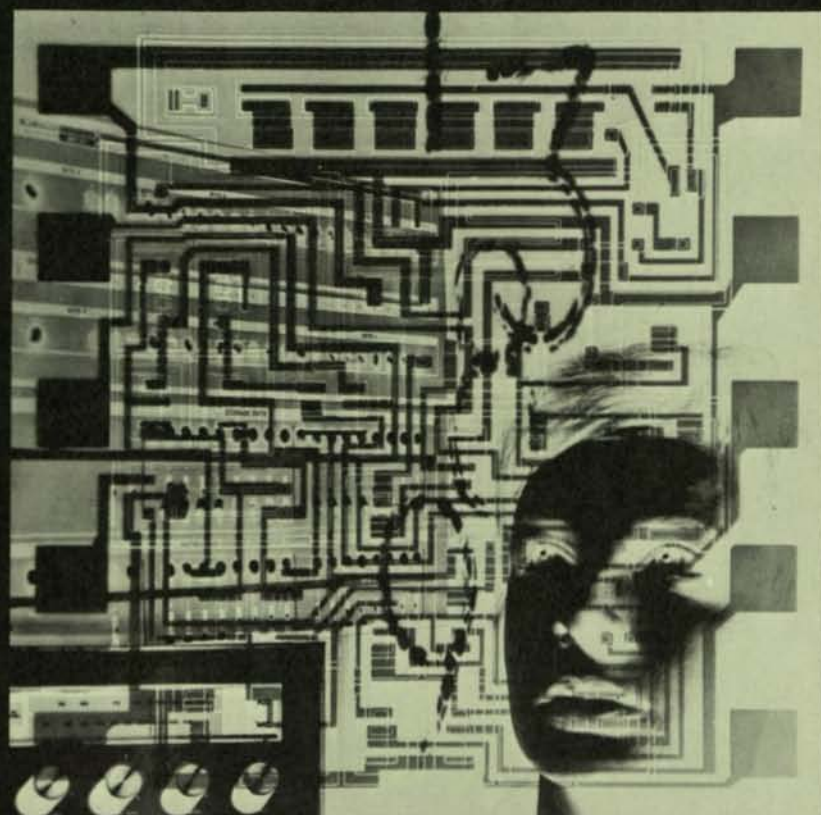


Leadwire I



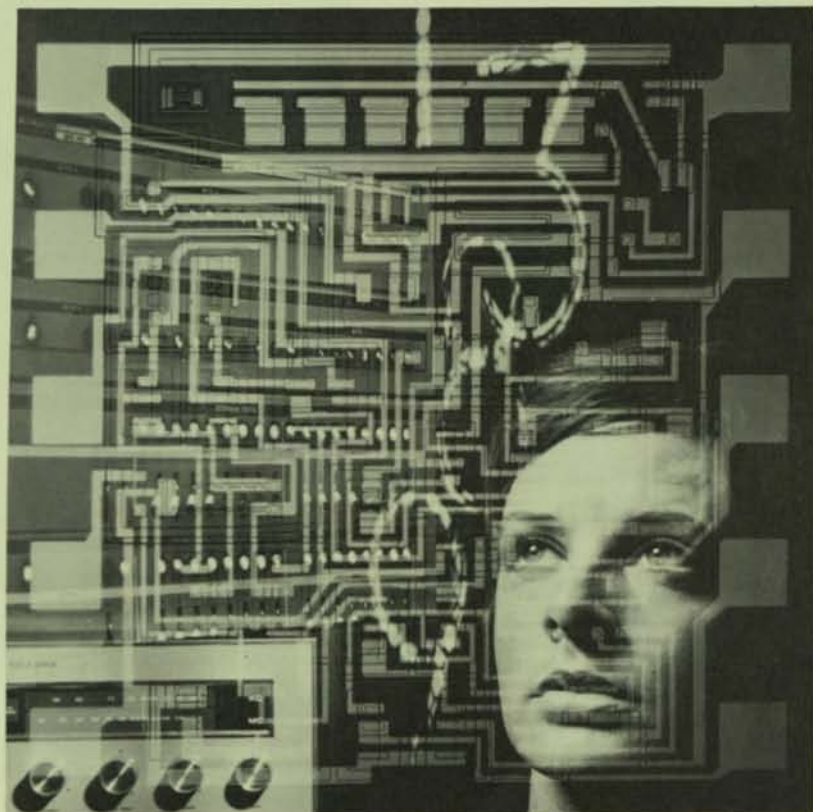
What Is Fairchild?

