab Tech  
**Robert Huber** from Mechanic Specialist to Assistant Engineer  
**Loretta Metoyer** from Assembler B to R & QA Inspector Specialist  
**Nancy Hughes** from Assembler A to Assembler B  
**Sally Rodriguez** from Assembler B to Process & Device Specialist  
**Cora Puntanilla** from Assembler B to Process & Device Specialist  
**Barbara Shacklefoot** from Assembler B to Mechanic B  
**Chris Alhona** from R & QA Inspector B to R & QA Inspector Specialist  
**Ginger Pontier** from Assembler B to R & QA Inspector Specialist  
**Anita Daly** from Process & Device Specialist to Engineering Operator  
**Geneva Gibson** from Process & Device Specialist to Assembly Work Leader  
**Penelope Horrisberger** from Intermediate Clerk to Senior Clerk  
**Cindy Ochs** from Assembler B to Process & Device Specialist  
**Brook Marks** from Assembler A to Mechanic B  
**Theresa Brodeur** from Assembler B to R & QA Inspector Specialist  
**Maryellen Ulrich** from Production Maintenance Clerk to Senior Clerk  
**David Biasotti** from Assembler B to Mechanic A  
**Bonnie Derwin** from Process & Device Specialist to Assembly Work Leader  
**Jannine Whitford** from Process & Device Specialist to Assembly Work Leader  
**Mary Borelli** from Assembler B to Process & Device Specialist

**Warnetta Askew** from Process & Device Specialist to Junior Test Specialist  
**Anna Petrick** from Senior Clerk to Technical Typist  
**Frances Arroy** from Assembler A to Process & Device Specialist  
**Cornelio Devera** from Production Assistant to Lab Tech  
**Hildegard Walters** from Assembler B to Assembly Work Leader  
**Ramona Duarte** from Assembler B to Junior Test Specialist  
**Jackie Montano** from Process & Device Specialist to Assembly Work Leader  
**Rod Zawalski** from Assembler A to Assistant Electronic Tech  
**Mary Vallis** from Assembler B to Senior Clerk  
**Lourdes Camero** from Assembler B to Process & Device Specialist  
**Andrew Wirt** from Shipper/Receiver to Lab Tech  
**Bruce Lallas** from Assembler A to Assembler B  
**Mariam Trejero** from Assembler A to Assembler B  
**Helen Hernandez** from Assembler B to Process & Device Specialist  
**Jean Bowman** from Assembler A to Assembler B  
**Denise Robertson** from Assembler A to Assembler B  
**Lupe Lopez** from Intermediate Clerk to Mask Making Specialist C  
**Jane Scarfen** from Mask Designer C to Mask Design Coordinator  
**Rose Sandoval** from Assembler A to Assembler B  
**Dorothy Dalton** from Assembler B to Assembly Work Leader  
**Gail Redmond** from Assembler B to Junior Test Specialist  
**Debi Anderson** from Process & Device Specialist to Lab Tech  
**Lois Cortinas** from Process & Device Specialist to Assistant Lab Tech  
**Margaret Gonzales** from Assembler A to Process & Device Specialist  
**Rosita Nicoles** from Assembler A to Assembler B  
**Sophie Nation** from Assembler B to Lab Tech  
**Susan Stewart** from Inventory Control Clerk to Process & Device Specialist  
**Veronica Agustin** from Process & Device Specialist to STS Instructor  
**Joan Boardman** from Assembler A to Production Maintenance Clerk  
**Mike Lofstedt** from Electronic Tech to Senior Electronic Tech  
**Ron Manthey** from Assembler A to Shipper/Receiver  
**Mary Lou Kramer** from Assembler B to Process & Device Specialist  
**Ligia Da Silva** from Assembler A to Process & Device Specialist  
**Loryce Ashby** from Assembler B to Process & Device Specialist  
**Armeda Garcia** from Assembler A to Assembler B  
**Roseann Ercolini** from Assembler A to Assembler B  
**Clementina Simas** from Assembler B to Process & Device Specialist  
**Marc Malone** from Mechanic A to Mechanic B  
**Wilma Vance** from Assembler B to R & QA Inspector Specialist  
**Virginia Matulich** from Mask Making Specialist B to Mask Making Specialist C  
**Erminia Calbeck** from Assembler B to Process & Device Specialist  
**Maria Sarmiento** from Assembler A to Process & Device Specialist  
**Filomena Escobar** from Assembler A to Process & Device Specialist

# F.E.A.A. NEWS

The F.E.A.A. is sponsoring a third Giants baseball trip on Saturday, June 23. The Giants will play the Houston Astros at Candlestick Park. Tickets will continue to be two for \$5.00 which includes the bus trip and reserved seats. Buses will depart from Building 20 parking lot at 11:00 a.m. To purchase tickets, call Dee King, Ext. 3930, Adrienne Neal, Ext. 4174; Donna Hughes, Ext. 5194; or Susie Gaines at R&D, Ext. 2253.

Interested in playing slow-pitch softball? Fairchild's Softball League will begin in July. Sign-up sheets will be posted on all bulletin boards in advance. Ladies are encouraged to join the league.



## TDK-FAIRCHILD CORPORATION

(Continued from page 7)

Scalise. "Our partner is a strong, competitive company in the electronics field in Japan, which, combined with Fairchild's technology and breadth of product, provides TFC with a sound foundation from which it can grow and expand in a market that is very difficult for a U.S. company to operate on its own."

Fairchild, like virtually every company in the electronics industry, has begun a buildup in the Far East and Europe because of the cumulative market potential. TFC's participation in the Japanese marketplace will have a positive impact on Fairchild's multi-national operations.

MICROWIRE I—June, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Kilian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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# Microwire

Published For the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Employee's Son Gets Merit Awards For Saving A Life

Clayton Hawkins, age 19, and the son of Betty Hawkins in MOS Product Marketing, was recently honored with the California Highway Patrol Commendation, the Boy Scout Honor Medal, the Young California Merit Award, and the Red Cross Certificate of Merit for rescuing an elderly man from drowning after an automobile accident in 1971.

Betty vividly recalls the event because she and her husband, Everett, were riding in their car with Clayton when they came upon the accident scene.

"We were on our vacation driving through Los Banos, California, when a car carrying a man and his wife had plunged into the swiftly-flowing, deep, and treacherous water of the Delta Mendota Canal," she remembers. "The

two passengers were able to get out of the sinking vehicle, but couldn't make any headway in the flowing current."

Immediately after the Hawkins' car stopped, Clayton leaped into the rough water with the assistance of another passerby. Clayton grabbed the man while the other person rescued the woman.

The spontaneous action taken by Clayton undoubtedly saved the man's life. Because of his efforts in successfully pulling the man out of the water, Clayton was presented with the four awards for the concern of one human being for another who is in distress.

Clayton is in his first year at Cañada Junior College in Redwood City. He plans to major in law enforcement and eventually become a police officer

## Bob Ercoli Selected April Salesman

Bob Ercoli, field sales engineer out of the Detroit Sales Office, was recently selected the Salesman of the Month for April.

Bob earned this recognition for doing a superb job with two major automotive accounts in Detroit. He also contributed to a large number of monthly bookings from other accounts in his territory.



## Fairchild Helps To Preserve The Environment

Fairchild will install additional anti-pollution equipment over the next four months to assure that waste liquids and gases leaving the Mountain View facilities are not contributing to pollution of the environment.

Included in this investment are "scrubbers" to remove polluting vapors and other equipment to neutralize acids which might be detrimental to the city water supply.

Anti-pollution equipment and procedures have been in use since the company established its plants in Mountain View. The new equipment is designed to provide additional safeguards against pollution and to provide the cleansing capacity to accommodate further production growth in the Mountain View facilities.



Shown in the photograph is Clayton Hawkins (left) receiving the Red Cross Certificate of Merit in recognition of his efforts in saving a man's life in an automobile accident. The Certificate of Merit is the highest award given by the American Red Cross to a person who saves a life by using skills learned in a Red Cross first aid, small craft, or water safety course. It bears the signatures of President Richard M. Nixon, honorary chairman; and E. Roland Harriman, chairman of the American Red Cross.



# Referral Program Becomes A Family Affair

Lately, it's become a habit for employees to refer relatives to Fairchild for employment through the Referral Program. During May, six employees were awarded \$50 in cash for referring relatives who have achieved 60 days of service with Fairchild.



Alan McDulin



Linda McDulin

Alan McDulin, manager of process engineering in MOS, came to work at Fairchild six months ago. He liked the company so much, he decided that it would also be a good place for his wife Linda to work, so he suggested that she apply for a job as a secretary. "I thought it would be convenient for both of us to work at the same company," Alan stated. "But more importantly, I felt that Fairchild would provide a good working environment for my wife." In March, Linda came to work as a secretary for Gary Lyons in Central Operations Purchasing. She had previously worked as a secretary for a marketing firm back in Pennsylvania before she and Alan moved out to California late last year.

Alan is quick to express what he feels is the merit of the Referral Program: "I would never recommend a friend or relative to a company unless I felt the company was a good one to work for. Along the same line, I would

never recommend someone for a job at Fairchild I didn't think was competent since it would be a direct reflection on my judgment if the person couldn't handle the job. I feel that most people would agree with me. The result is a better team of people working for Fairchild."

Alan states that one advantage of he and his wife working for the same company is that they can relate much more closely when talking about their work.



Ella Miranda (right) and sister-in-law Mary Miranda

"The opportunity for quick advancement is so much greater than it was even a few years ago," states Ella Miranda, lab technician in MOS Engineering. "That's one of the reasons why I suggested that my sister-in-law apply for a job at Fairchild." Ella, a 12-year employee of Fairchild, also names good benefits as another reason for referring her sister-in-law, Mary Miranda.

Mary, who started to work at Fairchild as an assembler A in MOS Assembly last March, is not a new face at Fairchild. She worked here about six years ago while her husband, who was then in the service, was stationed overseas. When Mary's husband returned home, she decided to quit her full-time job at Fairchild to take a part-time job as a teacher's aide in a Milpitas school so she could spend more time with her family. Now that her children are almost grown, she felt it was time to return once again to a full-time job. Mary reveals that earning money for a long-awaited trip to Hawaii with Ella and her husband and one other couple was also an incentive for her return to Fairchild.



Richard and Roberta Pearson

"I was looking at the JOS board one day and there it was—a job that sounded ideal for my wife," remarked Dick Pearson, senior process engineer in LIC. Dick's wife, Roberta, had worked in a college library before they moved out to California last January. The "ideal" job that Dick referred to was an opening for a coordinator of document control in MOS. Dick went home and told Roberta about the opening. She applied for the job and was subsequently chosen to fill the position.

What is, perhaps, just as interesting is the story of how Dick came to work at Fairchild. "Before moving to New York a couple of years ago, I had lived and worked in Mountain View. I would occasionally buy the *San Jose Mercury* after I moved just to keep up on what was happening in the area. One day last October I opened up the paper and saw a full-page Fairchild ad listing job openings. I spotted a job that sounded interesting, decided to apply for it and I was hired."

Both Dick and Robert enjoy living in California and they find working at the same company convenient.



Carol and Bill Wood



Carol Wood, executive secretary in LIC production control, knew how dissatisfied her husband was in his previous job working under extremely poor conditions, so she suggested he make an appointment with Fairchild's personnel office for an interview to see what positions were available for a machinist. "Bill took my advice and went to personnel for an interview. Fortunately, they had an opening in the Machine Shop for a sheet metal specialist," comments Carol. "Bill is so delighted to work for a company that provides so much in the way of benefits and attractive working conditions that he actually enjoys going to work in the mornings."



Linda and Bob Hageman

"In my previous job," says Bob Hageman, "I had what you could call self-satisfaction and a feeling of accomplishment, but I didn't have a future with the company. I knew the unlimited opportunities Fairchild offers from just watching my wife progress through the ranks. Linda Hageman certainly is familiar with the vast opportunities at Fairchild—she has worked her way up from an intermediate clerk in marketing to the first woman product marketing engineer in Discrete Products Group and Fairchild Components. Bob came to Fairchild in March as a product specialist in LIC production control. "After being with Fairchild for two months, I can already see a good future with a top-notch company."



Barbara Martinez and her father  
George Ornellas

Several months ago, George Ornellas retired from a major airlines company where he had spent 20 years working in clipper cargo. "After my father's retirement in October, 1972, it was obvious he was not happy sitting around the house," remembers Barbara Martinez, MOS assistant accountant. One day I mentioned to him that Fairchild had a number of job openings and why not let me check them out through personnel." Today, George Ornellas is out of retirement and working as a clerk in Shipping and Receiving in Mountain View. "It's amazing how fast his attitude has changed since he started working at Fairchild in March. He has regained a feeling of belonging and contributing to a group."

Other employee referral award recipients are listed below by divisions.

**DIGITAL PRODUCTS GROUP**

- Gary Adams
- Jim Eick
- Gerald Katz
- Jerry Nalywajk
- Charles Withers (MOS)
- Dan Asuncion
- John Hambidge

**DISCRETE PRODUCTS GROUP**

- Gertrude Tennant

**MARKETING OPERATIONS**

- Geri Hadley
- Jackie Moyer
- Harry Reifschneider

**ANALOG PRODUCTS DIVISION**

- Sanda Delgado
- William Silver
- Travis White
- Rosaline Christiansen

**CORPORATE**

- Maxine Pearson

**CENTRAL OPERATIONS DIVISION**

- Robert Brown
- John Flanigan
- Bobby Fletcher
- Kevin Harris
- Genevieve Romano

**1972 Recipients of  
Sherman Fairchild Award  
Receive Bonus Checks**



Larry Sebben (second from right), who was the recipient of the Sherman Fairchild Award for Product Marketing Support at the National Sales Conference in Hawaii, was awarded a bonus check for sales professionalism. Presenting the check to Larry are (left to right) Dave Reith, Discrete product marketing manager; Gordon Peterson, manager of Discrete product marketing; and John Luke, national sales manager. Larry's friends and co-workers were on hand to congratulate him for an outstanding job.



During the presentation in Mountain View, a similar event was happening in the Schiller Park Sales Office in Illinois. Perry Constantine (center) received his bonus check for outstanding sales professionalism in the domestic market. Cal Evans (left), regional sales manager; and Jack Ordway, central area manager presented the check to Perry.



# Picnic Time With Centra



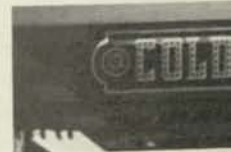
Decked out in over 1,000 Centraees, their families over Hidden Valley San Jose on Sunday, the first of four Fairgrounds always tell a better but here are a few several picnicers.

"The old-fashioned is a terrific idea. It's an old-fashioned picnic during the turn-

"There were several tests going on throughout the day, but I was totally exhausted by 5 p.m."

"This picnic was the best I ever attended. It went smoothly—no long food lines and no waiting. There was always something for everyone, including the kids."

"The food, location, and atmosphere were fantastic. I especially enjoyed the eating contest. It was a great old-fashioned picnic."



**PICNIC**  
 Digital, MOS, Collections, Financial, June 24  
 Discrete and Market, 12  
 Analog, Market — Sunday, A



# al Operations Division

in crazy picnic attire, al Operations employ- es, and friends, took Valley Park in Mission nday, June 3, for the child picnics. Pictures tter story than words few comments from rs.

ioned field day was a gave me a feeling of d family-style picnic of the-century."

nough games and con- hat my family was to- when we left at 6:00

was the best one I've at Fairchild. It went arking problems, no no crowds. There was ng happening for ev- g the kids."

ation, and games were specially enjoyed the pie- It was definitely an picnic."

## C SCHEDULE

orporate, Industrial Re- ce, and R&D — Sun-

MOD — Sunday, August

ting, and International August 26





# Fairchild's Experts

Third in a series of articles on Fairchild experts and their advice to employees.



Flowers, grass, ferns, trees, shrubs . . . It would be a bleak world, indeed, without them. As a matter of fact, life as we know it would not exist without plants. Plant life, as well as animal life, is part of nature's carefully planned system of balance—one relying on the other for existence. But most people don't think of the necessity of plants, they simply enjoy their beauty. Almost everyone is involved in gardening by choice or for survival, but few are experts in the cultivation, care and maintenance of plants. Fairchild has such an expert—Jeff Skalisky, landscape attendant in Plant Maintenance.

Jeff came to Fairchild six months ago, but his relationship with plants began long before then. Throughout his four years at Abraham Lincoln High School in San Jose, Jeff took agricultural and horticultural courses. In addition, he also gained practical experience caring for the school grounds, which involved pruning, spraying, planting and irrigating. After high school, Jeff spent two years at Lassen Junior College in Susanville, California, where he continued taking agricultural courses. He returned to San Jose in 1970 and went to work for a firm which specialized in the landscaping and maintenance of the grounds surrounding PG & E office buildings and substations in the area. Jeff joined Fairchild last December.

Along with Les Montavon, the other full-time gardener, Jeff is responsible for maintaining the landscaped area around all the Fairchild Mountain View buildings. Their regular routine includes: mowing, fertilizing and watering lawns; trimming trees; planting flowers and shrubs; fertilizing and con-

ditioning the soil; and, of course, pulling weeds (which Jeff states is a constant battle).

Although Jeff realizes that few people possess his vast knowledge of plants and their care, he does believe that most can have a well-maintained garden by devoting some of their time to it. The following is his advice to amateur gardeners in achieving that goal:

1. The proper seasonal care is important in maintaining a healthy and attractive garden. Spring is a good time to plant and repair lawns, clean up after winter storms, fertilize, spray and dust plants, and prune shrubs after blooming. In the summer, weeding, fertilizing, if needed, and watering should be a part of your regular routine. Fall is the time to make additions to your garden, and for general cleaning out of dead or dying annuals. The winter is the time for pruning, spraying for insects or disease, and planting of deciduous shrubs and trees (if the condition of the soil is not frozen or soggy).

2. How often to prune or how much to prune depends on the plant or tree. Generally speaking, however, it's better to prune when the plant is dormant (no leaves or noticeable growth). Pruning is usually done in the winter or early spring. With most plants, the more they are cut back, the more lush will be the new growth. Jeff stresses, however, that these are just *general* guidelines—you would be wise to refer to a gardening handbook before you start pruning a particular tree or plant.

3. Fertilizing should be done as required by each plant, but you should also watch plants carefully for signs of disease as an indication of the need for an additional helping of minerals.

4. When plants are blooming, make sure to cut back all old and dying flowers. When flowers are cut off, a new flower will grow in its place, guaranteeing more and larger flowers throughout the blooming season. If a dead flower is allowed to remain on the plant, another cannot grow in its place.

5. Before choosing plants for your

By Gloria Actor  
Employee Communications

garden, determine first where they're to be planted. Some plants respond to sun—others do much better in the shade. Plants such as pyracantha, oleander, ceanothos, and junipers do better in hot, dry areas. Camellias and most ferns thrive in shade. Gold dust is a plant which requires sun and shade and should be placed in an area that receives both.

6. For a low maintenance, easy-to-care-for garden, Jeff suggests the use of conifers and evergreens such as junipers, cedars, and pines.

7. Weeping willows, fruitless mulberry and fruit trees, are not only attractive, but make excellent shade trees.

8. The soil of the Santa Clara Valley, Jeff states, is loaded with clay. He recommends conditioning it with a mixture of gypsum and a soil additive such as redwood compost or a mulch. The gypsum breaks down the clay composition, while the soil additives will introduce beneficial minerals.

9. Plants and trees are not only pleasant to look at, but they can also serve very useful purposes. For example, tall-growing trees such as eucalyptus, poplar and pines can be used as screens and protection against wind, sun, and erosion. Pyracantha growing in front of windows and hedges planted around lawns can help insure privacy for your home. Fragrant and colorful flowers and shrubs such as star jasmine, sweet osmanthus, tulips, daffodils and gold dust can be used to create a particular garden style. Certain plants, such as rosemary and California bay, can also be used as spices in cooking. Decide what your needs are, and choose your plants, shrubs and trees accordingly.

10. For apartment dwellers who are restricted to indoor gardens, Jeff offers tips on house plant care: Various types of philodendron, rubber plants, palms, coleus, succulents and cactus are a few of the more common house plants. House plants generally require warmth, but should be kept out of direct sunlight. The amount of water each plant requires depends on its type and size, and the warmth of the house in which it is placed. A general rule of thumb (or should that be



"green" thumb) is to water when the soil becomes moderately dry by soaking the plant and allowing the water to run off into a saucer under the container. House plants should be fertilized every other month or as needed with a liquid plant food or a fish emulsion.

11. Jeff stresses that all the advice he has given is, by necessity, general and would apply in *most* circumstances. But he says that it is always wise to refer to a good gardening handbook or contact your local nursery for advice on any specific problems you may have, or before undertaking a major gardening project. Checking your local newspaper is also a very good source of specific seasonal advice about weather conditions (such as an unexpected period of frost and how to protect your plants against it), or treatment of diseases that may be plaguing gardens in your geographical area.

Next Issue: Safety Expert

## June Service Awards

### TEN YEAR

Robert Trabucco  
Millie Dawson  
Charles Smith  
Ronnie Bacon  
Gene Meieran (R&D)  
Phil Garcia  
(due to bridge of service)  
Martha Tapia  
(due to bridge of service)

### FIVE YEAR

Robert C. Smith  
John Chu  
John McCarthy  
William Bingham  
Maria M. Ramos  
Cory Chan  
Francisca Camat  
James Bonnevier  
Harold Ehrlich  
Jacqueline Moyer  
Frank Strubel  
Lucinda Kirk  
Peter Alfke  
Bernard Buckvar

Fairchild employs a number of people who have had fascinating and colorful experiences with life. Such is the case of Mary de la Forest, an interviewer at the MOD facility in Palo Alto. Mary has a zest for traveling to unusual and far-away places. MICROWIRE talked with Mary about her escapades in South Viet Nam as Red Cross recreational program coordinator.

### "What made me aware of my new life style was the military fatigues and dog tags"



It was a hot and humid July day when Mary de la Forest landed by plane in Cam Ranh Bay, South Viet Nam, in 1968. Mary was a member of the American Red Cross in the Supplemental Recreational Activities/Overseas Division. She was preparing to face something more than an eight-hour-a-day job. She was preparing for a tour in South Viet Nam to create and coordinate, with 90 other Red Cross members, recreational activities and programs for U.S. servicemen stationed in Cam Ranh Bay, Dalat, and outlying troop stations.

Always having the urge to travel, Mary had heard that the American Red Cross was looking for women to serve in South Viet Nam or South Korea. "I inquired about job openings and realized after several interviews that this position was for me," recalls Mary. "It was a chance for me to travel and live an exciting life." After learning of her acceptance with the Overseas Division, she barely had time to catch her breath before reporting to Washington, D.C., for a seven-day orientation program prior to departure for Viet Nam.

"One of the first things that actually made me aware of my new life style was the issuance of regulation military fatigues, dress uniforms, and my per-

sonalized dog tags," she remembers.

"After we landed in Cam Ranh Bay, I couldn't take my eyes off the countryside while driving to our new home," she continues. "It just didn't seem possible that a war was going on a few miles down the road." Mary's new home was a small but comfortable trailer. "I remember everything we used in the trailer was green—green towels, green blankets, and even green shower curtains. One day I was shopping in the commissary and there in a corner was a stack of 'pink' bath towels. I was so elated to see something other than green that I grabbed practically every pink towel in sight."

According to Mary, each day was different. "We had a period of five weeks to create each program. Our topics ranged from sports to literature, to movies, to women's fashions and astrology. The purpose of these zany programs was to divert the men's minds off the drudgery of war. After a program was completed, we traveled around by jeep or helicopter to recreational centers and in the field. The men were always excited about the programs. I think the only time we had competition was during the Bob Hope Christmas Show."

Mary spent seven months in Viet Nam creating programs for the servicemen in the field, in hospitals, and in the recreational centers. "Those months were extremely hectic but almost always exciting. It's amazing how creative you can be when you know how important each program is to the servicemen. On occasions, we were even up at the crack of dawn serving coffee and donuts to the men before leaving on a combat mission," reveals Mary. "This is how we acquired the nickname—'the Donut Dollies'."

Mary has always loved adventure and those seven months were packed full of exciting, challenging, creative and rewarding experiences. "They are experiences I will never forget."



# JOS Promotes

**Carolyn Earls** from Mask Making Specialist to Mask Making Specialist B  
**Margarita Daguio** from Process & Device Specialist to Assistant Lab Tech  
**Alice Oneil** from Assembler B to Process & Device Specialist  
**Irene Cheadle** from Assembler A to Process & Device Specialist  
**Patricia Olika** from M.O.P.P.S. to Assistant Lab Tech  
**Susan Willis** from Mask Making Specialist A to Mask Making Specialist B  
**Medell Williams** from Assembler A to Shipper/Receiver  
**Antoinette Peterson** from Process & Device Specialist to Mask Design Trainee  
**Jeanne Manegold** from Executive Secretary to International I.R. Assistant  
**Eleanor Pease** from Process & Device Specialist to Mechanic A  
**Denise Norman** from Mask Making Specialist A to Mask Making Specialist B  
**Arlene Mullins** from Assembler A to Process & Device Specialist  
**Charlotte Ellis** from Process & Device Specialist to Assistant Lab Tech  
**Jesus Garcia** from Lab Tech to Mechanic C  
**Mary Schneider** from Assembly Work Leader to Mask Design Trainee  
**Frances Torres** from Process & Device Specialist to Junior Test Specialist  
**Tome Watson** from Assembler A to Assembler B  
**Vaclava Skokan** from Mask Designer B to Mask Designer C  
**Arlene Christenson** from Assembler B to Process & Device Specialist  
**Virginia Holsopple** from Process & Device Specialist to Electronic Tech  
**Helen Yanis** from R & QA Inspector Specialist to Engineering Operator  
**Ronald Barclay** from Lab Tech to Electronic Tech  
**Herb Ruark** from Clerk to Offset Equipment Operator  
**Dennis Evans** from Clerk to Offset Equipment Operator  
**Helen Silva** from Assembler B to Work Leader  
**David Kowal** from Assembler B to Assistant Lab Tech  
**Jean Simpkins** from Intermediate Clerk to Data Reconciliation Clerk  
**Jayette Riley** from Assembler A to Assembler B  
**Marguerite Gaulden** from Assembler B to Work Leader  
**Alice Amaro** from R & QA Inspector Specialist to Assistant Elec. Tech  
**Judy Carman** from Process & Device Specialist to Lab Tech  
**Noreen Benton** from Secretary to Executive Secretary  
**Bernice Mendencia** from Process & Device Specialist to Expeditor  
**Kathleen Schlieff** from Mask Making Specialist A to Mask Making Specialist B  
**Jose Puente** from Facilities Craftsman to Facilities Painter  
**Frances Galan** from Process & Device Specialist to Assistant Lab Tech  
**Michael Casey** from Process & Device Specialist to Assistant Lab Tech  
**Socorro Rubalcava** from Assembler B to Process & Device Specialist

## Nite Owls . . . Tenth Framers . . . Super Rag Arms . . . Topped All Bowling Scores For 1972-73

The announcement of the winning teams for Fairchild's Mixed Bowling League came over the loudspeaker at the 1973 Bowling Banquet held at Holiday Inn in Sunnyvale on May 19. The top three teams and individual bowlers were awarded with trophies.

### TEAM STANDINGS

#### 1st Place—Nite Owls

Lew Trusty  
 Doris Stuart  
 Tom Stuart  
 Jess Reeves  
 Cleo Reeves

#### 2nd Place—Tenth Framers

Timmie Porrez  
 Cindy Mohl  
 Marian Oswald  
 Jim Boyd  
 Jim Vinzant

#### 3rd Place—Super Rag Arms

Barbara Butler  
 Pat Anderson  
 Derrick Gustafson  
 Fred Crabb  
 Lou Cole

### INDIVIDUAL WINNERS

#### Hi Scratch Game

Jim Boyd (263)  
 Iz MacKay (224)

#### Hi Scratch Series

Jess Reeves (632)  
 Ann Lima (548)

#### Hi Handicap Game

Fred Crabb (285)  
 Bea Bogan (265)

#### Hi Handicap Series

Bill Hickey (688)  
 Sheri Nunes (670)

### MOST IMPROVED BOWLERS

Mike Mayeau—11 pins  
 Jan Hickey—11 pins

# F.F.A.A. NEWS

Whether you are a "super" tennis player or just learning the game, Fairchild's Tennis Club has something for every player. Lessons will be available for those who are beginners and for those who wish to improve their techniques. A tennis ladder, for both men and women, will be updated and distributed to all club members with names and extensions for matches. Tournaments will be scheduled each month with a big tournament in September. For more information, please contact Hassan Raza on Ext. 2584 in Mountain View.

"The Day of the Jackal", a highly acclaimed methodically filmed melodrama, is based on the international best-seller by Frederick Forsyth. Century 25 Theatre is offering group rates to employees and their families for the Sunday, July 8, 7:00 p.m. performance. Tickets, which may be purchased at show time, are \$2.50 for adults; \$2.00 for children between the ages of 13-15; and \$1.00 for children 12 and under. If you are interested in attending this special performance, please fill out the coupon below and mail it nine days prior to show date.

### GROUP SALES MAIL ORDER

Make checks or money order payable to CENTURY THEATRES and mail to GROUP SALES, 3164 Olsen Drive, San Jose, California 95117.

Film: "The Day of the Jackal"

Name of Company or Group: Fairchild Semiconductor

Please send me \_\_\_\_\_ tickets at \$2.50

Date: July 8, 1973

Time of performance: 7 p.m.

My check for \_\_\_\_\_ is enclosed.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Zip \_\_\_\_\_ Phone \_\_\_\_\_

Please enclose remittance and stamped self-addressed envelope. All ticket requests must reach theatre seven days prior to show date, and tickets will be mailed soon after.



# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## A Portrait Of Proud Parents



Bruce Deal



Julia Bien



Bob Sahakian



Fred Oey



Luz Guerrero

Bruce Deal, Julia Bien, Vahak "Bob" Sahakian, Fred Oey and Luz Guerrero have a common reason for being extremely proud of their children. These five employees are parents of the first Sherman Fairchild Scholarship recipients.

Bruce Deal, research manager of Digital Products at R&D, was elated after he heard that his son, Donald, would receive a Sherman Fairchild scholarship. "It's one of the few full scholarship programs in this country that is based on scholarship merit rather than other accomplishments such as athletics or music," remarks Bruce. "This program is definitely a great asset to the Fairchild image. It's also a great fringe benefit for the employees whose children have won a scholarship."

Bruce is not a stranger to scholarship programs. During his senior year in high school, he was awarded a church school academic scholarship to attend Nebraska/Wesleyan.

The Bien family had a special feeling when the letter arrived in June that their daughter Annie won a Fairchild scholarship. Annie has carried on a family tradition. "All three of my children have gone through school on scholarships," Julia Bien, research analyst at R&D, proudly explains. "My oldest daughter Emily, age 25, graduated with the Cap and Gown Scholarship from Stanford University; and my son Alan graduated from University of California at Berkeley with the help of a scholarship." Julia and her husband Alex received scholarships during their college years. Julia attend the Aurora College for Women in her native China and Alex had a scholarship at Chekiang National University.

On June 21, Luz Guerrero, assembler B in Hi Speed Wafer Sort, opened the mailbox and found an envelope from the Educational Testing Center representing the Sherman Fairchild

(continued to page 2)

## Frank Schmieder Named VP, Treasurer Of Fairchild Camera

Frank J. Schmieder has been elected a vice president and treasurer of Fairchild Camera & Instrument Corp., it was announced in late June by Richard de J. Osborne, vice president-finance.

Schmieder has been with Samsonite Corp., Denver, since 1968, serving for the last two years as vice president-finance, with responsibility for all the corporation's financial functions.



**DICK HIRSCH NAMED SALESMAN OF THE MONTH**—Congratulations go to Dick Hirsch, Field Sales Engineer, as Fairchild's Salesman of the Month for May. Dick, who has worked out of the Hollywood Sales Office for the past two years, has been cited for his outstanding performance in developing new accounts and territories in the Los Angeles area. As well as selling the complete Fairchild product line to major customers, Dick works closely with Fairchild distributors in helping them to plan effective sales strategies and develop new and innovative applications for Fairchild products.



## Proud Parents (continued from page 1)

Scholarship Program. She was so excited to open it, she immediately telephoned her daughter "Nena" at work. "After reading the letter to my daughter, we both cried over the phone," states Luz. It was a dream come true for the Guerrero family. They knew how much "Nena" wanted to go on to college. With the Fairchild Scholarship, she will be able to attend the University of California at Santa Cruz for four years.

Luz's son, Fernando, who also works at Fairchild in Metal Can, was eligible for the Fairchild Program but because he already had two state scholarships, he encouraged his sister to apply. Fernando was unable to continue his studies at University of Santa Barbara last year because their medical facilities were not in operation. He plans to return to the University in October.

The Guerrero family is very thankful for having an opportunity to send their daughter to college on a full scholarship. "This Fairchild Scholarship Program means that 'Nena' will have a little extra money during her school years," says Luz.

Beaming from ear to ear, Luz was so overwhelmed by her daughter winning the Fairchild award that she had a hard time keeping the news a secret. The announcement letter stressed that the families of the recipients should remain silent about the award until all applicants had been notified of the results of the competition.

A phone call came into Bob Sahakian's office in June from his wife. At the time Bob was in a business meeting. When he returned from the meeting and called home, his wife wasn't there. The children answered but would only giggle when he asked them questions. They would only say, "Call back and talk to mother." Finally, Bob contacted his wife and she blurted out, "Bob got the Fairchild Scholarship Award." According to Bob, that was the topic of conversation at home for the next couple of days. "We're so proud of him for his all-around achievements in school," admits Bob. "He received several awards from various community organizations as an outstanding student."

"It was unbelievable . . . it's something that always happens to other people but never to you." Fred Oey, senior electronics technician at MOD,

is describing his first thoughts when he heard that his daughter Sylvia qualified for the Sherman Fairchild Scholarship award.

Fred explains that before Sylvia received her scholarship to the University of California at Berkeley, she had planned to work for one year while visiting her Aunt in Holland. "Now everything has changed," says Fred. "She will be able to resume her studies without an interruption. We would not have been able to afford four years of college for Sylvia." Fred believes in the future of young people, especially educational opportunities. "Fairchild seems to believe in our young people, too," he states. "The scholarship program has given a tremendous spiritual and financial boost to my family."

The four-year undergraduate scholarships cover tuition, fees, food and lodging at an accredited U.S. college or university of the recipient's choice. This evaluation for awards is based on several factors including academic and extra-curricular achievements while in high school, and performance on the Scholarship Aptitude Test administered by the College Examination Board. The program is funded by the Fairchild Foundation, in memory of Sherman Fairchild, FC&I founder.

As part of the program, three applicants from the Bay Area were also selected as alternates if the primary recipients are unable, for any reason, to use the scholarship grants. They are:

Richard Gerould, son of Lawrence Gerould, Palo Alto; William MacDougall, son of John MacDougall, Mountain View; and Michael Barton, son of John Barton, Mountain View.

## Discrete No. 2 Wins Basketball Championship

By Rudy Robles

On May 28, Discrete No. 2 Team defeated Plating 35-30 in a low-scoring game to win the Fairchild Basketball Championship. Not only did Discrete No. 2 win the championship, but they also went undefeated. Their unblemished record was 11-0 and their team averaged 57.5 points a game while holding the opponents to 35.4 points a game. Discrete No. 2 was led by all-league Greg Reyes, Wally Crookes and John Lawson. Greg Reyes

## Wappingers Falls and Palo Alto Have New Industrial Relations Managers

Jim Kallgren and Mike Brooks have been selected to perform industrial relations duties in their respective plants—Wappingers Falls, New York; and the microwave and optoelectronics facility in Palo Alto.

Joining Fairchild on June 18, Jim Kallgren will head up the I.R. functions in the Wappingers Falls facility located in northern New York state. Jim previously was employed at Vidar Corporation as the manager of Industrial Relations.

Mike Brooks is also new to Fairchild. He will be responsible for the I.R. and personnel departments at the Palo Alto facility. He joined Fairchild on May 22 from Xerox Corporation as that company's regional employment manager.

was the leading scorer with an average of 18 points a game. The victory over Plating was more than just a victory because they had won the championships in 1971 and 1972 and had also gone undefeated. In 1972 Plating defeated Discrete No. 2 for the championship, leaving them saying "Wait till next year." It was a long year for Discrete No. 2, but on May 28, 1973, they left Plating saying "Wait till next year."



The Championship Basketball Team for 1973 is Discrete No. 2. Posing with their trophies are (standing) left to right: Wally Crookes, John Lawson, Dave Heck and Greg Reyes. Kneeling, left to right: John Tripp, Bud Frye Bert Iwanaka and Fred Kessler.



# Inside Sales Group Promotes New Fairchild Image

It is a well-known fact that the most important person in a business transaction is the customer. And Fairchild has provided a way to let the customer know just how important he really is.

In early January, 1973, a new group was established called Inside Sales, managed by Jim Johnson. The members of Inside Sales specialize in responding to customer needs on a day-to-day basis by telephone and occasional visits. The seven-member staff actually serves as the customer's in-plant representatives, looking out for his interests from the moment his order is placed with Fairchild until the product is shipped out the door.

Called Fairchild Account Sales Representatives, they are combination accountants, expeditors, communicators, consultants, salesmen (women), and problem solvers, not to mention assistants to their assigned field sales engineers. Virtually every problem or request which affects a delivery delay, paperwork errors, misplaced orders, rescheduling, bad specifications, and general customer worries go directly to an Inside Sales representative.

According to Jim Johnson, manager of the Inside Sales Group, each of the

sales reps have a maximum of 25 account locations for which they are responsible; regions covered are Western and Northeast areas of the country. Central and Southeast areas will be added in July.

This group has to develop two very important objectives when dealing with their respective customers—to develop confidence in Fairchild and to maintain daily telephone contact. "In the past, our customers had difficulty in reaching the proper people and obtaining the desired information," comments Jim. "You can't expect a customer to spend an abundance of time on the telephone getting information. This is why we established the Inside Sales organization. By doing this," he continues, "we are building a new Fairchild/customer relationship. It's that personal touch we provide our customers." Jim has received a number of letters from customers saying how much they appreciate the services of the Inside Sales reps—just knowing that they are available for any questions and will give them an honest answer.

Barbara Capone, Dick Jones, Carol Davis, Bruce Barnes, Nadine Henderson,

Juanita Warrick, and George Webb are the people making Inside Sales successful by assuring customers that Fairchild really does care about them.

Bill Parker, Jean Korten and Dennis King will be joining the group in July as Account Sales Representatives.

Barbara Capone was the first employee to join Inside Sales in January. Her responsibility is to serve Hewlett-Packard Corp. and Ampex Corp. in the U.S. Service may mean obtaining price and delivery for a new order, tracking down a delinquent order, motivating internal personnel to set priorities for her customer, or an occasional customer visit.

"The most important responsibility in our line of work," explains Barbara, "is keeping in touch with our customer accounts and letting them know that we are doing our best to help them in any way possible. Our goal is to satisfy every person who buys Fairchild Semiconductor products."

Across the aisle from Barbara in Building 14 is Bruce Barnes. Bruce has been with Fairchild a little over two years as a buyer for the Discrete Products Group and linear production control in Analog Products Division. In April, Bruce joined the Inside Sales team handling the Long Island and Connecticut regions. "I really enjoy working with customers and Fairchild personnel. I'm proud to be a part of this group. We work well together and even help each other out when problems get out of hand," reveals Bruce.

Because they are the main link to the customer, Inside Sales reps must keep in constant touch with their assigned field sales engineers. "We aren't out to take over the sales engineers' jobs but to assist them with their many accounts," states Jim. "The sales engineer can't call on every customer because of the routine work involved. Our job is to cut that work in half and provide daily contact with the customer. I guess you could say we have the time and energy to spend that 'extra little time' with each customer."

Jim and his staff are extremely proud of their new organization. They feel it's benefiting Fairchild . . . the customer . . . and field sales force.



Barbara Capone



Dick Jones



Carol Davis



Bruce Barnes



Nadine Henderson



Juanita Warrick



George Webb



# More Than 1600 Persons Attended Second of Four Divisional Picnics

Digital, MOS, R&D, Industrial Relations, and Finance employees and their families entered the gates of Hidden Valley Park on June 24 for the second of four divisional picnics. The picnickers participated in games, contests, and ate plenty of Kentucky Fried Chicken.

## PICNIC SCHEDULE

Discrete and MOD— Sunday, August 12

Analog, Marketing, and International— Sunday, August 26





# On Both Sides Of The Pacific Ocean, Fairchild Operators Handle Similar Responsibilities

Many assignments in the semiconductor assembly process are duplicated in Fairchild plants throughout the world to meet the great and growing demand for Fairchild devices. On both sides of the Pacific Ocean, Fairchild operators handle similar responsibilities in production. And some of the similarities between domestic employees and those abroad don't stop with the work. Ng Man Yee, power assembler for Fairchild in Hong Kong, and Ana Maria Terra, Bonder for Fairchild in Mountain View, share characteristics that go beyond their jobs. They're both bi-lingual. Ng Man Yee speaks English as well as her native Chinese. Ana speaks Portuguese as well as English. And they are both ambitious.

Ng Man Yee is anxious to move into more demanding assignments in semiconductor production. Presently, she is responsible for lead straightening in the Test and Finish Section of the Hong Kong plant.

Ana, who finds the electronics field interesting and challenging, hopes as she gains knowledge in semiconductor assembly to advance into other assignments within the company.



Ng Man Yee, a seven year Fairchild employee, is described by her co-workers as having abundant energy. This energy has proven of benefit to her community. Miss Ng has been a volunteer worker for the Community Center in Kwun Tong, where she was responsible for developing recreational activities for school children. She has also aided in relief work as needed within the district. Always seeking

other outlets for her boundless energy, Miss Ng joined a scouting troop two years ago. She became so involved with her work in the scouts that she quickly moved to the position of District Club Master for Kwun Tong.

Somehow, she has found the time to attend night school to work toward the completion of her high school studies and has taken additional courses in English and commercial studies at other educational institutions.

In the few hours left in her day, Miss Ng enjoys participation sports such as swimming, boating, cycling, badminton, basketball and hiking.

Ana Maria, like Miss Ng, enjoys



swimming and other physical sports. Again the two young women share the need to develop themselves. Ana Maria attends night school too. She has completed typing and shorthand classes and will enroll in an electronics course at the start of the next semester.

Ana Maria came to the United States from Portugal seven years ago at age 12. Television and a tutor helped her to learn English. After high school, she worked briefly in a garden nursery before applying for employment at Fairchild. She is presently saving all of her extra dollars to finance a trip to her homeland for a visit to her grandmother.

Ana Maria Terra and Ng Man Yee are two of thousands of women who have found that semiconductor production crosses cultural and language barriers, to provide employment that is interesting and offers potential for people in many countries in the world.

## "I was at my wit's end trying to find a car for the two-day track event

Ten boys who are members of the Herbert Hoover Memorial Boys' Club track team in East Palo Alto needed transportation to the California State AAU Track Championship held in Sacramento. Art Taylor, supervisor of test and die fab on the third shift at MOD, and the boys' track coach, spent hours looking for an automobile large enough to transport the team and their track equipment on June 1 and 2 up to the big meet. "I was at my wits' end," says Art, "trying to find a car for the two-day track event. My little Toyota was just too small for the long trip. Someone at the Palo Alto facility suggested I contact Walt Dathe in personnel for suggestions," Art continued. "Walt mentioned that I talk with John Salazar, corporate director of Labor Relations, for suggestions. After confronting John with my problem, he assured me that I would have a car by the time of the meet." Art and his team received a Fairchild leased station wagon for the trip to Sacramento.

As it turned out, Art's team took all honors in the 440 relay event. His son, Keith, won the State Championship in the 220 dash and placed second in the high jump contest. Art's other son, Kenneth, captured second place in the 220 yard dash and third in the 100 yard dash. Each of the boys came home with trophies.

The Herbert Hoover Memorial Boys' Club, a member of the Boys' Clubs of America, sponsors athletic and educational activities for young men around the Bay Area.



Herbert Hoover Memorial Boys' Club Track Team are: (standing, left to right) J. Fisher, K. Taylor, M. Holland, C. Taylor, J. Johnson, J. V. Littlejohn, and C. Winters. (Kneeling, left to right) J. Monroe and K. Taylor.



# Fairchild's Experts

By Gloria Actor  
Employee Communications

Fourth in a series of articles on Fairchild experts and their advice to employees.

Back injuries . . .  
Chemical burns . . .  
Laceration . . .  
Eye injuries . . .  
Abrasions . . .  
Contusions . . .  
Strains and sprains . . .  
. . . common industrial injuries that cause needless pain and suffering for the injured employees and hardships for their families.