To nearly 16,000 people around the world it's Fairchild Semiconductor, the place they work; to another 1000 or so it's the Instrumentation Division; and to still another 500 it's the Research and Development facility.

To Fairchild's customers like Burroughs, Raytheon, or the H. H. Scott Company it's quality hardware—devices on which advanced computer systems, the Apollo space program or stereo quality depend.

To the semiconductor industry Fairchild represents the best technology in the world; to the customer, whether he knows it or not, Fairchild devices mean the availability of automatic defrosting refrigerators, portable television, minute hearing aids, and electric golf carts.

Fairchild is different things to different people, but mostly it's what each person who works at Fairchild makes it. Nor will you find many companies which are so clearly the successful result of individuals who made it so. A corporation is no more or no less than its employees, and Fairchild is truly the total of its people and their talents.



people

People at Fairchild hold down more than 250 different kinds of jobs. No job is easy, and every job has its ups and downs. Here's how eight people view their jobs.

Dale Jackson Senior Personnel Administrator

Personnel work isn't just hiring people; it's working to keep them. Dale Jackson joined San Rafael Personnel group eight months ago and he would definitely concur.

"There are two personnel administrators at San Rafael, and we serve as catalysts between the employees and management. We represent the employee in grievances and complaints to change situations for the better, but we also interpret current policies and procedures and explain why they are necessary in their present forms. I might add we have to influence necessary changes required by the dynamic social and economic situation which exists in manufacturing. We also originate programs to encourage new ideas, give recognition for employee contributions, or open up opportunities for advancement."

Dale likes least the inability to get things done as rapidly as possible, but for now the job provides a unique opportunity and is adding still another phase to his five years' experience in Industrial Relations. "I don't know of any other company where a person can walk in with a problem and someone will get excited about it. No other company, to my knowledge, has said your prime responsibility is to go to bat for our employees, to find out where our personnel policies are inadequate, and to provide a genuine employee interface with management."

"Simply stated, this job is nailing things down. Everyone is looking for definitions when they come to us. We try to supply those definitions. If we can, our day's been a success."



Claire Seals Executive Secretary

"Most secretaries can not divorce the job from the man. If a boss knows how to use a secretary, she is generally very happy in her job." Such is the case with Claire Seals.

Claire works for Chaz Haba, Director of A & D Marketing and newly appointed to an International Marketing post. "Working for Chaz is an ideal secretarial situation. He's good about developing all of his employees, me included."



"Marketing's prime function is to give customer satisfaction, and as Executive Secretary to the one chiefly responsible for that in the A & D market, it's been a responsibility of my job, too." During the day Claire interfaces with the factory, field sales, and other Marketing people as well as the many people who want to see her boss. She also co-ordinates her department's budgets and expenses, makes travel arrangements for fellows in her group, organizes various meetings, and answers a phone that rarely stops ringing in addition to performing normal secretarial duties.

"I can now read a product code and know what it means, arrange for a meeting five minutes ago, route a salesman to Denver via Columbus, Ohio, or juggle several phone calls and three fellows waiting to see Chaz at the same time."

Jack of all trades, master of none? Not true, for she has definitely mastered the art of being an Executive Secretary.

Dave Rosprim Product Manager

"Whether we build a type of product depends on Application's ability to design it, whether we manufacture it depends on engineering know-how, and whether we meet our commitments depends on every person working in PIC."

Dave Rosprim joined Fairchild four years ago as an Engineer. Today he directs the Proprietary Integrated Circuits group at Mountain View. He interfaces with other groups like Marketing, R & D, Production Control; he decides what new product areas he should go into; he makes the final commitments to Fairchild salesmen and customers.

"I have to know what my resources are, and to maintain a clear visualization of what I should be doing to satisfy commitments to customers. For instance we do two things: flat out production and developmental work. The good thing about Fairchild is our ability to take a new circuit and rapidly put it into high volume production. But to be successful we have to be aware of what the customer needs and live up to it. It's like building bridges. If you get to a bridge that's not built yet, you don't get to where you're going. Our customers won't get to where they're going if we haven't lived up to our commitment."