Keeping the number of industrial accidents and resulting injuries to a minimum is the primary objective of Fairchild's SAFETY EXPERT, KEN ROHNER. Because of Ken's career interests he is an excellent source for suggestions on personal safety.

Statistics show that more accidents occur in and around the home than on the job, Ken reveals. He feels that although most Fairchild employees are well aware of the industrial safety rules, regulations and standards that they must follow and maintain, they may be less knowledgeable about good safety habits when away from their jobs. For this reason, he has chosen to pass on some expert advice to help protect employees and their families at home:

"Summer is the time of year that you and your family will spend a great deal of time outdoors, either participating in recreational activities, gardening, or doing those little repair jobs around the house that you let slide all winter. Most of these activities will involve the use of electrical equipment. The following are helpful hints to help safeguard you and your family against the potential dangers of using electrical equipment outdoors:

1. An electrical shock from a faulty tool or a damaged cord could be fatal.

Always use a three-prong "grounding" power cord when using any type of electrical equipment outdoors. This type of cord contains a third wire that will safely drain off any leaking electricity from a faulty electrical device. Other features of an outdoor power cord include a heavier gauge wire for larger electrical loads and a thicker outer layer of waterproof insulation to protect against outdoor abuse and moisture. A qualified electrician can easily convert a two-hole type outlet to a three-hole grounding outlet.

2. Do not leave extension cords out in the rain or in the overnight dampness. Plugs and cord connectors can become water-soaked and potentially dangerous for use.

3. If you see that an electrical cord has become frayed replace it immediately. Never attempt to "patch" it yourself.

4. Keep all objects, such as TV antennas, ladders, kites, and so on, away from power lines.

5. When not in use, unplug and put away all electrical devices.

6. Water is an excellent conductor of electricity, so when using electric tools, stay on dry ground and be sure you use a three-wire grounding power cord. When gardening, don't use electrical tools if the garden is damp. And if an electrical device ever falls into water, do not attempt to retrieve it until the cord is unplugged.

7. Electrical equipment, such as lamps, cords, and fixtures meant for indoor use, should not be used outdoors.

8. Do not leave barbecue motors out in bad weather or stored in a damp place. They can become damaged and dangerous to use. Also, the protective insulation could melt off the motor's cord, so keep it way from hot surfaces.

9. Swimming pools require special safety rules: Make sure you have all electrical equipment for home pools, such as pumps, filters and lighting, properly installed and grounded according to National Electrical Code requirements. Also, remove, if possible, electrical equipment from the pool before swimming is permitted. Keep all electrical devices, such as radios, TVs and lamps, away from swimming pools and never string lights where they

could accidentally fall into the water. "Follow these few simple rules of electrical safety, and you and your family will have a safer summer."



Naturally, Ken also has some very firm ideas on industrial safety—some of which are described below, others which will be contained in articles on industrial safety in future issues of *Microwire*.

"Fairchild is concerned with providing a safe place for its employees to work," states Ken. "That's why we have such an active safety department." As Corporate Manager of Safety and Workmen's Compensation, he is responsible for the administration of domestic Workmen's Compensation and for domestic and foreign safety, which includes facility protection, internal environmental safety and general safety engineering.

An integral part of Ken's job is to oversee the various functions and programs of the Safety Department. "We perform checks on new and existing facilities, equipment and operations to incorporate safety in the early stages of operation and to comply with safety regulations," he reveals.



"In addition, approximately 150 employees are instructed each month in the proper use of emergency equipment and operational safety procedures through our Safety Training Program." The recently developed Pre-



ventive Safety Control Program also operates under Ken's supervision.

"Each time an injury requiring first-aid treatment, an accident reporting form is filled out," Ken explains. "The form requires such information as the time the accident occurred, the shift, the name of the supervisor, length of time on the job, and, of course, the type of accident. From these reports we can develop statistics to help us determine potential high-problem areas, which, in turn, better enables us to initiate proper preventive action. Our objective," he states, "is to prevent serious accidents from occurring that would require outside medical care and possible time lost from the job."



Ken explains that the cost of insurance coverage to a company is greatly influenced by the type of safety program and the existing safety record of that company—the more effective the safety program, the lower the premium. Working with insurance companies in a constant attempt to keep Fairchild's insurance premiums at a minimum is another of Ken's responsibilities.

Ken works with Federal, state and local safety agency inspectors who visit Fairchild facilities on a regular basis. In addition, every Fairchild location has a safety committee made up from all areas of the facility that surveys work areas for safety hazards and unsafe work procedures. The committees keep Ken informed of existing conditions at the Fairchild facilities.

Ken stresses that it is the obligation of each employee to strictly observe all rules, regulations and standards set forth by the company. "The enforcement and observance of industrial safety rules and regulations are in the best interest of both the company and the individual employee," Ken maintains. "Industrial accidents can be quite costly and are a drain on company profits. Fairchild, natural-

(continued to page 8)

## New Suggestions Provide Improved Methods In Bi-Polar Memory And MOS

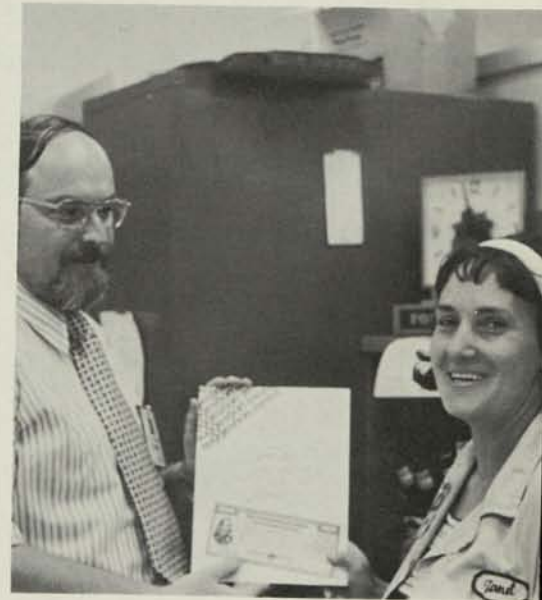


Sandy Hinton, mark and pack in Bi-Polar Memory, spent many long hours devising a new way in which to carry the 28-inch unit tubes from one area to another for the dipping process before packing. Sandy's idea was a wire mesh basket with a long handle to allow proper immersion into the Freon cleaning tank. This basket will allow the production operator to process twice as many units as in the past. It also eliminates the danger of dropping tubes into the Freon tank. Sandy received a \$50 Savings Bond.



When testing devices, it is very important to be able to depend on reli-

able equipment to perform the various test requirements. In MOS testing, Joe Cardinale, senior electronic technician, made a bet with a fellow technician last Christmas that he could design a 51 pin socket that was more reliable than the socket in use. Determined to win the bet and improve the test socket, Joe designed a 51-pin socket that is not only reliable but if repairs are ever needed, simplicity of his design keeps work to a minimum. In addition, the socket can test as many as 12 devices per minute, compared to the previous unit which tested one device every 45 seconds. Joe was awarded \$250 in Savings Bonds.



Janet Stace, probe repair specialist in MOS Test, figured out a new method for repairing sorter inkers which would increase production, prevent waste and reduce costs. The production operators use filament thread (similar to a fish line) to ink devices before shipping out to customers. Janet saw problems with the threading of the filaments—the threads would often slip from their positions before gluing the thread to the inker. Even if the filament held, the gluing process would take 24 hours to dry. Janet suggested that the threading procedure be done a different way to eliminate filament slippage and to change the type of glue used. An inker can now be ready for use in exactly ten minutes. Janet was the recipient of a \$100 Savings Bond.



# JOS Promotes

Ritsu Alberson from Assembler A to Assembler B  
 Emerita Boado from Assembler A to Assistant Lab Tech  
 Rebecca Boyer from Assembler B to R & QA Inspection Specialist  
 Magdalena Szilagy from Production Maintenance Clerk to Senior Clerk  
 Mary A. Johnson from Assembler B to R & QA Inspection Specialist  
 Mary Avila from R & QA Inspection Specialist to Assistant Electronic Tech  
 Belinda Ferguson from Mask Making Specialist B to Mask Making Specialist C  
 Sonia Mathews from Assembler A to P & D Specialist  
 Herbert Karg from Janitor A to Mechanic A  
 Penny Moody from Assembler B to Mask Making Trainee  
 Jeanette Olson from Assembler B to P&D Specialist  
 Helen Sierra from Assembler A to P&D Specialist  
 Paul Hager from P&D Specialist to Mechanic A  
 Shirley Looney from Assembler A to Mask Making R & QA  
 Art Gonzales from P&D Specialist to Assistant Lab Tech  
 Carol Silveria from Assembler B to P&D Specialist  
 Rose Marie Brown from Assembler B to P&D Specialist  
 Inderjit Aulakah from P&D Specialist to Assembly Work Leader  
 Sharon Shay from R & QA Specialist to Senior Clerk  
 Lillian Guinn from Assembler B to R & QA Inspector Specialist  
 Caroline Kotter from Assembler A to Assembler B  
 Rochelle Ferrell from Assembler B to Assistant Lab Tech  
 Albert Willis from Assembler B to Security Guard  
 Ruth Hines from Assembler B to R & QA Inspector Specialist  
 Sandra Benetti from Assembler B to Assembly Work Leader  
 Antonietta Lazo from Assembler B to P&D Specialist  
 Vickie Marble from Assembler A to P&D Specialist  
 Francois Daugaard from Assembler A to R & QA Inspector B  
 Teresa Gomez from Assembler A to Assembler B  
 Mary Boyle from Assembler B to P&D Specialist  
 Durella Blankenship from Assembler B to P&D Specialist  
 Gloria Rodriguez from Assembler A to Inventory Control Clerk  
 Lyda Nichols from Assembler A to Inventory Control Clerk  
 Lollie Ebangi from Assembler B to P&D Specialist

MICROWIRE I — July, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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# Moving Up

**DISCRETE PRODUCTS GROUP**  
 Brent Knudson from Sr. Product Engineer to Supervisor of Product Engineering  
 David Sweeney from Assistant Engineer to Test Operations Supervisor B  
 Dick Porter from Applications Engineer A to Applications Engineer B  
 Leona Moore from Supervisor A to Supervisor B  
 Jim Gantzer from Product Supervisor B to Product Supervisor/Group Leader  
 Dick Ussery from R&QA Supervisor A to R&QA Supervisor B  
 Joe Carrol from Supervisor B to General Supervisor

**CENTRAL OPERATIONS DIVISION**  
 Cameron Erridge from Manager of Indirect Materials to Manager B of Production Control  
 Joe Breitenbauch from Sr. Financial Analyst to Supervisor of Cost Accounting

Ron Maynard from Chief Offset Operator to Supervisor of Reproduction Services  
 Joan Major from Sr. Lab Technician to R&QA Supervisor A  
 Roy Squatrito from Production Supervisor B to General Supervisor of Production  
 Francis Kuboi from Designer/Draftsman to Facilities Engineer B

**MARKETING OPERATIONS**  
 Jack Westerman from Sr. Sales Engineer to Regional Sales Manager (Bladensburg Sales Office)  
 Ed Weimer from Sr. Sales Engineer to Account Executive (Ft. Washington Sales Office)  
 Susan Keesee from Customer Satisfaction Coordinator to Customer Service Coordinator  
 Bill Brennan from Manager of Marketing Development & Programs to Regional Distribution Manager (Ft. Lauderdale Sales Office)

John Marquard from Assembler B to Assistant Lab Tech  
 Diana Fowler from Production Assistant to Lab Tech  
 Colleen Kirk from Assembler B to P&D Specialist  
 Cristeta Espinosa from Assembler A to Assembler B  
 Linda Billmire from Assembler A to P&D Specialist  
 Connie Kester from Mask Making Specialist A to P&D Specialist  
 Margaret Reyes from Assembler A to P&D Specialist  
 Sandra Kamei from Assembler A to Assembler B  
 Alberta Guzman from Assembler B to P&D Specialist  
 Luz Poma from Assembler A to Assembler B  
 Mary Segali from File Clerk to Intermediate Clerk  
 Josie Coronado from Assembler A to Assembler B

## Fairchild's Experts

(continued from page 7)

ly, is concerned with keeping the number of industrial injuries to a minimum for this reason. But, more important," he continued, "the company does not want to see any employee suffer the personal hardship of injury and possible disability." Ken states that there is a direct relationship between an aggressive safety program and the number of accidents and injuries that occur.

Ken joined Fairchild's Industrial Products Division in 1963. In 1968, while working in Quality Control, he became a member of a five-man safety committee responsible for safety at the Long Island division. In 1971, Ken became East Coast Safety Engineer in Quality Control and that same year was named Supervisor of Safety Engineering and Medical for the East Coast. He transferred to Mountain View in July, 1972, to accept his present position of Corporate Manager of Safety and Workmen's Compensation. Ken received his Bachelor of Science degree in Mechanical Engineering from Long Island University and plans to enroll at the University of Santa Clara this September to complete the requirements for a Masters degree in Business Administration.

Next Issue: Menu planning and budgeting.





# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Organizational Change Provides a Structure For Growth

On July 5, Wilf Corrigan, vice president and group general manager of the Semiconductor Components Group, announced a major organizational change affecting the three operational groups—Digital, Analog, and Discrete. Wilf states in his organizational announcement . . .

"The Semiconductor Components Group has grown so rapidly in sales and profits since our reorganization in November, 1971, that we must project for the future. Consequently, we are now ready to move to the next stage in organization to provide a structure to cope with the growth we now see for the next several years. Several departments are being ele-

vated to divisional status and the term 'Strategic Business Unit' (SBU) becomes a part of our Fairchild vocabulary.

"A division is an autonomous operation which has a clear profit and loss responsibility and direct control over all these aspects of the business that are deemed necessary to carry out that responsibility."

The new term "Strategic Business Unit" (SBU) means that it has all the characteristics of a division, but is not yet ready to take on full responsibilities as a division because of several reasons—current size, complexity of business, or lack of clarity of demand in the marketplace.

### The New Divisional Structure

**Discrete Group**—Greg Reyes, group general manager; Transistor Division—Dave Heck, general manager; Diode Division—George Wells, general manager; Optoelectronics Division—Bud Frye, general manager.

**Digital Circuits Group**—Tom Longo, group general manager; Digital Circuits Division—Paul Reagan, general manager; MOS Division—Phil Thomas, general manager; Memory SBU—Bill Baker, SBU manager.

**Analog Circuits Group**—John Susenberger, group general manager; LIC Division—Jim Smaha, general manager; IMS SBU—C. J. Stoll, SBU manager.



Dave Heck, general manager/Transistor Division, Mountain View/Palo Alto



George Wells, general manager Diode Division, San Rafael



Bud Frye, general manager Optoelectronics Division, Palo Alto



Paul Reagan, general manager/Digital Circuits Division, So. Portland/Mt. View



Phil Thomas, general manager/MOS Division, Mt. View/Wappingers Falls (no status change)



Jim Smaha, general manager LIC Division, Mountain View



Bill Baker, SBU manager Memory SBU, Mountain View



C. J. Stoll, SBU manager IMS-SBU, Mountain View





Ron Grable prepares for his final race at Sebring, Florida.

This is exactly how Ron Grable, equipment design engineering manager in IMS; and Ian McFall, production control manager of Polaroid, feel when they climb into their racing cars. "Life should not be measured in years but in terms of accomplishment and the major accomplishment is to win a race," says Ron.

Ron Grable has spent the last five years racing at high speeds around the United States, Europe, New Zealand, Australia, South America, Mexico and Canada on the professional racing circuit. Ron's record has been more than outstanding with two national championships, three divisional championships, and two regional championships—and he was the only American Pro Driver to capture a first place in New Zealand.

Ron retired from the professional racing circuit in April, 1973, to join Fairchild as the equipment design engineering manager in IMS. "Racing was my entire life for those five years and I just got tired of living out of suitcases and motels," Ron admits. "I saw a chance with Fairchild to get back into the electronics industry." Before Ron packed his bags for Mountain View, he entered his final professional race at Sebring, Florida. He finished third in the grueling 12-hour event in a 1973 Corvette.

Ian McFall, unlike Ron, is strictly an amateur race car driver. "When I came to the United States in 1967 from England, I was already into the racing bit," says Ian. "A close friend encouraged me to join the Sports Car



Ian McFall drives his Austin Healey Sprite at Laguna Seca.



Ian poses next to one of several race car pictures hanging in his office.

## Ron Grable and Ian McFall Set Pace on Racing Circuit

"There's nothing like the feeling that you're surging forward . . . in gear, flat out, full throttle . . . roaring down the last straight to win."

Club of America so I could participate in competition." That was four years ago. Ian has completed many races in first, second, and third places. "Unfortunately, there have been some races where I didn't even qualify, much less finish."

One race in particular Ian remembers was at Riverside, California, when he crashed his Austin Healey Sprite into a wall at 80 m.p.h. Ian's pit crew, made up of two Fairchilders and his wife, spent hours re-assembling the car in time for the next race the following weekend. "This is when dedication and perseverance comes out. We were painting the hood of the car with a floor mop at 3:00 a.m. the morning of the race.

Ian and his wife, Glenys, and their ten-year-old son, Andrew, have made sports car racing a family affair. "My wife used to navigate for me when we entered a rally race in England. Since I've been on the amateur road racing circuit, she has been an important member of my pit crew. Andrew is also involved in working on the car. The fourth member of our family, Corran (Andrew's twin sister) isn't interested and just goes to sleep or reads."

Ron began his racing career as an amateur, entering every race with an almost unblemished record. After becoming famous on the amateur circuit, Ron received an offer to try his luck at professional driving. "My first professional race was the Trans-Am Series and I was in third place until my engine gave up. The most satisfying win was the Questor Grand Prix

held in Ontario, California, in 1971. My sponsors gave me a Lola T-190 (similar to the Indianapolis 500 cars) to drive. The race was not an ordinary race because it was a contest between the best European and best United States drivers. We beat the Europeans and I won my division."

Not all races go as smoothly as the Questor Grand Prix. Ron was again driving the Lola T-190 at Sears Point, California, when the car's suspension collapsed during a practice run two hours before the race. "My pit crew worked frantically to fix the problem and minutes before the flag was to go down, we were ready," he recalls. "It was a relief to see the car operable, but my problems didn't end there. I was in the lead with just a few laps to go when 'wham', I ran out of gas. I didn't even finish the race."

Even though Ron has retired from professional racing, he still continues to enter as an amateur in the Road Racing competition. In June, both Ron and Ian raced at Laguna Seca in Monterey, California. Ron took first place in his division. Ian felt he wasn't emotionally geared for the race. "It was my first race of the season and I just couldn't get with the program," he reveals.

Both race car drivers agree that in order to keep your cool, one must be in top physical and emotional condition. Everything is timing, for a successful drive—from shifting gears to passing on a turn—it's essential to have the timing down pat.



# Microscopes And the Eyes

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

Only during the last decade or two have microscopes ventured in any numbers from the fields of science and medicine to production lines in industry. We in Fairchild are especially indebted to the microscope for the part it plays in making us a viable industry. Complaints of eye fatigue or "eyestrain" among health workers and scientists using microscopes were not common in the past, but with the adaptation of this instrument to the production line, complaints increased to the point that medical evaluation and monitoring was required. Medical investigators soon thereafter stressed the importance of pre-employment health and visual examinations in order to aid in selection and training of prospective employees. They found that although there is assurance that the use of microscopes is not hazardous to the eyes, many employees experience eye fatigue or "eyestrain" when proper medical selection and training is not done previous to assigning an employee to microscope work. Even with proper eye testing procedures, many employees still experience "eye fatigue" when assuming a job with prolonged visual tasks to which they are not accustomed.

The Fairchild Components Group began an active program of visual examinations in the fall of 1970. At that point, a consultant in industrial optometry was brought in to work with me on visual parameters for various jobs requiring prolonged visual tasks. Criteria have now been established and prospective employees are tested to see that their vision is compatible with the tasks they will be asked to perform. In addition, any employee who is experiencing "eyestrain" is encouraged to visit the medical department for re-evaluation.

## Some Helpful Tips On Using A Microscope

(1) In using the binocular microscope, one should adjust the separation of the tubes to correspond to the distance between the eyes so that fusion of the two fields of view may take place without strain. In using a monocular microscope, both eyes should be kept open—one soon learns to disregard what the unused eye sees.

(2) New employees, when beginning

to use a microscope, tend to stare (that is, not blink their eyelids) and over-focus. When they then look up from the microscope into the distance, they may find their vision slightly blurred for a moment. This is a sure sign they have been trying too hard and have over-focused. It is a good habit to look up and away from the microscope occasionally, thus relieving the tendency of straining the eyes to over-focus.

(3) Of course, posture at the instrument is also important. A comfortable, relaxed position is as essential in using a microscope as it is in reading or studying.

(4) If you wear glasses constantly, you should wear them while using a microscope.

(5) Most binocular microscopes have only one eye piece which is focusable.

You should first adjust the body of the microscope for the eye which has the non-adjustable eye piece, as you would in using a monocular microscope, that is, you should bring the microscope body down from its furthest position until the object under the microscope can first be clearly seen. Then the adjustable eye piece, usually the left one, should be focused from the furthest out position, until the object under the microscope is first seen clearly, and no more adjustments should be made. This procedure insures that the minimum amount of accommodation (focusing effort) will be used.

(6) Finally, it should be realized that using a microscope properly requires practice and attention to visual techniques which then should involve a minimum of eye effort.

## Record High Month For Employee Suggestions

According to Suggestion Program Administrator Terri Muessig, June topped all other months since January, 1973, with more than 75% adoptions. From the 43 suggestions submitted during June, 33 were adopted in Mountain View and Palo Alto. The cost savings for June was \$78,206.

### Adopted Suggestions By Divisions In June

MOS—2  
Digital—4  
Analog—9  
Discrete—6  
MOD—1  
Corporate and Industrial Relations—1  
Central Operations—10



On July 3, five more suggestors received awards for cost-saving ideas. Sitting (left) are Shirley Adamik, secretary in LIC Division; Pat Nickel, assembler in Power Division; and Pat Alfred, senior lab technician in Digital Division. Standing (left) are Douglas Mattern, assistant engineer in LIC Division; and Curt Garcia, technician in Power Division.





## Fairchild Enters New Consumer Products and Applications In The Chicago IEEE Spring Conference

"Consumer products and applications have long been emphasized at Fairchild. In the future, we plan not only to reaffirm this commitment, but to expand our role in the consumer market. Fairchild offers one of the most extensive semiconductor product lines available."

Excerpted from the introductory section of the New Fairchild Products and Applications brochure, this quote describes Fairchild's future commitments in the consumer marketplace. The new brochure was designed by Fairchild's Graphics department, for distribution to potential customers at the annual IEEE Spring Conference on June 11th and 12th.

More than 15 Fairchild product marketing engineers and design engineers attended the 1973 Conference held in Chicago where the emphasis was on

products for consumer products. Each component division had their new consumer products displayed for potential customers and technical observers. Located in Suite C at the Marriott Hotel, each division set up booths where they gave presentations and exhibited their product lines.

The Discrete Products Group displayed their 1/2-inch digits in the new three-color combination—red, green, and yellow, to be used as a channel number display in color TV receivers. They also demonstrated the FNA-37, 9-digit display for calculators, and the 4-digit, 8004 for wristwatches. In addition, Discrete presented their latest development, the speedy computer design, to be used for video IF circuits and tuner design. They also displayed the power capability of Fairchild's TO-92 transistor.

The Digital Products Group gave a demonstration on a new technique to tune 19 channels digitally.

MOS Division displayed the 3834,

single-chip, 8-digit, four-function calculator.

Analog Products Group introduced the LIC demonstration kit and also displayed the new 2-chip, chroma, 787/788 circuits. The circuits will be used to process the color signals in future TV sets. As part of the Analog presentation, Norman Doyle, Moise Hamaoui, and Peter Alfke of Applications delivered a paper on "An Approach to Ultrasonic Remote Control for TV Systems".

"The whole purpose for our large participation this year was to point out that Fairchild Semiconductor Components is the leader in consumer applications," states Halfon Hamaoui, consumer business development manager and coordinator of Fairchild's displays. "We are continuing to meet the needs of a fast and growing consumer marketplace in entertainment, camera, wristwatches, and calculator markets, which will be a major portion of Fairchild's future business."

## July Service Awards

### TEN YEAR

Emily Edmonds  
(due to bridge of service)  
James Vinzant  
(due to bridge of service)

Hermann Ebenhoech  
Delores McGowan  
Hildegard Walters

William Silver  
John Macdougall  
Alice Shoga  
Donna Bailey

### FIVE YEAR

Sheila Stephens  
Jim Adams  
Michael Denman  
Norman Queen  
Eugene Young  
Robert Welch  
Lorraine Hoke  
Sylvia Whited

Katherine Uvalles  
Richard Harris  
Victor Baker  
Juana Romero  
Joyce Card  
Dorene Pollino  
Wilma George

## Reminder:

**HORIZONS**, Fairchild's corporate publication, is holding an employee photo contest. There are three categories: People, Scenic, and Animals. Three top prizes of \$25, \$15 and \$10 each will be awarded in each of the categories.

Deadline for the contest is *August 15*. Photos and slides are acceptable. There will not be separate categories for black-and-white and color—both will be judged together.

The imagination of the photographer will be the greatest single factor that will be judged. All Fairchild employees with the exception of professional photographers are eligible.

Send your entries to the Employee Communications Office, M/S 20-2284. Be sure to include your name, division, and job title with each entry. Photographs will be refunded to their owners, undamaged, following the contest.

## Going Away?

According to recent statistics, July is the worst month for house break-ins. Returning to a house that has been burglarized is a terrifying experience. If the intruder is still present it can be very dangerous. Here are some suggestions from the Pinkerton detective people on ways to foil the crooks whether you are off on a long vacation or just out for the evening:

- Keep the house well-lighted. Use an automatic timer or electric-eye device to turn lights on and off.
- Open the curtains, shades or blinds part way.
- Make sure that tools, ladders and sporting equipment are locked up.
- Don't tack notes on the door—even if you are only planning to be gone for an hour.
- Remember to stop all deliveries and have mail held, forwarded, or picked up.
- Let the police know when you're away so they can check the house.



# Two Employees Design and Build Hybrid Tester

When hybrid devices are being tested for defects, it's essential that non-visible problems be identified before packaging. And, it's just as essential that defects are discovered before the final seal. Assuring quality of these devices becomes a complex task when a portion of assembly is handled at one plant, the balance at another.

The new, highly complex and sophisticated custom hybrid devices flow out of IMS-Mountain View at a rapid pace to Fairchild's Shiprock, New Mexico, plant for assembly. When the piece parts arrive in Shiprock, the production operators begin the task of assembling all parts (with the exception of final test and seal). After the devices have been assembled, they are sent directly back to Mountain View for final testing process on the accurate 5000C Tester. During the transition of devices, it becomes necessary for the assembly operators to have a tester available to check for any defects on devices. Carl Gilbert, senior design engineer in IMS, designed and built a quick and simple to operate hybrid tester for Shiprock operators. With this tester, Shiprock operators are able to test each device for possible defects with time to make corrections before shipping back to Mountain View.

Carl has a knack for designing and building various and sundry testers for devices he has been working on. After toying with an idea for a tester, Carl asked Marie Flarity, electronic technician, for her assistance in the development and construction of a reliable, pre-seal electrical tester. "I was more than happy to help Carl with his project," Marie comments, "because of my interest in building and designing things." During her college years at the University of California at San Diego, Marie spent a great deal of time in the physics lab working on computer designs. "I wasn't familiar with Carl's plans, but I was anxious to get involved with the project.

After six weeks of work, Carl and Marie saw the results of the new hybrid tester. They immediately grabbed a sack of units which had been tested by the 5000C Tester earlier for quality assurance and reliability.



"We knew that if our tester discovered the same rejects as the 5000C, Shiprock would have a way to test all units before shipping back to us."

In March, 1973, Carl and Marie happily watched the little hybrid tester being packed for its trip to Shiprock.

Carl explains how the tester works: "After units have been assembled, they are inserted into the tester for exactly one second. During the second, each unit goes through sixteen different testing cycles. If there is a defect, a failure light will appear on the tester and the operator puts the unit aside for failure analysis."

This testing process has eliminated 95 percent of all possible failures and allows time for the production operators to discover the defects and correct them. According to Carl and Marie, the tester is as inexpensive to operate as it is to build. "This hybrid tester has produced 95 percent yields which is the best percentage we have achieved for this complicated device."

When these devices arrive from Shiprock, hybrid operators can count on almost zero defects before they are tested in the 5000C Tester.

Shiprock and IMS are so pleased with the success of the tester, Carl and Marie have completed a second one which will be sent to Shiprock in the near future.

## Holiday Calendar

**September 3 (M) Labor Day**

**November 22 (Th) Thanksgiving**

**November 23 (F) Floating**

**December 24 (M) Christmas Eve**

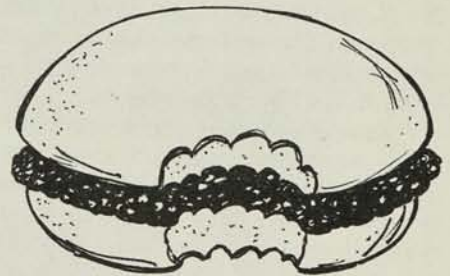
**December 25 (T) Christmas Day**

## one of many hidden benefits

As every grocery shopper knows, the figures that pop up on the supermarket cash register are more and more amazing every day. Rising food prices must be measured hourly by economists rather than monthly or quarterly as in the olden days of 1970 and 1971.

At the same time, shocked shoppers who are Fairchild employees can't help but notice the stability of the cafeteria cash register. It hasn't moved a cent on a single item in more than six years.

There's no magic to the cafeteria prices—Fairchild just pays more as food costs go up. Fairchild picked up the tab for a full quarter of that hamburger you bit into at lunch today.



Similar subsidies cover every single food item sold in the cafeteria. They are one of your hidden benefits as a Fairchild employee.

Even the small profit that is realized from the vending machines is turned back to Saga Foods to keep cafeteria prices for employees at their pre-1967 level.

Fairchild picked up a food bill of more than \$115,000 in the year June, 1972, to June, 1973, and predictions are that the tab will be almost 50 percent higher in the current year.

Annually, the company has faced the proposal that food prices be raised from a few to 10 cents per item. Annually, the company has elected to absorb the increase in food costs. The relish of knowing that hamburger is one of the few purchases you'll make today that hasn't been hit by inflation should make it even more delectable.



# Fairchild's Experts

Fifth in a series of articles on Fairchild experts and their advice to employees.

Preparing food, planning menus and budgeting for more than 4,000 people isn't exactly the problem the usual family cook and shopper faces. This,



however, is what makes Barbarita Smith, Fairchild's expert in budgeting and food planning. Barbarita is the Saga Food Service Director for Fairchild cafeterias in Mountain View and Palo Alto. She is responsible for menu planning, purchasing and budget planning for six Fairchild cafeterias.

"I guess you could say I was 'born' into the food business," says Barbarita. "My parents owned and operated a restaurant in Chicago for many years. I gained a great deal of working experience in restaurant management. I thoroughly enjoyed all phases of food service. You could always count on each day being different which made it far from dull."

During her years with Saga Food Services, she has served such major companies as Standard Oil of Chicago and TRW in Redondo Beach, California.

What does go into the menu planning, purchasing and budgeting for a large company like Fairchild?

"At Fairchild, I have established a five-week menu cycle. This means that all our daily specials are offered only once every five weeks. Unless I discover a particularly good buy in meat or poultry, the cycle remains the same. I keep in mind when planning weekly menus, the basic requirements—carbohydrates, fats, protein, vitamins and minerals for a good healthy meal.

"Purchasing food is more demanding of my time than actual meal planning. I have to shop for the best product for my purpose at a top dollar value. I have some standing orders

such as daily deliveries of produce (5 cases of lettuce, 3 boxes of tomatoes).

"Food shopping has to receive a great deal of careful attention. Our budget projection for this coming season indicates that our direct food costs will rise by more than ten percent over last year. Fifty-one percent of our sales dollar now goes for food (18.5 percent of this is for meat, fish and poultry and the remainder goes toward produce, dairy products, dry stores and bakery goods).

Barbarita recognizes that most people do not plan, budget or purchase food in the quantities she does but she realizes that people face similar problems on a smaller scale when they plan and budget meals for their families and guests.

Here are a few tips on food shopping, recipes and budgeting that can get more mileage out of your food dollar:

1. The average family in the United States devotes one-third of their income to food. For a typical family of four, I would suggest that your food budget be close to \$40 a week (if children are teenagers, this budget would be slightly more). This way you know exactly how much you will need each week for your food budget.

2. In planning a menu, you should keep in mind the basics to provide good nutrition. Due to the high prices of beef, many people should look for protein substitutes: veal, pork, fish, or poultry. They are also buying more health foods to provide the necessary balance for proper nutrition.

3. When shopping for food, I suggest that you pick either a Wednesday or Thursday to buy fresh fruits and vegetables. These are the days when produce is delivered to stores. Meats, fish, and poultry are also plentiful on Thursdays.

4. With the recent inflation in food prices, economical recipes have gained popularity with families. Real economy means dishes without meat. You might concentrate on cheeses, vegetables, chicken, and meatless casseroles as means of stretching your food budget. Here is an easy-to-fix, economical recipe for a family of four.

## California Tuna and Spinach

1 7-oz. can tuna drained  
2 lbs. spinach  
¼ t. salt  
½ cup cracker crumbs  
2 T. butter or margarine  
¼ cup flour  
2 cups milk  
½ t. onion salt  
¼ t. dry mustard  
1 t. salt  
½ t. pepper  
½ cup mayonnaise  
1 T. lemon juice

Wash spinach and cook with just the water that clings to leaves. Add salt. Cover and steam for six minutes, stirring once with fork. Drain and chop.

## Sauce

Melt butter or margarine and blend in flour. Add milk gradually and stir until thickened. Season with onion salt, mustard, salt and pepper to taste. Remove from heat and add mayonnaise (a teaspoon at a time) mixing well. Add lemon juice. Mix half of sauce with spinach and put in greased 1-quart casserole. Put pieces of tuna over spinach. Top with rest of sauce and sprinkle with cracker crumbs that have been lightly buttered. Bake in 350° oven for 25 minutes until heated throughout and browned on top. Serves four.

Running six cafeterias and managing a staff of 48, Barbarita deals with the expected and unexpected food service problems of a large company. "Actually, we don't treat our daily demands as problems," she says. "We are prepared for just about anything. This could range from last minute luncheon requests to a limited food supply."

One situation Barbarita will never forget in her three years at Fairchild was the "Chicken Incident" last Christmas. "When we were planning for the special Christmas luncheon last year, I asked a member of my staff to order chicken for 5,000 servings. In placing the order with the supplier, we specified 5,000 portions which were quarters of chickens. The person taking the order wrote it up as cases, not portions. On the delivery day," she continues, "I went to the Receiving area to sign the release order. I saw three trucks unloading cases and cases of chicken. As it turned out, we received 525 (17,000 orders) instead of the 155 cases. Since it was the supplier's error, they agreed to pick up the surplus. This whole process took us till midnight to iron out. Meanwhile, we were wall-to-wall with chickens."



## Employee Referral Award Recipients

The following employees have received \$50 for referring friends or relatives to Fairchild after the referred employees achieved 60 days of service.

### DIGITAL GROUP

Jim Smith  
(2 awards)  
Ralph Neuman  
Kaye Hauckes  
Rose Ann Rodriguez  
Thomas Johnson  
Helen Payne  
Barbara Littlejohn  
Dennis Beckus  
(MOS)  
Gail Federspiel  
(MOS)  
Avis Cherry

### CENTRAL OPERATIONS

Joseph Farfan  
Clinton P. Haines  
Bob Arnolde  
Jerry Steinhorst  
Mary Tobin

### MARKETING

Weldon Curran  
Lee Allgood  
Tom Simmons  
Gary Corbin  
Jack Jones  
Don Underwood

### ANALOG GROUP

Jim Boyd  
Alma Aquilar  
Robert Gentles  
Don Kraft  
Kimo Carter  
Jackie Cassetta  
Joe Steele

### DISCRETE GROUP

James Hooper  
Marie Hekman  
Samuel Lupp  
Peggy Johnson  
Robert Karcher  
Don White  
Tom Philips  
Jerry Pulliam

### CORPORATE

Ralph Perry  
Jan Stewart  
Joseph Vasquez

### FINANCE

Carol Larsen

## Fairchild Group Auto Insurance Changes Carriers

Rising costs are not news to anyone these days. This month's rise that concerns Fairchild employees is the cost of auto insurance. Faced with a possible increase of up to 50 percent in premiums for most employees covered by the CNA auto insurance plan, the Corporate Benefits Office decided to go shopping. Members of the benefits staff investigated group automobile insurance plans offered by major companies in the United States.

The result: a proposal presented by Travelers Insurance Company, carriers of the Fairchild medical, dental, and life covers, which appears to offer the most economical and efficient service available.

As of September 1st, automobile insurance coverage offered through Fairchild by payroll deduction will be written with Travelers to partially offset the projected rise in costs, and to resolve some of the administrative problems employees have encountered in the past.

By September 1st, employees presently covered by a CNA policy will have received quotations from Travelers and will have been given the opportunity to enroll in the new program. Employees may elect to remain with CNA until their current policy expires, but must pay, in one lump sum, the premium for the remainder of their policy year.

Coverages similar to those offered by CNA will be available through Travelers. The major change in this mass-merchandised program will be a pre-payment of one month's premiums. Additionally, as employees enroll in the Travelers program, double premium payments will be deducted from paychecks during the first month of coverage in order to establish a payment schedule that will avoid underpayments such as those experienced with CNA.

Employees participating in the present plan with CNA enjoy the advantages of premium savings, convenience of payment by payroll deduction, and assurance that virtually any driver, regardless of his driving record, can obtain coverage. The new plan with Travelers will continue to offer these features. In addition, employees will

now have the Travelers' network of service offices to offer personal assistance whenever needed and the counseling services of Fairchild's broker, Johnson & Higgins, and an improved computer accounting system that will help eliminate paycheck errors.

Present CNA policyholders will soon receive a letter explaining the options available to them and will have an opportunity to discuss any questions they have by telephone with a Travelers representative.

Employees not presently enrolled in the CNA plan will soon be able to pick up a Travelers quote request from Lucky Zimmershadt on ext. 3101 in Corporate Benefits. There is, of course, no obligation when you request a premium quotation.



Vladimir Lara (left) demonstrates how a printed circuit board is developed to visitors from a local high school. Observing the processes are Dan Ordaz (center) and Peter Madsen. During the summer, Dan and Peter teach a course in the development of printed circuit boards to boys ranging from 14-18 years of age. The workshop is located in the Silver Creek High School in San Jose. Shown in the photograph is the printed circuit board after the final step of dipping it into acid to clear off excess copper. The seven processes take approximately one half hour to complete.



# JOS Promotes

**Carmencito Adriatica** from Assembler A to Assembler B  
**Barbara Albee** from P&D Spec to Work Leader  
**Catherine Bacheldor** from Micro Optics Opr. A to Work Leader  
**Billie Beck** from Assembler A to Hi Rel Processor B  
**Julie Beemen** from Assembler A to Intermediate Clerk  
**Karen Bermudez** from P&D Spec to Senior Clerk  
**Roberta Blassey** from P&D Spec to STS Instructor  
**Debbie Bodenschatz** from Assembler B to P&D Spec  
**Evelyn Bradley** from Assembler A to Assembler B  
**Jean Butler** from P&D Spec to Work Leader  
**Mary Carualho** from Assembler A to Assembler B  
**Patricia Cava** from Engineering Operator to Test Operations Asst.  
**Sandra Delgado** from Assembler B to Assistant Lab Tech  
**Kathy Duffek** from Assembler B to P&D Spec  
**Christine Estrada** from Assembler B to R&QA Inspector Spec  
**Joanne Gee** from Intermediate Clerk to Senior Clerk  
**Darlene Griffin** from Assembler B to P&D Spec  
**Shirley Haynes** from Assembler A to R&QA Inspector B  
**Marie Herzing** from Assembler B to P&D Spec  
**Joanne Hughes** from Assembler B to Senior Clerk  
**Jill Jenkins** from Assembler B to Senior Clerk  
**Bharati Joshi** from R&QA Inspector B to Lab Tech  
**June Kimrey** from Assembler B to Work Leader  
**Linda La Fontaine** from Assembler B to Test Program Clerk  
**Alex Lopez** from Shipper/Receiver to Mechanic B  
**Richard Mason** from Assembler B to Shipper/Receiver  
**Florence Mendez** from Assembler A to Assembler B  
**Tommie Miller** from Crystal Grower to Ass't Lab Tech  
**Mary Moore** from Assembler B to Mask Making Spec B  
**Hilda Pazos** from Assembler B to P&D Spec  
**James Petterson** from Mechanic C to Mechanic Spec  
**Irene Poirier** from P&D Spec to Work Leader  
**Isabel Purugganan** from Assembler B to Hi Rel Processor Spec  
**Richard Reed** from Janitor to Facilities Craftsman A

# Fairchild Employees' Activities Association News

**1973 Slow-Pitch Softball League Meets July 23.** For those employees interested in playing softball this summer, a meeting will be held at 4:00 p.m. on Monday, July 23, in the Building 4 Conference Room above the lobby. Third shift employees will meet that evening at 10:30 p.m. in the same room. Games have been scheduled for Mondays and Wednesdays at 5:30 p.m. on the playing field at Sladder Grammar School on Whisman Road in Mountain View. If teams have already been formed, please call Rudy Robles on ext. 3750 or 5530 for the practice schedule and registration. Ladies are more than welcome to join the league.

**F.E.A.A. is sponsoring their fourth and final baseball trip** on Saturday, August 11, to see the Giants play the New York Mets. Employees may purchase two tickets for \$5.00, which includes reserved seats and a round trip bus ride to Candlestick Park. Buses will meet in front of Building 20 parking lot at 10:30 a.m. Deadline for tickets is Wednesday, August 8. To purchase tickets call Donna Hughes, ext. 5194; Adrienne Neal, ext. 4174; Lydia Lopez, ext. 2015; Margaret Elliott, ext. 3501; Dee King, ext. 3930; or Susie Gainer (R&D), ext. 2253.

**Due to the popularity of tennis,** the Fairchild Tennis Club was unable to obtain courts for this year's lessons. This does not mean the Club is folding up. Tournaments and the tennis ladder will remain as planned.

**The Fairchild Fishing Club had its second outing** of the year on June 30—a striped bass trip at the South Tower of the Golden Gate Bridge.

Gene Tom and Sub Okazaki, FCC President, did their usual good job of providing fish for everybody else. Twenty-eight bass were caught, along with a motley assortment of rockfish and sharks.

Cecile Pridgeon, after retiring her 12-foot "manhandler" rod without

hooking anyone else, managed to land an 18-lb. bass, and tied Sub Okazaki for the jackpot fish.

**"Paper Moon", rated P.G., stars Ryan O'Neal and his daughter, Tatum,** in a heartwarming story about the adventures of a nine-year-old girl and her male companion. Century 22 C Theatre is offering group rates to employees and their families for the Sunday, August 5, 8:20 p.m. performance.

Tickets may be purchased at a 50 cent discount by mailing the coupon below. Tickets are \$2.50 for adults; \$2.00 for children between the ages of 13-15; and \$1.00 for children 12 and under. If you are interested in attending this special performance, please fill out the coupon below and mail it nine days prior to show date.

**Note:** Children's tickets may be purchased at show time but all adult tickets must be ordered through the mail.

## GROUP SALES MAIL ORDER

Make checks or money order payable to CENTURY THEATRES and mail to GROUP SALES, 3164 Olsen Drive, San Jose, California 95117.

Film: "Paper Moon"

Name of Company or Group: Fairchild Semiconductor

Please send me \_\_\_\_\_ tickets at \$2.50

Date: Aug. 5, 1973

Time of performance: 8:20 p.m.

My check for \_\_\_\_\_ is enclosed.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Zip \_\_\_\_\_ Phone \_\_\_\_\_

Please enclose remittance and stamped self-addressed envelope. All ticket requests must reach theatre seven days prior to show date, and tickets will be mailed soon after.

**Irma Steens** from Intermediate Clerk to Senior Clerk

**Kathy Steep** from Assembler A to Hi-Rel Processor B

**Mark Thompson** from Electro Plater A to Work Leader

**Luz Tolentino** from Assembler A to Assembler B

**George Wasowski** from Clerk/Messenger to Intermediate Clerk

**Mary Yslava** from Assembler B to P&D Spec

MICROWIRE II — July, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Kilian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## New Fairchild Division . . . New Product With Vast Market Potential

That's Fairchild Communications Equipment—a recent addition to the Systems and Equipment operations of Fairchild Camera and Instrument Corporation.

Fairchild Communications Equipment has been established to produce a line of communications products, including memory capability, incorporating the latest in semiconductor, as well as, memory device technologies.

Kicking off the new operation are two high-speed buffer memories which dramatically improve the performance of current teletypewriter systems (see photo). These Fairchild Terminal Buffers—the TTB-8 with 8,000 characters, and the TTB-16 with 16 characters—allow users to store and then transmit information at 120 characters per second, compared to the 10 character-per second transmission limitation of most existing teletypewriters. An additional benefit is that material stored in the buffer is not fixed. With its sophisticated editing capability, stored material can be altered, deleted or searched for any character, line or file. Also, to save costly line time and avoid congestions, accumulated messages may be transmitted during off-hours. The TTB can operate unattended.

The new products have undergone and are currently undergoing extensive field tests in significant customer installations, which includes the daily transmission of data between Fairchild's Mountain View and San Rafael facilities. Both products resulted from several months of development work, utilizing semiconductor and other technical facilities. Fairchild buffer memories are scheduled to go into volume production this month.

More than a half million teletypewriter systems are currently installed throughout the United States. Fair-



The new teletypewriter terminal buffer (TTB) may be mounted on the back (left) or side (right) of the TTY with no cutting or drilling. The TTB accumulates messages generated on the teletypewriter for later transmission at high speed.

child's buffer memories provide an ideal enhancement to these networks, significantly increasing operating capability without conversion to highly expensive electronics systems while significantly reducing communications

operating costs.

Shel Eglash, formerly a director in Fairchild's Commercial Systems Group, is general manager of the new operating unit which is located in Sunnyvale.



Norman Doyle Lends Expertise To Technical Article — Electronics Products Magazine did a special issue in May on linear integrated circuits. The publication asked experts in this field from various companies around the country to write brief summaries on selected subjects on linear integrated circuits. Norman Doyle (center) is the author of the article which discussed how to select voltage regulators. Norman is the manager of Analog Systems & Applications Engineering. When an employee has a technical article published, Fairchild presents an Incentive Cash Award. Dr. C. Lester Hogan (right) president and chief executive officer of Fairchild Camera, awarded Norman with an Incentive check for \$100. Jerry Metzger (left), West Coast Editor of Electronics Products Magazine, was on hand to present a beautifully framed artist's sketch of Norman which was used with his article. (Pencil sketches were done of each of the authors for the special issue.)



## There's No Business Like . . .

**Crowds milling;  
People balanced on tip-toe, peering  
over shoulders to get a glimpse of the  
action; and  
All the bravado of an opening night**

It is, it's show business. And like the song says, there is nothing like it. And there's nothing quite like show business for introducing new consumer products and applications to existing and prospective, customers. In June, Fairchild's new consumer product and applications went on display at the 1973 IEEE Chicago Spring Conference on Broadcast and Television Receivers.

Over the last five years Fairchild Semiconductor Components has participated in this technical conference trade show to display its products to a select group of key consumer engineers, managers and customers worldwide.

To prepare for Fairchild's participation in this IEEE-sponsored show, the Semiconductor Components divisions product marketing and applications engineers begin planning six months ahead of the show date to determine which products will benefit from exposure. After decisions are made concerning product exposure, Marketing Services coordinates with the technical advisers on advertising plans, graphic displays, live demonstrations, design and color of theme, and space necessary for demonstration modules.

The preparation and tension that goes into planning for the demonstrations of consumer products and applications at the show is similar to that which is invested in mounting a stage show. There's the setting to be considered. For the IEEE Chicago Conference, Fairchild's marketing services staff uses permanent display modules for consumer products. These modules are refurbished from previous IEEE shows which are stored in a warehouse. There's the equipment to be

obtained and prepared for live demonstrations. All the equipment used at the conference comes directly from the Fairchild Mountain View/Palo Alto facilities. They are packed and shipped from Mountain View to Chicago several days prior to show time.

"The important part of entering products in a trade show is to demonstrate your products in action. To create product awareness, Fairchild uses creative and colorful display modules, informative product literature, and advertising gimmicks," says Jim Courtyce, Fairchild's advertising manager. "To tie everything together," he continues, "each year we develop a theme with a specific design and color combination. This year's theme was 'Continuing Consumer Commitment' using orange, black, and green colors. The design theme and colors are displayed on everything from modules to our consumer product literature. We even designed a plastic bag for customers to carry their product literature collected during the show."

One day before the show, Fairchild people set up the displays and then check equipment in a trial run; stocking literature for distribution; arranging proper lighting for display modules; and scheduling duties for Fairchild personnel.

And finally the big day comes—people start pouring into the Marriott Hotel for the debut of many new consumer products and applications supplied by electronic companies all over the country.

"We do not participate in this Conference to sell our products off the floor," states Art Heller, manager of marketing services, "but to demonstrate how our products work. The audience for this particular conference consists almost entirely of the people who make decisions on whose components will go into their products



(radios, televisions, hi-fi sets). The conference itself provides them with an opportunity to see what we can do for them as compared to anyone else, and serves as a starting point from which sales eventually develop.

After three days in which more than 2,500 consumer equipment experts visited the IEEE Conference, Fairchild attendees stayed behind one day to clean house and prepare equipment for the return trip home.

In another six months, Fairchild begins the cycle again—reserving the same space for the 1974 Chicago Conference to introduce more exciting new consumer products to technical consumer experts.





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Fairchild's Divisional Safety Committees are requesting that production operators wear low-heeled, closed leather or leather-like shoes to work. Recently enacted legislation in industrial safety demands that companies enforce the rules regarding foot safety (and all other types of safety apparel). If the rules are not enforced the company can receive a penalty. Save your fanciful sandals (like the one on the right, above) and your fashionable high heels for home and recreation. Protect your feet while at work with a safer style of footwear (on the left).

## Mechanic In Miniature

When petite Lorraine Perkins was a production operator on third shift seven years ago, she began poking around the various wafer sort machines when they weren't operating correctly. "Actually, it started when I became interested in the workings of wafer sort machines when we didn't have enough line maintenance mechanics on third shift to cover all our machines. Out of necessity, I started repairing the simple problems," says Lorraine. "After learning the exterior of a wafer sort machine, the next step was to ask questions about the interior and electrical wiring. I was so fascinated with the whole idea of assembling and disassembling machine parts that it became fun and challenging," she remembers.

Today, Lorraine is a self-taught specialist mechanic repairing Analog wafer sort machines.

In February, Lorraine had heard about a job opening for a mechanic through the Job Opportunity System. "I jumped at the chance to apply for the position and after several interviews the job was mine."

Lorraine starts her working day at 3:30 p.m. in Building 20 with the tools of her trade in hand. Throughout her work shift, she patiently goes about the task of reviving machines that have broken down during the day or have electrical wiring out of whack.



Recently, Fairchild ordered several new Electro Glass machines which were unfamiliar to Lorraine. "The company that makes the Electro Glass machines offers classes to those of us who are not acquainted with the machine," comments Lorraine. "We attend classes in Palo Alto where the company provides classroom instruction on assembling and disassembling of parts. These classes apply to other types of machines, as well as, the Electro Glass equipment."

During Lorraine's free time at work, she inspects other more complex machines. "There is one machine in particular that I would love to repair and that is the 5000 C Tester." Every piece of equipment Lorraine tackles is a challenge to her. "One of my goals in life is to broaden my capabilities in the field of computers."

To keep in practice, Lorraine will often tinker with various consumer items at home. Matter of fact, it's unusual to see Lorraine sitting around the house on weekends reading or watching television. "One of my sons is extremely mechanically-oriented, so I will watch him dismantle appliances and then see if I can do it," she continues. "I remember one time our refrigerator went on the blink and I watched him disassemble the entire system and then put it back together again. I'm always full of questions and he always answers them. It's much easier for me to watch a person fix something than to read a book."

Lorraine is so enthralled with her line of work that on many occasions she will stay after work for an additional hour or two just to learn a little more about the world of semiconductor machines. "I can't wait to try my abilities on a new machine. And, maybe someday I will be able to repair a computer."

The Southwest lobby door of Building 20 (near the dispensary) is for use by employees. The entrance will be open from 6:30 a.m. to 5:30 p.m., Monday through Friday. Additional parking spaces are available in that corner. Plant Protection requests that employees refrain from parking in Building 7 (Personnel) spaces so applicants will have a convenient spot to park.

## They Made It Happen

June was a very special month for DIC Test & Finish. First, second and third shifts as a group exceeded its best previous month by 25 percent. Bill Morton and his staff ordered a cake for each shift to celebrate the successful month.



First Shift, DIC Test & Finish



Second Shift, DIC Test & Finish



Third Shift, DIC Test & Finish



# Fairchild's Experts



Sixth in a series of articles on Fairchild experts and their advice to employees.

Nearly every employee at Fairchild has or will face the major expense of purchasing an automobile. It may be purchased from a dealership, off a used car lot, or through a leasing firm. Naturally, when you buy a vehicle, you should prepare for routine and sometimes expensive maintenance service. Few people, even though this is one of the largest single purchases they make, can be considered experts on car purchase and maintenance. Fairchild's expert on purchasing and maintenance of automobiles is *Ted Leno*, manager of Contract Fleet Administration and Purchasing. He recognizes the possible problems employees might encounter when buying a new, used or leased car. He also has advice on maintenance tips.

Ted has had the responsibility of Fleet Administration at Fairchild for over one year. His responsibilities cover the leasing of vehicles for the corporation. "The reason we service the total corporation for leased vehicles from Mountain View is Semiconductor Components has about 80 percent of the total number of automobiles," states Ted. "Currently, we have approximately 300 vehicles leased for our sales personnel and others who require the use of a vehicle for company business. There are also several vehicles assigned to the 'pool' which are reserved for specific organizations."

Ted and his staff coordinate all leasing arrangements for each vehicle including the maintenance service. "Often our employees wonder what we do with our leased vehicles after they are retired from continuous service at 30 months or 60,000 miles. If the leased vehicle is in good running order then we'll keep it for our 'pool'. This doesn't mean you should retire your car after 30 months or 60,000 miles. This is strictly for the appearance of the car.

According to Ted, the fundamental difference between leasing and outright auto purchasing is the ownership remains with the leasing company and not the user. The user enjoys full and unrestricted use of the equipment, but is free of the burden of ownership," he

remarks. "Some individuals would rather finance a car through leasing than actually buy.

Ted realizes that not everyone intends to lease an automobile through a leasing firm, but he does believe employees should be aware of purchasing new and used cars and maintenance. The following advice is on the purchase and maintenance of automobiles.

## PURCHASING TIPS

1. To buy an automobile is a major investment and usually means high interest rates and monthly payments. I suggest that if you are a member of the Fairchild Credit Union or any other credit union, you should take advantage of their highly competitive interest rates and their arrangements with certain dealers who sell new autos at a certain fixed amount over dealer cost to credit union members.

2. When shopping for a used car, find someone who has an updated version of the "Kelly Blue Book For Used Vehicles." It is published six times a year with the wholesale and retail prices for fully reconditioned automobiles. This will give you an idea of what price you should be paying for the automobile and what your trade-in is actually worth.

3. In the near future, all Fairchild leased vehicles will be required to carry safety equipment. The safety equipment will probably consist of a First Aid Kit, flares, antenna flag, and one fire extinguisher. Personally, I think every automobile owner should equip his car with a First Aid Kit.

4. An individual who plans to lease a vehicle should be totally aware of a lease contract. You should understand the capitalized cost and the amount owed by user at the end of two years. Some leasing companies will capitalize the car at its full-market value and charge you a low monthly rental. The problem here is at the end of the second year the amount that you owe is more than the car is worth, so then you must come up with the deficiency if you want to dispose of the car. Another factor to consider is the depreciation reserve. Each month the

dollar amount that the car depreciates is credited to your account. This usually runs anywhere from 2 percent to 2.3 percent of the capitalized cost of your automobile with a capitalized cost of \$4,000 your depreciation reserve per month would be \$80 to \$92. This depreciation reserve protects you, the lessee.

## MAINTENANCE TIPS

1. Automobiles, like humans, need periodical check-ups. One of the most important points to remember is the filter change for oil, air, and fuel at least every 6,000 miles. If it's a new car, the oil filter should be changed at a minimum of 1,000 miles. Depending on the automobile, you might check the Owner's Manual.

2. Another suggestion is tune-up. A dealership will always give you a certain mileage to observe for tune-ups. If your car runs well and sounds good, don't worry about taking it in for a tune-up. It's only important when the car refuses to start right away, or it shakes while at a stop.

3. Generally speaking, a car should not require new shocks before 24,000 miles (average driving) unless there is a leakage. Your service representative can easily show you the spot where it's leaking.

4. Alignments are usually required when the rubber is worn on either side of the tires. One thing that throws the alignment off is angle parking. Try to avoid this type of parking on a daily basis.

5. Another tip on parking is backing out from a space. Many times an individual will back out of a parking space and immediately shift into forward without coming to a complete stop. This applies to both stick and automatic. Eventually, this sudden shifting while in motion will hurt the car's transmission.

6. There are many people who will ride with the left foot resting on the brake pedal or clutch. Not only could this cause a serious auto accident, but will wear out the brakes.

7. Don't be afraid to service your car at a franchise auto repair company. Companies like Midas, Amco Transmission, and Sears are highly competitive in prices and fast to service your car.



## Appearances Can Be Deceiving

If you arrive at the newest Semiconductor Components plant in Healdsburg during the lunch period, you're likely to find the staff of the new operation with brown bags clutched in their collective fists strolling the block and a half to the Russian River. The scene is reminiscent of an earlier, less harried age.

But appearances can be deceiving. When the lunch period is almost over, the operators, engineers, and equipment maintenance personnel will head back to the plant at a trot. The pace that is set on the return trip will be maintained throughout the afternoon. The brief respite in the middle of the day is the only pause the Healdsburg employees take as they attempt to get the new Fairchild plant underway. This pace has paid off. The first product to result from the expansion to the Materials operation will be delivered to Mountain View during the last week of July—right on target.

It has taken some imaginative management to meet the initial schedule because the new facility requires extensive renovation to accept the complicated crystal growing, slicing, and polishing operations. The fact that the 10 operators—the first assembly employees—of the new facility had no place in which to work, didn't stop Plant Manager Jack Callahan for long. He rented a trailer, and set up polishing operations in the temporary quarters in order to meet the promised schedule. "Polishing was placing the greatest pressure on the Mountain View material operations, so it was the first project we attacked," he explains. "As the facility renovations near completion, we will phase into crystal growing and slicing."

The Healdsburg plant was a necessary addition to the Materials Department in Mountain View which is pressing at the walls of its facilities while the demand for wafers grows daily. Jack Callahan and his growing staff at Healdsburg realize the vital position they hold in the semiconductor assembly process. "We're aware that there is a shortage of wafers throughout the industry, and know that the more rapidly we can add to the output of the other Materials operations, the more likely it is that Fairchild can satisfy its customers' need for devices."

## A Blow Against Discrimination

"The rent is higher to you than it would be to a white person, there are no apartments available, or no one answers the doorbell when you ring. At first you don't see the pattern. But after you have rung dozens of doorbells and found that there are no apartments available even though vacancies have been advertised at the addresses, you realize you're being discriminated against. It's insidious. I'd much prefer it if they would say, 'we don't want you here because you're black or brown' rather than hiding behind evasive tactics. But, of course, they can't, because it is illegal to discriminate in rental or sale of houses and apartments."

These are the experiences of one Fairchild employee—a member of a racial minority group—in attempting to find an apartment within easy commuting distance of the Fairchild plant. It is because of experiences such as these that the Midpeninsula Citizens for Fair Housing was formed in 1965. Though discrimination is illegal, it was found that it would continue unless some concerned citizens banded together to help enforce the fair housing laws. MCFH volunteers investigate discrimination complaints, obtain evidence if housing discrimination appears to exist, and counsel individuals on the procedure for bringing the complaint before the courts. In addition, the non-profit organization conducts regular audits on housing in the

communities it serves from Redwood City through Sunnyvale. Teams of volunteer auditors go out to apartment complexes. The teams consist of one minority couple or individual and one Caucasian couple or individual who are closely matched in income, education, and number of family members. Separately, the minority(ies) and the white(s) apply for an apartment within a complex. If the treatment afforded is different for the minority than it is for the white, the apartment manager or owner is warned that he or she is discriminating. In such audits, up to 50 percent of the apartment complexes reviewed in some communities appeared to be involved in some form of discrimination in order to avoid renting to members of minority groups.

Fairchild, because it is anxious to attract members of minority groups into its work force, wants to assure that its present and prospective employees do not meet obstacles in searching for housing in nearby communities. As a gesture of its support of MCFH, Fairchild in July became a subscriber to the organization through a donation which will help underwrite the services MCFH provides in the community. Employees who feel that they have experienced discrimination in their search for housing should contact MCFH at 457 Kingsley Avenue, Palo Alto 94301, 327-1718; or John Salazar, Minority Affairs Director, Ext. 3774, at Fairchild.



In the envelope that Mrs. Janet Owens (seated), President of Midpeninsula Citizens For Fair Housing, accepts from John Salazar, Fairchild Labor Relations and Minority Affairs Director, is Fairchild's contribution to MCFH's fight against discrimination in local housing. Looking on are Alan MacPherson, Fairchild Patent Counsel and former President of MCFH, and Veronica Kane, Fairchild Employee Communications Manager.



# Career Development Center Soon To Open Its Doors To Fairchild Personnel

Of the approximately 200 supervisors employed at the Mountain View and Palo Alto facilities, more than half have been supervisors for six months or less. Fairchild realizes that supervisors and potential supervisors require formal training to develop their skills to the fullest. But how and where will Fairchild supervisors find the means? In answer to that need, Fairchild management has put together a group of training experts whose prime concern will be the career and management development of its employees.

In late September, construction will be completed on a new career and management development center which will be located at the Mountain View facility. The center will serve as a place where group leaders, supervisors, managers, executives, technical and engineering personnel will go to gain new skills, update existing ones and, in general, find the opportunity to develop to their fullest professional potential.

One of the programs already developed by the career and manpower development group, is the Supervisors' Seminar. Soon to be launched will be a program of identification of em-

ment. "It is our obligation as a corporation to give our employees the necessary tools to do the job required before we place them into the situation and then ask them to perform successfully. The whole concept of the Career and Management Development Center will be to 1) be competitive in attracting, developing and retaining the highest quality of supervisors, managers, technical, and engineering employees and; 2) prepare our employees to successfully handle the growth that Fairchild is experiencing and will continue to experience."

The first Supervisors' Seminar, which started in June, involved 40 supervisors in a 16-week course. Instructed

by Jack Higbee and Bill Morton, the course was divided in two segments: The Fairchild Business Plan and the Human Relations-Industrial Relations. In the first half, the supervisors learned about Fairchild manufacturing and financial systems. In the second, the course dealt with the human relations portion of the supervisor's job. They examined areas such as: Industrial relations, constructive discipline, interviewing skills, employee appraisal, skills training system, labor relations, communications, motivation, and leadership.

For reactions to the Supervisors' Seminar, MICROWIRE talked with Jack Higbee and Lee Carvalho.



**Jack Higbee, operations manager of manufacturing in Bi-Polar Memory and instructor of current Supervisors' Seminar.**



**Lee Carvalho, supervisor of Masking in Bi-Polar Memory and a current participant in Supervisors' Seminar**

"Over the last three years, I have been a participant and an instructor in various Fairchild supervisory and management training programs. In this supervisors' seminar, we are looking for and dealing with the needs of the individual supervisors. You can't do the complete job if you don't have the tools to work with and that's exactly what we are doing—attempting to make the supervisor aware of the tools that are available to him and give him some ideas how they best can be used in supervising his particular area of responsibility. Sometime this year, it is our objective to have in place a pre-supervisory program. It will be designed for employees without prior supervisory experience and better prepare them to assume future responsibilities."

"A supervisors' seminar was a new experience for me. I have been a first line supervisor for only four months. It was most beneficial to me as a new supervisor. I learned how to use the Production Inventory Control Systems Financial Report, and how to interview potential employees. We defined financial terms relating to line performance—standard yields, and overhead earned. We also discussed what Production Control, Marketing, and other groups do and how it relates to our areas. The session on interviewing techniques was extremely helpful to me. In fact, the following day I had an interview with a potential employee and used the techniques. Our classroom instruction involved participation, mock interviews and open discussions."

employees with supervisory potential accompanying training to provide them with the skills to accept responsibility in supervision. "The purpose of these programs is to give our supervisors opportunity to develop their leadership skills along with their technical skills," states Ed Tortorici, Corporate Director of Career and Management Develop-





## Specialized Polishing Equipment Designed and Built For New Plant

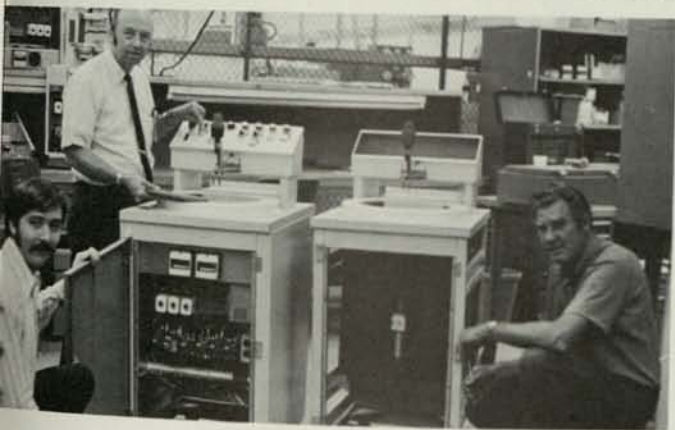
The newly-acquired materials plant in Healdsburg, California, requires a new polishing process to meet the requirements of 3" wafers which are now being used by all divisions within the Components Group. "The new polishing process requires highly sophisticated equipment which is unique to the process developed by the materials engineering staff. Because this equipment cannot be purchased outside Fairchild, the Equipment Technology Group must design and build all polishing machines," explains Leo Czarniecki, manager of the Equipment Technology Group.

In February, Leo and his staff of design engineers were given the signal to begin the first phase of the project—to design four automatic carrier wax spin stations; six automatic wafer mount stations; and two automatic wafer de-mount stations for the Healdsburg plant.

The deadline for the first phase was July. In order to meet this tight schedule, considerable cooperation was necessary from all areas. By July 11, Fairchild's electrical and mechanical crews had built and delivered the required number of polishing machines. According to Emmett O'Neill, senior engineering for electrical group; and Bob Brown, supervisor of equipment engineering for materials; the new polishing process will cover up to 10,000 square feet of space to serve the 3" wafer capabilities.

The Equipment Technology Group was also responsible for the training of three Healdsburg line maintenance persons to keep the complex equipment in good working condition while assuring its effectiveness.

The Healdsburg plant began operations the end of July with ten production operators.



Applying the finishing touches on a carrier wax spin station are Norm Queen (standing), project engineer; Steve King (left, kneeling), electrical technician; and Ralph Carpenter, machinist on the project.



Inspecting the completed automatic wafer mount station before shipping to Healdsburg are (left) Les Mays, supervisor of the machine shop; Ray Scott, design engineer; and Bill Wood, machinist for the project.

Marlow Stephens (left), supervisor of the electrical shop; and Chris Chen, electrical technician; pose next to the control panels they devised for the new equipment for Healdsburg.



## Service Awards Due To Bridge Of Service

Listed below are names of COMPONENTS employees due to receive awards due to the bridge of service policy. Most of them are receiving them late.

### FIVE YEAR

Adela Peneff	Russell Roering
Leland Reiman	Anthony Borges
Robert Chamberlain	Sandra Inouye
Lumie Steele	Linda Bohn
Linda Sue Field	Maria Peixoto
R&D	Joyce Bobbinger
Virginia Cater	Shirley Neal
Donald Dvorak	Carmen Garcia
Soon Ja Clark	Linda Steele
Lupe Lopez	Jessie Perea
Grace Lewis	Gloria Robinson
Margie Walker	Ginger Pontier
Alice Coy	Norma McCarn
Warnetta Askew	Sylvia Jiminez
Rochelle Ferrell	Judy Carman
Joe Gibson	Ardeth Pipe
Kathleen Bohanan	Carmen Martinez
Janice Cardona	Ruth Seabert
Susan Vale	Bernice Montoya
	Robert Smith

### TEN YEAR

Richard Jones	Doris Davis
Robert Major	John Deckard
Jim Johnson	Donald Benham
Maxine McGuire	James Morris
Muni Aggarwal	Anny Zander
Shirley Marks	Miriam Lykins
Shirley Tucarella	Loretta Metoyer
Ola Renic	Joyce Philyaw
Patricia Domondon	Irma Burch
Margie Lopez	Matilde Bariao
Mary Jones	



# MOVING UP

## ANALOG CIRCUITS GROUP

Allan Yatagai from Associate Engineer to Engineer B

Peter Kunedt from Electronics Tech to Sr. Electronics Tech

## CENTRAL OPERATIONS DIVISION

Della King from Lab Tech to Supervisor A

Anice Cheseborough from Production Supervisor A to B

Robert Kruse from Production Supervisor A to B

Frank Miller from Production Supervisor B to Production Supervisor/Group Leader

Joanne Robles from Production Supervisor A to B

James Schnieder from Buyer to Sr. Buyer

Jim Staley from Production Supervisor A to B

Samir Yacoub from Production Supervisor A to B

James Watkins from Engineer A to B

Dave Watson from Associate Engineer to Plating Engineer A

## MARKETING OPERATIONS

George Webb from Supervisor of Inventory Control to Account Sales Representative B

Karen Garcia from Customer Satisfaction Coordinator to Customer Services Coordinator

## DISCRETE GROUP

Fred Faber from Production Controller to Product Specialist

Saeed Ghotbi from Product Engineer B to Sr. Product Engineer

## DIGITAL CIRCUITS GROUP

Bill Wield from Sr. Material Planner to Manager-Production Control A

Charlene McDonald from Assembly Work Leader to Production Supervisor A

Carmen Andrews from Assembly Work Leader to Supervisor A

Dave Engdahl from Sr. Design Engineer to Supervising Engineer-LSI

Pat Hammerlund from Mask Designer A to Mask Designer B

Leanne Kromer from Layout Machine Operator to Sr. Layout Machine Operator

Rusi Mistry from Sr. Product Engineer to Supervisor-Product Engineering

Pat Vigil from Data Reconciliation Clerk to Expeditor

Greg Hief from Assistant Lab Tech to Supervisor B

Travis White from Manager B-Production Control to Manager-Production Control

Marie Flarity from Electronics Tech to Art Design Engineer B

Terry MacKinnon from Mechanic Specialist Leadman to Maintenance Supervisor

Joseph Louie from Product Engineer A to B

Richard Sachs from Product Engineer A to B

Alfred Watkins from Sr. Process Control Engineer to Staff Engineer

Daryl Whitfield from Electronics Tech to Supervisor A

# Job Opportunity System Promotes

Modesta Antonio from Assembler B to R&QA Inspector Spec.

Martha Appuglies from Assembler B to P&D Spec.

Tim Archambeau from Asst. Electronic Tech. to Electronic Tech.

Olga Chibras from Assembler B to Probe Repair Specialist

Josie Coronado from Assembler A to Assembler B

Katherine Davies from Engineering Operator to Asst. Lab. Tech.

Norma Dietz from Assembler B to P&D Spec.

Janet Gath from Sr. Lab. Tech. to Sr. Research Tech.

Wanda Green from Assembler B to R&QA Inspector Spec.

Georgia Haugen from Assembler A to Mechanic B

Corrine Jack from P&D Spec. to Asst. Lab. Tech.

Donna Jackson from P&D Spec. to STS Instructor

Terry Jewkes from P&D Spec. to Engineering Operator

Bruce Lallas from Assembler A to Assembler B

Connie Licciardello from Assembler A to Intermediate Clerk

Catherine Lowney from Lab. Tech. to Research Tech.

Warren McCord from Mechanic C to Mechanic Spec.

Joyce McNulty from P&D Spec. to Engineering Operator

Naomi Martin from Assembler B to P&D Spec.

Sonia Mathews from Assembler A to P&D Spec.

Mary Miller from Assembler B to STS Instructor

Haleh Mirabozorg from Assembler B to Hi Rel Processor Spec.

Alma Moraida from Assembler A to P&D Spec.

Maria Oliveira from Assembler A to Assembler B

Robin Osborne from Assembler B to Chem Mixer

Pauline Phillips from Senior Clerk to Lab. Tech.

Virginia Quintero from Assembler B to Assembly Work Leader

Ann Ramirez from P&D Spec. to STS Instructor

Cleo Reeves from Assembler B to R&QA Inspector Spec.

Gloria Rose from P&D Spec. to Assembly Work Leader

Janice Sausnock from R&QA Inspector B to R&QA Inspector Spec.

Mary Sedillo from Assembly Work Leader to Asst. Electronic Tech.

Dolores Silva from Assembler B to R&QA Inspector Spec.

Carman Trujillo from P&D Spec. to Assembly Work Leader

George Wasowski from Clerk/Messenger to Intermediate Clerk

Hazel White from Lab. Tech. to Senior Lab. Tech.

Marilyn Wilds from Assembler B to Assembly Work Leader

Mary Yslava from Assembler B to P&D Spec.

Leonides Zabala from Assembler B to P&D Spec.

## Fairchild Employees' Activities Association News

The F.E.A.A. provides employee discounts for local amusement parks, recreational areas, and business discounts.

**Local Area:** Frontier Village; Santa Cruz Beach and Boardwalk; Santa's Village; San Francisco Bay Cruise; Roaring Camp & Big Trees Narrow Gauge Railroad; Special Events.

**Los Angeles and San Diego Area:** Sea World; Movieland Wax Museum; Japanese Village; Knott's Berry Farm; Disneyland; Palm Springs Aerial Tramway, San Diego Zoo; Busch Gardens.

**Local Business:** Tire Systems, Inc.; Howard Johnson's Motor Lodges; Gerard Tire; Palo Alto Tire and Brake Service; House of Karlson; Dahnken; Pacific Car Rental; Carriage Trade Dinner Club; United Buying Service; Santa Clara Merchants; Crown Tire Supply Co.; Colony Paint Center; Eastern Wholesale Furniture Co.; Allied Realty (free rental service); Capitol Tire Sales Warehouses.

We are continually interested in adding new discounts for your benefit. If you have any questions, need additional information, or have recommendations for new discounts, please call

your Recreation Office on extension 2844 in Mountain View.

For added convenience to employees, the mentioned discount cards may be obtained from the following people:

Bldg. 2: Lydia Lopez, Mail Stop 2-233, Ext. 2015; Bldg. 3: Carol Kothe, 3-410, 3828; Bldg. 4: Donna Hughes, 4-303, 5194; Bldg. 9: Edna Loucks, 9-100, 3394; Bldg. 13: Janet McHenry, 13-001, 3602; Bldg. 14: Mary Jane O'Brien, 14-1070, 4411; Bldg. 18: Rudy Robles, 18-221, 3750/5024; Bldg. 18: John O'Neil, 18-221, 5024; Bldg. 19: Margaret Elliott, 19-110, 5642; Bldg. 20: Judy Wagner, 20-1788, 2838; or Linda Wack, 20-2767, 4391; R&D/MOD: Joann Ross, 30-776, 17+2601; 2nd Shift: Ann Bowman, 2-334, 2551.

MICROWIRE I—August, 1973

EDITOR: Vicki Heinsheimer

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Dave Deardorf Promoted To Head Wappingers Falls MOS Plant

Dave Deardorf, a seven-year veteran of semiconductor manufacturing, has been promoted to the position of plant manager of the newly acquired manufacturing plant in Wappingers Falls, N.Y., according to Phil Thomas, general manager of the MOS Products Division.

The new facility, which was acquired by Fairchild in April is scheduled to begin operations in the first quarter of 1974. The 50,000-square-foot plant will be a complete MOS integrated circuit operation, including wafer fabrication, assembly and testing operations, as well as containing its own support functions.

Dave Deardorf, a 1960 graduate of the University of California, has held several management positions in product development, product management and manufacturing since joining Fairchild in 1967. His most recent position was operations manager for digital integrated circuits at Mountain View.

Dave will relocate to the new plant on All Angels Hill Road in Wappingers Falls by September 1. Other key managers assigned to Wappingers Falls include James Kallgren, industrial relations; Joseph Consoli, controller, and Lowell Bishop, facilities manager.



## Fairchild Sells Electro-Metrics Product Line

Fairchild announced on July 26 that it has agreed to sell to Penril Data Communications substantially all of the business and assets of the Electro-Metrics Division in Amsterdam, New York.

The transaction includes equipment in a leased facility and a product line

of radio frequency interference measurement equipment.

Fairchild retains a third product line previously manufactured by the Electro-Metrics Division, which is now produced by the company's Space & Defense Systems Division in Syosset, New York.

## Permanent, Part-Time Employees Participate In Benefits Program

Recognizing the contribution that permanent, part-time employees make to Fairchild operations, a benefits schedule similar to that offered full-time employees went into effect for these employees on August 1. Permanent, part-time employees working 20 hours a week or more on a regular schedule are eligible for most benefits except pension plans and Service Recognition Increases (SRI). However, should the part-timer become a full-time employee in the future, all part-time service will be credited toward determining SRI entitlements.

### VACATION

In the first year of employment, vacation is earned only upon the completion of six (6) full calendar months. At that time, your vacation account will be credited with 3-1/3 hours for each full month of employment from the effective date August 1, 1973. After completing the second six (6) full calendar months of employment, an additional credit of 3-1/3 hours per month will be credited to your vacation account.

After you complete the first year of employment, you will accrue vacation at the rate of 3-1/3 hours per month.

### HOLIDAY

You will be paid four (4) hours for each holiday.

### BEREAVEMENT

You are eligible for a maximum of three (3) days of paid time off at four (4) hours per day in the event of a death in your immediate family.

### PAID PERSONAL ABSENCE

Permanent part-time employees will also be eligible for Paid Personal Absence accruals for use when ill or when personal compelling business (Continued on page 7)



# Front Line of Public Relations

A voice, a smile . . .

These are frequently a caller's or visitor's first impression of Fairchild Semiconductor Components in Mountain View and Palo Alto. The tone of that voice or the sincerity of that smile will create the first, and often lasting, image of Fairchild.

Fairchild places the responsibility of projecting the spirit of each division in the hands, voices and minds of several ladies who are well prepared to handle so delicate a task. They are Fairchild's front line of public relations.

The voices belong to switchboard operators: Marilyn Kloes, chief operator; who has been with Fairchild seven years; Elimor Coomes, another seven-year veteran; Jane Marriott, eighteen months; Ruth Finger, five months; Ann Sparkman, three years; Joey Mend-

onca, five months; and Shirley Norman, two years. Mary Chambers and Vera Gleim joined the switchboard staff this summer to help carry the communications load. At the Miranda Avenue facility, the switchboard is operated by two long-term veterans — Kitty Christensen with eleven years of service, and Betty Vanzin with six years. They handle all incoming calls into the Optoelectronics Division.

Other voices often heard by incoming callers, mostly applicants, are Jeanne Stewart and Barbara Starnes in Professional Employment, and Bobbie Carter in General Employment. In addition to clerical duties and answering the telephones, they respond to questions from applicants.

With their pleasant smiles and helpful manners, Fairchild's receptionists' are public relations specialists. Susie

Davis has been the official greeter over the past two years in Building 4 front lobby. Diane Maue, formerly a Fairchild switchboard operator, began her duties as the receptionist in Building 2 front lobby just a few weeks ago. Welcoming visitors in the Mask Making facility is Rosemary Aguirre. She has been with Fairchild only six months. Dealing with customers and vendors on a day-to-day basis is the Customer Service receptionist Pat Courter. One of the best-known smiles at Fairchild belongs to Ida Price, who has been greeting visitors for fourteen years. Ida has been the receptionist in Building 20 front lobby for more than five years.

Optoelectronics Division on Miranda Avenue has a delightful receptionist, Diane Granado, who has been welcoming visitors for nine months.



Fairchild's Mountain View Switchboard Operators: (sitting) Elimor Coomes, Jane Marriott, Ruth Finger, Ann Sparkman, Mary Chambers, Joey Mendonca, Vera Gleim; and (standing) Marilyn Kloes, chief operator.



Barbara Starnes (left) and Jeanne Stewart, professional employment receptionists in Building 7.



Fairchild's Palo Alto operators are (left) Betty Vanzin and Kitty Christensen.

Ida Price, receptionist in Building 20



Susie Davis, receptionist in Building 4



Diane Maue, receptionist in Building 2



Rosemary Aguirre, receptionist in Building 13



Pat Courter, receptionist in Building 14



Bobbie Carter, general employment receptionist in Building 7



Diane Granado, receptionist in Palo Alto



## Paul Gupta Tells Fairchild Story

"If Fairchild is going to be a dynamic leader in the electronics industry, we have to look for new ideas and future accomplishments. One method is recruiting recent graduates from our colleges and universities," states Paul Gupta, manufacturing manager of Small Signal Transistors.

Paul has devoted many hours working with Fairchild's College Recruitment Program coordinator Roz Hopkins counseling college graduates on their career goals... what they want from Fairchild and what areas attract them in the electronics industry. "It actually began about one year ago when Roz asked me if I would interview college graduates. During the interviews, I realized how uninformed the graduates were about the whole spectrum of a semiconductor operation," Paul remembers. Being sensitive to Fairchild's needs, he volunteered to interview and counsel college graduates for Fairchild Components. "My whole intent is to tell them about our organization... listen to what they have to say... and advise them on their future with Fairchild."

Paul's interviewing techniques are personable and informative. "I try to make them feel at ease by asking questions on family background, hobbies, and sports. Because of Paul's twelve years experience with Fairchild, he is more than qualified to tell the Fairchild story.

Paul has been successful in finding twelve candidates to fill job openings at Fairchild. His enthusiasm and personal interest in each graduate has been one of the main selling points for Fairchild. On August 1, the College Relations Program sponsored a dinner honoring all graduates hired through the recruitment program. Paul was presented with a plaque for his outstanding contribution to the program.



Paul Gupta (left) shows John Tiffin, college graduate from California State University in San Luis Obispo, a diagram of the Components organization at Fairchild. John was hired in February on Paul's recommendation.



Two major killers among men and women in the United States are heart disease and cancer. As part of their health care program, Fairchild's medical staff attended a seminar on heart disease and cancer on June 28 in Building 20. Ten Fairchild nurses from the Mountain View, Palo Alto and San Rafael facilities listened intently (above photo) as two nurses from the Cardiac Care Unit at El Camino Hospital demonstrated the new sophisticated pacemaker and defibrillator (metal disc which stimulates the heart during cardiac arrest) machines used on heart patients across the country. In addition to the live demonstration, they explained how an industrial nurse should handle an employee who has a coronary before ambulance arrives. They also enlighten them on time arrived at hospital until full recovery. Pictured below, two volunteers from the American Cancer Society of Santa Clara County describe to Betty Bailey, who coordinated the seminar, the seven warning signs of cancer. They discussed the importance of regular medical check-ups.



## Junior Achievement Program Needs Fairchild Advisers

Selecting a product or service... Can we make it?... Will it sell? Naming the new company... Will the name be a good one for public identification?

Getting the company into business... surveying sources and prices of materials... learning about the functions of a board of directors... electing key officers... making production plans... going into production.

All of those things and more make up the experience of a Junior Achiever.

Fairchild Components is sponsoring two Junior Achievement companies for 1973-74. But, in order to make these companies successful, they will each require four Fairchild advisers. Advisers are needed in the following areas—

marketing, production, financing, and a coordinator of administrative functions. The requirements a Junior Achievement adviser should have is first and foremost—interest in the program and knowledge of their particular field. Each adviser will meet two hours a week in the evenings for 20 weeks with the Junior Achievers. An orientation session for advisers will begin the week of August 27. The J.A. program begins the week of October 8 at Fairchild.

If you are interested in becoming a J.A. adviser for the 20 week program, please contact Tom Donovan on EXT. 2101 or Bob Gidden on EXT. 3414 by August 22.



# Fairchild's Experts

Seventh in a series of articles on Fairchild experts and their advice to employees.

What do you do before the burglar comes? How should homeowners and apartment dwellers protect their possessions from nighttime and daytime burglaries? Should you purchase elaborate burglar alarm systems? These and many more questions plague Americans. Norm Zalfa, security manager for the past five years at Fairchild, has worked closely with numerous law enforcement agencies around the world on criminal investigations including industrial and home theft. Norm spent 21 years as a criminal investigator for the United States Army here and abroad. His credentials include chapter chairman of the San Francisco Chapter of American Society for Industrial Security. One evening a week, Norm teaches a course on Industrial Security at Chabot Community College in Hayward.

Before Norm discusses key points on home security, let's examine his



responsibilities in protecting one of the largest electronic companies in the world—Fairchild. Covering about 1,000,000 square-feet of owned and leased space, Norm and his staff of 50 insure loss prevention and plant protection of Fairchild's West Coast plants. He has also developed and directed

the U.S. Government security programs which includes personnel clearances, physical security, safeguarding of classified material and operations, and compliance with security requirements of classified contracts and projects.

The following suggestions are offered to you in order to better protect your home or apartment:

## 1. NOTIFY POLICE IMMEDIATELY AND NOTE THE LICENSE PLATE NUMBER IF:

- Strangers, young or old, ring your doorbell and ask vague or strange questions.
- Persons without credentials ring your doorbell, seek employment or attempt to gain admittance to your home to solicit or sell.
- Strangers seek information about your family or neighbors, or their whereabouts.
- You receive a number of phone calls, and the caller hangs up when you answer.
- Suspicious persons or cars are in your neighborhood.

## 2. KEEP THE TELEPHONE NUMBER OF YOUR LOCAL POLICE PRECINCT HANDY FOR QUICK REFERENCE:

How are burglaries committed and who commits them? Burglary is the one crime in which the perpetrators involved can span the age field from the child under 10 to the 60-year-old professional. Generally, burglars can be grouped into three broad classifications—juveniles and youths, semi-professionals, and professionals.

A two-step operation will help prevent burglaries in your home and in your community.

### First Step

Remove the profit from burglary. The profit for a burglar comes from the cash and easy-to-dispose of jewelry he finds in a home or apartment. If you must have cash and jewelry in your home or apartment, hide it and lock securely.

### Second Step

Eliminate the opportunity for burglary. Be your neighbor's keeper.

Keep your eyes open for strangers around your neighbor's home or apartment. Note license numbers when you can. Call police as quickly as possible. You and your neighbors, working together, can eliminate burglaries.

## 3. WHEN YOU LEAVE HOME FOR THE DAY OR EVENING:

- Lock all windows and doors, and leave a light burning at night.
- Close and *lock* your garage door.
- Don't leave notes explaining your absence, or leave a key around.
- Don't leave a ladder where a burglar can use it to gain entry.

## 4. WHEN YOU LEAVE HOME FOR AN EXTENDED PERIOD, FOLLOW ABOVE AND ALSO:

- Notify police so they can check your home.
- Stop deliveries of mail, milk and newspapers.
- Ask a neighbor to remove circulars from your mail box, and to keep an eye on your house or apartment.
- Eliminate as much as possible any indication that you are absent.

## 5. BABYSITTERS:

- Leave written instructions containing phone number of police, phone number where you can be reached, and the name, address and phone number of a neighbor who can readily be reached in the event of an emergency.
- Instruct the babysitter not to open the door for anyone and not to allow anyone in (including boy friend). She should talk through the door, without opening it. When talking to anyone, whether on the phone or through the door, she should give the impression that there is an adult at home.
- Before leaving your home, make certain all doors and windows are locked throughout the house or apartment.

(Continued on page 5)

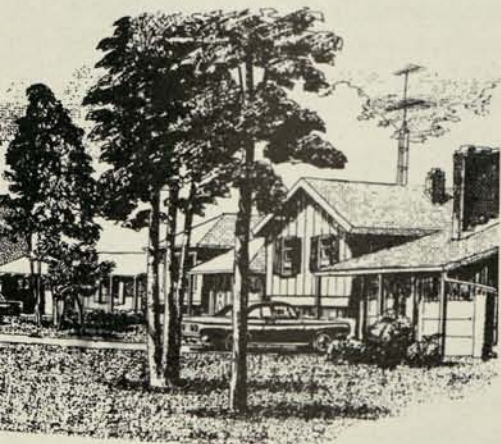


6. **DOMESTIC HELP:**

- a) Hire through a reliable firm.
- b) Check credentials, make record of name, address and former employers.
- c) Thoroughly check references.