"I say 'yes' or 'no' on what I know about my resources. It's tough to say 'no'. Marketing says it's needed, engineering says it's possible, I'm convinced it would be right, but we just have too many other projects going."

The greatest reward of his job is its visibility. "There's so much that I can see happen. This month we have a circuit design; next month we're shipping products out the door. I just hope my people can see this and understand his or her importance. We have great impact on the industry, like allowing Burroughs to put out a complete line of products or making a space program a success or failure because we delivered or didn't deliver on time."

"This job is like running my own small business within a large business. And, I'm convinced that we are building bridges."

Cruz Salcido Assembler

She puts a package in the heater block to bring it to the right temperature. Then, she picks up a die with a vacuum wand and sets it on the header. Using tweezers, she grasps and orients the die into the correct position. Still grasping the die with tweezers, she scrubs with a very slight circular movement until the gold eutectic flow is observed around all sides of the die. She may put more than one chip on a package, but she'll perform this operation more than 2000 times before the day is over. Tedious work? You bet, except we prefer to call it exacting, and each chip would fit snugly on the head of a pin.



This was Cruz Salcido's first job at Fairchild. Today in Special Products at Mountain View, she does second and third optical work. She also serves as a line monitor for her Foreman which means she sample checks her co-workers four times a day and logs the information so they can all tell how they are doing and if the machines are working properly.

"Not all of the girls move around to different jobs, but when I started in Die Attach two years ago for Military Products nearly every line needed girls and it was easy for me to move around. I like doing several jobs and working with people; so I've been lucky that way. Of course, sometimes I'd get the bad chair or bad scope, but that's the hazard of moving around."

Most assemblers prefer working at a single station in a job they are familiar with and with the same people. Or, maybe they like their Foreman and wouldn't change jobs for anything. "Foremen play an important part in our jobs. For a good foreman—a foreman who can find time to talk with his girls, a foreman who is fair with everyone, a foreman who doesn't know it all—we're behind him 100%. Of course, that's no different than the way we deal with each other on a day to day basis, but more than anyone, I think, a Foreman can make a big difference in our attitudes as individuals and as a group."

"I've had good Foremen all along. In fact the only thing I'd like to say is that sometimes it would be helpful to know more about the products we make. Other than that, I've got no complaints at all."

Will Kauffman

Section Head of Transistor and Diode Device Development—R & D

Often times Marketing or Operations people come to Will Kauffman with specific objectives or problems. Often times Will and his group anticipate future Fairchild needs. Either way, they're developing new devices and new technologies that Fairchild will need in the future.



"Our development work is conducted within an overall plan decided on with the help of Marketing and Operations. For instance, right now we're working on a project that we hope will result in transistors and integrated circuits capable of operating at higher frequencies. Another objective of ours is to develop a method for making transistors whose low current h_{FE} will remain unchanged throughout the life of the transistor. This h_{FE} "instability" has plagued the whole semiconductor industry since the transistor was invented. Although Fairchild has always been a leader in improving stability, success in this project can provide a tremendous advantage for us. At the moment it looks like we are succeeding." Therein lies most of the satisfaction Will derives from his job.

Having joined Fairchild two and a half years ago as a Senior Engineer, Will now has seven professionals and six lab techs working for him on various projects. "They do the actual experimental work, but I still try to stay involved in the planning of these experiments." "My time is spent primarily in meetings or on paper work. These meetings with Operations, Marketing, individual members of the Transistor and Diode group, or other R & D personnel are necessary to insure that T & D's short and long term goals remain consistent with Fairchild's needs. Writing to communicate our achievements and problems to others in the company is the least exciting but one of the most important parts of my job. These things leave little time for tinkering in the lab."

Does Will miss working in the lab? "Yes, but instead of working on just one project, I'm now indirectly involved in many projects through my peoples' efforts; and therefore, I have the satisfaction of participating in the achievement of more than one goal. To me that makes any amount of managerial paperwork worth it."