7. **ALWAYS:**

- a) Safeguard money, expensive jewelry, wallets, and pocket-books, and do not display them when strangers are in your home.
  - b) Ask to see the license and/or credentials of salesmen. Most communities require door-to-door solicitors to be licensed, and legitimate firms provide their employees with identifying credentials.
  - c) Know whom you admit to your home, and deny admittance to anyone who is not properly identified.
  - d) Maintain a list of your valuables, including descriptive numbers and markings.
8. If you live in a tract home, it is a little known fact that every third or fourth door has an identical lock. I suggest that if you haven't changed your house lock since moving in, you should do it now.
9. Investing in burglar alarm systems can be quite expensive. The best way to save money is to stick to direct, tested ways of protecting your home or apartment and avoid intricate approaches and devices that supposedly deceive criminals. I recommend alarm systems that have loud noises when they go off.



## Lenora Chatman Recognized An Opportunity and Pursued It

Three months ago, Lenora Chatman, formerly a production planner in LIC Wafer and Class Testing, recognized an opportunity and pursued it. Her efforts paid off. Today, Lenora is an electronics technician in LIC Engineering Lab.

"I always wanted to do more," Lenora smiles earnestly. "There was a job posted on the JOS bulletin board for an electronics tech in LIC Engineering. I was anxious to be an electronics tech so I immediately applied for the position. I wasn't 100 percent sure I could do it, but I'm glad I took the chance."

Lenora's outstanding performance at Fairchild over the past nine years is documented by the fact that in two weeks after she filed the application, she was promoted to an LIC electronics technician. Her background was an aid to her progress. In Lenora's previous position as production planner, she sorted and tested wafers for six years. By being continually alert and inquisitive, she rapidly gained a working knowledge of electrical analysis on rejected wafers.

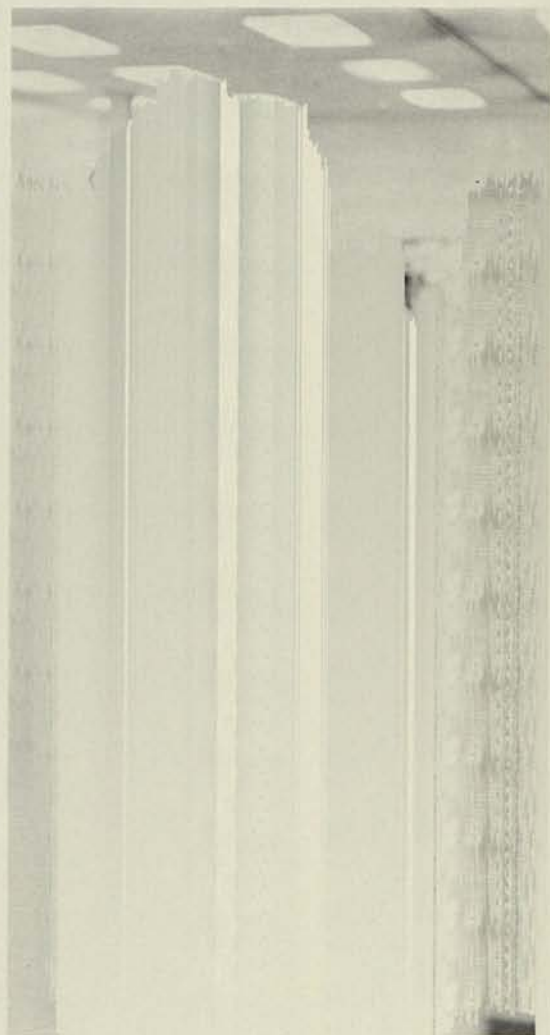
"I'm still constantly asking questions, and I listen a lot—to engineers, techs, and my supervisor," she says. "You'd be amazed how much information can be picked up by just listening."

Lenora considers herself a trouble shooter for LIC Wafer and Class Testing areas. "When a production operator notices that too many wafers are being rejected during testing, the supervisor will call me over to check out the test program prepared by our engineers. If there is nothing wrong with the machine, then I will take two or three samples of the rejected wafer to my desk and check it out under a microscope... and the search begins. Sometimes I will have to call an engineer for his assistance when the problem involves something very technical in the test program. You see, if LIC products aren't meeting the minimum yields set on each program sheet, then I have to find out the electrical problem."

An electronics tech has to be flexible. When an engineer makes last minute changes on the program sheet,

the tech must respond to the changes immediately. To be a good electronics tech, Lenora feels a person must be able to learn quickly and have the ability to work under pressure. "It's important to correct the problem of a rejected wafer before production time is lost," she says.

Lenora's persistence in learning about her position doesn't end at 3:30 p.m. She attends night school at San Jose City College earning her AA degree. Lenora's courses are in electronics which is helping her in the new job. "Between my electronic classes and on-the-job training, I'm developing a much broader understanding of an electronics technician's responsibilities. But, the most important part of my training is the help and consideration given me by my co-workers. They are the best sources of knowledge."





# Alive . . . Well . . . And Working Graveyard

**MICROWIRE** salutes those unsung heroes and heroines of the graveyard shifts.

More than 480 people keep the lights burning all through the night at the Mountain View and Palo Alto facilities.

Why do they want to work from 11:00 p.m. to 7:00 a.m. Sunday through Thursday? How does it affect their life style at home? There are many reasons why Fairchild's graveyard employees pick these hours.

Genny McCauley, Yvonne Sarti, Joyce Boone, Richard Bath from Epi-taxial; Dora Davila and Avelina Salvador from Fab 1 in Small Signal; and Vida Mae Craft, Carol Bauer, Janet King and Art Taylor from Optoelectronics in Palo Alto revealed a few reasons they burn the midnight oil.

Working at night doesn't fit into a normal pattern of most people's life, but it suits most Fairchild's graveyard employees just fine. They like the atmosphere. It's casual, a little more informal, and a great deal quieter than during the day. There are less interruptions in their work schedules. Graveyarders want days free to spend with their families. One production operator simply said that she and her husband wanted a larger family income. Rather than turn over her paycheck to a babysitter, she decided to work



graveyard shift. That way the children could stay at home and so could the paycheck.

Another employee whose children are grown, didn't want to change her daytime routine, but wanted to get back to work. The most logical answer was graveyard.

Several employees pointed out that there's less traffic coming to work and hardly any going home.

Not stymied by their odd hours, graveyarders still manage to attend company picnics, Christmas parties . . . participate in Fairchild's bowling, softball, basketball, and golf leagues. On numerous occasions, the employees get together for an old-fashioned potluck dinner during their "lunch" break. "We really are a very close-knit group," says Genny McCauley, "because of our unusual life style and we're small in number."

"Adjusting to the 11:00 p.m. to 7:00 a.m. schedule is extremely hard in the beginning but after a while you develop graveyard patterns," states Joyce Boone. Your sleeping and eating habits reverse and you play while everyone else works.

"The first couple of weeks on graveyard isn't bad at all," remarks Yvonne Sarti. "It's the third week that hits

you. The body is adjusting to a new cycle. When I get home from work, I catch some sleep and then go ride my horse. Since I'm single, I don't have any other responsibilities. This means I can change my schedule around during the day."

"I'm single too," comments Richard Bath. "I have been working graveyard for three years now and wouldn't trade it for anything. It gives me the opportunity during the day to participate in outdoor sports such as water skiing. The lakes are totally empty and there is no such thing as a traffic jam."

In the Palo Alto facility graveyarders Art Taylor and Janet King both agree that graveyard has advantages. Art is a family man and enjoys being home with his wife and children during the day and evening. Eventually, he would like to get on day shift and work in personnel.

Janet King's husband attends school in Oakland and commutes to their home on weekends. For Janet, working at night fills a void while her husband is away.

No matter what the reasons are or how it affects their home life, graveyard employees are quite happy being the Fairchild Night Owls burning the midnight oil.





# JOS Promotes

Lilah Camarena from Assembler B to R & QA Inspector Specialist  
 Barbara Cothorn from Assembler B to P & D Specialist  
 Mary Zuniga from Assembler B to P & D Specialist  
 Shirleen Roberts from Assembler B to R & QA Inspector Specialist  
 Phyllis Coronado from Assembler A to Production Maintenance Clerk  
 Lynn Hodgins from P & D Specialist to Assistant Lab Tech  
 Grace Stoner from Assembler A to Assembler B  
 Myrna Hyatt from Junior Spec Writer to Senior Spec Designer  
 Marjorie Taylor from Assembler A to Hi Rel Processor B  
 Edward De Jose from Assembler B to Work Leader  
 Linda Steele from Assembler B to Assistant Lab Tech  
 Mary Banks from Assembler A to Assembler B  
 Shirley Klarich from Assembler B to P & D Specialist  
 Vivian Martines from Assembler A to R & QA Inspector B  
 May Prime from P & D Specialist to Engineering Operator  
 Colley Wong from P & D Specialist to Assistant Lab Tech  
 Sandra Harrison from Assembler B to P & D Specialist  
 Dennis Wessel from Assembler B to Assistant Lab Tech  
 Masae Ost from Mask Making Specialist B to Mask Making Specialist C  
 Sally Escamilla from Mask Making Specialist B to Mask Making Specialist C  
 Allie Lockhart from Mask Making Specialist B to Mask Making Specialist C  
 Dorothy Clarkson from P & D Specialist to STS Instructor  
 Sandra Barber from Data Rec Clerk to Lab Tech  
 Constance Duarte from Assembler A to P & D Specialist  
 Blanche Lopez from Assembler A to Assembler B  
 Benny Stayton from Mechanic C to Electronic Tech  
 Beatrice Moe from Assembler B to Assembly Work Leader  
 Shirley Neal from P & D Specialist to Assembly Work Leader  
 Sharon Maroney from Assembler B to STS Instructor  
 Janette Vincent from Assembler B to P & D Specialist  
 Donetta Frierson from Assembler A to Assembler B  
 Myrtle Blank from Assembler A to Assembler B  
 Jean Dignon from Assembler B to Data Rec. Clerk  
 Ruth Seabert from Assembler B to P & D Specialist  
 Kenneth Geddes from P & D Specialist to Work Leader  
 Suzanne Hart from STS Instructor to Work Leader  
 Fred Bueno from Assembler A to Hi Rel Processor B

# August Service Awards

**FIFTEEN YEARS**  
 Elizabeth Cameron

**TEN YEARS**  
 Lois Pacheco  
 Delia Martinez  
 Dolores Singles  
 Sally Hansen  
 Margaret Ochoa

**FIVE YEARS**  
 Irene Schrader  
 Jimmie Armstrong  
 Sharon Bragga  
 Donna Smith  
 Leo Dwork  
 George Scalise  
 Wilf Corrigan  
 Victor Lain  
 Greg Reyes  
 Bert Iwanaka  
 Selden Reed  
 Charles Crawford  
 Jack Bogan  
 Ruth Gillespie (R&D)  
 Carole Rowin (R&D)  
 Dan Roady

# July Employee Referral Award Recipients

## ANALOG CIRCUITS GROUP

Byron Malechek  
 Shirley Merritt  
 Esther Inglemon  
 James Holligan  
 Hilda Pendley  
 Gene Pounds  
 Ken Stafford

## DIGITAL CIRCUITS GROUP

J. M. Denman  
 Daniel Hu  
 Felice Phillips  
 Jo Ann Lord  
 Lillian Lucero  
 Roberta Pearson (MOS)  
 Curtis Nakayama (MOS)  
 Dorothy Nash (MOS)  
 E. E. Moore (MOS)  
 Jeanne Spratt (MOS)  
 C. A. Mc Dulin  
 Jerry Kiachian (MOS)  
 Barbara Larocque (MOS)

## DISCRETE GROUP

Rau Leventhal  
 Mary Gillispie  
 Dale Christensen  
 I. B. Aganos  
 Bob Beckwith (MOD)

# Permanent, Part-Time Employees

(Continued from page 1)

makes an absence from work necessary.

If you have completed a full calendar month, but less than one year of service, you will begin accruing two (2) hours of PPA time per month for your first year of employment up to a maximum of 20 hours.

After you have completed 12 full calendar months of employment, your PPA account will be credited with two (2) hours for each month remaining in the current calendar year.

## GROUP INSURANCE

Part-time employees are entitled to \$5,000 in life insurance, and coverage under medical/dental, and accidental death and dismemberment insurance with the same eligibility periods as full-time employees.

These insurance coverages become effective as of the 31st day of continuous employment. Dental insurance becomes effective after 6 months of employment. Service achieved prior to the establishment of the PTP policy is credited toward the waiting period for insurance benefits.

Eligible employees will be notified by Industrial Relations regarding enrollment procedures. Any questions about this program should be referred to your Industrial Relations Manager.

Fairchild is constantly examining its benefits program and, from time to time, makes changes and modifications in response to changes in business conditions and industry-wide benefits practices.



VACATION

HOLIDAY

GROUP INSURANCE



# F.A.A.A. NEWS

Ringling Bros. Barnum & Bailey Circus is offering Fairchild employees a \$1.50 discount for the August 29 and September 3 performances at the Cow Palace. Use the clip out form below to order your tickets. Mail the order form with a self-addressed stamped envelope and your personal check made out to "Ringling Brothers Circus" and send to Karen Regnier, M/S 7-616. Orders for all performances must be received before August 20. Orders received after that date will not be filled.

## FAIRCHILD EMPLOYEES DISCOUNT ORDER FORM

### Check Performance Desired:

_____ Wed., Aug. 29	7:30 P.M.
_____ Thurs., Aug. 30	2:30 P.M.
_____ Thurs., Aug. 30	7:30 P.M.
_____ Fri., Aug. 31	2:30 P.M.
_____ Sat., Sept. 1	3:00 P.M.
_____ Sun., Sept. 2	5:00 P.M.
_____ Mon., Sept. 3	2:30 P.M.
_____ Mon., Sept. 3	7:30 P.M.

Please indicate a second choice: \_\_\_\_\_

Number of tickets desired: \_\_\_\_\_

# \_\_\_\_\_ Reg. \$6 tickets for \$4.50 \$

# \_\_\_\_\_ Reg. \$5 tickets for \$3.50 \$

Total # \_\_\_\_\_ Total \$ \_\_\_\_\_

(Please Print)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Extension: \_\_\_\_\_

Mail Stop: \_\_\_\_\_

Forward check, self-addressed stamped envelope and form to Karen Regnier M/S 7-616.

MICROWIRE II — August, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman, Edie Beem and Sharon Ricks.

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## Fairchild Women Bowl In International and State Tourneys

Decked out in their especially designed pant suits with Fairchild shirts — Fran LaValley, Carol McCart, Vicky Rizzo, Diane Eastman, Peg Wood, and Marian Oswald entered the Women's 1973 International Bowling Congress Tournament as a Fairchild team. Representatives from around the world and all 50 states attended the tournament in Las Vegas between April and July to try their luck at one of America's favorite indoor sports. The Fairchild team has not received the results but have their bowling fingers crossed in hopes of placing in their division. Each of the women saved their extra pennies to pay for the entry fees and their trip.

Several hundred miles away, the California Women's Bowling Association held their annual tournament in Bakersfield during the same months. Naturally, Fairchild had good representation — Marian Oswald, Vicky Rizzo, Carol McCart, Peg Wood, Pat Anderson, and Sherry Nunes.

### Attention Winter Fairchild Bowlers

The 1973-74 Winter Bowling Leagues are preparing for a new season. The Monday Night Mixed Five League will begin September 10 at Cherry Bowl in Sunnyvale at 6:15 p.m. (For those avid Monday night football fans who made hundreds of trips into the lounge last year to catch a quick glimpse of every fourth play, you can rest at ease. The bowling alley is providing two television sets which will be placed in the bowling area.) Wednesday Night Mixed Five League is scheduled to start September 12 at Moonlite Lane in Santa Clara at 6:15 p.m.

The deadline for sign-ups (individuals or teams) is August 31. For those interested in the Monday Night League, please contact Jim Vinzant on EXT. 4082 or Marian Oswald on EXT. 17-2169. The contacts for Wednesday Night League are Adrienne Shutter, EXT. 16-355; Maria Humphrey, EXT. 16-377 at Systems Technology Division.



Bowling in the State Tournament are: (left to right) Marian Oswald, Vicky Rizzo, Peg Wood, Carol McCart, and Pat Anderson.



Participating in the International Bowling Tournament are: (left to right) Fran LaValley, Carol McCart, Vicky Rizzo, Diane Eastman, and Peg Wood.



# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Fairchild Promotes Jim Lynch To Head South Portland Plant

Jim Lynch, an 11-year veteran of semiconductor manufacturing operations, has been promoted to the position of plant manager of the South Portland, Maine, semiconductor manufacturing facility.

Jim, who started his career at the South Portland location in 1962, replaces Paul D. Reagan, who recently was promoted to general manager of the company's Digital Products Division.

The South Portland facility employs approximately 1,500 persons in a 164,000-square-foot plant. It is currently being expanded by 24,000 square feet, which is expected to raise employment by about 250. Manufacturing operations include fabrication, assembly and testing of a variety of digital integrated circuits used in the computer, industrial, consumer and aerospace industries.



Jim joined Fairchild in 1962 as a fabrication foreman in the South Portland plant. He subsequently served in other positions, and in 1968 was promoted to become integrated circuits production control manager and transferred to Mountain View, Calif. Last month, he returned to South Portland as manager of operations.

## Jim Hazle Returns To Fairchild Managing Automotive Program

John Sussenberger, general manager of Analog Circuits Group, announced on August 17 that the Automotive and Camera Products Programs have been separated into two "Strategic Business Units (SBU)."

C. J. Stoll, who was heading the combined programs, was named SBU manager of the Camera Products operation.

Jim Hazle, who recently returned to Fairchild, will head up the Automotive Program. Jim was formerly manager of Central Services Operations before leaving Fairchild in December, 1972.

According to John Sussenberger, both Automotive and Camera programs are moving faster than anticipated when the July organizational change occurred. In order to fully concentrate on these two growing markets, they needed to be separated into "Strategic Business Units." These two groups have all the characteristics of divisions, but are not yet ready to take on full responsibilities as a division.

## Fairchild Camera Declares 15 Cents Quarterly Dividend

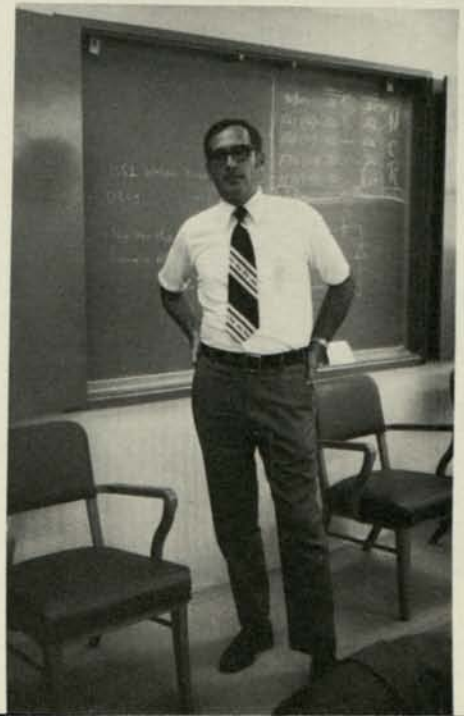
Fairchild's board of directors on August 23 declared a quarterly cash dividend of 15 cents per share, payable September 25 to shareholders of record on September 10, 1973.

C. Lester Hogan, president and chief executive officer, said, "Resumption of dividend payments, on a quarterly basis, signifies our confidence in the company's continuing positive outlook and financial soundness.

"The second quarter marked Fairchild's sixth successive period of sales and earnings improvements, and again set company records. We remain in exceptionally strong financial condition, with adequate cash flow and cash balances to finance our anticipated growth.

"We are highly pleased that our company is now in a position to resume payment of dividends to our shareholders," Dr. Hogan said.

**If planning to enroll in the Foothill courses to be instructed at the Fairchild complex, there is an insert in this issue of MICROWIRE with information on the courses. It describes each course with a complete schedule of classes and location on the reverse side.**





# WESCON: A Show of New Ideas and Products

Many Fairchild managers and engineers will be attending WESCON/'73 (Western Electronic Show & Convention) during the four-day program September 11-14 at Brooks Hall in San Francisco.

WESCON will have a wide variety of speakers participating in the professional program—five of whom are Fairchilders. Heading the list is Dr. C. Lester Hogan, president and chief executive officer, who is the guest speaker and chairman of the WESCON luncheon. Fred Hoar, vice president of Corporate Communications, will present a paper on "How To Introduce A Product." Also speaking at WESCON are Joe Horwath, engineer at Optoelectronics Division; and Don Pezzolo, supervisor of design engineering for Polaroid. Joe's paper is entitled "LEDS New Light Measurement Standards" and Don will discuss "Camera Elec-

tronics: A New Approach."

WESCON is a marketplace of new ideas. Manufacturers bring their new product and equipment ideas for live demonstrations; speakers bring their new ideas on how to improve design, production, and marketing. This year WESCON is dividing product exhibits into categories by interest—Instruments and Instrumentation; Electronic Components and Solid State Circuits; Production, Fabrication, and Packaging; and Computers and Communications Equipment.

A limited number of tickets are available to employees planning to attend WESCON/'73. If you plan to attend, take advantage of the commuter bus leaving the Cabaña Hyatt House to WESCON and return. Free parking will be available at the Cabaña Hyatt House, as well as a registration center set up for last-minute attendees.



John Wyatt, formerly with Fairchild's Federal Systems Group, has become the new Corporate Manager of Equal Employment Opportunity on August 6. He will be responsible for the development and planning of the affirmative action programs for the Corporation and the administration of the Corporation's policy of non-discrimination in all aspects of employment. Any Fairchild employee who wishes to talk with John may contact him on Ext. 3667.

## Mechanical Polishing Breaks Shipping Record

During the week of August 1, Mechanical Polishing in Mountain View had its best shipping record for any one week period. In honor of the occasion, Rich Valente, production manager of Silicon Materials, surprised

the three shifts of employees with coffee and cake. In addition, he presented each employee with a gold key chain with the amount shipped that week engraved on the back.



First Shift, Mechanical Polishing



Third Shift, Mechanical Polishing



Second Shift, Mechanical Polishing



Jill Sennett (left), Maria Zambrano, Art Bovaird, and Linda Long from the MOS (R&D) Pilot Line are modeling their new smocks with attachable hoods. In August, the nine engineering operators were furnished with the white smocks and hoods to reduce contamination levels in the photo-resist area.



## "VF" . . . "BVR" . . . "CTR" . . . "VCE" . . .

. . . are not California license plate letters—they are the language of Fairchild's specification designers.

When a customer sends in a request for a product quote, there must be a description of the device with specific requirements. These requirements are often marked by abbreviations such as "VF" which stands for forward voltage; or "BVR" which means Breakdown voltage. These electrical parameters represent another language—a language that describes a customer's device. But, before this requested quote is given by Fairchild to the customer, it goes through the division's specification office to determine if the device requirements are realistic to meet. These requests for quotes that come into Fairchild must be matched against

### Leo Topjian: A Fairchild Type of Salesman

Leo Topjian of the Wellesley, Massachusetts sales office, won 60 percent business from a major account; 100 percent diode array business; and a strategic development contract from another major account during the past year. He just won the Salesman of the Month for June. Is it little wonder?

Leo's will to succeed, his desire for business accomplishment, and his willingness to sacrifice has made him not only Fairchild's salesman of the month but an outstanding example of a Fairchild-type of Salesman.

Leo joined Fairchild in 1967 as a field sales engineer.

the standard product line to determine if the specifications described in a print of the actual device can be met?

The next question is . . . can we?

To decide if we can't might mean the loss of an order for thousands of dollars, and on the other hand, if we say we can when we can't would almost guarantee that we'll never hear from that customer again.

Miriam Lykins, senior spec designer for IMS; and Betty Kemper, senior spec designer for optoelectronics; do most of the preliminary deciding for their particular divisions. Every new device order passes over their desks for that moment of decision. Their experiences with Fairchild products goes a long way back.

Miriam has gathered her product knowledge over the past 13 years as an assembler, production tester, applications lab tester, and then as spec writer. In 1969, she became the spec designer and writer for IMS. Fourteen years ago, Betty Kemper joined Fair-

We also consult product marketing. Frequently, the product marketing engineers will notify the customer to see if they can negotiate some of the specifications," she explains.

Both Miriam and Betty work closely with engineering quality assurance, field sales, and production control personnel when there are any questions about Fairchild's ability to produce the device as described or to determine if their division can actually perform the sometimes exotic tests which must be conducted on the product.

"We very rarely turn down a customer request," says Betty, "unless it puts a great strain on our workload."

Once the product quote becomes an order, Miriam and Betty become spec writers translating the specifications described in the order into a language that can be understood by the production workers in assembly, QA, and production control. Because of their extensive product knowledge, both ladies have the ability to reduce as many as 200 customer parameters into ten Fairchild specifications. They take the customer's technical requirements and reduce them into semiconductor terminology. "I even draw pictures when a requirement is complicated," states Miriam. "When translating specifications, we have to keep in mind the production, quality assurance, testing, mark and pack personnel."

Each division within Fairchild Components has specification designers and writers who turn the "VFs" . . . "BVRs". . . "CTRs". . . and "VCEs" into understandable language.



Miriam Lykins

child as an assembler in Final Test and then applications tester. In 1966, Betty took on the responsibilities of a spec designer.

As senior specification designers, they have the task of deciding whether the device can or cannot be matched against the standard product line. "Actually, I make recommendations on what we can do and what we can't do to my supervisor," Miriam reveals. "If customer requirements aren't matched with Fairchild's, then I call on one of our three engineers for their advice.



Betty Kemper





# Fairchild's Experts

*Eighth in a series of articles on Fairchild experts and their advice to employees.*

Whether you plan to go camping for a weekend . . . visit friends or relatives back East . . . tour Europe or the Orient . . . cruise down the coast on a luxury liner to Mexico . . . or sit under a palm tree on a South Pacific island . . . you must make preparations in advance for the trip. For example, are you familiar with: questions to ask an airline company or travel agency to find out the best possible rates for a trip abroad or within the United States; the low and high seasons for travel; the currency problem in Europe; the telephone number you can use to make hotel or motel reservations any place in the world?

Travel has become so popular among Americans that you can find a package tour to almost any area of the world. Even with its popularity, few people are fully aware of the travel bargains available to them in the United States and abroad. During an interview with Truman Cole and Jackie Jones, Fair-



child's travel accountants; and Steve Rush of the Dale Johnson Travel Agency, *Microwire* collected some domestic and international travel tips for Fairchild employees.

## 1. Local Sightseeing and Camping Trips

People sometimes think of travel as hopping a jet plane and zipping off to another part of the world. Actually, local travel continues to be the single most popular weekend vacation. First and foremost is weekend camping. California offers unlimited camping areas—some are very secluded and some are in State and National Parks. If you are tired of camping side by side with hundreds of other campers, there are numerous camp sites on lakes and rivers that have not been penetrated by weekend campers. Carlson River is one of those retreats. Located 19 miles south of Lake Tahoe where Highway 88 connects with Highway 89, Carlson River offers a quiet beauty with a relaxed atmosphere. Fly fishing, hiking, canoeing are just a few activities campers can enjoy. Similar to Carlson River is Cherry Lake situated near Yosemite National Park. It's camping sites are right on the lake surrounded by unexplored woods. On the other hand, if you happen to like the camping at National and State Parks, there are plenty of those around with a small entrance fee attached. Recently, a new computer system was developed to allow vacationers to make hotel, motel, and car reservations around the world by dialing a single number—(800) 528-5000. This number can be used to make camping reservations at Yellowstone National Park, Yosemite National Park, or the Grand Canyon National Park.

In the Bay Area, there are an abundance of sightseeing package tours such as Reno Fun Train, Reno Bus Trip, Mother Lode Trip, Discover Hearst Castle by train or bus, Disneyland, Las Vegas, and Seattle. If you are planning to take a local trip, it is suggested that arrangements be made by a travel agency.

## 2. Traveling Across Country

The newest bargain in domestic air travel is the "90-Day Advance Scheduling" package. The only requirements to take advantage of the travel bargain is you must know (1) your departure date 90 days in advance; (2) your destination must be Boston, New York City, Philadelphia, Washington, D.C., or

Baltimore, Maryland; and (3) which airlines to travel on—Trans World Airlines or American Airlines. During the winter season (October-May), the 90-day package is priced from \$90.14 to \$115.14 one way; and during the summer season (June-September) it ranges from \$95.14 to \$120.14, also one way. This package can save you up to 40 percent in air fare. To book passage on this "90-Day Advance Scheduling" package, call TWA or American Airlines or your travel agent for arrangements.

Other suggestions for vacation travel to the East Coast are scenic bus or train tours which take you on either a southern route or northern route across the United States.

## 3. Tips for that Vacation Abroad

Europe, even with the devaluation of the dollar, is still drawing American travelers. If you are planning to vacation in Europe, keep in mind that major hotels have gone up 25 to 35 percent in their prices in the past two years. But, there are still hotels in Europe where rates remain reasonable. In order to find these hotels, it is suggested that you purchase a guide or travel book such as "Michelin Travel Guide," "Fodor Travel Guides," "Europe on \$5 and \$10 A Day," for hotel prices, locations, and descriptions of rooms.

Unfortunately, many smaller hotels and pensions do not deal with travel agencies, therefore, reservations must be secured by letter or cablegram to the proprietor well in advance of your arrival. During the low season (September-May), reservations are easily made at any major European city's airport upon arrival.

When traveling in Europe by automobile, it would be wise to find hotels on the outskirts of large cities such as London and Paris. You will find these hotels modestly priced and quaint.

Many Americans are finding other alternatives for traveling abroad. South America and Mexico have captured the traveler's hearts.

A number of package tours to Mexico are available from the San Francisco area. A typical package tour to Mexico City, Taxco and Acapulco, which includes everything from airfare to hotels, is \$262.

If you are traveling by automobile through Mexico, there is an excellent book out called, "Mexico Travelog," by Dan Sanborn. It is written for the person who wants to drive through the country. It gives a colorful description



of the countryside, pin-points gas stations and quaint little villages, and provides a map to follow.

South America also ranks high as a vacation spot. If you are considering a vacation there, it is recommended that you use the "American Express Tour Package." For a 22-day trip leaving Miami, Florida, the package costs \$867 and covers hotels, transportation, sightseeing and most meals. During those 22 days, you will visit six countries by scheduled airlines.

The South Pacific and Caribbean Islands have always been a favorite spot for travelers—but expensive. In the last few years, airlines and tour companies have eliminated the expensive means of travel. For example, Club Mediterranean offers a fantastic package to Tahiti and to the Caribbean islands of Martinique and Guadeloupe—just to name a few. Your travel agent will be able to quote all fares and rates for the different seasons.

Charter clubs offer considerable cost-saving air transportation, but they have one restriction—you must be a member for six months prior to your departure. If you enjoy traveling to just one country such as England, the best means would be to join one of these clubs. The dues are small and the six months wait is worthwhile.

#### 5. Currency Abroad

The safest way to handle money while traveling is in travelers checks. These can be purchased at Fairchild's Credit Union, Fairchild's Travel Accounting Department, or your bank. Travelers checks are also available in foreign currency from some banks. If you call ahead, many banks will also offer new packets of foreign currency for you. The three stable foreign currencies are the Swiss Francs, German Marks, and British Pounds. There are also special "Tips Packs" for travelers who only want a small amount of foreign currency to take care of their immediate need on arrival in a foreign country.

#### 6. America's 200th Anniversary

This may sound a little premature but in three years, America will celebrate its 200th anniversary. In honor of this occasion, just about every major city in the country will have festivals. You might start thinking about a trip across the United States to visit some of these cities in 1976. Special package tours will be made available during the anniversary year. See your travel agent.

## Fairchild's Golf League Sponsors Annual Tournament



More than 40 golfers from Fairchild's Mountain View and Palo Alto facilities gathered at Fairway Glen on Saturday, August 18, for the annual Fairchild golf tournament.

From the predictions heard at the first tee, one would have thought the U.S. Open was about to begin. But when the dust had cleared several hours later, no course records had been broken. At least, not for low scores. And while the sandtraps and

other hazards lining the fairways were a little the worse for wear, no permanent damage was reported by Wil Mack, coordinator of the tournament.

Pete Sully and Dale Turner had to scramble at the last hole to become the 1973 Fairchild Golf Champions beating out Fred Fernane and his partner George Seltenreich. Ron Parker captured both low gross and low net scores. Matt Natsuiba took second low net while Bill Towler placed third.



August 7 is a memorable date for Howard Doe, apprentice draftsman in Equipment Engineering. On that day in 1973 he became a United States citizen. When Howard returned to Fairchild with his citizenship papers, co-workers (left) Rudy Muller, Chuck Davis, and Harry Crawford presented him with a miniature American flag. Howard came to the United States in 1966 from Hong Kong.



# Summer Ends With Last Two Fairchild Picnics



The summer rays are fading away, ending Fairchild's last two divisional picnics at Hidden Valley Park.

August 12 brought the Discrete Products Group to the park for fun and games. Analog, Marketing, and International Marketing added the finishing touches to the parade of Fairchild picnics on August 26.





## John Barton Recognizes Need For Programs Geared To The Young

"'America's Manpower Begins With Boy Power' best describes my feelings as a Scoutmaster in the Boy Scouts of America for more than eight years," says John Barton, senior product engineer in Digital Products Marketing.

John has been a Scoutmaster for Troop 64 in Menlo Park for the past seven years. His enthusiasm for scouting started when his oldest son Michael was a Cub Scout and the troop needed a Den Leader. John offered his services for one year. "I knew when Mike became a Boy Scout the following year, my interest would continue in their program." And John has been totally involved since that day. "I know how important programs are to these kids of today. They should be able to enjoy the benefits of outdoors through youth-oriented programs. It builds character and improves physical fitness and mental alertness."

John's commitment doesn't just include weekly meetings with his troop—almost 50 percent of his spare time is spent taking his active scouts on weekend camping trips and scout-related activities. Each year, the Scouts are required to tour a manufacturing plant to observe industrial safety as part of the Scout requirements for their Safety

Merit Badge. John, who is an eight-year Fairchild veteran, has been a Scout tour guide with the assistance of Corporate Safety since beginning at Fairchild. "I get a kick out of watching the Scouts tour our fab and assembly areas," remarks John. "They are quick to point out their knowledge of safety in an electronics atmosphere."

The Boy Scout program is not the only contribution John makes to the youth of today. During the summer months, he coaches a minor Little League team and umpires in the Little League majors. "My real ambition is to work in areas where I can make a real contribution to helping young people. It's rewarding to see these young men develop into leaders. They become active in community and ecology services. This is what stimulates me when I add another youth program to my list."



John Barton (right) is recognized for his contributions to the Boy Scout Camping Program by Doug McDonald, camp director of Cutter Park, where they take most of the camping trips.

## Fairchild's Fishing Club Members Enjoy Third Outing

The Fairchild Fishing Club had its third outing of the year on August 4—a striped bass fishing trip to the Rockpile, Point Bonita, and the South Tower. About 20 bass were caught, along with numerous rockfish. Although the number of bass taken was not too high, some very nice fish were caught—topped by Kahn Tsuchiguchi's 32-pounder and Charlie Nila's 27½-pounder.

Sub Okazaki won the jackpot for the largest fish, and again did a good job of catching fish for everyone else. David Aubrey, son of Dick Aubrey, nearly got pulled overboard at the South Tower during a titanic struggle to pull his fish onto the boat.

The next trip will be for salmon on September 8.



## MOVING UP

### DISCRETE GROUP

**Mohinder Sekhon** from Lab Tech to Supervisor B

**Arthur Whipple** from Product Engineer B to General Supervisor

**Lenny Erskine** from Supervisor B to General Supervisor (Optoelectronics Div.)

**Patricia Grifel** from Intermediate Clerk to Material Planner (Optoelectronics Div.)

### CENTRAL OPERATIONS DIVISION

**Leland Mikkelsen** from Facilities Specialist Carpenter Leadman to Supervisor of Maintenance

**Bruce McMurry** from Supervisor of Production Control to Production Control Manager

**Paul Mendez** from Foreman of Janitorial Services to General Supervisor of Janitorial Services

**Robert Bartholomew** from Assistant Engineer to R&QA Engineer A

**Frank Dostalek** from Sr. Lab Tech to Process Development Engineer A

**Allan Gontang** from Associate Engineer to Process Development Engineer A

### MARKETING OPERATIONS

**Dave Okamoto** from Sr. Sales Engineer (Los Altos Sales Office) to Regional Sales Manager A (Santa Ana Sales Office)

**John Schenkel** from Sr. Sales Engineer (Bladensburg Sales Office) to Regional Distribution Manager

### DIGITAL CIRCUITS GROUP

**Richard Page** from Technician to Associate Engineer

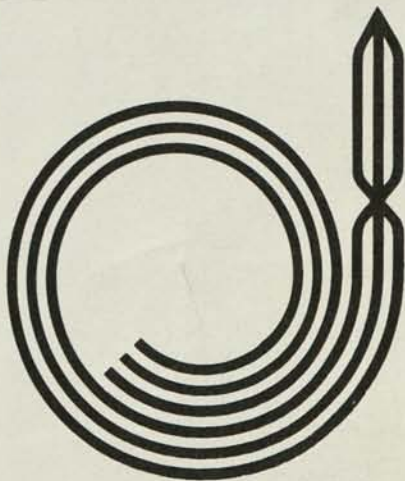
**Betty Hawkins** from Engineering Aide Specialist to Product Marketing Engineer

**Vic Johansen** from Supervisor—Test Equipment to Supervising Engineer—Test Equipment

**Bill Ulmer** from Electronic Technician to Production Supervisor—A

**Linda Augustin** from Production Planner to Product Specialist

**M. Ignaut** from Assembler B to Assistant Electronic Technician





# F.A.A.A. NEWS

Special group rates are being offered to Fairchild employees and their families to see two outstanding movies — "Paper Moon" and "Harold & Maude" on Sunday, September 16, at Century 22 C Theatre. The first feature, "Harold & Maude," is showing at 6:45 p.m. followed by "Paper Moon" at 8:30 p.m.

Tickets may be purchased at a 50¢ discount by mailing the coupon below. Tickets are \$2.50 for adults; \$2.00 for children between the ages of 13-15; and \$1.00 for children 12 and under. If you are interested in attending these two special performances, please fill out the coupon below and mail it nine days prior to show date.

Note: Children's tickets may be purchased at show time but all adult tickets must be ordered through the mail.

## GROUP SALES MAIL ORDER

Make checks or money order payable to CENTURY THEATRES and mail to GROUP SALES, 3164 Olsen Drive, San Jose, California 95117.

Films: "Paper Moon" & "Harold and Maude"

Name of Company or Group: Fairchild Semiconductor

Please send me \_\_\_\_\_ tickets at \$2.50

Date: Sept. 16, 1973

Time of performances: 6:45 & 8:30 p.m.

My check for \_\_\_\_\_ is enclosed.

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

Zip \_\_\_\_\_ Phone \_\_\_\_\_

Please enclose remittance and stamped self-addressed envelope. All ticket requests much reach theatre seven days prior to show date, and tickets will be mailed soon after.

## Job Opportunity System Promotes

- William Cleghorn** from Lab Tech to Senior Lab Tech  
**Eileen Wilson** from Assembler B to P & D Specialist  
**Marie Davila** from Assembler A to Assembler B  
**Roberta Demellopine** from Test Program Clerk to Junior Test Specialist  
**Julie Bennett** from Test Program Clerk to Junior Test Specialist  
**Joel Chadim** from Lab Tech to Mechanic B  
**Ikuko Sumida** from P & D Specialist to Engineering Operator  
**Jim Yeh** from Assembler B to Senior Clerk  
**Paul Gusman** from Security Guard to Mechanic B  
**Dessie Rogers** from Assembler A to Assembler B  
**Virginia Hartley** from Assembler A to Assembler B  
**Jill Sinnett** from P & D Specialist to Engineering Operator  
**Margaret Du Bois** from Intermediate Clerk to Senior Clerk  
**Mark Andrus** from MOPPS to Assistant Lab Tech  
**Lisa Soltys** from Assembler B to Work Leader  
**Shirley Miller** from P & D Specialist to Work Leader  
**David Weckerly** from P & D Specialist to STS Instructor  
**Tatsuko Higgins** from Assembler B to P & D Specialist  
**Marie Christie** from Assembler B to P & D Specialist  
**Loretta Gard** from Junior Test Specialist to Test Specialist  
**Daren Greig** from Senior Lab Tech to Senior Research Tech  
**Ruby Rivera** from Mask Making Specialist C to Mask Making Tech  
**Grace Moore** from Assembler B to P & D Specialist  
**Egmeia Gillis** from P & D Specialist to STS Instructor  
**Maria Lundgaard** from Senior Clerk to Customer Sat Coordinator  
**Matilda Bariao** from Assembler A to Assembler B  
**Grace Enos** from Assembler A to Assembler B  
**Claudia Beck** from Test Program Clerk to Engineering Operator  
**Christine Jones** from Executive Secretary to Executive Secretary for General Manager  
**Robin Olt** from Assembler A to Assembler B  
**Dianne Rose** from Assembler A to Production Maintenance Clerk  
**Dell Abbott** from Work Leader to Lab Tech  
**David Romo** from Assembler A to Hi Rel Processor B  
**Lorena Gonzales** from Assembler B to P & D Specialist  
**Phillip Kirk** from Electroplater A to Senior Offset Pressman  
**Victoria Ochoa** from Assembler B to P & D Specialist  
**Beverly Silva** from Assembler B to Engineering Operator  
**Martha Perkins** from Assembler B to Lab Tech  
**Maria Armstrong** from Assembler A to Assembler B  
**Hildegard Heister** from Assembler B to P & D Specialist  
**Carolyn Blesch** from Secretary to Executive Secretary  
**Barbara Neff** from Assembler B to Senior Clerk  
**Francis Giorgianni** from Mechanic C to Mechanic Specialist  
**Theresa Vasquez** from Lab Tech to Electronic Tech  
**Marilyn Weed** from Senior Clerk to Executive Secretary  
**Janet Sommer** from Executive Secretary to Executive Secretary to Vice President  
**Marcelina Giron** from P & D Specialist to Engineering Operator  
**Esther Hernandez** from Mask Making Specialist A to Assembler B  
**Donna Campbell** from P & D Specialist to STS Instructor  
**Virginia Fulgar** from P & D Specialist to Engineering Operator  
**Phyllis Jones** from Assembler B to P & D Specialist  
**Bruce Lallas** from Assembler B to Security Guard  
**Sharon Starr** from P & D Specialist to STS Instructor  
**Robert Abercrombie** from Mechanic B to Mechanic Specialist  
**Glen Gantzer** from Assembler A to Mechanic B  
**Gerda Bull** from Assembler B to Engineering Operator  
**James Mattos** from P & D Specialist to Assistant Lab Tech  
**Barbara Hutchins** from Inventory Control Clerk to Intermediate Clerk  
**Mary Napalitano** from Lab Tech to Senior Lab Tech  
**Kathryn Hagen** from Assembler B to P & D Specialist  
**Felomina Lezada** from Assembler B to P & D Specialist  
**Darnice Irving** from Assembler A to Production Maintenance Clerk  
**Diane Heitkam** from P & D Specialist to STS Instructor  
**Gloria Ringor** from P & D Specialist to Work Leader  
**Teresa Kibler** from Mask Making Specialist A to Mask Making Specialist B  
**Linda Gollier** from Assembler A to Assembler B  
**Juana Romero** from Assembler A to Production Maintenance Clerk  
**Gail Norton** from P & D Specialist to STS Instructor  
**Roberta Frank** from Production Maintenance Clerk to Work Leader  
**Rosa Marie Ramirez** from Engineering Operator to Assistant Elec Tech  
**Barbara McCoy** from Work Leader to Lab Tech  
**Diane Howsmon** from P & D Specialist to Engineering Operator  
**Rachel Lira** from R & QA Inspection Specialist to Work Leader  
**Margaret Piontek** from Engineering Operator to Work Leader  
**Carmen Molina** from Assembler B to Assistant Lab Tech  
**Vonda Bald Eagle** from Assembler A to Assembler B  
**Edith Bowen** from P & D Specialist to STS Instructor  
**Elva Weston** from Assembler A to Assembler B

MICROWIRE I—September, 1973  
 EDITOR: Vicki Heinsheimer  
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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Fairchild Scholarship Recipients & Parents Are Honored Guests At Dinner

A full moon over San Francisco Bay and a clear view of the city from atop the Bank of America Building provided a special touch for the Fairchild Scholarship Dinner on Tuesday, August 21.

The honored guests mingled before dinner with Walter Burke, chairman of the Board of Directors for Fairchild Camera; Dr. C. Lester Hogan, presi-

dent and chief executive officer of Fairchild Camera; Wilf Corrigan, vice president and group general manager of Components Group; Fairchild Board of Directors; Fairchild Foundation Board of Directors; members of Dr. Hogan's staff; and several people from the academic community.