John Sentous

Director of Integrated Circuits Systems and Support Operations

John Sentous prefers meeting with his engineers or managers in their areas or out on the production floor. That way he can get a feel for what's happening and what his people are thinking or what their capabilities are. His job depends on it, for their morale and their performance also serves as a barometer of his performance.

John oversees a conglomerate organization which includes MOS, Memory Products and Systems, Hybrid Circuits, and an LSI Design Group as well as supporting operations like Plating, Packaging, and Mask Making—that's 600 people he has to know about.

"Developing my managers gets top priority on my agenda. I have to give them the authority, money and people they need to get the job done. That's a relatively easy part of a Director's responsibility. On the other hand, detecting individual strengths and weaknesses in managers, certainly a very subjective thing, and effecting positive changes in them has to be the roughest, most demanding, and satisfying part of my job."

"The Operations Director must also initiate and monitor those specific projects he sees as critical to the businesses he's in and he must also be a 'super-expediter' on various crash programs that come his way. We work within the broad goals set by the General Manager but have wide latitude for decision making." John also relies on nine years' experience with Fairchild and counts on marketing data and his contact with customers to guide him.

"I also rely on information about my operations from Production Control, QA, and Management Information. The concept of centralizing these functions has made my job easier. I'm rapidly getting better visibility into my operations, and it leaves me more time for being a manager."

In the end, though, juggling the production demands and problems are left to the men at John's level. They are the ones ultimately held accountable.



Chuck Stauss Senior Sales Engineer

Phone booth for an office, car trunk for a file drawer, Chuck Stauss puts in a long day for the Industrial Marketing group. Working out of the Los Altos sales office, Chuck's typical of Fairchild salesmen, but he's better than average having been top Industrial salesman twice in an eight-month time span.

Chuck serves as Fairchild's representative to the customer and the customer's link with the factory. He juggles customer demands and factory capabilities and must do it realistically. "Business commitments become personal commitments when made to long-time customers. This is especially true since their performance is, to a large extent, measured on how well I keep my commitments to them. No commitment is made without full confidence that it will be met, and no promise is ever taken lightly."



To get orders, Chuck spends most of his time calling on customers. He's either selling products or designing Fairchild parts into their systems. Getting "designed in" is the part of the job that turns Chuck on.

"This part of my job is defining the design requirements and showing the customer that our way is better. There's one drawback, though, the long design cycle that's typical of the Industrial market. I can't be sure I'll get the order, for production buys rarely occur less than a year after a design is frozen.

The rest of his job consists of reviewing specs, keeping up to date with pricing and competition, keeping in touch with the factory to check specs and delivery dates, reading new product profiles, and maintaining correspondence and records that tie the customer with the factory.

"This job's like being a 60-minute ball player; there's no letup, but there's lots of satisfaction when you win."

Bill Walker Foreman

On one side is the rest of his management organization; on the other is his work group, the men and women who work for him. He starts early and works late. In between problem solving and planning he must find time to guide, encourage, motivate and assist his people—each of varying temperament and personality. Who wants to be a foreman!? Bill Walker does.

Four years ago Bill joined Fairchild. He worked his way up to Foreman in the Systems Group at Instrumentation, and he welcomes the challenge. He also finds that this is a job where he can easily measure his performance.

"The work my people do reflects directly on my ability as a foreman. They can make or break me. I think that's why I try hard to understand my people and why I'm constantly on the line with the girls."

"On the other hand, my main responsibility, other than meeting my commitments, is to make the eight hours my people spend at Fairchild a pleasant experience. They have to know why they are here, how I depend upon them, and why management feels a certain way. In turn, I have to realize as individuals they approach work differently every day of the year and that each person responds to my 'managing' in a different way."



Keeping on schedule can be Bill's number one problem. Every week he is faced with a "build schedule" and the fact that "with a given number of people I can do only so much, and if some are sick or not highly motivated, I still have to get the job done." That's why he pays so much attention to the people side of his business. And, that's why he's currently enrolled at DeAnza College studying management, but certainly the textbook knowledge must only supplement what he learns each day at Fairchild.

technology and applications

Fairchild technology has always led the industry beginning with the Planar* process and continuing through current projects being conducted at R & D. And, with new discoveries and innovations come many new uses making space programs possible and daily living most enjoyable.

what is a semi·con·duc·tor?