Out-of-town scholarship winners and

parents were flown here as guests of the Fairchild Foundation. Employees who are parents of the students from Mountain View and Palo Alto facilities are Julia Bien (daughter Annie), Fred Oey (daughter Sylvia), Bob Sahakian (son Bob, Jr.), and Luz Guerrero (daughter "Nena"). Bruce Deal and his son Donald were unable to attend the dinner.



Enjoying the lovely view from top of the Bank of America building are Dr. Hogan and scholarship recipient "Nena" Guerrero.



Bob Sahakian, Sr. jokes with Bob, Jr. before dinner.



Discussing the Fairchild Scholarship Program with Dr. Hogan are (left) Julia Bien, daughter Anne, and son Alexander.



Walter Burke (right) congratulates proud parent and employee Fred Oey and daughter Sylvia.

### Fairchild Announces Indonesian Plant Site

On Sept. 11 Fairchild announced formation of a wholly owned subsidiary in Indonesia to manufacture integrated circuits and other semiconductor components.

The subsidiary, P.T. Fairchild Semiconductor Indonesia, has acquired an 11-acre site for construction of a 100,000-square-foot manufacturing facility to be operational by the second quarter of 1974. The property is located near Jakarta, the Indonesian capital city.

Recruiting and training of personnel will be carried out in temporary facilities until January, when these activities will be moved to a newly constructed area.

Paul W. Driscoll has been named president of the board of directors of the new subsidiary and will be responsible for all operations in Indonesia, according to Wilf Corrigan, vice president and general manager of Semiconductor Components. Paul Driscoll formerly had been plant manager of the company's semiconductor assembly plant in Shiprock, New Mexico.



# September Service Awards

## FIFTEEN YEARS

John Wasowski  
Lena Jobe

## TEN YEARS

Maida Jimenez  
John Farley  
Raymone Micotti

## FIVE YEARS

Norma Dietz  
Dave Francisco  
George Santos  
Harry Handley  
Judy Signorino  
Helen Chavez  
Eileen Burns  
Mary Schneider  
John East  
Judy Miraglio  
Karin Ziemathis  
Elfreide Reynolds  
Roger Boates  
Albert Enamait  
William Sanson  
Joe Higgins  
Emma Breland  
Andres Asuncion  
Joseph Gallagher  
Rita Hoffmann  
Jewell Washington  
Shirley Owens  
Maria Garcia  
David Williams  
Cecelia Perry  
Alberta Parker  
Patricia Wilson (R&D)

# THANKS TO YOU IT'S WORKING

SANTA CLARA COUNTY UNITED FUND

# Attention Fairchild Supervisors and Managers...

... Are you shopping around for machine parts, electronic equipment, or miscellaneous items at a reasonable rate with a fast delivery? "Well, we have just the deal for you," says Jim Green of Fairchild's Surplus Warehouse.

This surplus supermarket offers supervisors and managers a deal they can't resist—most everything is free of charge with delivery on the spot for company use.

Over the past year, Jim has been collecting new and used equipment and piece parts from various departments at Fairchild locations which no longer have a need for them. Rather than sell or scrap these items, they are made available to supervisors and managers at any one of Fairchild's facilities corporate-wide. "Most of the items come in the warehouse in top-notch shape and those that need repair may be repaired at a small cost in any maintenance shop."

Jim and Pete McGreevy handle all

items that enter the warehouse, which is located directly behind the Credit Union on National Avenue. "When the items arrive, we immediately log them in our inventory list with a complete description. At the end of every quarter, we issue this listing of available items to supervisors. As an added service, Jim and Pete update the inventory list each month and mail out a Monthly Action Report to supervisors and managers. "We think it's important to keep our customers fully aware of what we have in stock so all they have to do is pick up the telephone and dial Ext. 4361 to order. If you aren't on the mailing list, and would like to be, give us a call.' "

So, if you're looking for Eagle Bliss Timers . . . Bodine Electric Motors . . . micro switches . . . resistors . . . air regulators . . . or pressure gages, just drop by the warehouse. Chances are you'll find exactly what you're looking for.



Checking out the newly arrived electronics parts is Pete McGreevy.



Jim Green surveys the larger pieces of equipment for defects before entering them into the shopping list for supervisors and managers.





**Suggestions Make Cents**—Jeanne Stone, corporate executive secretary, knows how important efficiency is when working for a corporate vice president. To provide a faster and more efficient way of operating internal communications on a daily basis, she submitted an idea to the Fairchild Suggestion Program. For her adopted suggestion, Jeanne was awarded a \$25 Savings Bond from Gene White (center), vice president and group general manager of Systems & Equipment Products; and Wilf Corrigan, vice president and group general manager of Semiconductor Components.

**NOTE:** The Suggestion Program has added new denominations in U.S. Savings Bonds. Effective in August, employees are eligible to win a \$75, \$125, \$150, \$175, \$200, or \$225 U.S. Savings Bonds in addition to the regular \$25, \$50, \$100 and \$250 Savings Bonds.

## **Jim Youmans' Sales Record Key Contribution To Salesman Of The Month For July**

Located in the Indianapolis sales office, Jim Youmans has maintained a continually high performance record in his region. Because of his contribution in bringing increased business from a major account, Jim was selected as Fairchild's July Salesman.

Jim has been with Fairchild since March, 1970.



**Presenting Jim Youmans (center) with the Salesman of the Month plaque is John Luke (left), National Sales Manager, and Joe Krause, Regional Sales Manager.**

## **Lessons in Fire Prevention**

More than 35 Optoelectronics employees participated in a fire equipment demonstration on August 8 at the facility in Palo Alto.

Demonstrating fire equipment was Lee Neal, Corporate Safety; and Lyn Hayes, coordinator of the demonstration. "We have several areas at Fairchild that are extremely vulnerable to chemical fires because of the flammable liquids used," comments Lee.

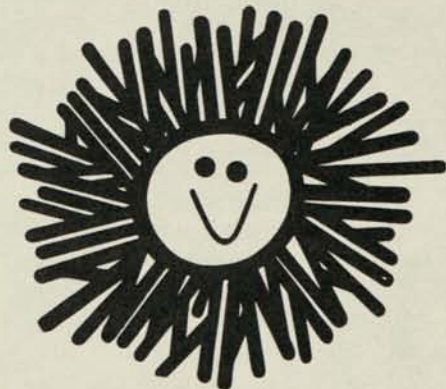
"Corporate Safety feels that a one-hour demonstration of this sort is helpful to employees if ever a fire should occur."

Corporate Safety provides to individuals or groups one-hour demonstrations on general safety, chemical safety or other safety-related subjects. If you are interested in a demonstration, contact Corporate Safety on EXT. 2714 in Mountain View.

**Are you in need of counselling on courses offered through the Fairchild-Foothill Campus Program? On October 4 and 11, a Foothill counselor will be available in Building 20 cafeteria at 4:00 P.M. to discuss with employees problems they may have encountered in the program and to offer guidance on future courses.**



**Using several types of fire extinguishers located in Fairchild buildings, Lee Neal explains to the Opto employees the correct way in which to terminate a chemical fire.**





# Fairchild's Experts

*Ninth in a series of articles on Fairchild experts and their advice to employees.*



**Jim McCord is an expert on painting.**



**Arnold Matthews is a specialized carpenter.**



**Pete Rawlinson is an ace electrician.**



**Don King is the master plumber.**

Repairing items in the home can easily turn into a financial nightmare when you call a contractor to do the job. However, with the rising prices, more people are trying their skills at "doing it themselves." Today, it's not uncommon to see men and women take a hammer and nails—pick up a paint brush—mend loose wires—grab a plumbing tool—rather than make that expensive phone call to a carpenter, painter, electrician, or plumber.

Whether you are the "I'll fix it myself" or "I'll pay for it" type, there are a few helpful hints that go along with doing it yourself or making that telephone call to the contractor.

Four Fairchild experts in plant maintenance have some helpful hints on home repairs.

## **Tips on House Painting** by Jim McCord

One of the first things an amateur house painter should consider before picking up a paint brush is knowing the square footage to be painted. You can figure that one gallon of paint will cover 450 to 500 square feet providing the old paint is in good condition.

After determining the square footage, pick out a reputable brand name of paint. Sometimes stores will feature bargains on paints. I would be hesitant in looking for bargains. These so-called bargains are costly in the long run as chips, blisters, or bleeds may follow.

Whether you are painting the interior or exterior of your home, the surface you plan to paint should be clean

of dirt or grease. This advice also applies to patch work.

If you are repairing something as small as nail holes, I recommend using spackling paste. It's easy to apply and dries in a hurry. Large patch jobs should be handled by someone who is familiar with that type of repair work.

When painting the exterior of your home, the best type of paint to buy is vinyl. It dries hard and lasts more than three years. Also, keep in mind when painting the outside of the house, that weather is an important factor. It should be done in dry weather. It's a good idea to start painting early in the morning on the shady side and work around the house following the shade.

Bathrooms, kitchens, and laundry rooms are damp areas. Therefore, they will need enamel, semi-gloss or glass for coating protection. For other rooms in the house, try latex paint for walls.

"Do it yourself painting" requires a great deal of time. However, it will be less expensive than calling a professional.

## **Tips on Carpentry** by Arnold Matthews

If you are planning to build onto your home and do it yourself, there are some points to be familiar with before purchasing supplies. Each city or county has very strict building codes that landowners must follow. After you have designed your addition, take the blueprints to the local building inspector for approval. Once

the plans have been reviewed and approval received, you may purchase a building permit. The cost of this permit depends on the size and cost of the addition(s).

After purchasing the permit, the foundation can be put in in accordance with the building code regulations.

At this point, it's a matter of picking up the hammer and nails to start building the frame and sub-floor. Final inspection comes after the finishing touches have been added—windows, doors, cabinets.

Building your own addition is not an inexpensive investment. The materials will cost well over \$1,000, not including heat ducts, electrical work and plumbing. Again, it's less expensive than hiring a contractor.

Building furniture is somewhat easier than constructing a room and not as expensive. If you haven't built furniture before, I suggest taking a course in woodwork. Courses are available at local high schools at night. There are classes in every type of woodwork from building wooden cabinets to constructing a boat.

For those who wish to build their own cabins, kits are on the market with carefully explained instructions. These kits cost anywhere from \$3,000 to \$30,000.

## **Tips on Electrical Maintenance** by Pete Rawlinson

Unless you are extremely knowledgeable about electricity and its dangers, you could seriously hurt yourself or



cause a fire if you take on electrical repairs. I suggest calling an electrician when your home needs electrical maintenance.

If you are the "I'll do it" type, there are several books out on electrical repairs for the home.

Another important point to remember is to turn off all power when you smell something unusual burning before investigating the problem. If you have an attic or storeroom, keep clothes and other inflammable objects away from all electrical wiring. Sometimes people will pile things on top of wires which could easily cause the wires to snap.

### Tips on Plumbing

by Don King

It's not uncommon to be faced with a faucet that leaks or a clogged drain. These plumbing problems can easily be fixed by an amateur. It's the broken pipe or a continuous flow of water out of a faucet that requires the expertise of a professional plumber.

But, let's talk about what you can do without a plumber's assistance. To stop a leaky faucet, remove the appropriate knob and replace the old gasket (the ring of rubber or metal around the joint to keep leak-proof) with a new one. To clear a clogged drain, use a plunger to break the excess waste loose. If that method does not work, you are going to have to remove the pipe under the sink and clean it out with what is called a "snake" stick. Various liquid drain cleaners are effective, providing you have a standard sewer pipe.

## 1973 Holiday Calendar

- November 22 (Th) Thanksgiving
- November 23 (F) Floating
- December 24 (M) Christmas Eve
- December 25 (T) Christmas Day

"I've been interested in expanding my career at Fairchild for a long time but don't know what my capabilities are, or what areas I should pursue.

## Where Do I Go For Counselling?

The Job Opportunity System has been offering personal job counselling to hourly and salaried non-exempt employees to help clear up those mind-boggling questions of the what's and where's of career advancement. With more and more jobs opening up in the Mountain View and Palo Alto facilities, more and more hourly and salaried non-exempt employees are taking a new look at their futures with Fairchild.

To help guide them in the right direction is Patty Holliday, supervisor of JOS. "My main concern is counselling employees about their particular job and future and interests," says Patty. "If they are interested in a job that requires additional education, I will recommend courses that would prepare them for their entrance into a new assignment."

By calling for an appointment on EXT 2341, Patty will outline a program of formal study and/or on-the-job training requirements, based on the individual's experience, which would prepare them for career advancement. Patty will also describe how the company's Tuition Aid Program will cover the cost

of studies at outside institutions.

"If an hourly or salaried non-exempt is interested in investigating the duties of a particular job, he or she can arrange through our office a preview of the job responsibilities," claims Patty. "The previews of jobs are aimed at allowing hourly and salaried non-exempt employees to become acquainted with the specific duties described in assignments posted on the JOS bulletin boards."

The previews will be conducted at times other than the employee's normal work hours and will allow the employee to perform representative tasks within the job assignment in order to give a first-hand look at what the job involves.

The job preview and personalized job counselling have been inaugurated to provide full encouragement and opportunity for hourly and salaried non-exempt personnel to bid for promotions into job openings as they are posted in the JOS program.

NOTE: See insert for a full explanation of the Job Opportunity System.



Patty Holliday discusses career possibilities with an ambitious employee.



# everybody's talking about . . .



"United Fund supports sufferers of retardation, cerebral palsy, and multiple sclerosis."

... why it makes good sense to support the United Fund. As United Fund prepares for its 1973-74 fund-raising drive, so is Fairchild. The kickoff date for Fairchild's United Fund Campaign is Monday, October 15.



"I want to live and work in a healthier, happier community."



"United Fund serves people in all walks of life."



"I pledge to United Fund because it supports many different types of organizations."



"When you're down and out, you can always lift up your head and shout 'United Fund'."



"One out of three people uses United Fund agencies. That's a lot of people when you think about it."



"United Fund is based on helping individuals who cannot afford to help themselves, or cannot find specialized help anywhere else."



# CCD Moves From The Laboratory Into The Marketplace

A one-quarter-inch chip device known as the CCD Area Imaging Sensor and an all-solid-state CCD Television Camera the size of a cigarette package have opened new doors in the electronics industry and formed a partnership with Fairchild's Components Digital R&D group in Palo Alto and Federal Systems Space & Defense Division in Syosset, New York. Space & Defense had an application—R&D had a device. So they formed an obvious partnership and introduced exciting developments in electronics—a Television Camera with a CCD Area Imaging Sensor.

The CCD Area Imaging Sensor, with 10,000 image elements, was designed at the Digital R&D CCD lab which is staffed by 100 employees and managed by Gil Amelio. More than 3,000 miles away, Space & Defense completed the development of their CCD television camera using Digital's newest semiconductor device.

The tiny CCD Area Imaging chip, which is smaller than the cross section of a pencil, will readily operate a TV camera in conditions ranging from bright sunlight to subdued room light. Even under these conditions it produces a clear image on a TV screen. It is predicted that the CCD Imaging Sensor will replace vidicon-tubes in the same way transistors replaced conventional vacuum tubes.

The Space & Defense CCD camera is extremely small ( $3\frac{1}{2} \times 1\frac{1}{2} \times 2\frac{1}{4}$  inches) and light weight (6 ounces), and has low power consumption (about 1 watt). It will be used in security, surveillance, medical instrumentation, and process control. According to Lou Pighi, vice president and general manager of the Federal Systems Group, "The technology that made possible this new camera will advance the state of the art significantly both in closed-circuit and broadcast television.

The CCD Imaging Sensor is the second CCD system introduced by Digital R&D. In March, 1973, a solid-state, linear-image, 500-element sensor known as the CCD-101 went on the market.

Not only do the CCD devices have extreme sensitivity and extended dynamic range, but they offer simplicity, reliability, small size, light weight, and low power consumption. Gil Amelio says the CCD production process is less complex than that used in conventional integrated circuits. It can also pack more information into the same size chip.

"There has been a very dedicated effort by the entire R&D CCD team to bring this type of technology out of the laboratory and into the world," says Gil. "This is just the beginning of our CCD Series—there is more to come . . ."



The Fairchild Space & Defense solid-state television camera measures  $3\frac{1}{2} \times 1\frac{1}{2} \times 2\frac{1}{4}$  inches and weighs 6 ounces.



Bonnie Trifilo, CCD lab tech; and Lloyd Walsh, manager of Area Imaging Devices; are demonstrating the new TV Surveillance Camera with the CCD area Imaging Sensor chip. Lloyd did the designing and Bonnie did the processing of the CCD devices at R&D.



Posing in front of a photo which is the result of CCD-101 development are (left) Rudy Sanchez, asst. engineer; Choong-Ki Kim, member of research staff; and Rick Lee, asst. lab tech. The young boy in the photo is the son of R&D's photographer Ed Garrigues. Incidentally, Ed took the photograph to be used in a national advertising campaign.



# Job Opportunity System Promotes

**Martha Perkins** from Assembler B to Lab Tech  
**Jeannette Dunworth** from Hi Rel Process Specialist to Specification Designer  
**Gloria Gray** from Assembler A to Hi Rel Processor B  
**Renee Le Corau** from Assembler A to Hi Rel Processor B  
**Mary Riley** from R & QA Inspector to R & QA Inspector B  
**Patricia Hess** from Secretary to Executive Secretary  
**Betty Lyles** from Assembler B to P & D Specialist  
**Clotilde Tadio** from Assembler B to R & QA Inspector Specialist  
**George Gutierrez** from Assembler A to Assembler B  
**David Lira** from Assembler A to Assistant Electronic Tech  
**Sara DeLuna** from Hi Rel Processor A to Hi Rel Processor B  
**Myrna Mack** from Engineering Operator to Test Specialist  
**Barbara Wall** from Assistant Electronic Tech to Mechanic C  
**Cora Ermolian** from Inventory Control Clerk to Junior Test Specialist  
**Olivia Partrida** from P & D Specialist to STS Instructor  
**Lucy Guiang** from Assembler A to Hi Rel Processor B  
**Soon Mariano** from Assembler A to Assembler B  
**Linda Westwick** from Assembler B to Engineering Operator  
**Virginia Solano** from P & D Specialist to Data Rec. Clerk  
**Georgette Bisch** from P & D Specialist to Engineering Operator  
**Roberta Lopez** from Assembler B to Work Leader  
**Tally Sprague** from P & D Specialist to Junior Test Specialist  
**Deborah Snider** from Mask Making Specialist A to Mask Making Specialist B  
**Frances Renard** from Assembler B to Senior Clerk  
**Edward Chacon** from Shipper/Receiver to Work Leader  
**Addie Lee Gardner** from P & D Specialist to Lab Technician  
**Fred Wittman** from Electronic Technician to Senior Electronic Technician  
**Rita Scalier** from Assembler B to P & D Specialist  
**Emma Serna** from P & D Specialist to Lab Technician  
**Helen Stewart** from P & D Specialist to Engineering Operator  
**Betty Sage** from Work Leader to Lab Technician  
**Dorothy Nash** from R & QA Inspector B to R & QA Inspector Specialist  
**Elinor Coomes** from Senior Communications Operator to Chief Communications Operator  
**Angelita Decareau** from Assembler B to P & D Specialist  
**Patti Rose** from Assembler A to Intermediate Clerk  
**Nancy Uriarte** from Assembler A to Assembler B

**Rolanda Dillas** from Data Rec Clerk to Work Leader  
**Leslie Hayes** from STS Instructor to STS Training Technician  
**Minnette Tejero** from Assembler A to Assembler B  
**Helen Sparling** from Mask Making Specialist A to Mask Making Specialist B  
**Dora Baungartner** from Assembler A to Production Maintenance Clerk  
**Joyce Gone** from Assembler A to Assembler B  
**W. Hamilton** from Mail Room Coordinator to Shipper/Receiver  
**Pauline Cater** from R & QA Inspector Specialist to Engineering Aid Specialist  
**Patrick Streight** from Assembler A to Chem Mixer  
**Velta Flud** from Inventory Control Clerk to P & D Specialist  
**Albert Higareda** from Assembler A to Chem Mixer  
**Rosemarie Wotowicz** from Assembler B to P & D Specialist  
**Barbara Moraga** from Engineering Operator to Senior Clerk  
**Margarita Charles** from Assembler B to P & D Specialist  
**Shawn McNulty** from P & D Specialist to Assistant Lab Tech  
**Clay Wilson** from Prod. Maintenance Clerk to Assembly Work Leader  
**Robert Erkson** from Mechanic C to Senior Lab Tech  
**Mary Gillette** from Assembler B to P & D Specialist  
**Helen Romero** from Assembler B to P & D Specialist  
**Barbara Mitchell** from Assembler A to Assembler B  
**Elda Valdez** from Assembler B to P & D Specialist  
**Frances Quintana** from Assembler B to P & D Specialist

## Fairchild Employees' Activities Association

A Water Ski Club has been formed for Fairchild employees and their families. Even though summer has slipped away, the club plans to continue its water skiing trips into the Fall, and of course, will commence again next summer. Employees with or without boats are welcome. For more information, contact Bob Maydeck on EXT. 4440.

**Interested in an Amateur Theatre Group?** Ted Postma, who has spent 20 years in the professional and amateur theatre, is interested in forming a Fairchild Theatre Group for employees and their families. Ted would like to talk with anyone anxious to try their hand at acting, directing, singing, or working behind the scenes. Call him on EXT. 2458.

## August Referral Award Recipients

### ANALOG

Andrew Jason  
David Myers  
Ken Nelson  
William Van Tassell  
Paul Traver  
Alex Russo

### CENTRAL OPERATIONS

Harry Ball  
Donna Hughes  
Robert Pendley  
Dallas Lee Squyres  
Christina Eickman  
Alan Gontang  
Duffy McDougall  
James Townsend

### CORPORATE

Ken Boucher  
Frank Eged  
Deborah Frates  
Doreen Santini  
Janet Sommer

### DIGITAL

Howard E. Dean  
Jiro M. Fumoto  
Michael Glass  
Devana Rao (MOS)  
Gopala Reddi  
John Warde (MOS)

### DISCRETE

Cathy Davis  
John Gronemeier  
Helene Pennucci  
John Tiffin

### COMPONENTS GROUP

Bea Custer  
John Duffy

### MARKETING

Ginny Harris  
Nancy Bennington  
Donald Underwood  
Anita Zunel  
Clark Brown  
Charisse Dale  
Mike Inay (2 awards)

MICROWIRE II — September, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Kilian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman, Edie Beem and Sharon Ricks.

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Fairchild's Top Management Prepares For Next Five Years

By Warren Davis

Coordinator of Planning Conference  
More than 100 managers from throughout the Corporation—east and west coast, domestic and international—attended the Second Annual General Management Planning Conference held in Santa Cruz from September 12-14. This was the largest group of Fairchild senior managers ever to attend a meeting of this type.

In his opening remarks, C. Lester Hogan, president and chief executive officer, stressed the critical importance of long-range planning, stating that only after careful planning and analysis can crucial strategic decisions be made; to be guided by intuition alone or the business climate of the moment could lead to serious errors of judgment.

The balance of the proceedings was dedicated to presentations by corpor-

rate officers and general managers covering the next five years—1974-78: economic forecasts, changes in the business environment, corporate goals, long-term objectives and strategies of each division and strategic business unit.

The managers left Santa Cruz with a much deeper appreciation of the tremendous opportunities for expansion available to the Company, as well as an understanding of the formidable efforts required to realize that growth.

It is now the obligation of the managers in attendance to carry the message to their own organizations so that the good ideas presented at Santa Cruz can be converted into action by thousands of the employees in Mountain View, in Wiesbaden, in South Portland, or Singapore to move the company toward its goals.

## Fairchild-Foothill College Program Still Has Openings In Four Courses

There are still openings available in several of the courses being offered to Fairchild employees through the Fairchild-Foothill College Program. They are:

**Business 54—Business Mathematics** (3 units)—prerequisite: none; three hours lecture. Review of basic mathematical operations and concepts and the application of mathematical principles and processes to business and personal finance.

**Mathematics 60A—Technical Mathematics** (4 units)—prerequisite: a working knowledge of high school algebra; four hours lecture. Slide rule, review of arithmetic, treatment of measured data, and applications. Basic algebra

including linear equations, functions and graphs, systems of linear equations, logarithms, and exponential functions.

**Electronics 64—Introduction to Semiconductor Devices and Circuits** (5 units)—prerequisite: a working knowledge of simultaneous equations; four hours lecture and three and one-half hours laboratory. Analysis of methods used in design of solid state circuits with emphasis on use of equivalent circuits and semiconductor theory to predict performance of practical circuits.

**Electronics 60—Survey of Electronics** (3 units)—prerequisite: working knowl-

(Continued to page 6)

## "Around and around she goes . . . where she stops nobody knows"

It was noon and the Fairchild Credit Union was bustling with activity and eager employees anxiously awaiting the big event: the drawing of tickets for the Credit Union's Savings and Loan Contest.

The contest was organized in an effort to acquaint Fairchild employees with the Credit Union and its many services. Between May 1 and August 31, any employee who: 1) became a new member; 2) received an auto, second mortgage, recreation vehicle or cash loan; or 3) made a minimum \$100 share deposit, received a number of raffle tickets.

On September 10 the drawing was held. As the Credit Union directors turned the big cage with some 60,000 tickets, various employees were selected from the audience to draw the winning tickets. First prize was \$1,000 in cash and twenty second-prize winners received 10-speed bicycles.

And now the winners . . .

### First Prize

Roger Barney

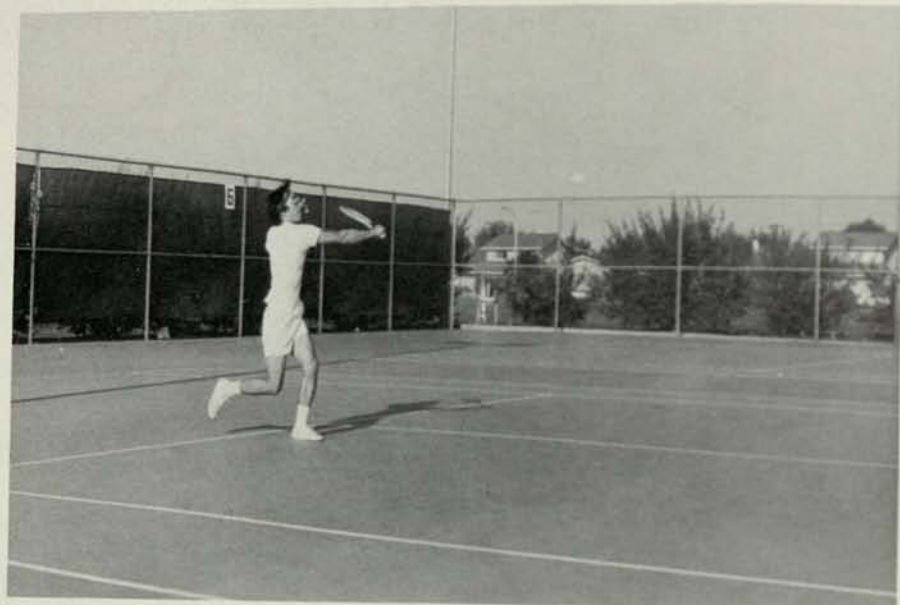
### Second Prizes

Robert Gosswiller, Jr.	R. Harline
Benson Jang	Tony D'Augelo
Art Heller	Raymond Morrow
Anna Jones	Donald Kee
Bob Ulrickson	Sharon Baldivio
Max Otero	Paul Emerson
Bruce Ray	Bob Skurko
D. Stamps	Don Ashton
Retha Merlo	Bob Gentles
Barbara Wall	



Drawing a winning ticket is Dave Copeland of LIC Inventory Control.





## Game... Set... Match

It certainly wasn't the Billie Jean King-Bobby Riggs tennis match, but it was a match to watch. The Fairchild Tennis Club had their Class "A" Tournament in September to determine the top four tennis players.

In the semi-finals, Bert Iwanaka defeated Hassan Raza 6-4, 6-4 (pictured above), while Steve Sciallaba won his match against Javaid Ellahie 6-2, 6-1, and 6-1.

To determine the first and second place winners in the finals, Bert Iwanaka challenged Steve Sciallaba. Bert won 6-3, 6-4. Hassan Raza took third place honors defeating Javaid Ellahie 6-4, 6-3.

On October 6, the Fairchild Tennis

Team will face Varian Associates in a Men's Doubles Match. Each company will enter their top five teams.

Also on the schedule of events for the club is a Fairchild Men's Doubles Tournament. If you are interested in signing up, please contact Hassan Raza on EXT. 3870.

Are you wondering why everything has been defined "men's"? Unfortunately, the ladies haven't showed much interest in the tennis club this year. If you have a change of heart, it's still not too late for a ladies tournament. If there is enough interest shown by Fairchild ladies, a tournament will be scheduled.



**RON WILLIAMS TAKES HOME \$300**—The Suggestion Program awarded Ron Williams, technician in Mask Making, \$300 in U.S. Savings Bonds for two suggestions.

## Tired of fighting morning and evening rush hour traffic . . .

. . . and facing the hassle of finding a parking place once you arrive at Fairchild? For employees working the 7:00 a.m. to 3:30 p.m. day shift and who live in the Fremont area, Fairchild has provided a new and better way of commuting to your job: a charter bus service. The Smith Center Bus will pick you up at 5:55 a.m. each morning in downtown Fremont and drop you off at your building in Mountain View in time to begin work. In the afternoon, the bus will pick you up at your door by 3:30 p.m. for the ride home. The cost to employees for this service is \$10 every two weeks. If you are interested in letting someone else do the driving, contact Cecilia Thatcher on Ext. 2091 or 656-1734 after 4:00 p.m.

## Two Fairchilders Honored As Distinguished Women On Mid-Peninsula

The Girls' Club of the Mid-Peninsula honored Veronica Kane and Roz Hopkins at the First Annual Awards Luncheon for Distinguished Women on Friday, September 28, at Rickey's Hyatt House in Palo Alto.

Veronica and Roz have contributed in many ways to the success and well-being of communities on the Mid-Peninsula during 1973. Among the many honorees who attended the Awards Luncheon was Shirley Temple Black.

Veronica Kane is corporate manager of Employee Communications and Editor of the corporate magazine, "Horizons." Roz Hopkins was formerly the corporate manager of the College Recruiting Program, and is now the Career Planning Specialist in Management and Career Development.

The Girls' Club of the Mid-Peninsula is a United Crusade Agency which provides educational and recreational opportunities for young girls between the ages of 6 to 13.

**Flower requests for bereavement or illnesses affecting employees and/or their immediate families are handled through Employee Services in Mountain View on Ext. 2540.**



# Bill Baker: A Sportsman for All Seasons

Up at 6:30 a.m. and off to the Rinconada Swimming Pool for an hour of swimming is the way Bill Baker, SBU Manager of Bi-Polar Memory Group, begins his day three mornings a week. Bill is a member of a competitive swimming program which requires practice at least three times a week. "My energy level is astounding after my practice sessions in the early mornings," states Bill. "When I arrive at work I feel so relaxed and healthy that it makes a big difference in my work."

Bill's doctor recommended that he do as much swimming as possible to strengthen an ailing back. "I heard about this adult competitive swimming program and decided to try my hand at becoming a Mark Spitz." After one year in the program, Bill has learned how to perform flip turns, racing dives, and has developed various new swimming techniques. "I can't say I've got Spitz intimidated," he confesses, "but I do enjoy the competition from time to time. I especially enjoy watching past Olympic stars come out to meets in their moth-ball preserved sweat shirts with "U.S.A." printed on them. They're still strong swimmers and win many of the events."

When Bill isn't swimming competitively, he is wearing the white uniform



of an AAU Swimming official for the Foothill Aquatic Club. "Two of my four children have been active in year-round swimming meets and another in the summer, which is one reason why I officiate," Bill reveals. "I want to actively participate in their swimming activities. Even my wife Betty has joined the ranks as an AAU Swimming Official," he continues.

Keeping in shape is an integral part of Bill's daily life. In addition to his year-round swimming, he plays a hot game of golf (with a four handicap), skis the steepest slopes at Squaw Valley and dribbles a basketball like a professional.

Bill and his wife often take weekend ski trips to Dodge Ridge where they have a cabin and usually spend a week each winter vacation skiing. He is also a competitor in snow skiing. Bill reveals that he has entered amateur ski races at Dodge Ridge but has trouble picking up a first place. "They divide the races into age groups and I am undoubtedly stuck in the group with all the ski instructors and naturally can't keep up with them."

Always on the run, Bill takes time out to walk around the golf course at least once a week. Shooting in the 70's for eighteen holes is average for him. Bill participated in six national junior golf tournaments as a teenager with his highest finish a third place and has continued to maintain this pace in the last few years in local tournaments.

Family outings aboard 10-speed bicycles is another favorite past time for the Bakers. "We'll ride our bicycles up in the hills," Bill states. "It keeps us in shape for swimming meets and is a relaxing family outing."

Besides being a super athlete, Bill sings tenor in the Foothill Congregational Church choir and presides over the Foothill Aquatic Swim Club as president.

## Remember Your First Day On The Job?

Even if it was ten or more years ago, surely you can still recall that mixture of confusion and anxiety you carried through the first eight hours on your job, particularly if that job was in manufacturing and this was your first exposure to semiconductor devices. Even the most seasoned non-engineers among us have a difficult time explaining what goes on at Fairchild. Therefore, can you just imagine the confusion of the first-day employee?

MICROWIRE talked with new employees Sharon Scherrer and Anne Davis to rekindle those often-times blurry memories of the first day on the job.

Sharon Scherrer never had seen the inside of a semiconductor manufacturing facility before September 18. She was looking for a job when chauffeur-



**Sharon Scherrer (left) watches Polaroid trainer Vera Kiener demonstrate the proper way to hold tweezers.**

ing a friend to Fairchild's Employment Office for an interview. While waiting for her friend, she filled out an application never dreaming that she would have a job the following day as an assembler trainee on the Polaroid line.

"I certainly do remember that first day," reveals Sharon, "because I was a nervous wreck. When I first saw those tiny little devices that I would have to maneuver through a microscope, it gave me goose bumps. Although, I was somewhat relieved when my trainer, Vera Riemer, said I would be using tweezers to transfer the device to the circuit board," Sharon remembers. "Using the tweezers wasn't as simple as I thought," she continues, "because I felt all thumbs trying to pick up the little resistors and place them just right on the circuit boards."

*(Continued on page 6)*



# Fairchild's Experts

Tenth in a series of articles on Fairchild experts and their advice to employees.

## Department Stores versus Discount Houses versus Specialty Shops . . . Credit Cards versus Personal Loans versus Credit Unions . . .

Today, every shopper faces the problem of not only what to buy, but how to buy it: "Should I use my Master Charge or finance through the bank?" "Should I buy this slightly damaged sofa and pay less or should I purchase a new sofa at a discount house?" Reaching a decision is often frustrating and confusing. To ease the frustrations and cut the confusion, MICRO-WIRE interviewed three Fairchild purchasing experts to attempt to collect



Fairchild's Purchasing Experts are Will Hott, Nancy Walb, and Marge Killian.

hints on buying and finance. Nancy Walb, Marge Killian, and Will Hott, who have a vast knowledge of purchasing all types of items for Fairchild Semiconductor Components, pooled their purchasing knowledge in an attempt to inform employees on the do's and don'ts of shopping:

### TIPS ON CREDIT CARDS

The Purchasing Experts suggest that you keep all credit cards current, by using them occasionally even if you have the cash to pay for the purchase. Therefore you'll maintain a current and good credit reference. They also advise shoppers to make major credit card purchases at the beginning of each billing period and pay the bill off within 30 days to avoid finance charge.

### BARGAINS AND SALES

When shopping for an expensive item, the experts suggest that you ask the sales clerk if that particular item will be going on sale in the near future. A new law states that a sales

clerk must tell you if there is a sale planned for the near future.

Many department stores will have their warehouse and inventory sales during January and February. If you are a determined and patient bargain hunter, this is the best time of year to find good buys.

A large store will sometimes receive a trainload of damaged goods, the purchasing experts reveal. They advise that you watch the newspapers carefully for advertised "Boxcar Damage Sales." Shoppers can often find items on sale ranging from 30 to 50 percent off the retail price.

The "two for one" sales advertised by drug store chains will also offer bargain hunters the good buys they're seeking.

### DEPARTMENT STORES VERSUS THE SPECIALTY SHOPS VERSUS THE DISCOUNT HOUSES

Department stores have excellent buys during the year, the three experts admit; but they add that when it comes to sales, the specialty stores usually offer a greater discount than the department stores.

Discount houses generally offer continuing best buys on large items such as furniture, appliances, televisions and cameras.

When buying an expensive item "on time," the experts urge that you avoid financing through the store. Most stores will charge you the maximum interest rate of 18 percent per year. They recommend, instead, that you finance through the Credit Union, which offers you a much lower yearly rate of interest.

### WHERE TO GO FOR PRODUCT INFORMATION

Buying a television set, but aren't familiar with the available brands and their qualities? A book which is published yearly by *Consumer Report* will give you a detailed description of every major product available on the market. The book will give you results of tests performed on each item and tell you which product is the best buy. It's the best way to determine the

quality of a particular item. *Consumer Report* also publishes a magazine monthly that can be found on magazine racks or purchased through a yearly subscription for \$8.00

### CHRISTMAS SHOPPING

Start looking for Christmas gifts now, say the three experts. After the Thanksgiving holiday, prices go up.

The experts also suggest joining a Christmas Club to help make Christmas buying a little easier financially. Christmas Club accounts are available at most banks.

If you are a credit card holder of a major department store, chances are you will soon receive information in the mail on a new way to buy at Christmas time. Macy's, for instance, is offering what they call "script money." Credit card holders will be able to purchase "script money" in \$1, \$10 and \$20 denominations and the amount purchased will be charged to their credit card account. The "script money" may then be used to make purchases at Macy's, the advantage being that the consumer will be given an opportunity to pay those charges off by the end of February without an interest charge. If you don't spend all the script money by the end of Christmas, you can exchange it for real currency.

### WARRANTIES AND GUARANTEES

One of the most important points to remember when purchasing a product covered by a warranty, the experts tell us, is to read the warranty card. In some instances, the manufacturing company will request that the buyer mail the warranty card back. If this is not the case, keep the warranty card in a safe place.

Most products will have a year's guarantee; however, when making a purchase, ask the sales clerk the duration of the guarantee and where to send the product for repairs. This will save a great deal of time and effort at a later date if the purchased item should require repair.



# Fairchild Employees See It For Themselves

If you've ever given to United Fund a bit grudgingly . . .

If you often wonder if your money's really being put to good use . . .

Then please continue to read on.

On Wednesday, September 19, two Fairchild employees made a visit to one of Santa Clara County's United Fund agencies—the Family Service Association—with the purpose of gaining first-hand knowledge of the agency and its services. Both employees came away most impressed with what they heard and saw at the Mountain View facility.

Before we read about their impressions of the Family Service Association, let's find out a little about the agency.

The Family Service Association, which has been a United Fund agency since 1947, counsels families and individuals of all ages and walks of life in helping them to explore, react to, and better understand the problems they are encountering. There are three facilities in Santa Clara County—Mountain View, Sunnyvale, and San Jose. Each office is staffed with qualified social workers. United Fund helps to pay the salaries, rent and utilities for the Family Service Association. Located on Castro Street, the Mountain View office has seven social workers. The office is open from 9 a.m. to 10 p.m., Monday through Friday, for appointments; but the workers are available on a 24-hour basis in case of emergencies.

Welcoming the two Fairchild employees was Amadeus Tarquinio, the District Office Supervisor. He spent two hours discussing the Family Service project, relating case histories and showed them the various counselling rooms. Here are the employees' impressions of their visit to the Family Service Association.

*Rex Atcheson, Clerk in LIC Division*

"I was extremely impressed by the whole operation. I had no idea that United Fund sponsored this type of family service. When I walked into the waiting room, Mr. Tarquinio was there to greet us. He didn't put on a show for us but described the functions of the family service.

He spoke about some of the people who seek help through Family Service. "One particular case I remember was a teenage girl who insisted on hid-

ing her femininity by wearing boys' clothes. Her high school counselor referred the girl to Family Service for help. The girl's problems stemmed from guilt feelings about her mother's mental illness. When she was born, her mother became mentally ill. The girl felt she caused the illness through the pregnancy. She also believed she would become mentally ill if she be-



**Myra (left) and Rex listen while Mr. Tarquinio discusses the many programs of the Family Service Association.**

came pregnant. She refused to acknowledge the opposite sex. She would wear a long coat over her baggy blue jeans and sweatshirt to hide her body. After several sessions, Mr. Tarquinio began to see an improvement in her dress. She had shed her long coat, baggy bluejeans and sweatshirt for a slightly feminine dress. When she walked in for her final session, she wore a mini skirt with boots. Mr. Tarquinio gave her a corsage to wear.

"Mr. Tarquinio stressed that they were not psychiatrists or physicians and didn't pretend to be. He explained that they don't attempt to solve all your problems for you but they seek to bring out your strengths within you and your family. I immediately asked Mr. Tarquinio what the charge for family counselling. He said if a family can't pay a fee, ranging from 50 cents to \$25, then the counselling is provided free. They determine the fee by the family income and financial debts.

"I was very impressed with the genuine interest they take in helping people of all ages and walks of life. Their desire to be of help is expressed in each of the counselling rooms that we toured. The rooms present a warm and relaxed atmosphere which I'm sure encourages troubled people to discuss their problems.

"I only wish that other Fairchild em-

ployees could have the opportunity to visit Mr. Tarquinio and see the facility."

*Myra Redlack, Work Leader in Power Assembly*

"When I decided to visit the Family Service Association, I didn't expect to come away feeling grateful that United Fund supports agencies we don't often hear about. Now, I'm glad to know there are such agencies as Family Service in our community to help troubled families.

"I was most impressed by the case studies. Without divulging his name, Mr. Tarquinio described a young electronics programmer who was promoted into a position that he couldn't handle emotionally. After several weeks of mental anguish trying to live up to his supervisor's expectations, he had a severe nervous breakdown. He was admitted into Agnews State Hospital for treatment. At the time of his breakdown, his wife and children left him, his friends wouldn't speak to him, and he lost his job. When he was finally released from the hospital, his whole life was shattered. He had nothing to live for—until he heard about Family Service. The young man joined one of the group therapy sessions. After attending several sessions, he began to lose his anxieties and reacted in a positive manner. Today, this man has picked up the pieces to his life. He has a new job where he feels comfortable—a girl friend, and sees his children.

"Mr. Tarquinio said in their counselling, they don't tell the troubled persons what to do about their problems but listen and suggest alternatives. He said in many cases the person will solve his or her own problems after one session.

"I really do believe the United Fund slogan, 'if you don't do it, it won't get done.'"



**Myra and Rex tour the Mountain View facility with Mr. Tarquinio. In the photo, Myra and Rex visit the children's playroom.**



## "Hello, MOS Product Marketing, may I help you?"

"You need a price and delivery date for the 3341 memory product? I can quote a price for 1,000 pieces per month for the remainder of 1973 but I will have to TWX the delivery schedule to you tomorrow after I have talked with Production Control."

This telephone conversation is typical of a product marketing engineer assisting a Fairchild field sales engineer with price and delivery information for a product needed for a customer.

Betty Hawkins and Alan Weingand are two of MOS's product marketing engineers who average more than forty telephone calls a day discussing product information, scheduling of products, pricing of parts, forecasting the market and talking to customers about delays in deliveries.

In August, Betty and Alan took on the responsibilities of junior product marketing engineers in the MOS Division. Betty brought with her a wealth of product and Fairchild knowledge. She joined the company fourteen years ago in manufacturing, and has spent eight of those years in various market-

ing positions. "I never dreamed that someday I would be a product marketing engineer," Betty reveals. "The job is more fascinating than I imagined," she continues, "because now I can participate in the decision to manufacture a new device, watch the device materialize and then take orders for that device. As a product marketing engineer, you know how that device will eventually be used by the customer," states Betty. "We are also involved with every MOS application of a product that is manufactured at Fairchild."

Alan, who recently joined the company, brought with him a strong technical background in semiconductors. He graduated from Florida Tech with a degree in electrical engineering and gained marketing experience as a salesman for a Florida-based electronics company.

Alan feels that his prime responsibility as a junior marketing engineer is to help Fairchild meet its commitments by getting the product to the customer on time.



### FAIRCHILD COLLEGE PROGRAM

*(Continued from page 1)*

edge of high school algebra; three hours lecture. A study of current semiconductor device technology with emphasis on crystal growth, photoresist and masking techniques, diffusion, metallization and electrical testing. The chemistry of device processing and effects on electrical characteristics will be reviewed.

The Business 54, Mathematics 60A and Electronics 64 courses will be held at the Fairchild facility in Mountain View. Electronics 60 will be held at the Optoelectronics facility on Miranda Ave. in Palo Alto. All four courses will begin the week of October 1. Remember, if the course you take is job-related, 90 percent of the costs may be covered by Fairchild's Tuition Aid Program.

Anyone interested in enrolling in any of these courses should contact Janet Kinder, Ext. 2793, immediately.

### DO YOU REMEMBER

*(Continued from page 3)*

After three days on the job, Sharon developed a small vocabulary of buzz words used in the semiconductor industry. During her first day, Sharon was bagged down with a hundred specific instructions to concentrate on. "It eventually comes together but you really wonder on the first day. She still admits that the semiconductor world and her job responsibilities continue to be mysterious, but it's all beginning to come together."

Anne Davis, like Sharon, never had worked for a semiconductor company before first day on September 10. But, she did have one advantage over Sharon—she was familiar with her new job responsibilities as a senior program analyst. Ann arrived at the Personnel Office bright and early for Fairchild's Orientation Program. "Before I saw the slide presentation explaining the organizations, manufacturing proc-



**Anne Davis follows instructions on filling out Fairchild benefit forms during orientation.**

esses and benefits, I was a little concerned about facing a new company," claims Anne. "The orientation program gave me an idea of the company's personality."

After the two-hour orientation program, Anne trekked across the Building 20 parking lot anxious to start her new job in Management Information.

"That first day on the job was exciting and interesting because of the new challenges I would embark on and meeting new people," says Anne. "I also had a few surprises. When my Supervisor took me on a tour, I bumped into three former co-workers from my previous company. While walking down the hallways I would hear, 'hey Anne when did you arrive here!'" After her tour, she began her new assignments—reviewing the management information system, reading up on the employee resources system, and asking a multitude of questions.



# Dr. Hogan Stresses Free Trade Before Wescon Audience

A key speaker at the Western Electronics Show and Convention (WESCON), Dr. C. Lester Hogan, president and chief executive officer, discussed the "Expanding Semiconductor World—East, West and In-Between."

"The U.S. semiconductor industry can realize its worldwide growth potential only if it continues to operate in an open environment of international trade and competition," he told electronics executives on September 11.

Dr. Hogan called for his industry to continue to oppose repeal of tariff legislation which would dilute the economic feasibility of assembling semiconductor devices in other parts of the world. He also said legislative proposals to tax foreign earnings would, if passed, restrict the competitiveness of U.S. corporations operating abroad.

"In 1958 total worldwide semiconductor consumption was approximately \$250 million, and only about \$20 million of this was outside the U.S.," he said. "Today the industry is approaching the \$3.4 billion worldwide consumption mark, and by next year we anticipate \$3.9 to \$4 billion worth of semiconductor business—equally divided between U.S. and foreign markets. After 1974, the amount of foreign semiconductor business will exceed that of this country.

"Needless to say, how well our American firms adapt to this global trend will ultimately determine the percentage of the world marketplace that we control. It will directly depend on our worldwide manufacturing and marketing capabilities, as well as our continued technical dominance.

"I'm also convinced that looking at our international markets strictly from the standpoint of the free world is extremely short-sighted. Today there is vast potential in East European markets. Both our Japanese and Western European competitors are now attempting to penetrate these lucrative markets and they are selling the very products and technologies which American semiconductor firms pioneered and developed.

"The result is that American firms,

if not allowed to sell in these marketplaces, will lose this business and the East Europeans will turn to other sources. Let me make clear that I am not advocating handing over capabilities which clearly will jeopardize our national security or welfare. I am, however, advocating trade which will benefit the U.S. and the world in general. And I am particularly urging that we be allowed to sell technologies, as well as products, provided in return we can obtain a dominant share of the market.

"By expanding our customer base throughout the world, we provide more jobs for U.S. workers. One of three of Fairchild's domestic work force in some way supports foreign operations and I'm sure this is true of many firms in our industry. The argument that we are exporting jobs abroad that should go to U.S. workers is simply not true—in our industry or those of other high technology companies.

"From another vantage point, one only needs look at the United States balance of trade deficit of more than \$4.5 billion to realize that high technology industries are substantially important to the United States' economic position. These firms are virtually all positive contributors to our balance of trade, and protective legislation can only damage them.

"The semiconductor industry has shown a consistent positive impact on U.S. balance of trade for the past decade, and in 1973 this will approach \$350 million."

The cutting back on foreign initiatives would have "an extremely negative" impact on both our industry and country in a number of important respects, Dr. Hogan said.

"First, the American semiconductor industry would lose its currently strong customer base, on which our financial capability to expand and progress depends.

"Second, we would jeopardize our competitive position relative to both pricing and costs.

"Third, we would ultimately face the loss of jobs for U.S. workers with comparable negative impact on our econ-

## Fairchild Observes National Fire Prevention Week

Almost 100 years ago, more than 250 people were killed as a result of a major fire that swept the greater Chicago area. Immediately following the fire, the Federal Government set up strict rules and regulations to further prevent such fires as the Chicago disaster. It was then that Fire Prevention Week was established.

Fairchild will observe National Fire Prevention Week (October 8-12) at all facilities. The Corporate Safety department is asking employees to observe this week by 1) reviewing Fairchild's safety policies; 2) making a list of possible fire hazards in the home; 3) deciding on fire exits in the home for quick evacuation; 4) throwing out all excess material that could ignite a fire; 5) using flammable liquids carefully; 6) and informing neighbors if they have possible fire hazards.

National Fire Prevention Week should not be observed just for those seven days but for 365 days.

Note: Classes are available on fire prevention through the Safety Department. If you are interested as an individual or as a group, please contact Lee Neal on EXT. 2714.



omy."

Dr. Hogan urged the assembled executives to:

"Oppose such restrictive legislation as repeal of the 806.30 and 807.00 tariff exemptions of the U.S. tariff schedule.

"Oppose the proposals to tax foreign earnings which restrict the competitiveness of U.S. corporations operating abroad.

"Flex our muscles—wherever necessary—by urging through negotiations and hard bargaining that such countries as Japan and France liberalize or ease their capital investment and trade policies which are unfairly detrimental to U.S. firms."



## Job Opportunity System Promotes

**Twila Geddes** from Secretary to Exec. Secretary  
**Lupe Quinones** from Engineering Operator to Lab Tech  
**Pacita DeVera** from Assembler B to P & D Spec  
**Arthur Coca** from P & D Spec. to Assist. Lab Tech  
**Teresa Rogers** from Senior Clerk to Employment Assistant  
**James Taylor** from Sr. Elec. Tech to Assistant Engineer  
**Sara Hatchett** from Assembler B to Sr. Clerk  
**Tommi Small** from Assembler A to R & QA Inspector B  
**Grady Dunn** from Elec. Tech to Sr. Elec. Tech  
**Dale Virgil** from Assembler A to P & D Spec.  
**Loretta Duran** from Assembler B to R & QA Inspec. Spec.  
**Veronda Beck** from P&D Spec. to Work Leader  
**Bobbie Carter** from Sr. Clerk to Employment Assistant  
**Alicia Morgia** from Assembler A to Hi Rel Processor B  
**Jannette Akino** from Assembler A to Assembler B  
**Mercedes Babot** from Inventory Control Clerk to Intermediate Clerk  
**Mary Lorenzana** from Assembler B to Security Guard  
**Sheila Stephens** from Probe Repair Spec. to Elec. Tech  
**Sue Gibbons** from Assembler B to P & D Spec.  
**Joy Overton** from Assembler B to P & D Spec.  
**Patricia Barnes** from R & QA Inspector Spec. to Sr. Clerk  
**Arlene Christensen** from P & D Spec. to Sr. Clerk  
**Maria Bibb** from Assembler B to Work Leader  
**Yolanda Lucero** from Intermediate Clerk to Sr. Clerk  
**Edith Kendall** from Intermediate Clerk to Sr. Clerk  
**John O'Neil** from Chem Mixer to Chem Tech  
**Edna Hinton** from Assembler A to R & QA Inspector Spec.  
**Mary Holmes** from Assembler A to Assembler B  
**Sandra Vicencio** from P & D Spec. to Engineering Operator  
**Steve Wong** from P & D Spec. to Assistant Lab Tech

**Venessa Brown** from Assembler A to Assembler B  
**Jesse Montijo** from Assembler B to Assistant Lab Tech  
**Maria Sandoval** from Inventory Control Clerk to Data Rec. Clerk  
**Sherry Bryant** from Inventory Control Clerk to Engineering Operator  
**Noemi Rodriguez** from Mask Making Spec. B to Mask Making Spec. C  
**Ginger Zug** from P & D Spec. to Work Leader  
**Karen Webb** from Material Handler to Security Guard  
**Alicia Ramos** from Assembler B to P & D Spec.  
**Sharon Hubbard** from Engineering Operator to Work Leader  
**Arthur Porebski** from Assembler B to P & D Spec.  
**Debbie Gussman** from Assembler B to P & D Spec.  
**Loraine Poiquet** from Mask Designer A to Mask Designer B  
**Blanca Vargas** from Assembler A to Q.C. Inspector B  
**Kenneth Hood** from Assembler B to Work Leader  
**Karen Mayfield** from Assembler A to Assembler B  
**Sachiko Porter** from Assembler B to P & D Spec.  
**Henry Lee** from Mechanic A to Mechanic B  
**Genevieve Ferraz** from Assembler B to P & D Spec.  
**Caroline Carvallyo** from Assembler B to P & D Spec.  
**Christine Elderts** from Intermediate Clerk to Sr. Clerk  
**Shyue-Yuan Chen** from Elec. Tech to Assistant Engineer  
**Lorretta Montayo** from Assembler A to Production Maintenance Clerk  
**Mary Lilley** from P & D Spec. to Lab Tech  
**Nancy Metz** from Assembler B to R & QA Inspec. Spec.  
**Leonida Basa** from Assembler A to Assembler B  
**Alma Looney** from Engineering Operator to Test Spec.  
**Frances Torres** from P & D Spec. to Engineering Operator  
**Isabel Marquez** from Assembler B to P & D Spec.  
**Nadine Faile** from Sr. Clerk to Employment Assistant  
**Jeannette Erickson** from P & D Spec. to Data Rec. Clerk  
**Patricia Weaver** from Sr. Clerk to Production Planner  
**Steve Sans** from Optics Operator B to Assistant Elec. Tech.

## MOVING UP

### DISCRETE PRODUCTS GROUP

**Jon Scadden** from Product Specialist to Production Supervisor B  
**Sue Yamen** from Customer Service Coordinator to Account Sales Representative A  
**Robin Robinson** from Intermediate Clerk to Senior Clerk  
**George Harris** from Mechanic Specialist to Supervisor of Mechanical Maintenance  
**Dale Christensen** from Product Specialist to Senior Material Planner  
**Maria Diaz-Christians** from Product Specialist to Product Engineer B  
**Richard Harris** from Product Specialist to Senior Material Planner  
**Mohinder Sekhon** from Lab Tech to Supervisor B  
**Arthur Whipple** from Product Engineer B to General Supervisor  
**Dian Derin** from Executive Secretary to Executive Secretary to General Manager  
**Mariann Rohrkemper** from Secretary to Executive Secretary  
**Mary Ann Warr** from Secretary to Executive Secretary  
**Phyllis Perry** from Production Planner to Storekeeper  
**Marcia Schneider** from Clerk to Secretary  
**Justine Goodell** from Production Planner to Storekeeper  
**David Hall** from Senior Material Planner to Manager of Production Control  
**Laura Harley** from Senior Clerk to Secretary  
**Jean Santangelo** from Assistant Accountant to Accountant A

### MARKETING OPERATIONS

**Bev Freitas** from Secretary to Field Sales Specialist  
**Dennis Sabo** from Sr. Engineer to Regional Distribution Manager (Highland Heights Sales Office)  
**Ron Rios** from Assistant Tech Illustrator to Tech Illustrator  
**Ray Nomura** from Assistant Tech Illustrator to Tech Illustrator  
**Gil Lane** from Applications Engineer A to B  
**Ron Carlson** from Sr. Sales Engineer to Regional Distribution Manager (Minneapolis Sales Office)  
**Bob Hand** from Sr. Sales Engineer to Program Manager  
**Barbara Colgan** from Field Sales Secretary to Account Sales Representative A

### DIGITAL PRODUCTS GROUP

**Kathy Shepp** from Lab Tech to Production Supervisor A  
**Roylee Manzano** from Assembly Work Leader to Production Supervisor A  
**Robert M. Young** from Production Specialist to Supervisor of Production Control  
**George Sallander** from Production Specialist to Sr. Planner

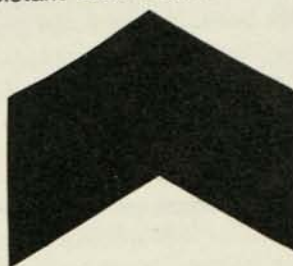
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# Microwire

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## To make life a little easier

You could walk a block to your car, pull it out of that parking space you spent five minutes seeking this morning, drive the block and a half from Building 20 to Building 4, circle Building 4 for 10 minutes attempting to locate a parking space; frustrated and angry you accomplish your five-minute errand in Building 4, trot the 500 feet back to your car, make the block and a half return trip, then circle Building 20 for another 15 minutes attempting to locate another parking place (naturally, yours was claimed in your absence) and you return to your office or manufacturing area exhausted and frustrated at the amount of time that was expended in a brief errand; or,

you could ride the new shuttle bus. You're picked up at the door, delivered to your destination within minutes, and another bus awaits your return trip virtually at the moment you step out into the air again. There are two buses making continual loops within the Mountain View complex. Bus A leaves Building 4 at 8:20 a.m. each working morning, stops at the Credit Union, Bldgs. 7, 20, 14, 19, 13, 1 and 2 and returns to Bldg. 4 to begin the route again. The complete schedule takes 20 minutes, and the route is recovered continuously from 8:20 a.m. to 8:00 p.m. each day.

A second express bus, Bus B, goes into service daily at 10:00 a.m. between Building 4 and Building 20, leaving one or the other of the buildings every five minutes. This bus stops at the two side lobbies of Building 20 and the main lobby of Building 4. Bus B makes a continuous loop between the two buildings from 10 a.m. to 5 p.m. each day.

The bright orange vehicles are making life a great deal more pleasant for employees who must run errands between the Mountain View buildings.

## Corporate Contribution to United Fund up 50 percent over 1972



John Duffy, Manager of Marketing Operations and chairman of the 1973 United Fund Drive, expresses his pleasure at the amount of a check presented to him as the corporation's gift to the United Fund. The corporate contribution of \$30,000 is a full 50 percent greater than the Fairchild gift to the 1972 drive. That \$30,000 will provide partial scholarships for 100 retarded children in a nursery school training program for one month;

will provide activities for 200 youngsters in a boys' club for a year;

will help support the stay of 50 persons in a methadone treatment program for seven months;

will sponsor 90 parolees in a year of professional counseling;

and will provide lunches for 25 sen-

ior citizens for six months; or

it could be spread among all of the more than 100 health and welfare agencies that are supported by volunteer contributions to the United Fund.

The generosity of Fairchild and its people will have even greater impact on the communities in which employees live as a result of the United Fund in-plant drive which began today in Fairchild facilities throughout the Peninsula. Employees will be contacted by fellow employees who are acting as volunteer canvassers for the drive which will extend through October 31. Every employee will be given the opportunity to make cash or payroll deduction pledges to this year's United Fund drive. Employees can pledge their support of United Fund agencies in their community simply by making an "X" on the payroll deduction card they will receive in the next two weeks. The card authorizes the payroll department to deduct the amount indicated from each paycheck over the next year as your contribution to the health and welfare agencies in our communities which must rely almost totally on voluntary contributions for their operation.

## *Salesman of the Month*

Want to know how to be named "Salesman of the Month"? Try increasing the normal annual billings for your territory seven-fold in a single month. At least this worked for Bill Edlund, Sales Engineer, who was named Semiconductor Salesman of the Month for September, as a result of this spectacular performance.

Bill, a six-year Fairchild employee,

accepted his current position in the Rochester office in June of this year. "The degree to which Bill has penetrated his accounts in so short a time reinforces what we already knew about his outstanding sales ability," said John Luke, Manager of U.S. Sales, when he announced Bill's selection as September's outstanding salesman.



## Fairchild experts



### Frank Schmieder, Vice President-Treasurer Expert in finance and investments

So, you arrived at the point that you can pay the grocer, the mortgage, the charge accounts and still have a few dollars left over for savings or investment. That solves a few problems, doesn't it? It also creates a few. You can be absolutely bedazzled by the myriad of savings/investment programs that are available to you. There are bank and credit union regular and term savings accounts, there are stocks and bonds, real estate, life insurance and many other similarly attractive possibilities that promise to increase the value of your investment. The decisions seem limitless and the soundness of the choices you make can influence your life far into the future.

So, to uncover the ground rules for good financial planning, MICROWIRE went to an expert, Vice President and Corporate Treasurer Frank Schmieder, who, in addition to broad experience in corporate financial matters, has served as a financial consultant to individuals.

With the promise that we would not ask for tips on specific stocks, Frank

agreed to outline what he believes to be a logical approach to financial planning, reminding Fairchild employees that there are inherent risks in almost every kind of investment program.

Before we could begin talking about the more glamorous investment possibilities, Frank insisted upon covering the basic financial plans an individual or family should make before diverting any income into stocks, bonds, or investment real estate.

"First," he advises, "don't plan to put the first dollars you save into stock or real estate. Your initial goal in planning a financial program should be to accumulate in a savings account at least the equivalent of three months (preferably six) of your net income. This is what is commonly called financial liquidity, and it's the key to financial peace of mind. Every family should attempt to develop such a fund in the credit union or at a bank. Once it is built up, you're relatively assured that you are prepared for most financial emergencies.

"My second bit of advice is to have your financial foundation in good shape before you begin putting your money into more speculative investments. Do you have a disability plan that would provide the basic financial requirements during a lengthy period of disability? The Fairchild Long Term Disability plan offers up to 60 percent of your regular earnings if you should become disabled for six or more months. Fairchild covers the cost of

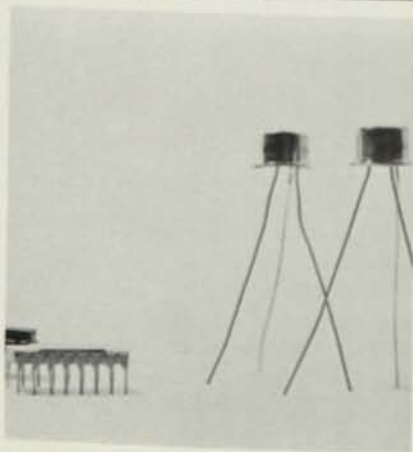
the basic LTD plan, you must enroll for supplemental coverage which provides you with the maximum coverage. Another step that should be covered in laying your financial plans, is determining the amount of life insurance you should carry. Insurance at least equal to present and future liabilities such as mortgage, education of children, etc., should be carried if you're the prime family wage-earner. If you're single with no dependents, or if your family has grown and you're developed other investments, the need for life insurance coverage is diminished, but you should still carry coverage that would take care of any obligations you have accumulated.

"Once you have your 'liquidity' fund in the bank; you know that you could survive a lengthy period of disability; and that your financial obligations to your family and creditors would be covered if you should die, you're ready to begin looking at some of the ways in which you can invest further savings that might provide greater returns than you would hope to achieve in a bank or credit union account.

"Real estate—your own home—provides a very intelligent investment possibility. There are several investment advantages in the purchase of a personal dwelling. A portion of the monthly mortgage payment builds as equity in the home; the amount paid in interest and taxes can be claimed as a deduction on your tax returns, and you benefit from any appreciation in the cost of housing. A purchase of a home

## TRANSISTOR TALK

In the wee small hours of the morning, the products we produce take on a life of their own, frequently emulating their makers. On one such morning recently, we captured with a camera some of the antics that occur on the inventory shelves when the plant settles to its quietest.



The place is just crawling with them.



Dear Abby: I don't seem to fit in anywhere.



has proven to be one of the wisest investments an average family can make.

"Beyond this point—the mind-boggling investment choices present themselves. Do a bit of self-analysis before you run down to the stock broker. What kind of risks can you take emotionally and economically; there are risks in any investment.

"If this is your first investment and you haven't yet identified yourself as conservative or speculative, a mutual fund might be just for you. A mutual fund program spreads your investment over a number of stocks and bonds, somewhat reducing the risk of loss while you participate in the fortunes of many companies and institutions. But just any mutual fund is not the answer. To protect your investment, do some research on the performance of the funds in which you believe you'd be interested. What you're looking for is an investment program that has a lengthy history of good management.

Corporate and municipal bonds may also offer a good entry into the world of investments. With bonds, your funds are tied up for the period the bond covers, usually 5 to 20 years; but you're assured a pre-stated interest income and the face value of the bonds may increase over the life of your investment. Another attraction in municipal bonds is that the income they produce is tax-free.

"To encourage investment in our economy, the Internal Revenue Service allows the first \$100 in dividends received from stock or bonds by an individual annually, or the first \$200 received by a family to be tax-free.

"For the more adventurous, there is always the general stock market. The risks associated with the purchase of the stock in a single company are

usually greater than those faced in investment in a mutual fund or the purchase of bonds. The most conservative approach to stock investment is to place your money with a company that demonstrates long term potential and pays dividends. A rule of thumb for investing in stocks is that return is commensurate to the risk one takes. Stocks selling at less than 15 times earnings and pay a dividend of 3 to 4 percent are 'normally' low risk stocks. Somewhere in the financial tables in the company's annual financial report you will find a heading 'per share earnings.' Suppose the figure in that column reads \$.50; and the company's stock is selling for \$5.00, that company's price-earnings ratio is 10. But, don't be fooled into believing that a conservative P-E ratio takes the risk out of stock market investment. There is no such thing as a sure investment.

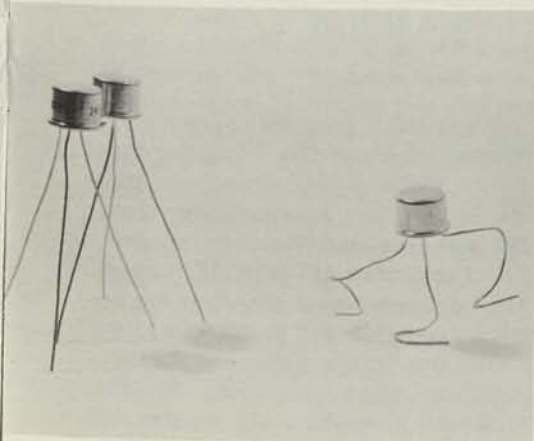
"Others, who believe that they have the emotional and economic stability to take greater risks in the hope of greater return, may decide to invest in, what are commonly termed, growth stocks. These stocks are usually priced at 30 or more times their last annual per share earnings. What these companies' stockholders are saying when they pay these prices is 'we believe that the company has a great future potential, and we want to be in on it.' These investments are not for the faint-hearted. Even though many 'growth' companies are well managed and are, indeed, living up to the potential their stockholders saw in them, their market prices can fluctuate radically. Don't get into growth stocks unless you've fully acquainted yourself with the company history, its existing operations, and its potential. Do some independent study. Companies will send you copies of their annual financial report on re-

quest, then discuss your ideas with a reputable stock broker.

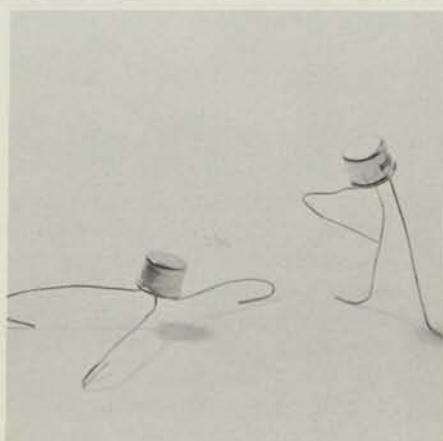
"Because of the cost of the paperwork involved in the purchase of stock, many brokers will not handle an investment of less than \$1,000. Check around if your first stock investment will be less than this. There is one major brokerage in the Bay Area which continues to encourage small accounts.

"Another investment that is appealing to many people who have accumulated a considerable amount of cash savings is a vacation home that can be rented part of the year; or a home or apartments that can be rented throughout the year. If you're prepared for the maintenance headaches this might involve, and you can rent the house for more than the cost of the mortgage, real estate taxes, and insurance, this investment may be right for you. But, be realistic about it; add up all your costs for maintenance, mortgage, taxes, and insurance and if you're not coming out with at least 8 per cent per year on your initial investment, a second or rental home is not an investment—it's a luxury.

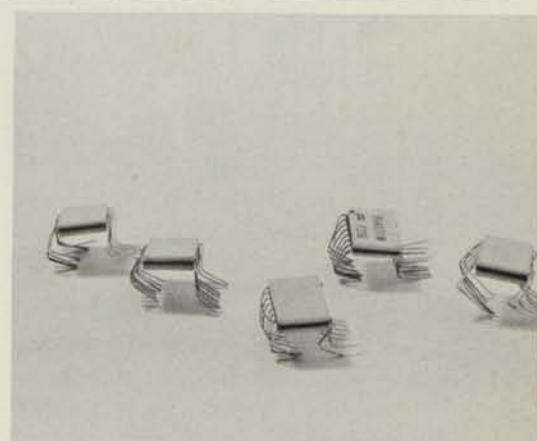
"I wish that I could offer a series of sure investment plans that would be without risk and would help assure the solidity of your financial future, but there are no such formulas. I can only outline the attractions and hazards of the different type of investments available to individuals. The choice of where to put your money has to be your own. I would encourage you to seek out reputable counselling: the advice of an established brokerage if you plan to purchase stock or bonds, or the advice of a real estate agent who knows the community in which you wish to invest if you plan to purchase real estate."



**Geraldine gets rattled so easily.**



**Late again, Charlie!**



**Quitting time!**



# Sandy Edmonston Does Two Jobs for Fairchild

Sandy Edmonston actually performs two jobs for Fairchild; one as Executive Secretary in the Corporate Insurance Department and the second as volunteer recruiter. Sandy was the only one of 26 employees to have received two \$50 checks in the October Employee Referral Awards presentation.

Sandy confesses that she probably has more opportunity than most to meet people who have the training and skills Fairchild is looking for in employees. Sandy teaches shorthand and other office skills at West Valley College two evenings each week. During each semester she has approximately 30 aspiring secretaries in her classes. At the beginning of each semester, she announces to her classes that Fairchild has openings for secretaries and she encourages specific students to apply for employment at the company. In the past three months, Thomasina Malory of Industrial Relations and Linda Guffanti of MOS Marketing joined Fairchild as intermediate secretaries as a result of Sandy's encouragement. "Fairchild interviewers talk to the cream of each semester's crop of secretaries," Sandy admits.

She's presently encouraging another student to apply at Fairchild when she completes her studies, and she believes that she has still another student with Fairchild potential.

Sandy's recruiting efforts don't stop with her West Valley classes. A student herself, she is working toward a Master's degree in Business Administration at College of Notre Dame in Belmont. There, she slips Fairchild talk into the conversation whenever possible. "I'm not nearly as aggressive at

Notre Dame as I am at West Valley," she admits. "At Notre Dame I just try to leave an impression that Fairchild is a good place to build a career."

Though registration has closed at West Valley, Sandy encourages Fairchild secretaries and clerks who would like to brush up on their office skills to prepare themselves for promotion, to "visit" her classes without registration. For more details on the informal "visit" program call her on Ext. 3876.

In addition to Sandy's two, 25 other \$50 Employee Referral awards went to employees in October. The awards were earned by employees who referred friends or relatives to Fairchild for employment in jobs above the entry level. The persons whom they referred were subsequently hired and have remained with the company for more than 90 days.

There are almost 600 job opportunities at present in the Mountain View operations alone. If you have a friend or relative who is seeking employment, tell them to include your name in the appropriate space on the Fairchild application form. It may mean \$50 for you.

Other employees receiving referral awards in October are:

<b>CENTRAL OPERATIONS</b>	<b>SYSTEMS TECHNOLOGY</b>
Carl Neri	Alex Catli
Manuel Rodriguez	<b>MARKETING</b>
Ira Louis	Keith Kolerus



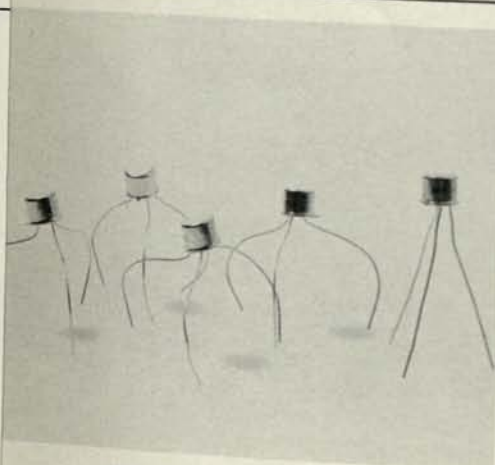
Sandy (center) with two of her student-recruits, Linda Guffanti (left) and Thomasina Malory.

**DIGITAL**  
(Includes MOS)  
Linda Wack  
Florence Kulaga  
Letha Ledford  
Jim Smith  
Charles Hurd  
Alan McDulin  
(MOS)  
Roger Quick  
(MOS)  
Mary Miranda  
(MOS)  
Travis White  
(MOS)

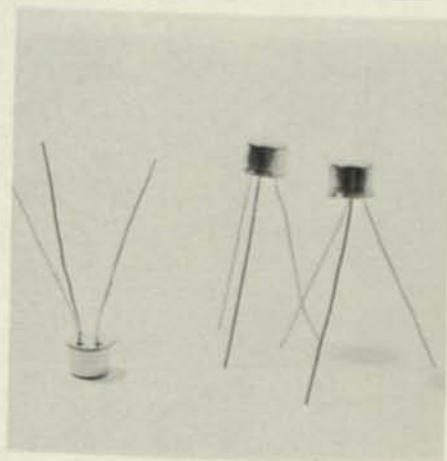
**FINANCE**  
Bob Beckwith

**DISCRETES**  
(Includes MOD)  
Bob Beckwith  
(MOD)  
Hal Knopp (MOD)  
Karen Immer  
Maudedith Jordon  
Dorothy Bertram

**ANALOG PRODUCTS**  
Robert Ginsburgh  
Rick Snider  
Ed Chacon  
David Myers  
James Holligan



It's the end-of-the-month sag.



Harry has always had an unusual point of view.

If you think that you've been over-hearing transistor talk, capacitor chatter or diode dialogues in your travels through the manufacturing areas, share the conversations you've overheard with other MICROWIRE readers. Send a rough pencil sketch of the devices you witnessed in action and the punch-line to the Employee Communications office, mail stop 20-2284, Mountain View. You will receive full credit for your contribution in MICROWIRE's pages.



# What's in a name?

An attractive MOS applications engineer named Ann has been drawing second-takes ever since she first applied for employment at Fairchild a little over a month ago. Being attractive and a female engineer are enough to warrant a second look, but most of the stares are drawn because of Ann's surname. She shares the name of our company.

Ann quickly admits that having the name Fairchild was advantageous when she applied for employment. "Who could forget me?" she asks. "It is also good as an ice-breaker in any gathering of employees."

But, after three weeks working as an applications engineer, Ann's not so sure that being a Fairchild is totally advantageous. As a product application engineer, Ann responds to telephone calls from customers—usually fellow engineers—who are encountering design problems and want a friendly and knowledgeable engineer to advise them on the performance of Fairchild MOS products in a given situation.

They call Applications, ask to talk to an MOS engineer. "Hello, this is Ann Fairchild, may I help you?" "I want to talk to an engineer," is usually the response. (Let's face it, the whole world is not as enlightened as Fairchild. Some people out there don't believe that women *can* be engineers.)

"I can usually convince them that I am indeed an engineer, but my name throws them another curve. There's always evidence of that unspoken doubt that they're talking to the niece of the founder or something. They just can't bring the whole thing together."

Instead of arguments over the Bell system, Ann has found that the only way in which to convince customers of her competence is to be extremely competent. She draws out their questions, responds to those that she can readily answer and promises to seek any additional information the caller might need. She follows up immediately and is back with the answer usually within the hour. Prior to joining Fairchild, Ann worked with several small electronics manufacturers as a design engineer. In her previous jobs, she did not encounter the broad customer exposure that she receives in her present assignment.

Questioned whether or not she's thought of tracing her family tree to



see if there might be some relationship to the late Sherman Fairchild, the company founder, Ann laughed and replied, "Even if I did find there was some distant relationship it wouldn't do me any good on my job. I've quickly discovered that the only way in which you can expect recognition in this department is to do an outstanding job. I believe this would be true even if my last name was Hogan."

If you're among the dozens of people at Fairchild who regularly intercept calls from customers who are seeking information on product applications, here's a list of telephone numbers that will allow you to transfer the call with confidence that the customer will obtain the information he or she needs. This list was compiled by Ann Fairchild, MOS Application Engineer:

MOS Applications, Ext. 3941 or 3662  
Linear Applications, Ext. 2361  
Digital/Bipolar Applications, Ext. 2941  
Optics Applications, Ext. 17-2511,  
17-2272  
Discrete Microwave, Ext. 17-2203  
Discrete Power, Ext. 3452  
Discrete Small Signal Transistors,  
Ext. 2801  
Discrete Diodes, Ext. 18-326

## Token Parking For Building 4

In order to ensure that customers and vendors have adequate parking adjacent to Building 4, a new parking protection has been constructed to contain the spaces flanking the main lobby of the building. Here's how the system works. Anyone can drive their car into one of the fenced slots as the pressure of the vehicle opens the barriers. However, getting out is a problem. Unless you have a token, which

## Corrigan, Osborne Named Executive VPs; Join Board of Directors

Wilfred J. Corrigan and Richard de J. Osborne have been named executive vice presidents and elected to the board of directors of Fairchild, it was announced in late September by C. Lester Hogan, president and chief executive officer.

Corrigan, who has been vice president and general manager—semiconductor components since November, 1971, became executive vice president for component operations. Osborne, who has served as vice president—finance since joining the company in August, 1970, became executive vice president for finance and business development. He is now responsible for both financial operations and the development of new business.

Corrigan joined Fairchild in 1968 as group director of discrete devices. Before that he was director of various product and operations groups at Motorola Semiconductor.

Before joining Fairchild, Osborne served on the staff of the late Sherman Fairchild and prior to that he was with IBM Corp. in a variety of management positions.

## First Aid Brush Up

The Medical Department will hold a First Aid Refresher Course for Fairchild First Aiders whose cards are two or more years old. The class will be held October 25 from 2:30 to 4:30 p.m. and will cover a condensed, though complete, update on current procedures in first aid treatment for illness and injury.

Contact Helen Hutson, R.N., Ext. 2042, to register in the course.

can only be obtained from the receptionist in Building 4 lobby, you may find that you can't move your car.

The receptionist has been instructed to provide only customers and vendors with the tokens that activate the parking arms. Employees who park in the reserved area will have to go to the Security office in order to get sprung. Could be rather embarrassing.



## Crystal Growing Runs on Weekend Student Power

Beginning at midnight on Friday, the crystal growing area in Building 4 switches over to student power. For the next 24 hours the crystal growing furnaces will be watched over by a workforce that is made up primarily of students from local universities. This area has been running on weekend student power for a long time, but a month ago a change was made in the work schedule that makes the weekend work even more appealing to full-time students, particularly those who are self-supporting.

"The crystal growing furnaces," says Rich Valente, general foreman for the Materials area, "must operate around-the-clock for greatest efficiency. If we allow them to cool down and sit idle over the weekend our depreciation on the costly equipment increases four-fold." Rather than ask full-time employees in the Materials area to work rotating shifts, for several years Materials has hired part-timers to man the furnaces over the weekend. It has proven to be a bonanza for students who want to remain free for school and study during the week.

A month ago, the Materials area changed the weekend schedule from the standard eight-hour shift to four 12-hour shifts, beginning at midnight Friday and concluding at midnight Sunday. The employees on these shifts work from midnight to noon or from noon to midnight on Saturday and Sunday, giving them 24 hours of work. Part-time employees working more than 20 hours are eligible for many of the same benefits full-timers receive: health and dental insurance, paid sick and personal absence and vacation.

Ben Clark, a junior at Cal State at Hayward, has held previous part-time evening jobs in a pizza parlor and a hospital. He came to work for Fairchild as a full-timer in polishing for the summer months and eagerly switched over to the 12-hour weekend schedule in crystal growing when school started. "Part-time evening work was definitely a greater physical



**Ben Clark (left) and Craig Curley—  
"Not as great a strain as part-time  
work every evening."**



**Bob Alin appreciates the  
benefits he receives as a  
part-timer who works more  
than 20 hours each week.**



**Carol Proctor finds the  
weekend work provides just  
enough income to cover her  
expenses.**

and mental strain than the 12-hour weekend shift," he reports.

Bob Alen, a junior at San Jose State, finds that 12 hours of work doesn't seem so long when it's done in the weekend quiet of Building 4. Bob, who is self-supporting, particularly appreciates the health insurance benefits for which the 24-hour weekly work schedule qualifies him. He carries 12 units at school and finds that he has plenty of time during the week to accomplish his homework.

Craig Curley, a business major at San Jose State who is now in his senior year, heard of the Fairchild weekend program from counsellors at the Foothill Junior College employment office. Craig has worked throughout college; part-time as a waiter and full-time for a jewelry manufacturer. He finds the Fairchild weekend schedule much more adaptable to the demands of school than part-time evening work. "Though it knocks out your weekend," he states, "it allows enough time for study during the week. Extra-curricular activities that stretch over into the weekend have to be passed, however."

Carol Proctor, who joined the weekend crystal growing crew a little over a month ago, has taken a respite from studies this semester and uses her week days for hobbies and to pursue interests—leather craft, gardening and "just walking the dogs." She states that the weekend hours will fit into her schedule nicely when she returns to school next semester. "The weekend work provides just enough income to cover my expenses, so I feel comfortable in indulging myself in week-day leisure for a semester."

Openings on the attractive weekend shifts have quickly filled, but Rich Vallente encourages employees who have sons, daughters or friends who are full-time students and who are seeking part-time employment to stop by the employment office to leave an application. The applications will be reviewed as openings occur on the weekend shift.



# JOS Promotes

Sandra Winston from Assembler A to Intermediate Clerk  
 Shelby Mortensen from Assembly Work Leader to Lab Tech  
 Charissa Gordon from Assembler A to Mask Making Spec B  
 Romona Nogales from Assembly Work Leader to Asst. Electronic Tech  
 Betty Brannon from Secretary to Technical Typist  
 Alice Phillips from Assembler A to Hi Rel Processor B  
 Jacqueline Duclos from Intermediate Clerk to Jr. Spec Designer  
 Millie Walker from Assembler A to Hi Rel Processor B  
 Heinrich Bongardt from Sen. Lab Tech to Asst. Engineer  
 Peggy Clark from Assembler A to Assembler B  
 Erlene Chase from Assembler A to R&QA Inspec. B  
 Michael Karp from Mask Design Tr. to Lab Tech  
 Isabel Nava from QA Inspector to P & D Spec  
 Flora Haynes from Assembler B to P & D Spec  
 Michael Miller from Assembler B to Work Leader  
 Diane Irene York from Assembler A to P & D Spec  
 Joann Serio from Sr. Clerk to Expeditor  
 Stella Ann Dussart from Assembler A to Work Leader  
 Lana O'Dell from Assembler A to Work Leader  
 Rafaela Rodriguez from Assembler A to Prod Maint Clerk  
 Susan Mata from Assembler A to Assembler B  
 Margie Hayes from Assembler A to Prod Maint Clerk  
 Lourdes Tourda from Inventory Control Clerk to R&QA Inspec. Spec.  
 Connie Hicks from Assembler B to P & D Spec.  
 Patty Reynoso from Assembler A to P & D Spec.  
 Theresa Palmer from Assembler B to P & D Spec.  
 Dolores Singles from Jr. Test Spec. to Lab Tech  
 Mary Ann Gillikin from Sr. Clerk to Engineering Aid Spec.  
 Elva Dominguez from Assembler A to Assembler B  
 Sammi K. Wood from P & D Spec. to STS Instructor  
 Valerie Millsap from Intermediate Clerk to Sr. Clerk  
 Myriam Crowell from Assembler A to P & D Spec.  
 Robert Brown from Assembler A to Assembler B  
 Linda Barragan from Assembler A to Assembler B  
 Carol Ramos from Assembler B to Data Rec. Clerk  
 Lewis Trusty from Security Guard to Lieutenant Shift Supervisor

# Service Awards

Listed below are the names of COMPONENTS GROUP personnel due to receive service awards in October.

## FIFTEEN YEAR

Helen Fisher

## TEN YEAR

Shirley Edwards (bridge of service)	Mary Ward
Paul Hopkins	Peter Johnson
Gladys	Robert West
Van Polanen	Marlyn Fleming

## FIVE YEAR

James Dawson	Frances Helbert
Evelyn Morotti	Lillian Hellwig
Mildred Walker	Vahak Sahakian
Loris Columbo	Zelma Brown
Nancy Rose	Les Welborn
Frederick Brown	Heino Block
Josie Rendon	John Woodard
Ida Simmons	Eulalia Otero
Janice Milka	Douglas Finch
Barbara Neff	Adeline Vargas
Helen Payne	Lois Watson
Gwen Banks	Sara Parra
Shelby Mortensen	Patricia Perez
Doris Benninger	Reinhard Adler
Eckhard Dornbrach	Pauline Miller
Douglas McBurnie	Rena Vogel
John Husher	Catherine Conard
Thos. Kloffenstein	Myrna Redlack
Jean Lovejoy	Loretta Webb
Gloria Keast	Robert Cooper
Vivian Martines	

Diane Granado from Receptionist to Sr. Clerk  
 Sandra Hollingsworth from Assembler A to P & D Spec.  
 Marion Johnson from Secretary to Customer Sat. Coordinator  
 Shirilene Admire from Assembler B to R&QA Inspector  
 Beverly Cramer from Test Specialist Electronic Tech  
 Pete Napoli from Assembler B to Asst Lab Tech  
 Maria Ramos from Assembler A to P & D Spec  
 Claudia Decker from Intermediate Clerk to Senior Clerk  
 Jose Ramos from Assembler B to Senior Clerk  
 Richard Aubert from Mechanic Specialist to Senior Electronic Tech.  
 Patricia Birk from P & D Spec to Senior Clerk

# Triple Celebration

There was a cake and coffee celebration for slicing employees on Thursday, October 4;



another on the morning of Friday, October 5;



and still another on Friday afternoon.



The three celebrations for the graveyard, first and swing shifts respectively of the Materials slicing department were to recognize the record established by the department in September. The production of the three shifts during the month was more than 10 percent greater than any other previous month. In addition to cake, coffee, and gratitude from General Foreman Rich Valente, each slicing employee received a silver key chain engraved with the momentous month, September, 1973.





Pitching for DIC



Pitching for LIC



Norman Doyle connects . . .



Would you believe, his team *lost*?

**"We was robbed."**

Or at least that is how LIC marketing sees the result of the LIC/DIC baseball challenge on September 25 at Whisman Field. The Linear Lions claimed that the umpire was distracted by a passing pretty girl and therefore didn't see the action that would have meant an added run for LIC and a tie score. "He arbitrarily called it an out," our LIC source tells MICROWIRE. After all, he is from DIC, what can you expect?"

No one is quite sure what the final score was. One thing everyone is sure of, however, is that LIC fared better than it did in the 1972 challenge when the game ended in a 62-3 DIC win.

Some 60 players representing both teams turned out for the game and virtually everyone had a turn at bat as the starting players eagerly turned over their positions to fresh players during the nine-inning game.

In the spirit of fair play, both teams attempted to put the other at a disadvantage. DIC turned up with a beautiful pitcher, but so did LIC. DIC players encouraged the LIC team to imbibe freely of the keg of beer that was provided for the game—the invitation was returned. Some LIC players claimed that their lack of familiarity with the game placed them at a disadvantage; DIC echoed the complaint. And they all looked like "pros" when they reached the plate.



There were frequent beer breaks . . .



DIC slugger gets some pointers from the LIC pitcher.



There were a few who took the whole thing very seriously.

MICROWIRE II — October, 1973

EDITOR: Veronica Kane

REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman, Edie Beem and Sharon Ricks.

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# Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

## Fairchild-Santa Clara Create Company Oriented MBA Program

Fairchild and Santa Clara University have had a long relationship through student-employees who have enrolled in the school's respected MBA program. That relationship will become even closer in January, when the two organizations sponsor a Fairchild-Santa Clara Master's program in Business Administration.

Ed Tortorici, Management and Career Development Director and Dean Dirkson of the Santa Clara Graduate School of Business, completed the final details on the Fairchild-tailored program in early October and registration opened for Fairchild-MBA candidates in the middle of the month. As anticipated, all openings in the initial enrollment for the program which begins with the winter quarter were quickly claimed by employees eager to begin work on MBA study that would relate directly to the business environment at Fairchild. Approximately half of the classes offered will be held at the new Career Development Center in the front of Building 13; the balance will be conducted on the Santa Clara campus. In addition, Fairchild managers with long experience in the subjects to be covered in the MBA program will be guest lecturers for some classes at the center and on the campus.