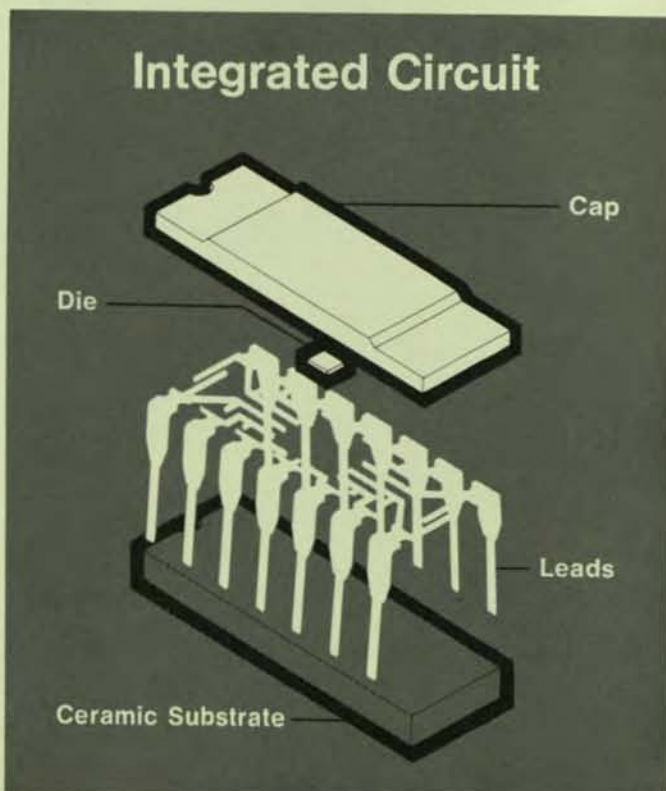
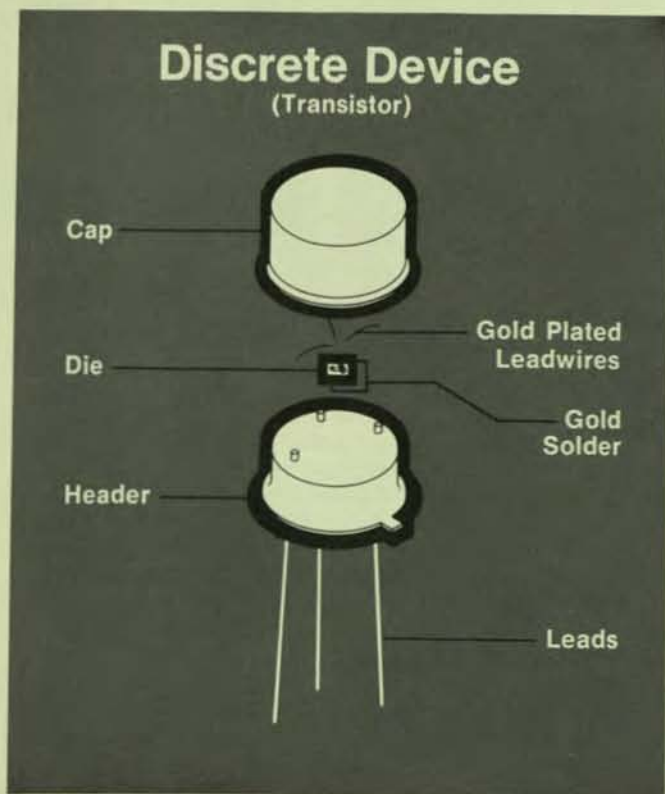
At Fairchild, semiconductors are made of a material called silicon which is prepared into thin chips or dice about one-sixteenth of an inch square. Certain impurities are added to the silicon by a process called Planar* diffusion, so that the semiconductor acts to control the flow of electrical power. It is these small amounts of impurities that cause the silicon die to resist the flow of current. And, it's this that makes it act as a **semiconductor**, rather than a **total** conductor. Additionally, because the silicon die is a crystal substance, a semiconductor is called a "solid-state" device.

Fairchild makes two basic types of semiconductors—those called discrete devices and the miniature types called integrated circuits. The accompanying drawings show one example of a discrete device which is called a transistor and a second example, the integrated circuit, which is often called a microcircuit because of its small size.