The Fairchild-Santa Clara program will open for enrollment again in September, 1974, and every September thereafter. Employees interested in future enrollments should contact the Career Center registrar, Ext. 3465, 3975, for application instructions. The new MBA program will be covered under the Fairchild Tuition Aid policy. At the successful completion of each quarter of study, Fairchild MBA candidates will be reimbursed 90 percent of



**Ed Tortorici (left) Management and Career Development Director, and Dean Dirkson, head of the Santa Clara University's Graduate School of Business, complete the final details on a Fairchild-Santa Clara master's program in business administration.**

the costs of their participation in the program.

## Digital Announces Availability of First Charge-Coupled Area Image Sensor

The Digital Products Group in October announced the world's first commercially available charge-coupled area image sensor.

The device, the CCD-201, uses an array of 100 x 100 solid-state elements to create a television picture signal directly from light focused on the surface of the sensor.

The area sensor was demonstrated August 21 in a miniature TV camera developed by the Space and Defense Systems Division.

Because of its small size, low power requirements and high reliability, the CCD-201 is ideal for use in surveillance equipment, medical instrumentation or process control applications.



**THE UNITED FUND MESSAGE IN A MUSICAL FORM: Members of the Gunn High School band and its cheer leaders visited Fairchild cafeterias on the Peninsula during the lunch periods on October 16 and 17, with a musical announcement of the start of the 1973 United Fund campaign. The teenagers staged impromptu concerts everywhere that they could gather a crowd to listen. Their banner above said, "Let's band together for United Fund." Results of the annual fund-raising campaign, which ended on October 31, will be reported in the next issue of MICROWIRE.**



## Harry Sandiford

# Memories of Twenty Years of Fairchild

"The future appears even more exciting than the past." This is the comment of Harry Sandiford, one of the first California employees to celebrate a 20th anniversary with the company.

Harry is not saying that the past 20 years were without their high points, he simply believes that Fairchild's future offers even greater excitement and challenge than its past.

Harry joined the company in the cost accounting section of the engineering department of Fairchild which was, in 1953, located in Hicksville, Long Island, New York. At this time the company's main product interests were aerial and reconnaissance cameras. He remembers the Fairchild of 20 years ago to be a very "homey" company where everyone called everyone else by their first names. It was also a time when Sherman Fairchild, the company founder, made frequent visits to the headquarters offices in Syosset, Long Island, New York.

"The company really began to change in character and to resemble the Fairchild of today," Harry reports, "about 1962 when the semiconductor interests of the company took off. We knew," he remembers, "that the company had sponsored a team of scientists and engineers in California to investigate the production and marketing

of semiconductor devices, but their efforts didn't make much of a ripple in the life of Fairchild employees 3,000 miles away in New York. By 1962, however, the semiconductor business had outgrown all other interests of the company and, naturally, received a great deal of attention from headquarters employees in Syosset.

"By 1968, the California operations of the company were so large that management decided to move its headquarters to Mountain View. Shortly thereafter, I was asked if I would like to join the corporate staff on the West Coast. My boss, Phil Haas, to whom I had reported for almost 18 years, was heading west, so I jumped at the opportunity to join him."

Harry's decision to join Fairchild in California was made a bit difficult because it meant that his wife would have to leave her job at Sperry Gyroscope, a company with which she had worked for 25 years.

Looking back at the decision, both of the Sandifords believe that they made the right move. "I don't think that we could live in New York again," Harry admits. "We attempt to get back for a visit once a year or so, because my wife has relatives in New York and we both like to visit our friends at Fairchild on Long Island, but the



weather and life on the West Coast has spoiled us." Even though the Sandifords have become Californians, they continue to number among their closest friends the fellow Fairchild employees and their families who transferred out from New York to California in 1968.

"The last five years have really been exciting for us," Harry repeated. "We found a completely new life style in California and my field—corporate tax—has been changing and growing and becoming more demanding as the company's interests and employment have expanded."

## How We Did

Financial results of the third quarter and the first nine months of 1973 compared with the same periods in 1972:

	Amounts in Thousands of Dollars			
	Third Quarter		Nine Months	
	1973	1972	1973	1972
<b>Revenues:</b>				
Net Sales	\$90,431	\$55,365	\$250,115	\$158,537
Royalties and Other Income	2,359	1,634	6,636	4,262
	92,790	56,999	256,751	162,799
<b>Cost and Expenses:</b>				
Cost of Sales	58,783	38,522	164,813	110,448
Administrative and Selling	15,891	11,843	45,963	34,878
Research and Development	3,530	2,576	9,937	7,584
Interest	933	867	2,807	2,848
	79,137	53,808	223,520	155,758
Income before Taxes and Extraordinary Credit	13,653	3,191	33,231	7,041
Provision for Income Taxes	6,405	975	15,658	2,604
Income before Extraordinary Credit	7,248	2,216	17,573	4,437
Extraordinary Credit—Income Tax Reduction from Carryforward of Prior Years' Operating Losses	4,086	565	11,444	1,355
Net Income	\$11,334	\$ 2,781	\$ 29,017	\$ 5,792



**ROBERT STORER (left), SAW A PROBLEM, DEVELOPED A SOLUTION AND CLAIMED \$250 IN THE SUGGESTION PROGRAM.** Robert accepts his \$250 suggestion award from supervisor Bob Webster. The idea that earned the award was the addition of a metal strip and longer guides in wafer ovens to prevent wafer trays from tipping and spilling. His suggestion has reduced losses as a result of broken wafers, eliminated equipment downtime while scattered wafers are retrieved, and increased operator efficiency considerably; all because Robert developed a way in which to solve a costly problem.



# Time Out for Introspection

Somewhat reluctantly, 36 Fairchild managers entered a conference room at Rickey's Hyatt House in Palo Alto on October 15 to begin a week-long seminar designed to enhance their management abilities. Their thoughts on that morning as they waited for the seminar to begin, were on the work that was left back at the plant, the overtime hours that would be required to catch up again on their return, and the hope that the seminar, called Management Grid, would be valuable enough to warrant five days out of their very busy business lives.

It's Friday, October 19 and it's nearing 5 p.m. and the end of the seminar. The same group of managers who reported to Rickey's on Monday have changed; they appear more haggard than on Monday, but, on the other hand, they are far more enthusiastic than five days earlier. "This is one of the most valuable weeks I've spent in my business life." "There are going to be some real changes in the way I work in the future." "I never before understood how others perceived me as a manager. It's not at all as I see myself." These were some of the comments overheard in that final session of the second Management Grid seminar to be held for Fairchild managers. Generally, all managers felt they had been involved in a very meaningful learning experience; one that would influence their future management actions and, perhaps, their future business progress.

During the five-day seminar in which the managers spent up to 14 hours daily in interaction and evaluation sessions, they were asked to become introspective—to examine their actions as they relate to the business environment. At the very beginning of

the conference, they were asked to describe their management style—were they people oriented or production oriented; were they a little of both; were they decision makers or politicians in business interaction? Following this self-analysis, they developed a management profile as they saw themselves. Then the work began. The group broke up into teams and began attacking business problems; problems which they might encounter in their work lives. In each work session, the team attempted to reach a consensus on how they, as managers, would approach and accomplish each of the tasks they were presented. If consensus could not be reached, they



attempted to achieve a team compromise.

Throughout the work sessions the actions of each of the individuals were carefully logged, developing a second management profile on him or her. On the fourth day of the program, after working together in this intense atmosphere for more than 40 hours, each team conducted a management evaluation on each of its members. The critiques achieved a high level of candor in each management situation. At times, the management style that was perceived was very close to the way the individual saw him or herself at the beginning of the seminars. In others, the management style described on

the fourth day was far different than the way in which the individual described him or herself on the initial day of the Grid.

Though one participant described the experience as "worth thousands of dollars of psychological counselling," the Grid program, which has been used extensively throughout industry in attempting to develop professionalism in business management, is not aimed at changing a manager's actions, only at helping him or her to be aware of how others perceive their actions. "The seminar is directed at encouraging managers to accentuate the positive aspects of their management style," states Ed Tortorici, Management and Career Development Director, "and be aware of any negatives their particular style might project."

Some of the graduates of the first two Management Grid Sessions held for Bay Area employees have been identified as potential Grid trainers. These managers will be asked to participate in a facilitators training program to be held at the Management and Career Development Center in Building 13, to prepare them to lead other managers in the Grid process. Ultimately, Management Grid seminars will be conducted at all Fairchild world-wide locations to allow all management personnel who can benefit from the program to have the oppor-

PORT TO ENJOY.







## Fairchild Experts

Phil Haas, Assistant Treasurer  
Director of Taxes

### expert on taxation

#### SHORT FORM OR LONG FORM?

As a simple rule of thumb, Phil states that most taxpayers who cannot accumulate deductions totalling 15 percent of their gross income for any single year will probably be better off filing a short form income tax return for both state and federal taxes. The briefer form allows taxpayers credit for about 15 percent of their income with a maximum of \$2,000 as non-taxable without the need to list every deductible item.

"However," he adds, "if an individual's or family's total deductions are nearing 15 percent or \$2,000, they can frequently do some planning to move them over 15 percent and into a lower tax bracket. Begin planning now," he states. "Perhaps it will make sense for homeowners to pay their entire 1973-74 tax bill in December when only the first half is due in order to place them into a lower tax bracket. This is going to take some mathematics," he cautions. "If you will have to borrow the money to pay the portion of the bill that is not due until April, 1974, you'll have to calculate whether the interest (which is also deductible) you will pay on the loan will eat up any tax savings you might realize by pre-paying the 1974 bill. Another way in which homeowners can accumulate an additional deduction in a year when added deductions are advantageous is to pre-pay their January mortgage payment. As long as your payment is mailed by December 31, you can claim the interest portion of the payment on that year's deductions.

"On the other hand, if you've had a particularly light deduction year and cannot, even with prepayment of taxes and mortgage, accumulate more than 15 percent of your gross pay in deductions, you're wise to file a short form for the current year and postpone any payments that represent tax deductions until after January 1 with the thought that 1974 may be a year in which you'll have numerous deductions. In addition to costs associated with homeownership, major medical

expenses can be prepaid or postponed to realize their full deductible possibility in one year or the next. Under the Fairchild health insurance plan, an employee or a member of his or her family would have to have a major health problem to accumulate non-reimbursed bills which represent more than 3 percent of the employee's gross income. However, if you're nearing the point when an extra \$100 in medical payments would put you into a lower overall tax bracket, it may be wise to pay that bill in December rather than January.

"Every taxpayer," Phil states, "should analyze his or her tax position about this time of the year. Total up the identifiable deductions and add those estimated for November and December to see how you'll end up the year. Take a look at your tax rate schedule to see where this will place you. If you're at the very top of a tax bracket, pay those bills now. The tax saved will be at the higher rate; if you're at the bottom of the bracket, hold off paying those deductible bills that you can. Next year you may save more. Again," he cautions, "if you have to borrow to prepay deductible expenses, make sure the tax savings outweighs the cost of interest on the loan you'll need."

#### FREQUENTLY OVERLOOKED DEDUCTIONS

Taxpayers in California frequently forget that they can deduct the amount they have paid for State Disability Tax on the state and federal returns. If you've worked for two or more employers and paid more than the maximum of \$85.00 in 1973, the overage will be returned to you on request at the time you file your 1973 state tax return. Excess Social Security taxes—more than \$631.80 in 1973—because you worked for two or more employers should be used to reduce your federal tax directly—this means a full refund of the excess.

Both federal and state tax return instructions give you guidelines related

"It's neither patriotic nor intelligent to overpay your income taxes," the United States Supreme Court ruled many years ago. With that thought in mind, MICROWIRE visited Phil Haas, Assistant Treasurer-Director of Taxes, who is acquainted with all sides of the subject of taxation as a taxpayer, former revenue agent and a professional tax counsellor.

Phil set the tone of the interview by discussing taxation generally. He, in his career, has become familiar with the tax practices of most countries in the world. "When Americans begin moaning at tax time," he states, "they should remember that the U.S. system of graduated income tax is one of the most equitable tax methods used by any country of the world. Also, Americans pay a smaller portion of their incomes to support public services than residents of virtually any other country of the world.

"No single community could band together to provide all the services state and federal governments offer at anywhere near present costs. Could you imagine the disagreement, confusion and costliness if every single community attempted to provide its own schooling, create and maintain its own road system, establish and support its own judicial system . . .?"

But despite the fact that Phil sees the U.S. taxation system as one of the most desirable in the world, he still encourages all tax payers to take advantage of all the deductions for which they qualify and to do tax planning whenever legally possible to lower their obligations to state and federal governments.



to your income for estimating the amount of sales tax you have paid during the year. If you have made a major purchase during the year such as an automobile or furniture, be sure to claim the amount of sales taxes on these major purchases in addition to the deduction allowed in the standard tax table.

"It is amazing," Phil confesses, "the number of taxpayers who use the wrong schedule in tabulating their taxes. Be sure to use the more advantageous schedule if you're married or the head of a household. I have a married friend," he adds, "who has twice in two years used the more costly 'unmarried' schedule in calculating his taxes."

#### TAX AVERAGING

"If you've had a windfall of money in 1973 from gains, or commissions or your wife went to work in 1973—you may benefit from tax averaging. Under this system, you are allowed in effect to average your income over the past four years and pay taxes based on the average rather than the actual high income received in this year.

#### MAJOR GAINS ON AN INVESTMENT

"For most people, the time at which they will realize the greatest gains on an investment is at the point that they sell their home. There is virtually no property that has not appreciated in our area in recent years. If you sell your home and purchase another that costs at least as much as you sold the old one for within one year, you do not have to pay taxes on the amount which your house has increased over the original purchase price. Again, if you plan to build within a year and a half of the time you sell a home at a profit, no tax is due as long as the home you build costs as much as what you sold the old one for.

"However, if you plan to sell your home and rent, you will be taxed on the amount your home has appreciated over the original purchase price. This increase in value will be taxed at long-term capital gains rates if the home was owned for more than six months. Long-term capital gain rates are one-half of the amount of your standard tax rate. For persons over 65, the first \$20,000 of appreciated value of a personal home is not taxed at the time of sale."

#### WHAT IF I'M AUDITED?

"Don't put your affairs in order and

say goodbye to your family, if you're called into the Internal Revenue Service office for a review of your tax return. There are several reasons why you might be asked to explain your tax return to an IRS agent. It may be that your deductions far exceed the 'profile' which the IRS has developed for a person of your income level; it may be that the computer has been instructed to tag every so many returns for audit; or it may be that a single deduction on your return has drawn attention. The IRS office," Phil explains, "changes its audit procedures annually so that no one can become too familiar with its systems.

"If you're called in, the letter usually indicates the item or items in question, so gather up all the back-up information you used to prepare your return—checkbooks, receipts, etc. Be prepared to answer any questions the IRS agent will have, but you don't have to offer any additional information, just respond to questions. The agent will generally be concerned with the specific area of your return.

"IRS agents are not fire-spewing dragons. They've heard some very unusual stories in their job, and they are human enough to listen to almost anything. However, if they see a deduction that does not follow general IRS rules, they're going to question it. You may be able to negotiate the amount of the deduction. However, before you agree to anything, ask for time to go home and think over the proposal. This is a completely legitimate request and may give you the opportunity to collect the information that will prove that the deduction is, indeed, justified.

"You'll have to remember that our tax method is a self-assessing program that has worked very well. You're asked to sit down annually and calculate what you owe the government based on your income and your deductions. Naturally, there will be times when the IRS and the individual do not see the deduction in the same light. When there is some doubt, but you believe you have the evidence to claim the deduction—claim it.

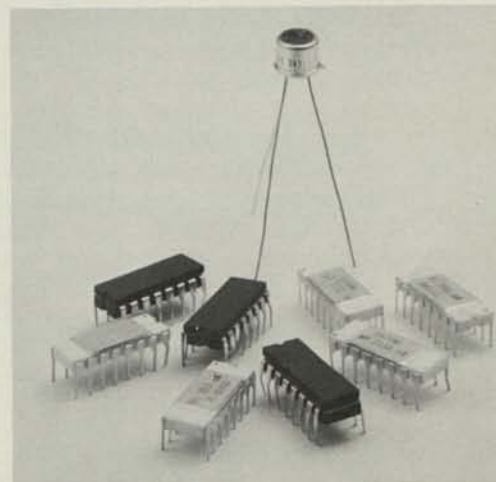
"Many taxpayers in the Bay Area were surprised in 1973 when their tax returns which claimed deductions for shrubbery and plants lost in an unusual 1972 frost were accepted by IRS. These losses are measured by the reduction in the market value of the property caused by the casualty—so

this would mean extensive damage—and only when the property owner could show before and after damage values for the property.

"If you ever experience severe damage to your property through any disaster—windstorm, earthquake, fire, frost—document the damage with photos and get an estimate from a real estate agent on how the damage affects the market value of the property. Any loss that is not reimbursed by insurance coverage can usually be deducted on your income tax. The deduction is limited to the amount of the loss in excess of \$100.

"The rule of thumb," Phil states, "in deciding to or not to claim a deduction is will you have the evidence necessary to back up the claim if the IRS calls you in. For example, paid tax bills, cancelled checks, a signed receipt from your church if your contributions to the organization for the year were extremely high would take care of any doubts an IRS agent might have. Photographs and a real estate agent's estimate should satisfy a claim for property damage. Remember," the ex-IRS agent smiles, "your return will be reviewed by human beings who are as anxious to approve valid claims as they are to catch the few unscrupulous citizens who might be tempted to overstate their deductions."

## TRANSISTOR TALK



Ladies, welcome to the first meeting of Weight Watchers.





## Both Sides of the Fence

### WHAT MAKES A GOOD EMPLOYEE?

as told by Don Ertel,  
Supervisor in Fabrication II,  
Discrete Products

"When I'm interviewing a potential employee, I look for a certain attitude in the applicant. I'm encouraged if the applicant asks questions about the job or about the process of fabricating semiconductors. But, don't be misled, it's not just super-enthusiasm that projects this special attitude; it's a sincerity of interest. The applicant doesn't simply want a job; he or she wants to know about the job.

"A super employee in manufacturing is one who becomes involved in the goals of the department. They know what we're attempting to do in terms of productivity and they find challenge and personal reward in doing their part. The super employee is one who leaves the job almost every day with the thought 'I can do even better tomorrow.' This attitude is reflected in attendance, punctuality, quantity and quality of work as well as their relations with other employees. If you're fortunate enough to have a section of super employees, the atmosphere is congenial and it's bound to be one of the most productive units in the company.

"I know that if I have a super employee who is always striving to do better, I'm going to lose that employee to a promotion some day. It's difficult to see a top-notch employee leave your section for another, but the supervisor can find some satisfaction in that he or she has had some part in encouraging the employee to move ahead.

"Other qualities that I have found in employees who have worked in sections that I have supervised which I believe are 'super' are: the ability to work as a member of a team; the ability to perform under pressure; and a spirit of competitiveness which makes an individual strive to excel."

### WHAT MAKES A GOOD SUPERVISOR?

as told by Cheryl Williams,  
Mask Aligner, Fabrication II,  
Discrete Products

"There isn't any single quality that I could describe that makes a good supervisor, just a series of little things. First, I believe, a supervisor has to be friendly. Just saying 'good morning' each day can have an effect on your feeling about your job. I've been happiest and performed best when I worked for supervisors who gave me the feeling that we were doing the job together.

"Stopping for a moment to ask you 'how are you doing today,' and being sincerely interested in the answer, is one quality of a good supervisor. I have a running competition with myself in my job. Each day, I try to expose more wafers than I did the day before. My supervisor is interested in what I've done each day, because he knows it is important to me.

"Another thing that is really vital to make a good supervisor is an attempt to answer your questions about your job and to straighten out any problems you're having that are related to your work. If you have a question about benefits or salary, I like the kind of supervisor who finds the answer for you rather than simply referring you on to someone else.

"A good supervisor, I believe, is someone who is truly interested in the accomplishments of the section or department he or she supervises and in the people who are getting that job done."



## WHAT's in business

W.H.A.T. (We Have All Things) is in business thanks to the efforts of three Fairchild employees. W.H.A.T., a Junior Achievement sponsored venture, is made up of high school students who are anxious to obtain a first-hand view of the workings of a business corporation. What better way than to form their own.

Under the guidance of Junior Achievement company rules, W.H.A.T. members are advised in business matters by Fairchild employees Bob Gidden, Management Advisor; Bill Swift, Marketing Advisor; and Chuck Davis, Production Advisor.

The teen-agers' first product will be Christmas cards which they will design and produce themselves. Samples of the unique cards will be displayed in cafeterias in Buildings 20, 4 and 2. Employees who would like to order cards at \$1.50 for a box of ten, can place their requests with Bob Gidden, Ext. 4453.

Living up to its name, W.H.A.T. plans to introduce a second product before the holidays—a pen and holder which can be engraved with any brief message the purchaser requests.



**TAKING A TOUR OF A SAFE FACILITY:** Managers and safety personnel make a proud tour of the Optoelectronics/R&D facility in Palo Alto after accepting a certificate of recognition from the Palo Alto Fire Department citing the Fairchild plant as one of the finest in terms of fire prevention in the city of Palo Alto. The certificate was awarded after several unannounced inspections of the plant made by members of the Fire Department. Fairchild was one of five Palo Alto employers to receive 1973 recognition certificates. The award was based on the plant's construction, company fire prevention methods, and employees' attention to fire preventative housekeeping. Touring the facility are: (left to right) Ken Rohner, Corporate Safety Director; Lee Neal, Safety Supervisor; Dr. Jim Early, Director of R&D, Digital Products Manager; Bud Frye, Optoelectronics Division Manager, and Jack Noll, Plant Facilities Manager.

## Foothill College Seeks Evening Instructors

Foothill College, as it expands its continuing education program, has a growing need for part-time instructors. Ron Nelson, who heads the program, states that several Fairchild employees have served as Foothill College evening instructors in the past year. He adds that he is anxious to talk with other Fairchild employees who have a master's degree or the equivalent in experience in physics, music, business or have the background necessary to conduct classes in photography and industrial safety.

If you have the time, the interest and the experience necessary to qualify as an evening instructor for Foothill, contact Ron Nelson, 948-8590.

## Friends Outside Tutors Needed

Friends Outside, an organization of men and women who volunteer to assist families of imprisoned men and women, has sent out a special call to Fairchild employees who have a few hours each week to act as tutors for primary and secondary school children. Under the Friends Outside Program, two tutors are usually assigned to a family of children. The object of the program is to establish an interest in and enthusiasm for education among the children. The tutoring program is designed to build the youngsters' self-confidence, self-respect and identity with the community. Interested? Contact David Gibson or Albert Rowe at Friends Outside, 295-6033.

## Keep the Faith

If you've begun to doubt the integrity of the human animal because of what you read in the daily papers, here's a brief and sweet story that should restore a bit of faith:

On Wednesday, October 10, Martha Tapia scooped up some papers, tossed her wallet on top and sprinted out to the Building 13 parking lot in a rush to beat the traffic on her way home. She arrived at home, turned to retrieve the papers and wallet which were tossed in the back seat to discover that the wallet was not there. Imagine her panic at realizing that somewhere between Building 13 and home she had dropped the wallet which contained \$50 and all of her credit cards.

In the ensuing hour, she burned up the phone lines attempting to get some advice on what she could do to retrieve the wallet or at least prevent the credit cards from being used.

Then she received a phone call from Sarah Letelier, a Fairchild employee who works in Building 20. Leaving work that afternoon, Sarah had driven from the Building 20 lot across the Fairchild property to exit on Whisman near Building 13. While snaking this route she spotted a wallet lying in the Building 13 lot. You know the rest. Sarah went to Martha's home that evening to return the lost wallet and, Martha reports, Sarah would not accept a reward.



# JOS Promotes

**Michele Thum** from Assembler A to Assembler B  
**Geraldine Fisher** from R & Q A Inspector Specialist to Training Tech  
**Benet Jeffords** from P & D Specialist to STS Technician  
**Joyce Mayou** from P & D Specialist to Engineering Operator  
**Mary Theresa Boyle** from P & D Specialist to Assistant Lab. Tech  
**Lena Ussery** from P & D Specialist to Work Leader  
**Regina Skalisky** from Product Maintenance Clerk to Intermediate Clerk  
**Joyce Foster** from Intermediate Clerk to Senior Clerk  
**Lola Campos** from Assembler A to Assembler B  
**Marvin Wash** from Chemical Mixer to Senior Lab Tech  
**Rosemary Aquirre** from Receptionist to Senior Clerk  
**Gloria Kirby** from Intermediate Clerk to Senior Clerk  
**Tania Kupcow** from Assembler B to P & D Specialist  
**Emelia Barrera** from Assembler A to P & D Specialist  
**Ed Ortega** from Assembler B to Shipper/Receiver  
**Rosa Roman** from Assembler A to Assembler B  
**Marion Cavalieri** from P & D Specialist to Work Leader  
**Isabel Apolinar** from Assembler B to P & D Specialist  
**Cathryn Sylvia** from inventory Cont. Clerk to R & Q A Inspector Specialist  
**Inocencia Mara** from Assembler A to Inventory Cont. Clerk  
**Christie Miller** from Assembler B to Assistant Lab Tech  
**Nancy Wright** from Assembler A to Receptionist  
**Gwyn Turnbull** from Hi Rel Processor A to Hi Rel Processor B  
**Marce Andrade** from P & D Specialist to Lab Technician  
**Edna Wilkinson** from Assembler B to R & Q A Inspector Specialist  
**Yvonne Bow** from Assembler B to Assembly Work Leader  
**Eleanor Pelle** from Senior Clerk to Storekeeper  
**Donna Smith** from P & D Specialist to Assembly Work Leader  
**James Holligan** from Senior Elec. Tech to Assistant Engineer  
**Geraldine Osborne** from Assembler A to Product Maintenance Clerk

MICROWIRE I—November, 1973

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**Ardith Webber** from P & D Specialist to Assembly Work Leader  
**Steven P. Murdock** from Assembler B to P & D Specialist  
**Mario Melo** from Assembler B to P & D Specialist  
**Procopio Sclafani** from Assembler B to P & D Specialist  
**Joanne Protsik** from Executive Secretary to Executive Secretary-Vice Presidential  
**Virginia Janusz** from Assembler B to Junior Test Specialist  
**Yolanda Banales** from Assembler B to Assistant Lab Tech  
**Christie Arias** from Assembler A to Inventory Control Clerk  
**Hope Ruiz** from Assembler B to Assistant Lab Tech  
**Jeff Skaliski** from Landscape Attendant to Garden Planner  
**Jung A. Kim** from Assembler A to Assembler B  
**Helen Lau** from Assembler B to Engineering Operator  
**Betty Copeland** from Inventory Control Clerk to R & Q A Inspector Specialist  
**Priscilla Barr** from Assembler A to P & D Specialist  
**Muriel Young** from Assembler A to P & D Specialist  
**Vides Mlay** from Assembler A to Assembler B  
**Juanita Best** from Assembler A to Assembler B  
**Elizabeth Manthy** from Engineering Operator to Assistant Lab Tech  
**Sandra Russell** from Assembler B to P & D Specialist  
**Primitiva Cabebe** from Assembler B to P & D Specialist  
**John Guerrero** from Assembler B to Shipper/Receiver  
**Janice Stephens** from Assembler B to P & D Specialist  
**Mary Ann Evans** from Assembler B to P & D Specialist  
**Marva White** from Assembler A to Production Maintenance Clerk  
**Janice Milka** from Inventory Control Clerk to Shipping & Receiving Clerk  
**Shirley Searcy** from Assembler B to Assembly Work Leader  
**Jennie S. Guevara** from Assembler B to P & D Specialist  
**Joe Flores** from Electro Plater A to Work Leader  
**Elizabeth Kooy** from P & D Specialist to STS Instructor  
**Tome Watson** from Assembler B to P & D Specialist  
**Lorna Hilomen** from Assembler B to P & D Specialist  
**Kathy Dixon** from R & Q A Inspector B to R & Q A Inspector Specialist  
**Charlotte De Bruyn** from Mask Making Specialist A to Mask Making Specialist B  
**Karen Sue Kirkegaard** from Assembler A to Assembler B  
**John L. Ayala, Jr.** from Inventory Control Clerk to Shipper/Receiver  
**Karen Bucklelew** from R & Q A Inspector Specialist to Production Planner  
**Charlie G. Scott** from P & D Specialist to Assistant Lab Tech  
**Lucil Auniller** from Assembler B to Assembly Work Leader  
**Gerry Usselman** from Assembler B to Assembly Work Leader

# MOVING UP

## CENTRAL OPERATIONS

**Gary Lynes** from Buyer to Senior Buyer  
**Don Brettner** from Manager of Central Services Manufacturing to Manager of Manufacturing Operations COD  
**William Wahl** from Contract Administrator to Manager of Contract Accounting

## R & D

**Scott Keller** from Research Engineer to Research Engineer B

WE CAN'T REACH YOU at home, unless we have your home address.

Literally hundreds of letters sent to employees' home during the recent United Fund drive were returned to Fairchild because the addresses shown in personnel records are incorrect.

Have you made a move since you joined the company? Did you file a change form to indicate your new address? If you didn't or you can't remember, file a Change of Status form to supply personnel and payroll with your present address. The forms can be obtained from supervisors or the stationery store.

**Guadalupe G. Chapa** from Assembler B to R & Q A Inspector B  
**Yolanda Guevara** from Assembler A to Production Maintenance Clerk  
**Irma West** from Mask Making Specialist B to Mask Making Specialist C  
**Margaret Carlson** from Inventory Control Clerk to Data Rec. Clerk  
**Dave Dutra** from P & D Specialist to Assistant Lab Tech  
**Clara Diaz** from R & Q A Inspector B to R & Q A Inspector Specialist  
**Leslie K. Anderson** from Clerk Typist to Intermediate Clerk  
**Blossom R. Jaysinghe** from Assembler B to P & D Specialist  
**Tim D. Leeson** from Electro Plater A to Chem Mixer  
**Terry Davidson** from Intermediate Clerk to Computer Operator  
**Conception Dela Cruz** from Assembler A to Production Maintenance Clerk  
**Consuelo Vasquez** from Assembler B to Assembly Work Leader  
**Remedios N. Natata** from Assembler A to Assembler B  
**Norma Norkin** from Senior Clerk to Assistant Tech Illustrator  
**Connie Flores** from Janitor A to Mask Making Specialist B



# Microwire

Published for the Employees of the Fairchild Corporate Headquarters and Semiconductor Components Group — Mountain View/Palo Alto

## Energy Crisis Commands Corporate-Wide Attention

Fairchild is losing some of its glow. During the week of December 19, all fascia lighting that was not necessary for safety went out and will not go on again until the energy crisis is curbed. This is among the most obvious evidence of the company's drive to conserve energy. Less obvious are the energy crisis committees made up of members of the Central Operations Division, Safety, Security and Industrial Relations activities which are combing the Fairchild buildings to determine ways in which energy can be conserved without jeopardizing safety. Some of the changes that are being evaluated or have been implemented in the company's energy load reduction plan are lowering heat levels, dimming lights in areas in which full lighting is not necessary for health and safety and turning off lights in offices and laboratories after employees have left for the day. Previous studies have determined that it is less expensive to leave fluorescent lights on round-the-clock than to switch them off and on as needed. The off-on wear on the bulbs themselves was determined to be more costly than the electrical power they required. But, when we face a time when electrical energy may not be readily available at any price, all energy usage is being re-evaluated to determine its true value to company operations.

The reality of the energy crisis has been brought home in recent weeks as more than half of the 50 states have cut speed limits from as high as 70 to 50 miles per hour on freeways and expressways and President Nixon has recommended similar speed cuts for all States.

Gil Gilbert, who began his personal fuel conservation program long before most of the rest of us even fully ack-

nnowledged the potential fuel shortage, conducted a test over a two-week period in his six-cylinder car. He reduced his speed from 70 miles an hour at which he realized 19.2 miles to the gallon of gasoline, to 55 miles per hour at which he gets 24.6 miles to the gallon. He claims, "You can reduce your fuel consumption by a full 20 percent if you're normally a high speed driver and reduce your freeway travels to the recommended 50 miles per hour."

Even as late as November 21, the 50-mile fuel conservationists in the slow lane of the freeways were being subjected to horn blasts, flicking lights, stares and tail gating in an effort to get them to increase their speed. In recent days, more and more drivers have been moving into the slow lanes, content to drive at the suggested 50 mph, and they are receiving fewer and fewer questioning stares.

There have been many reactions to the energy crisis at Fairchild. Aside from the shared disbelief at a world that could someday be without most of the natural energy sources we now know, individuals have gone into action to organize car pools. At the Optoelectronics Division and R & D plant in Palo Alto, Sylvia Streeter, Jim Townsend and Jeannie Stewart devised a method for getting employees together in car pools. Using forms marked with each city within commuting distances to the plant, the trio encouraged other employees who would like to become part of a pool to submit their name, type of car, and major intersection nearest their home to the car pool "bank." After collecting all of the forms Sylvia, Jim and Jeannie will sit down to do a sorting and matching of all the potential car-poolers. Each person who

(continued Page 2)



The aroma of the holidays will waft from cafeterias throughout Fairchild on Dec. 19 as thousands of chickens are baked in preparation for the annual Christmas luncheon for employees. As tradition has it, you won't have to dig into your pocket to pay for this multi-course holiday luncheon.

Again as tradition has it, Fairchild officers and managers will leave their daily routines for a few hours to try their hand at food service during the three-shift lunch periods.

In this annual test, Fairchild managers will attempt to demonstrate that they can balance plates with the same skill with which they balance the books.



# Energy Conservation Practiced by Company and Employees

(continued from Page 1)

entered his or her name in the matching service, will receive the name or names of persons living close to them who would also like to form a pool.

A similar matching program is planned for employees in Mountain View. However, coordinating thousands of potential car poolers who work on different shifts is going to require the services of a computer. The project is underway and, with some luck, Mountain View employees will be getting together soon in an effort to reduce fuel consumption by car pooling. Many employees have, on their own, canvassed their areas for others who live in their neighborhood and work on their shift to form car pools. Everyone who joins a car pool at Fairchild will be asked to display a bumper sticker on their car which tells the world—"Try car pooling—it's a gas."

For people who were raised on the belief that the supplies of gasoline, oil, natural gas, coal and electricity were infinite, Fairchilders have shown amazing resiliency at responding to the energy crisis. One of the most touching scenes to be stimulated by the fuel crisis is the young man (who shall remain nameless) who recently achieved a long-sought goal—the purchase of a high-powered sports car that doesn't even come into its own until it hits 80 mph. Imagine the sacrifice when, placing his left hand on the hood of the car and his right on his heart, he pledged to restrain his new, powerful machine to 50 miles per hour.

Energy conservation has only just begun at Fairchild. Employees are feeling and seeing some of the most obvious effects, dimmer lights, banks of dark offices after the regular work day and chillier temperatures in offices and production areas. The energy crisis committees are taking a new look at all of the ways in which we use natural resources that are reaching a threateningly diminished level. Changes in the way in which we consume energy will occur over the coming months. Some of these changes will be noticed by most employees, others will not, as they will include specific areas—particularly in production.

Voluntarily slowing down on the road remaining a little cooler and being satisfied with less night-time illumination could, experts report, reduce

oil consumption in the U.S. by well over 2 million barrels a day, far more than the country used to receive from Arab sources. Yet, even with these voluntary curbs, the crisis won't be over, most knowledgeable sources believe. Supplies of natural gas, coal and hydroelectric power presently being tapped cannot continue to keep the United States on full power. We can expect to live with an energy crisis for some time into the future, the experts predict. Coping with the energy crisis will come down to a very individual level.

Fairchild employees are already facing the obvious alterations that will be made in their life styles as the crisis demands:

**John Rowe, Electronic Technician,** is stymied by a long commute from a remote area. "There's no one to form

## Car Pool Clinic

Computers have been applied almost everywhere in business and social life. Their efficient ability at matching up sets of characteristics will be harnessed at Fairchild to solve an entirely new problem: how to get employees together in car pools.

Faced with the national gas shortage and the threat of eventual gas rationing, car pools seem to provide the only logical solution. Throughout the week of December 3, Car Pool Clinic displays will be set up in all Mountain View cafeterias where employees can register for computer matching with prospective car poolers who work their same shift and live in their neighborhood.

All registrations will be collected over the weekend of December 8-9, and will be prepared for computer processing. During the week of December 17, all registrants in the clinic will receive the names of up to five other employees on their shift who are interested in getting together in a car pool from their neighborhood.

Let's get together and ease the energy squeeze.

a car pool with," he states. On the other hand, he drives a small engine car so his demand for fuel is not as great as it could be. His wife, who drives a medium-sized car, has been more fortunate than he. She was able to join a car pool to make the 80 mile



round trip to her work and home each day. If things get worse, John claims he'll buy a motorcycle. If gas rationing becomes a reality, John fears that it will largely eliminate his trips to the Sierras for skiing—weekends he looks forward to all year.



**Leonard Littlejohn, Line Mechanic,** states that even if Sunday driving is banned to reduce fuel consumption, he could manage. "We don't do much driving on Sunday, anyhow. Even if gas were limited to 15 gallons per week for each automobile Leonard could manage. His wife, Barbara, could not, however. Barbara, who also works for Fairchild, attends classes during the day at San Jose State and works the swing shift. "With her unusual commute demands, there is little hope that she would get into any workable car-pooling arrangement."



**Earl Bishop, Line Maintenance Technician,** has been watching the lights and heat in his home in an effort to make his contribution to the resolution of the energy crisis. Earl chooses the



small car—the only small car of three the family owns—that is easiest on gasoline to commute to and from work. Earl predicts that a sharp reduction in energy consumption could be realized once the American public fully realized the enormity of the energy crisis. He adds that Detroit is going to have to develop alternatives to the combustion engine if the country is ever able to fully solve the fuel shortage.



**Hal Ellis, Accounting Supervisor,** sees weekend travel and pleasure driving being eliminated in order to get along on a restricted gas allowance. "The people who will be really hit by the gas shortage will be the campers who are accustomed to heading for the state parks almost every weekend. About the only people who will benefit from the crisis," he believes, "are manufacturers of bicycles."



**Irene Franklin, Assembler B** — one thing that the energy crisis has taught Irene Franklin is that next time she faces an automobile purchase, she'll definitely select a car with a small engine. "I only get 9 miles to the gallon in my station wagon," she moans. Irene has registered for the Fairchild-Palo Alto car pools with the hope that she can leave her gas-eater at home in the garage a few days a week. "If that doesn't work out, I might buy a 10-speed bike since I live only 7 miles away from the plant," she reveals. "What this area needs, is a good, inexpensive mass transit system. If you didn't have a car on the Peninsula, you'd really be in trouble." Irene has always been conservative about use of energy and other resources. "My children have always been taught to keep the lights down, not to waste water, and to avoid throw-away packages in

favor of returnable containers whenever possible. If driving on Sunday is banned," she sighs, "we'll adjust. My children will just have to learn to walk to the movies and the skating rink."



**Cathy Lorenz, Q.A. Inspector,** has found that her life-long conservative attitude toward energy ("actually, I'm a penny pincher") makes her adjustment to the energy crisis rather simple. "I can't lower the heat—it's at 62 degrees now. I never drive over 50, anyway. I operate a small car and could get along on 15 gallons a week." Cathy admits that she is planning to move closer to work to reduce her commute mileage and that she may cut down some of her weekend travel, in an attempt to respond to the energy crisis.

These talks with employees on their preparations for the energy crisis were conducted before President Nixon outlined his proposals to resolve the energy crunch on Sunday, November 25.

President Nixon stated at that time that he will propose to Congress that gas stations be closed from 9 p.m. on Saturdays through Monday morning to discourage Sunday driving. He also asked that Americans join with the Nixon family this Christmas in eliminating much of the traditional holiday lighting in and outside of homes. He announced that fuel oil purchases would be restricted. He added that lowering heat temperatures to 68° would largely make up for the reduction in fuel oil allowances and take families using this heating fuel through the winter without undue hardship.

He stated that he will also present to Congress a proposal that a maximum 50-mile-per-hour speed limit be mandatory on all U.S. highways.



**Jean Butler, Work Leader in Wafer Fab,** is in search of the two other women at the Optoelectronics Division whom she had been told commute from Oakland to Palo Alto each day. A car pool is Jean's only hope of cutting her personal gasoline consumption on her 90-mile per day commute. "I just couldn't get by on 15 gallons of gasoline each week even though I drive a V.W.," she explains. Some areas of the energy crisis, Jean thinks, might be beneficial. "If they banned Sunday pleasure driving," she states, "it might help to bring families closer together. If you have to spend the day at home with your family, it might prove to be a pleasure."



**George O'Brien, Record Retentions Supervisor**—"I'm seriously thinking of forming a car pool," George responds in answer to the question, "What are you doing to help resolve the energy crisis?" He's arranged with three Belmont neighbors who are also Fairchilders to begin commuting together. "Last night," he adds, "I was out looking at Volkswagens as a replacement for my large engine car. At home," he continued, "my wife has lowered the thermostat three degrees and we are constantly after the kids to turn off lights and appliances when they are not in use."

If all the indicators are right, this isn't the end of coverage on the energy crisis. It is a story that will be with us for some time. MICROWIRE will cover energy conservation efforts at Fairchild as they occur.





STS instructors Barbara Harmon (right) and Sharon Starr (left) try out their skills on Trainee Enedina Zemen.

## Skills Instructors Become Students

Twelve Skills Training System instructors recently switched roles from teachers to students in an effort to develop more professionalism in their job assignments.

On November 12, Skills Training Instructors and Technicians gathered in the new Career Development Center in Building 13, to begin an intensive four-and-one-half-day seminar designed to give them information and techniques which would enhance their effectiveness in their jobs.

This is the first such workshop to be held for STS instructors at Fairchild. Other similar seminars are planned in 1974 to give all instructors and technicians the benefit of the information covered in the sessions.

During the workshop, the instructors and technicians were tested on their knowledge of teaching techniques, reintroduced to the Skills Training System concept, and received instruction in relating safety and industrial relations procedures into their instruction of new employees. Following a slide presentation which covered the evolution of a semiconductor device, from crystal growing to a packaged product, the instructors settled down to attack the real content of the program. The Instructor-students were asked to assemble in small groups to examine a manufacturing job—a job with which

they were not familiar—to develop a training manual for it.

Studying employees presently performing the job, the STS instructors developed an "expert" method for accomplishing the tasks in the assignment—the hand and eye movements which produced the most rapid and effective results, the simplest method for accomplishing complicated procedures, and any other operator-developed techniques that ease the performance of the job. The result of this study and teaching exercise is a complete training manual on each of the jobs covered by the STS instructors. Using this information the pair of instructors taught each other the assignment. With the manuals, any instructor in the STS program can teach any job within the manufacturing process whether they are familiar with the job or not.

In addition to creating training manuals, the instructors learned to develop and use visual aids in training new employees, and spent almost a full day switching roles from instructor to instructed to study the techniques which encourage a new operator to perform to his or her optimum. In role playing exercises, the instructors actually experienced the benefit of an instructional system that rewards the trainee for achievement.

Throughout the seminar, the instructors were presented with teaching tips and techniques that, as one instructor succinctly put it, "gave us more confidence in our jobs."

The seminar, presented by the Skills Training Section of the Career and Manpower Development Department, will be used to train instructors in semiconductor operations throughout the world.

## LIC Operations To Expand to Palo Alto

Alterations will begin in January on the Fairchild facility on Deer Creek Road in Palo Alto, now occupied by the Systems Technology Division, to prepare it for occupancy by the Linear Products operations of the Analog Products Group.

Squeezed for space for some time, this Analog activity has been searching for expansion facilities for several months. At the same time, Systems Technology was in search of new facilities to accommodate its operations which were outgrowing its Deer Creek headquarters.

The two moving desires melded nicely. Analog will get a new home which will accommodate its expansion for some time into the future. Systems Technology will locate a nearby site on which to build a facility suited to its needs. Beginning in January, Systems Technology production operations will begin moving to a temporary facility, the site of which has not been announced, and construction crews will begin preparing the Deer Creek facility for Analog. Until the Systems Technology permanent facility is complete, administrative personnel will remain at the Deer Creek plant, sharing it with Analog operations.



GETTING TOGETHER: Sylvia Streeter (left), Jim Townsend (center) and Jeannie Stewart of the Optoelectronics Division try out their car pool system by pinpointing the location of their homes on the Car Pool maps used as part of a pool matching program at the Division headquarters in Palo Alto.