Discrete devices include **diodes** (which look like the transistor pictured but can be distinguished by having only two leads, or connecting wires, instead of the three transistors have). In performance, a diode controls electrical current in one direction only. **Transistor** circuits can be used in several ways, such as for switching signals or amplifying sound. An **integrated circuit** combines many components into a single chip to give one complete electrical performance, much like musicians in a band playing a single tune.

Since the semiconductor die is so small that a speck of dust could cover it, it is always put into a protective package. These packages come in different sizes, shapes, and materials and eventually find their way into a wide range of products such as television sets, computers, and space vehicles.

*Planar is a patented Fairchild process



The Space Age Semiconductor...



Splashdown on the morning of December 27th was, indeed, man's "finest technological hour" and Fairchild had a lot riding on Apollo. Thousands of monolithic circuits were in the guidance computers, the gyro system, and the instrumentation unit located in the collar between stages of the Saturn rocket. Fairchild is also supplying devices for the guidance computer in the LEM (Lunar Excursion Module) that will eventually land on the moon. In fact, Fairchild's been on the way to the moon for a long, long time.

All the integrated circuits on Lunar Orbiter were made by Fairchild Semiconductor. More than 1000 IC's in each unit were used in flight control and computers. And, in the Gemini Series 40% of all components were made by Fairchild.

As for the Apollo program, the main guidance computer is built with Fairchild parts—over one million RTL (Resistor Transistor Logic) units. In a refined version of the original Apollo computer, dual 3-input RTL's were used rather than single 3-input RTL's. This change enabled a smaller computer to be used, and herein lies the basis for recent advancements in the U.S. space programs.

A computer large enough to handle Project Apollo, if made with vacuum tubes would be as big as a warehouse. All the power generated by Hoover Dam would be required just to cool it. Even at that, this imaginary computer would not perform to necessary standards.

For example, the speed of a computer is dependent mainly on the distance an electric impulse must travel through the circuitry. In our warehouse computer, with its miles and miles of wiring, facts stored in memory (second floor, northeast corner) would be out of date before they could be located and transferred to the central processing unit (ground floor, west annex) for use in real-time space monitoring.

Using Gemini's on-board computer as an example, the significance of progress in electronics becomes even more impressive. In the first place, only recently did the United States develop a rocket engine with thrust sufficient to orbit an object as heavy as a pre-semiconductor computer. And even these antiquated machines could never have done the job—their memory and speed were insufficient to handle the myriad calculations involved in a mid-course maneuver. Besides, the power supply and critical measuring and transmission equipment would have had to follow in another rocket.