# They'll Claim Top Dollars in December's PPA Pay-Off

On December 17, 688 employees on the hourly and salaried non-exempt payrolls will receive checks that represent more than 26,000 hours in unused Paid Personal Absence time for 1973. Under the paid personal absence program, all hours in excess of 48 which remain in an employee's benefit account at the end of the year are paid-off in a special check at the employee's regular base rate.

The maximum hours to be paid-off for any employee on the hourly payroll will be 48. The maximum hours eligible for pay off for salaried non-exempt employees, for 1973 only, are 72. Salaried non-exempt employees entered the pay-off program for the first time in 1973 and were allowed, for this one year only, to carry into the program up to nine days of accumulated paid personal absence time.

Among employees who will receive the maximum pay-off are John Noreiga, Senior Computer Operator, and Lois Marfia, Mask Inspector.

John, who has been with Fairchild for four years and, in that time, has not been absent for more than six days, really took a strong position on absences when the salaried non-exempt PPA program was announced in January. "I decided I was not going to miss a day, no matter what. And I didn't. John admits that there were days when he woke up with the thought, "I really don't feel well today. I'd like to stay in bed." But the lure of that full PPA check drew him out of bed and into work. "I don't know how I did it, I just did it."

Early in the year, John reports that there was a competition going among

**John Noreiga**



people in his department to determine who could complete the year without a single absence. "One man had an operation and was ill for some time so that put him out of the contest and another, poor fellow, was transferred to the exempt payroll, so the competition fell apart."

John had some plans for the check he'll receive on December 17. He wanted to improve his Citizens Band radio system with some new equipment. His wife also had some plans for the money. She wanted it to help purchase carpets for their home. They voted. They're getting new carpets.

Lois Marfia has been getting a check every year for the past seven for sick days she has not used. Though the checks have come regularly as clock-work, she's never become bored with them. On December 17, she'll receive a check for a full six days pay.

Though she has nothing specific planned for her PPA check, it will be put to good use. The Marfias recently moved into a mobile home and Lois claims it is as though they're starting over from scratch. "We need everything." Last year's check went to pay for a new set of tires for her car.

Asked what her secret is that enables her to tote up year after year with no or minimal absences, Lois states: "Fortune and fortitude. I'm fortunate because my health is good, and once I've committed to something I stick with it. If I'm supposed to be at work, I'm at work. I've been going to school two nights a week for the past two years and I've never missed a single class."

Lois went back to school to com-

**Lois Marfia**



plete her high school education; an education that was interrupted many years before by marriage and the birth of her children. She'll graduate from high school in June. Her eldest child, a son, has already received his B.A. degree from San Jose State; her middle child, a girl, graduated from San Jose High School. Lois' goal was to complete work toward her high school diploma before her youngest child did. She's achieved her objective. Her youngest daughter is presently a junior in high school.

Lois' husband has the same commitment to work that she has. He has not missed a single day this year. However, his company does not pay off for unused sick time.

## A Million Dollar Salesman

Mel Zivkovich has been named Salesman of the Month for October as a result of his successful penetration of one of Fairchild's largest accounts. In 1973, Mel has booked business in excess of previous years and, according to John Luke, has booked more business this year than many OEM regions. In October, Mel successfully negotiated new business worth in excess of one million dollars.

Mel has been with Fairchild for five years. His current position is Account Executive in the Minneapolis sales office.

## Shuttle Bus For Swing Shifters

To ease the parking problem for swing shift workers, a shuttle bus service will begin operation soon from Building 19 which usually contains a near-empty parking lot, to Building 20. The new shuttle service will allow employees working in Building 20 to park with ease and ride the bus to their building. Service will be provided at the beginning of regular swing shift hours and again at the close of the shift.

Watch bulletin boards for announcement of the start of the new shuttle service.





# A Salute To Security

receptionist and guard to remember every employee, a means of ready identification was necessary. Therefore, Fairchild employees began wearing badges. "It has always been necessary," Norm adds, "to control who is allowed to enter our facilities unescorted and who is not. Fairchild has a great deal of investment tied up in proprietary product designs and processes. To allow unrestricted access to our buildings might give competitors access to information on product developments and proprietary processes. This same free access to our facilities might leave unescorted visitors exposed to hazards in our production areas and might expose employees to undesirable and unwelcome guests.

The same security guard who stops you at the entrance to examine your badge or to ask you to show the contents of a package or case you're carrying, assumes an entirely different image when, after you have gone home for the day, he or she makes regular and detailed rounds of your building. These inspections are made to ensure that all property—yours and Fairchild's—is safe from fire and theft. That same guard who asked you to move your car from a space reserved for visitors today, spent many hours in first aid classes learning how to help you until expert medical help could be obtained, should you become injured or sick while on the job. He or she has also spent some drenching minutes under a spraying fire nozzle and in a smoke-filled room learning to lead employees to safety should a fire erupt at Fairchild. That same guard will spend as much time trying to locate your lost, mislaid or stolen wallet as he or she will in securing Fairchild property to remove the temptation of theft.

That guard will spend as much time patrolling the Fairchild parking lots to protect your automobile from vandalism, as he or she will in checking to see that proprietary and security files are being handled properly.

"Security," states Richard Hansen, Supervisor of Investigations, "is a very

necessary part of any company today. There is no reason to believe that theft of company information or products or threat to employees is any greater at Fairchild than at any other manufacturing company of its size. Every major company has a security force charged with protecting its people, plants and products." Dick's unique assignment in the security chain is to investigate the loss of company proprietary information or products. Working quietly and with as little disruption to employees or others who might be implicated in an alleged theft, Dick investigates the circumstances surrounding the disappearance of products or employee's personal property. "In all of our investigations," Dick reveals, "we are very careful that we will not embarrass employees unnecessarily. In fact," he explains, "if there is reason to believe that there has been a theft of company information or products, we attempt to solidly establish that the disappearance is due to theft before talking to anyone about the disappearance. Our prime job," Dick believes, "is to remove the temptation of theft by developing control systems that discourage the removal of company property or products. Also, we must educate employees to the fact that scooping up a few semiconductors to take home to show the kids is not an acceptable practice at Fairchild. Because there are a few unscrupulous people who would take advantage of a more relaxed attitude toward the removal of company property, we have to take a hard line—nothing is to leave the plant without the proper paperwork or approvals."

Theft is something that no one likes to discuss, yet it is a problem that every manufacturing company must address. As Dick states, theft is no more prevalent at Fairchild than any company of its size, yet because it exists, it must be dealt with. First, the Security and manufacturing operations attempt to control products so that the possibility of theft is minimized. Engineering follows carefully outlined pro-

In the spirit of the season, MICRO-WIRE recognizes members of the department which is probably the most misunderstood and maligned activity at Fairchild—the Security operations.

It's never the smiles and support offered by members of the security activity that are remembered, it is the enforcement of company rules—rules which sometimes cause inconvenience to individuals—that remain in other employees' minds. Now that the spirit of charity and brotherly love is reaching its annual peak, see if you can stretch a bit to include some pleasant thoughts about the much-abused members of the Fairchild security force.

In spite of their image as enforcers, the goal of the Security Department is to keep company rules and restrictions to a minimum. All of the security efforts that are made at Fairchild have grown out of a need to protect Fairchild people and property. Norm Zalfa, Plant Protection Manager, remembers a time when identification badges were not necessary at Fairchild. "The company was small and everyone knew everyone else. There was no need for formal identification." As the company grew and it was impossible for each



cedures in handling proprietary documents. Employees and visitors are asked to show the contents of briefcases and packages to discourage the possibility of theft; yet, occasionally, someone bent on the theft of company products or information manages to get the material out the door. And, usually, the disappearance is noticed immediately. That's where Dick comes in. Investigating theft sometimes means investigating fellow employees. At times the company has, reluctantly, had to cooperate with local law enforcement agencies in prosecuting employees for theft. Dick realizes that his job is vital to the well-being of Fairchild and its employees knowing that information which falls into the hands of competitors might mean the loss of thousands of dollars of research effort, or products being sold on the "grey market" at prices less than the company must charge displaces legitimate sales the company would have made. "If we were to allow theft to go unchecked," Dick states, "we would undermine the very financial foundation of our company."

#### **Building a Stable Workforce**

Rounding out the security equation at Fairchild, is a quartet of employees, supervised by Bob Purcell, which conducts reference checks on every person who is being considered for employment with the company. The reference checks are designed to take

some of the guesswork out of determining if the prospective employee has the qualities that will fit into Fairchild's goal of building a stable workforce.

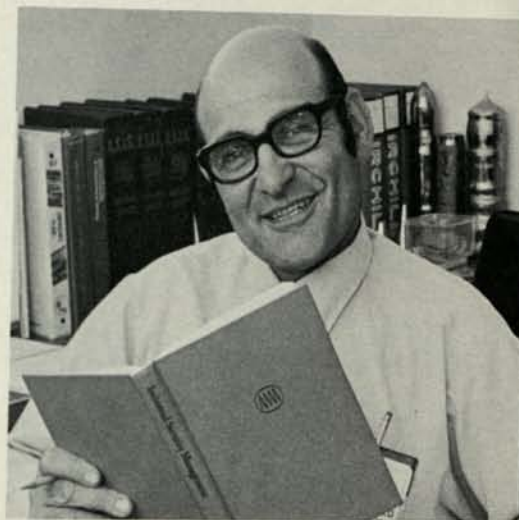
Talking with previous employers and others who have been given as references, the members of the Background Investigation Department, after three or four phone calls, develop a relatively concrete profile of the potential employee. "There are no hard and fast rules that we apply to all applicants," states Bob Purcell. "An applicant who has had four jobs in the past three years may have the qualities we're seeking, if those four jobs were in temporary employment while the applicant went to school. On the other hand, someone who held four permanent jobs in three years, wouldn't be a good bet for stability. It has been estimated that it costs the company several thousands of dollars to train a new employee to be fully proficient in a job. Our assignment, as I see it," states Bob, "is to take some of the gamble out of that investment by assuring that the applicant has some record of employment stability before we ask him or her to join Fairchild.

"Every application," he assures, "is weighed on its own merits. People, at times, have valid reasons for leaving a job. They've peaked out where they are and have no room in which to grow. They've accepted a job out of their field because of a tight job mar-

ket at the time they were seeking employment. The recommendations we make to Employment and to hiring supervisors on the probable stability of an applicant, take into consideration all circumstances in the applicant's job history."

While Fairchild is contacting employers throughout the world for references on applicants, dozens of phone calls and letters come into Fairchild every day requesting references on people who were formerly employed with our company.

Plant and personnel protection, theft investigations, reference checks—the circle of security that surrounds Fairchild and its people.



**Norm Zalfa**

**Dick Hansen**



**Members of the reference investigation section (left to right): Stephanie Nishimoto, Bob Purcell, Cynthia Isaacs and Rusty Mann.**





## For Non-Smokers Only

Helen Hutson, R.N., and Barbarita Smith, Cafeteria Manager, recently partitioned off a section of the Building 20 cafeteria for non-smokers only. This move came as a result of several requests from non-smoking employees. The area, marked by posters and paper barriers, will allow non-smoking employees to escape the air pollution created by smokers.

## Energy Saving Ideas?

Have you some energy-saving idea that would affect Fairchild operations, or one that you're practicing in your personal life? Submit all ideas that would help cut down on energy at Fairchild to the Suggestion Program. All original ideas submitted to the Program will be evaluated for their cost-saving or beneficial influence on company activities and can earn the suggestor an idea award.

If you are using some unusual energy-saving practice in your personal life, send a brief description of it to MICROWIRE, mail stop 20-2284. We'll publish it in the next issue of MICROWIRE for the benefit of all employees who are looking for ways in which to curb their energy consumption.

## FEAA News

Employees will receive a 10 percent discount on Christmas trees at Thunder Ridge Christmas Tree Farm, 16631 Skyline Blvd., near Highway 9. See bulletin boards for maps and other details on the special offer.

MICROWIRE 1—December, 1973

EDITOR: Veronica Kane

REPORTERS: Geri Hadley, Marge Killian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman, Edie Beem and Sharon Ricks.

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## Turn Your White Elephants Into Treasures

Cleaning out your garage this weekend?

You'll probably come up with a great number of white elephants—that motor that hasn't been used since you sold your boat a year ago; that bike you thought you'd use someday, but never have; those tables and lamps that are too good to throw away but not right for your decorating scheme. Almost every garage has its collection of usable items which are no longer used.

There's probably someone out there who is looking to turn your white elephants into their treasures. There's a fast and effective way to reach potential buyers for the motor, bike and furniture—place an advertisement in "Odds 'n Ends." This listing of employees' advertisements for the sale or rental of their personal property is published weekly by the Employee Communications Department. The listing is posted on all Fairchild bulletin boards throughout the Peninsula every Tuesday—giving advertisers the broadest exposure possible within the company.

All advertisements should be sent to Employee Communications, mail stop 20-2284, Mountain View, by Friday morning to appear in the next weekly listing.

Individual ads posted on bulletin boards throughout the Fairchild buildings will be taken down by bulletin board monitors and forwarded to the Employee Communications office for inclusion in the next issue of "Odds 'n Ends" as bulletin board space is at a premium and all material on the boards must have Industrial Relations approval before it can be posted.

## Holiday Schedule

December 24 (M)—Christmas Eve  
December 25 (T)—Christmas Day  
January 1 (T)—New Year's Day  
April 12 (F)—Good Friday  
May 27 (M)—Memorial Day  
July 4 (Th)—Independence Day  
September 2 (M)—Labor Day  
November 28 (Th)—Thanksgiving  
November 29 (F)—Floating  
December 24 (T)—Christmas Eve  
December 25 (W)—Christmas Day

## MOVING UP

**CENTRAL OPERATIONS DIVISION**  
Jim Staley from Production Supervisor B to Production Supervisor Group Leader

Al Silva from Facilities Specialist-Electrician to Supervisor of Maintenance

### BI-POLAR

Mario Ernani from Senior Equipment Engineer to Mechanical Equipment Engineering Supervisor

G. L. Katz from Associate Engineer to Product Engineer A

## SERVICE AWARDS

December 1973

<b>FIFTEEN YEARS</b>	Betty Rodriguez
Catherine Musser	Mary McCullagh
Lupe Navarro	Janell Hadley
Bert Person (R&D)	Bruce Welch
	John Marcus
<b>TEN YEARS</b>	Douglas Sowell
Frances Torres	Wolfgang Stropp
Thelma Watson	Cecelia Shull
Joseph Flood (R&D)	Iris Smith
	Oilda Cabeza
<b>FIVE YEARS</b>	Christine Simmons
Nancy Metz	Janina Kowalewski
Beverly Nunes	Sumi Oda
Janet Stace	Minnie Mills
Edith Bowen	Alfred Perez
Marie Daniels	Mary Lopez
Hisae Hartle	Lauretta Smith
Josephine Gonzalez	Robert Laase
E. Maria Aganon	Walter Pettiford
Teresa Venegas	George Bengé
Iluminada Javier	Jess Reeves
James Hennessey	Alexandra Barre
Delma Houser	Juanita Kaiser
Cecelia Lopez	Joseph Bozarth
Shirley Moore	(R&D)
Maria Zambrano	Deborah Ray
Carole Stanger	Charles Gray
Connie Peterson	Beverly Harrison
Kathey Burkett	Young Marchese

## Learn Note Taking The Easy Way

A new course in shorthand will be offered by West Valley College for students who desire an easy-to-learn method of taking notes for use in business and in personal note-taking. Called ABC Shorthand (abbreviated longhand), the course will be offered on Mondays and Wednesdays from 7-9:30 p.m. beginning with the Spring semester. Mrs. Sandra Edmonson of the Fairchild Corporate Insurance Department will be the instructor. Those interested in registering should contact West Valley College at 867-2200 or Sandy on Ext. 3876.



# Microwire

Published for the Employees of the Fairchild Corporate Headquarters and Semiconductor Components Group — Mountain View/Palo Alto

## They Hear You

In response to the report on the energy shortage which appeared in the last issue of MICROWIRE, Jerry Scherzler outlined his ideas for in-plant energy conservation. He suggested that every second neon light in all areas where candle power is not used for actual work be removed—hallways, bathrooms and reliability labs.

—He suggests that all equipment which is not in use be turned off.

—He believes a good poster campaign throughout the company would make employees more aware of how they can contribute to energy conservation.

—He suggests that the company ban all space heaters, and improve the insulation on all pipes and ducts that would otherwise allow heat loss; and finally, he advises employees to keep all overhead doors and those that lead directly outside closed.

Obviously, Fairchild energy experts are thinking along the same lines as Jerry. By the time MICROWIRE received the suggestions, hallways and other areas had been dimmed. An announcement had been issued that all portable heaters can no longer be used in the Fairchild buildings. We'll just have to dress more warmly to compensate for the reduced heat levels in the plant. Since most of the complaints about the chill have been heard from the women, they may find some comfort in the cold from Dr. O. B. Dickerson, Corporate Medical

Responding to requests from numerous employees, the Compensation and Benefits Department announced a change in the work schedule during the holiday period. In exchange for the day off on Monday, December 31, all Fairchild operations in the Bay Area will work at regular straight time earnings on Saturday, January 5.

This creates a four-day weekend over the New Year's holiday as well as the four-day weekend over the Christmas Holiday.

Director. Dr. Dickerson says that overheated rooms are damaging to skin and increases its tendency to wrinkle. We may end up with the most youthful appearing employees in the world if we lower the temperature even more. Aside from the blue tinge, we'll boast the smoothest skins on the Peninsula.

MICROWIRE will forward Jerry's ideas to the Suggestion Program where they'll be evaluated to determine if they contain any original suggestions that might make him eligible for an award. All other employees are encouraged to send their energy-saving ideas for the company to the Suggestion Program. If you've discovered some innovative way in which to save energy at home, tell MICROWIRE about it. We'll share your imaginative energy-savers with other employees.



**THEY'RE EATING CROW**—Bruce Crockett (foreground, right) and members of his Wafer Fabrication and Die group had to eat crow on December 4, when they lost a challenge with the Lamps and Digits group, headed by Hank Mahler (foreground, left). Actually, the crow turned out to be beans. On the other side of the table Hank and his group relished every bit of their perfectly prepared steaks, the prize in the contest. The challenge: both claimed that their groups could exceed the other in consistent and outstanding performance throughout the month of November.

## Corrigan Assumes New Post As Executive Vice President-Commercial and Components

Wilfred J. Corrigan, executive vice president-Semiconductor Components, has been promoted to the new post of executive vice president-Commercial and Component Operations, it was announced on December 5 by C. Lester Hogan, president and chief executive officer.

Corrigan, who has headed Semiconductor Components since November of 1971, will have added responsibility for the three divisions comprising the company's Commercial Systems Group. In September of this year he was elected an executive vice president and member of the board of directors.

The divisions encompassed by Corrigan's added responsibilities are Systems Technology, Industrial Products and Inland Manufacturing. They will continue to report directly to Eugene R. White, vice president and general manager, who in turn will report to Corrigan. The Federal Systems Group headed by Louis H. Pighi, vice president and general manager, will report to Dr. Hogan.

Corrigan joined Fairchild in 1968 as group director of discrete devices. Before that he was director of various product and operations groups at Motorola Semiconductor.



**Happy Holidays**



## Korean Plant Celebrates Seventh Anniversary and Opens Second Facility

On Thursday, October 25, a dedication ceremony was held at Fairchild's new assembly plant (K-2) in the Kurodong Industrial Estate in Youngdungpo on the outskirts of Seoul, Korea. More than 5,000 employees and guests were on hand for the dedication of the 50,000-square-foot facility.

Principal speaker at the ceremony was Dr. C. Lester Hogan, President and Chief Executive Officer. Other key speakers were Jim Perry, General Manager of the Korean plant; and C. C. Kim, K-2 Plant Manager.

The dedication ceremony was combined with a celebration of Fairchild's Seventh Anniversary in Korea. During the celebration, there was a talent contest among employees and entertainment by the top TBC Radio Orchestra and several famous pop entertainers of Korea.

"The K-2 plant has been in production since March when the original building was refurbished and put into use," states Jim Perry, General Manager of Korean Operations. "At the time of opening the newly constructed portions, more than 1,500 employees were already working in K-2. Our ability to use the facility while building the remainder has been the key to more than doubling Korean production in 1973," he continues. "This, of course, has been crucial to this year's success of the total corporation. The competence and dedication of the Fairchild employees in Korea has been inspiring. With the completion of K-2, we are poised for the continuing expansion planned for next year. We're



Dr. Hogan opens the dedication ceremony with D. K. Chun, Industrial Relations Manager, translating his talk into Korean.



After the ceremony, Walter Burke, Chairman of the Board of Directors (left) toured the K-2 plant with Jim Perry, General Manager.

proud of what has been done and confident of our ability to meet future goals. We were pleased that the Board of Directors and other top Fairchild executives from Mountain View could see for themselves the exciting things that are happening at Fairchild-Korea."

The need for an expansion in Korea became evident after marketing forecasts for diodes, transistors, digital, linear and opto products showed a demand greater than Fairchild could supply with existing manufacturing capability.

According to C. C. Kim, K-2 Plant Manager, "It's going to be quite a challenge running what will eventually be the largest, single Fairchild plant. I feel that with continued support from the United States, K-2 will meet its commitments."

## Police to Ticket Fire Lane Parkers

That brief stop or rainy day parking in a fire lane is not only jeopardizing the safety of fellow employees, it's damaging our relationship with the local fire department.

Recently, one of the fire trucks from Mountain View station was called to Fairchild to assist in extinguishing a fire. The truck could not get close enough to the building because of employees' cars illegally parked in fire lanes. While the Fire Department has authority to remove any illegally parked cars to perform its functions, such action delays their performance and can result in damage to the cars so parked.

The Fire Department has requested that additional steps be taken to further enforce the parking regulations. Therefore, effective immediately, the Mountain View police department will begin patrols of the fire lanes and shall ticket cars illegally obstructing such lanes. These will be City parking tickets, treated in the same manner as other such tickets.

Therefore, to keep from getting such a ticket and having to pay the fine, don't park in fire lanes, or adjacent to the red painted curbs. It could be costly and, of course, any illegal parking endangers your fellow employees. A good alternative, of course, when traveling within the Mountain View complex, is to use the new shuttle bus service.

## Swing Shift Shuttle Starts

'T'll be the day after Christmas, December 26, when harried swing shift parking space seekers will get a real holiday gift. Their search will be ended by a shuttle bus that will operate continuously between 3 and 4 p.m., transporting employees from Building 19 with its abundance of parking spaces to Building 20 and its densely crowded lots.

At the end of the shift, the bus will operate again between 11:45 p.m. and 12:45 a.m. to return the swing shifters to their cars. The new shuttle service will operate initially on a trial basis but will continue if it is established that it is relieving the swing shift parking problem.

## Third Shift Cafeteria Service Underway

To announce a pleasant addition to the lives of third shift employees, the cafeteria in Buildings 1 and 20 featured a steak dinner on their first night of service on Sunday, December 16. The two cafeterias will continue the 3-4 a.m. food service for employees on this shift.

A similar special dinner will be the feature of the menu for day and swing employees on Friday, December 21.



# Nothing Stops the Sojourns to the Snow

If it could be bottled, nothing could stop us.

We're talking about the unwavering resourcefulness of Fairchild skiers in pursuit of their favorite sport.

Faced with the high cost of lodging at and around most ski resorts, the crippling costs of eating out once you do find a motel room, and now the energy shortage, dedicated skiers can still be found on Sierra slopes each weekend.

Fairchild skiers have overcome most of the obvious obstacles by banding together to form an FEAA-sponsored Club. With the nominal membership fee of \$10 per person or \$15 per family, the Club has gathered the necessary resources to rent a cabin at Agate Bay for the entire season. Members pay \$3 per night per person for lodging and guests (who must be accompanied by a member) pay \$5. That's one hurdle over.

The cabin has a fully equipped kitchen, allowing those who wish to prepare meals at costs similar to home. There's the second obstacle overcome. And, finally, in response to the fuel shortage, Club members are travelling to the cabin three and more to a car.

In addition, Club President Rich McCoy, is attempting to arrange discounts on lift tickets, ski equipment and ski apparel for Club members. This will make the entire Sierra skiing experience a great deal more economical.

The Club officially opened its cabin on December 8 with a work party that didn't turn out to be all work. Members of the work crew received a free weekend at the cabin and had Saturday afternoon and Sunday to spend on the slopes.

Following the opening, the cabin is available to all members on a first come, first served basis for weekend or mid-week visits. Several of the charter members of the Club will experience their first skiing this year. Lured by the adventure of skiing and the promise of aid and comfort from more experienced skiers in the Club, they're



**The Ski Club work crew which settled the Club cabin for the season.**

going to try out what they've long heard to be the ultimate sport.

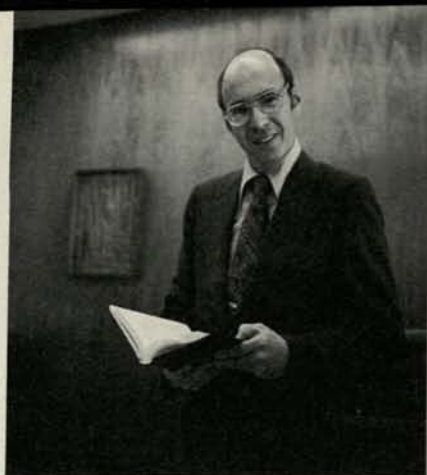
Rich believes that the new skiers will not be disappointed if they take to the sport as he did. A skier for two years, he has moved from novice to advanced intermediate. He developed his skill through group lessons and "trial and error" on his own. He describes skiing as an exhilarating experience and, to him, a tremendous challenge as he attempts to advance each step further.

Other Fairchild employees who would like to find out what he is talking about can contact Rich, Ext. 5224 or 738-2874, to discuss Club membership and advantages. Experienced skiers who would like to find economy and companionship in their sojourns to the ski country, should also contact Rich about Club membership.



**Club President Rich McCoy**





## Fairchild Experts

### Dick Franklin, Director of Legal Services, expert on the law

Most people, if they think about it at all, view the U.S. system of justice and law as something distant from their lives. They come in contact with the legal system in few instances . . . they believe. The making of a will, or getting a traffic ticket from a policeman, is usually the closest anyone ever thinks they get to a real brush with the law.

This really isn't the case, and MICROWIRE selected Dick Franklin, Director of Fairchild's Legal Department, as a feature expert for this series, because we believe that he has some excellent advice to offer; information that can help each of us in our lives.

"People have more dealings with the law than they consciously realize," he began. "This is a favorable commentary on the honesty of most people and the acceptance they have of the laws necessary to maintain day-to-day order of community life.

"The very fabric of our lives is permeated by law. Every time we use a credit card or purchase an item on an installment payment plan, we enter into a legal contract. Few people even read the small print that accompanies every application for credit whether it be to obtain a credit card or to purchase an automobile. The fact that few lawsuits arise from this reflects favorably on the integrity of most sellers and the responsibility of most buyers.

"In the U.S.," Dick explains, "laws are constantly undergoing change. In addition to changes as a result of acts of legislature, interpretations made by the courts are continually modifying laws as they appear on the books. Common law, the rules based upon court decisions, form a significant portion of our law. This allows the law to be more flexible.

"As an example, it has been common practice when a credit purchase is made for the seller to 'sell' the installment contract he had with a purchaser to a third party—a loan com-

pany, bank or other institution in business primarily to loan money. Although the contract is sold," Dick explains, "only the seller retained an obligation to stand behind the product. This left the buyer with a defective washing machine or a poorly installed carpet, etc., in bad shape tactically. The buyer had to continue to pay the finance company or the bank without delay even though he had a legitimate claim to make against the seller. Some courts, realizing the injustice of this arrangement, are arriving at decisions that the credit company also has some responsibility to the buyer. As the finance companies begin to acquire responsibility for the purchaser's satisfaction with the goods and services he receives, they will become more careful of the merchants with whom they do business because if the customer is not satisfied, they will not receive their payments.

"As with most things, there is a second side to this. The cost of credit or the cost of goods or both will probably go up to reflect the increasing risk of the money lender."

Though he believes our rather free and easy attitude toward the legal implications of a credit arrangement is testimony to the basic honesty of buyers and sellers, Dick cautions that it is the buyer's responsibility, should a conflict arise, to be totally aware of the stipulations of any credit contract he has signed. "A recent practice in land sales," Dick explains, "that leave purchasers in financial shock, are mortgages or contracts of sales which include a 'balloon' payment. Some unknowing buyers have regularly made payments on such purchase contracts believing that they were paying the principal as well as the interest only to find that at sometime in the contract they were expected to come forth with virtually a lump sum of the full purchase price. They found that their previous payment had done little more than cover the interest on the loan. Discovering late in the game that this was clearly spelled out in the initial contract offers little solace to the purchaser."

In addition to contracts, another run-in with the law an average individual is likely to encounter is in connection with traffic or parking violations. "A ticket," Dick explains, "is simply a summons to appear in court. Most people elect to pay the ticket, particularly if it is a parking violation, rather than appearing in court. They call the traffic court, find out the amount of the fine attached to the violation and profess their guilt by paying the fine. If you're not guilty of the violation for which you're cited," Dick emphasizes, "you should be prepared to appear in court even if it is only for a parking violation. The private citizen has an obligation to ensure that laws are applied fairly and that the law enforcement agencies are not allowed undue power. You should be prepared," he states, "to confront your accuser, even if it is a traffic patrolman, to defend yourself against an accusation you believe to be false. On the other hand, if you are guilty of speeding, obstructing traffic, or a parking violation and there are no extenuating circumstances to temper your guilt, pay your fine. Courts," he explains, "have an amazing ability to cut through smoke-screens to arrive at the true circumstances surrounding a suspected violation. But, always remember you're doing a disservice to our legal system if you allow yourself to be wrongly accused of any infraction of the law, no matter how minor."

Should you require the services of an attorney to advise you on a legal problem, Dick suggests that you call the local bar association or the Santa Clara County Lawyer's Reference Service for a referral if you do not have an attorney of your own. "You're assured, no matter which lawyer you consult," Dick explains, "that he or she had demonstrated knowledge of federal and state laws in order to be licensed to practice in California. The selection of a personal attorney depends largely on your ease of communication with him or her. It need not be an expensive experience to select the right attorney. The lawyers in the Santa Clara Reference Service



charge a flat fee of \$10.00 or less for a half-hour consultation. In that half-hour you should be able to determine whether you will require additional legal support to resolve your problem."

**Is Crime More Prevalent?**

Naturally you can't get on the subject of crime, without the obvious questions. It seems that crime is more prevalent today than even ten years ago. MICROWIRE asked Dick if that is so. "I don't believe that there are any hard statistics that could fully confirm this," he responds. "And, if there were, I would doubt their relevancy. There are some things in today's society that draw our attention to crime more than ever before. First, there is media coverage. Today, if a crime of significant level is committed in some remote town in the United States, television can give it live, on-the-spot coverage and will continue that coverage until there is no news value left. Communication is more efficient and crimes make news. This combination may lead us to believe that there is rampant moral decay in our society.

"Next, youth crimes are treated differently today than they were ten years ago. If a youngster was caught shoplifting when I was a boy, the shopkeeper would most likely contact his parents and let them dole out the punishment. Today, youngsters' desires and expectations are elevated because of their much broader exposure to some of the luxuries of life—again, through television—and parental control is lessened. In the need for immediate gratification of material desires—something that they have begun to look upon as their due—they are more likely to shoplift than ever before. At the same time, with parental control weakened, the shopkeeper is forced to look to enforcement agencies to handle punishment to discourage continued theft.

"Ten years ago, drugs were just beginning to appear in connection with youthful violations. Drugs were not part of the adolescent scene when I was a boy—they were not available—so there is no way in which I can judge whether the use of drugs points to general moral decay. We have nothing with which to measure drug abuse against in recorded history.

"Most people continue to equate the law only with traffic tickets, formal contracts and wills. I believe this unanimous acceptance of the law is the strongest evidence we have of the general moral health of the communities."

## Power Assembly Employees Bring Christmas Dream to Reality

It was the dream of Christmas brought to reality.

Dozens of smiling young faces eagerly awaited the distribution of brightly wrapped Christmas presents. Cookies and candies and punch and cupcakes. The shared excitement of the adults as they watched the wrappings being shredded on a carefully selected gift. The anticipation of the child's reaction. The relief when the recognition of a coveted toy brought a squeal of joy.

This was the hectic scene at the Wilson Day Care Center in Sunnyvale when members of the Power Assembly section visited with gifts and goodies on December 11. First and second shift employees in the section had decided earlier in the month to forego their usual gift exchange among each other in favor of buying gifts and planning a party for the children at the Day Care Center. Their generosity was warmly rewarded in the joy they created that special day at Ellis School.





## Micro-Machining Destroys All the Machine Shop Images

Machine Shop. Just the name produces the thought of crashing presses, the shrill whine of a blade cutting through steel, and the thunder-like sound of huge sheets of metal being tossed about.

You're in for a shock if that is your image of a machine shop and you visit Fairchild's micro-machining area. It's tucked away in a corner of the basement floor of Building 20. To reach it you pass through the main Machine Shop area which confirms all of the visions you've ever had about the noise of such an activity. But, you move from clamor to calm when you enter the partitioned-off micro-machining area. Here, Machinists Marlene Nicklin and Roger Vogt operate grinders and lathes but without the usual noise associated with such equipment. Their machining equipment is of the jeweler's variety. They grind and cut metal for tools used in the semiconductor fabrication operations. These tiny tools can only be viewed fully through a microscope and the noise produced in their manufacture is on an equally diminutive level.

Marlene, who has been a machinist for Fairchild for more than five years, explains that the micro-machining is a specialty of the semiconductor industry. The tiny probes and bonding tools required in semiconductor device fabrication necessitates this small-scale machining.

**LABS OF LEARNING:** Many students in the School of Engineering at California State University at San Jose are learning about the engineering in the semiconductor industry with the aid of equipment donated to the school by Fairchild. According to Edward P. Anderson, Chairman of the Department of Electrical Engineering at the University, "Our department has received several equipment donations from your company which have been put to good use in our new solid state integrated circuits laboratories. We want Fairchild to know how much we appreciate your kind of assistance to us in our efforts to improve our laboratory facilities."



The precision requirements demand that all work be done with the aid of a microscope and all testing be conducted with the help of greatly magnified visual displays. To the naked eye, a seemingly solid piece of metal takes on entirely new characteristics when viewed through the microscope. Tiny holes through which a needle point could not pass have been drilled into the tiny tools. What appears to be a flat point, becomes a multi-faceted surface under the microscope as the result of Marlene's and Roger's special talents as machinists.

Micro-machining—a machine shop like none other you'll see outside of the semiconductor industry.



**AN IDEA WHICH ELIMINATED THE USE OF TWEEZERS AT SPIN STATIONS EARNED \$125 U.S. SAVINGS BOND** for Donna Bailey, Supervisor in DIC Fabrication. Here she accepts the Savings Bond and congratulations from Vir Dhaka.

## Clinic Gets Car Poolers Together

In a fast count of registrations before they headed for the computer, it appears that almost 700 employees registered in the week-long Car Pool Clinic held in Mountain View in early December. All of the information contained on the Car Pool Clinic registration form will be key-punched and sorted by the shifts on which employees work and the area in which they live.

Once the computer gives the Communications Office a print-out of the information, all registrants will receive a listing of up to five fellow employees who work on their shift and who travel from their neighborhood. The lists are expected to go into the inter-company mail during this week.

The Communications Office, Ext. 3327, will maintain a master list in order to respond to requests from other employees who did not register during the Car Pool Clinic but who are seeking a car pool as the answer to the energy shortage.

\* \* \*

**NOTE:** In forming a car pool, your automobile insurance may not be valid for your passengers if you accept payment for your driving services. Rather, share the driving among all members of the pool with each member driving his or her own car.



# Too Much Vacation?

Is there any such thing as too much vacation? There is, if it's not used. Under the vacation policy, employees can accrue vacation hours to maximum levels which relate directly to their length of service with the company. Vacation time in excess of the maximums is forfeited. Employees can easily check the amount of vacation they have by referring to the number of hours displayed on their paycheck stub.

Months of employment	Maximum accrual
13-60	160 hours
61-72	176 hours
73-84	192 hours
85-96	208 hours
97-108	224 hours
109-180	240 hours
181-192	256 hours
193-204	272 hours
205-216	288 hours
217-288	304 hours
229 and over	320 hours

## Diode Has Something To Brag About

Though MICROWIRE doesn't often hear from our counterparts to the North, the Diode Division in San Rafael, we received a recent phone call in which Diode had some news to report. It seems they have a bit of bragging to do. Diode challenged members of the Discrete operations in Mountain View to a basketball game on December 7. Guess who won? Why else would Diode call?

The gory details: it was a 70-59 victory for Diode. High scorer for Diode was John Guff with 30 points; Gregg Reyes claimed high score for Mountain View, 23 points, but fouled out before the end of the game.

More than 150 Fairchild employees and guests filled the stands at San Rafael High School to watch the action. The game was later replayed verbally at Shakey's Pizza Parlor where everyone gathered for beer and pizza.

Not one to stand still for a loss, Gregg is demanding a rematch in January to revive the image of his Mountain View team.

# Digital Christmas Party Marks the Start of the Season



Some of the nicest people turned up at Rickey's Hyatt House in Palo Alto on the evening of November 30. The occasion: DIC annual Christmas Party. In the best of holiday spirits, the jovial group officially welcomed the holiday season. There was food, door prizes, dancing and all of the amenities that make for a truly memorable party among friends.



## Referral Awards Help Finance Christmas Shopping for Employees

Almost 50 employees received \$50 referral awards in December as the result of telling a friend or relative to apply at Fairchild for a job in any classification above the entry level.

The awards are made after the referred person is hired and remains with the company for 60 days. Claiming referral checks in time for Christmas shopping were:

### CENTRAL OPERATIONS

Tom Mitchell (2)	Pat Langley
Robert Hart (2)	Isabel Nava
Robert Rawlinson	Herbert Ruark
Genevieve Romano	Shirley Jamerson
Lura Metcalf	Tim Daly
Roy B. Walden	

### ANALOG PRODUCTS

Jim Peterson	Jim Mastrogiovanni
Barbara Sheperd	Dave Biasodi
Mae Samorano	Pat Foster
Emily Edmonds	Maria Trovao
Randall Rampke	Dick Koeltel

### SYSTEM TECHNOLOGY

Tom Stine

### CORPORATE HEADQUARTERS

J. Ronald Richbourg  
Maggie Montalbano  
Ray Yasukoshi  
David Hoefler

### MARKETING

Avery Long	Jim Carter
John Luke	Zemula Grant
Barbara Martinez	Jackie Moyer

### DISCRETE PRODUCTS

Andrew Mattus (MOD)  
Margaret Robinson  
Kuldip Jauhal  
Delores Wolterbeek  
Edlina Howell  
Haleh Mirzabozorg  
Jerry Schwerzler  
Steven Harrsch

### DIGITAL PRODUCTS

Jean Lovejoy	Gary Knudson
Sandy Lilly	Cindy Weeks
Samir T. Hasbany	Jim Hartman (MOS)
Robert Glass	Christopher Bell
John O. O'Boyle	



# JOS Promotions

- Joyce Figueira** from Assembler B to R & QA Inspec. Specialist
- Hansra Ranjit** from P & D Specialist to Junior Test Specialist
- Wanda Lee Carreiro** from Assembler A to Assembler B
- Lenora Sosa** from R & QA Specialist to Assistant Elec. Technician
- Karlee Clark** from R & QA Inspec. Specialist to Lab Technician
- Yolanda J. Marcosillen** from P & D Specialist to Assist. Lab Technician
- Renato F. Agustin** from Janitor B to Assist. Lab Technician
- Patricia Langwell** from Assembler A to Inventory Control Clerk
- Jean Dallas** from Assembler A to R & QA Inspec. Specialist
- Mary Davis** from P & D Specialist to Assistant Lab Technician
- Grace Jeannie Stoner** from Assembler B to Data Reconciliation Clerk
- Leona Faye Phillips** from P & D Specialist to Assistant Lab Technician
- Margaret Guzman** from Training Technician to Assembly Work Leader
- Florence Koll** from Assembler B to R & QA Inspector Specialist
- Karin Ziemathis** from R & QA Inspector Specialist to Test Specialist
- Rose Davis** from R & QA Inspector Specialist to Engineering Operator
- Maria Duarte** from Inventory Control Clerk to P & D Specialist
- Carmencita Jocson** from P & D Specialist to Engineering Operator
- Leslie Rice** from Assembler B to STS Instructor
- Frank Romero** from Assembler B to Assistant Lab Technician
- Connie Peterson** from Assembler B to P & D Specialist
- Joan Lang** from Assembler B to P & D Specialist
- Angie Woo** from Assembler B to P & D Specialist
- Priscilla Ebalobo** from Assembler B to P & D Specialist
- Randall Lodwick** from Assembler B to Assistant Lab Technician
- Linda Frost** from Assembler B to P & D Specialist
- Kathy Collins** from Assembler B to P & D Specialist
- Rosie Cordova** from Assembler B to P & D Specialist
- Elizabeth Cameron** from Assembler B to P & D Specialist
- Gloria Kirby** from Intermediate Clerk to Senior Clerk
- Betty Holmes** from Assembler B to Intermediate Clerk
- Maria Melo** from Assembler B to Engineering Operator
- Cynthia G. Royster** from Assembler B to P & D Specialist
- Lilia Celesti** from Assembler B to P & D Specialist
- Kathy Martinez** from Assembler B to P & D Specialist
- Debbi Percell** from Assembler B to Assistant Lab Technician
- Ruth C. Brown** from Assembler B to Communications Operator
- Narcisa S. Dascil** from Assembler B to P & D Specialist
- Verniz (Betty) Sisneros** from Assembler A to P & D Specialist
- Sarah Hughes** from Assembler A to P & D Specialist
- Alice Pizano** from Assembler A to Production Maintenance Clerk
- Judith Silveira** from Assembler A to P & D Specialist
- Angelita Belardo** from Assembler A to P & D Specialist
- Esther Fernandez** from Assembler A to P & D Specialist
- Lore Truppo** from Assembler A to Assembler B-Wafer Sorter
- Kathy Martinez** from Assembler A to P & D Specialist
- Teresa Beckman** from Assembly Work Leader to Lab Technician
- Donald Oaks** from P & D Specialist to Assistant Lab Technician
- Wadona Lannerd** from Assembler B to Engineering Operator
- Norma Wico** Assembler B to P & D Specialist
- Cynthia Flanagan** from Assembler B to P & D Specialist
- Phyllis Ehinger** from R & QA Inspector to Failure Analysis Technician
- Penny Hopkins** from P & D Specialist to Senior Clerk
- Rose Marie Brown** from P & D Specialist to Assembly Work Leader
- Beth Louise Premean** from Mask Designer C to Mask Designer Coordinator
- Hiroko Jamie** from Assembler A to P & D Specialist
- Deborah Evans** from Assembler B to R & QA Inspector Specialist
- Diane Maue** from Receptionist to Security Guard
- Laura Guptill** from File Clerk to Intermediate Clerk
- Beverly Colbert** from Hi Rel Process A to Hi Rel Process B
- Rosie Soto** from Assembler B to P & D Specialist
- Jill Jenkins** from Senior Clerk to Production Planner
- Susan Roofner** from P & D Specialist to Assembly Work Leader
- Helen Leos** from Assembler B to P & D Specialist
- Alan Ikuta** from P & D Specialist to Assistant Lab Technician
- John L. Ayala, Jr.** from Inventory Control Clerk to Shipper/Receiver
- Alvina Sanders** from Secretary to Executive Secretary
- Dale Turner** from Experimental Machinist to Tool & Die Maker
- Cecilia Lopez** from Assembler B to P & D Specialist
- Alma Gusman** from Assembler B to P & D Specialist
- Sally Rodriguez** from P & D Specialist to Work Leader
- Loryce Ashby** from P & D Specialist to Work Leader
- Lynne Shellard** from P & D Specialist to Assistant Research Technician
- Betty Barber** from Inventory Control Clerk to Senior Clerk
- Richard McHenry** from Electronic Technician to Senior Electronic Technician
- Wanda Edgemon** from Inventory Control Clerk to Senior Clerk
- Jessie Grijalva** from Assembler B to P & D Specialist
- Diana Lopez** from Assembler B to P & D Specialist
- Janet Norton** from P & D Specialist to Work Leader
- Donnie Robinson** from Engineering Operator to Assistant Lab Tech.
- Isabel Hyland** from Assembler B to P & D Specialist
- Elida Espinoza** from Assembler B to P & D Specialist
- Conie Lemberger** from P & D Specialist to Work Leader
- Lillie Mae Love** from Assembler B to Assistant Lab Technician
- Myrla M. Arnold** from Assembler A to Production Maintenance Clerk

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