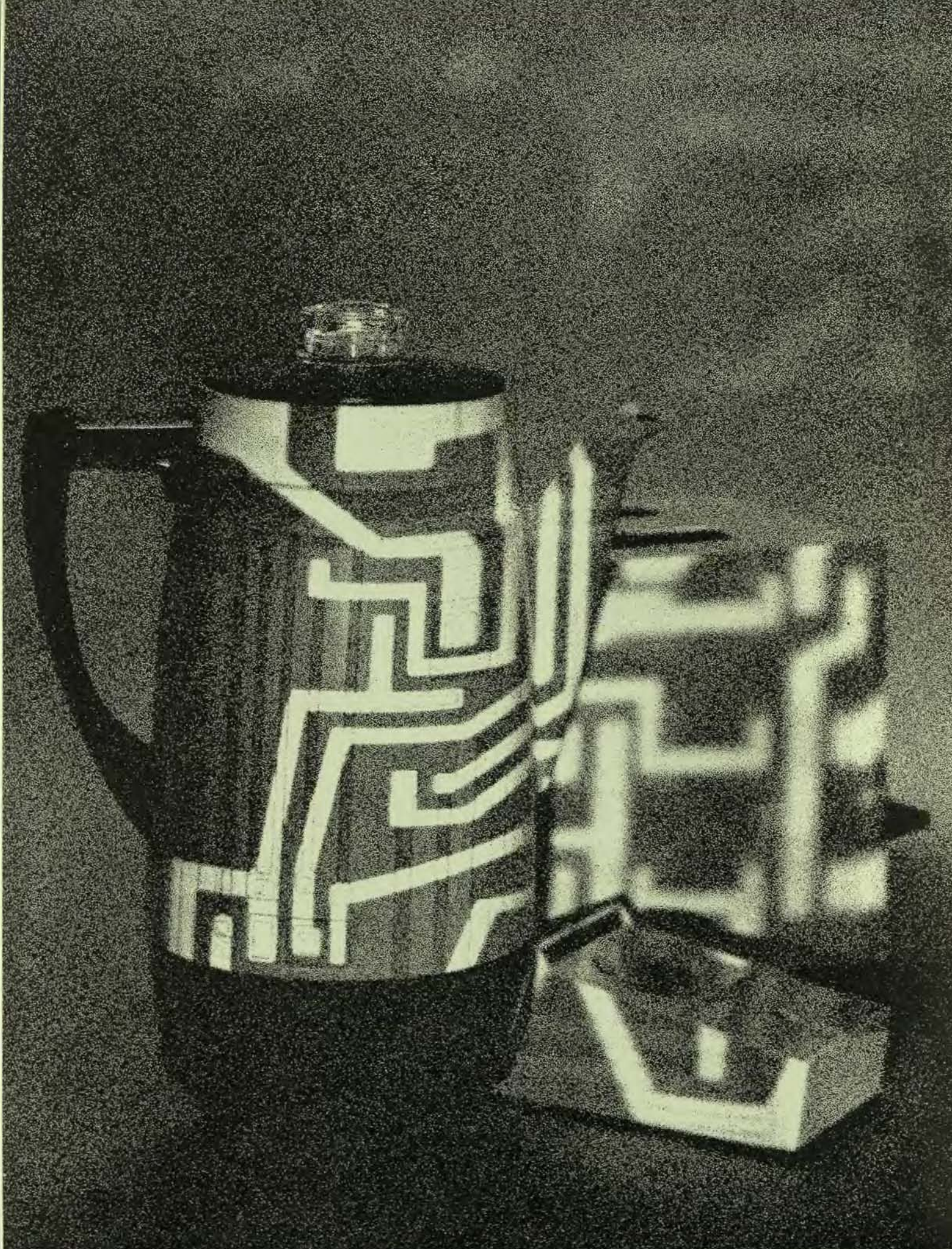
Even the transistors of 1957, while suitable for portable radios and other limited applications, could not have been used in such NASA projects as Apollo and Surveyor. For germanium transistors, then in use, could not withstand high temperatures without danger of burn-out and at the same time allow the degree of exactitude and stability accepted as common-place in all present space-age applications.

The extremes of temperature in outer space necessitate a much greater operating range. The solid-state devices in Surveyor I, for example, had to function in the extreme cold of the lunar night and continue without burning up during the lunar day. Similarly, while no industrial manufacturer expects to drop his product from a second-story window, equipment for space exploration or combat conditions must be able to withstand such an impact.

Data transmission in itself is another story. The development of semiconductor devices has led to miniaturization of almost all communications and other signal-processing equipment. The results are obvious with respect to U.S. space programs and equally significant are the ground-based accomplishments.

Solid-state reliability stands behind all these exceptional space-age advancements, and Fairchild reliability records are indeed impressive. They have led to the wide use of Fairchild devices in major missile and satellite programs where performance has proven the reliability expressed in test records. Major programs using Fairchild products include Poseidon, C-5 Aircraft, Polaris, LEM, Pioneer, Symcom, Surveyor, Lunar Orbiter, Advanced Minuteman, Apollo, Gemini, Saturn, Manned Orbiting Laboratory, Sprint, Loran-C, IHASS, and Nimbus.

This is, indeed, the age of the space age semiconductor.



...And Everyday Applications

Within its short life-time (since 1948), the transistor has found its way into almost every type of electronic wizardry that man has designed. We can buy pocket radios, portable television sets and phonographs, and many other electrical devices—all of which employ transistors and integrated circuits in one way or another.

We can now place complex satellites in orbit around the earth, and giant computers have been shrunk to the size of an ordinary office desk—all made possible by these tiny devices. This is the business Fairchild is in.

Today, we take many things for granted, but they are really the practical application of transistors, diodes, and integrated circuits. For instance:

Home coffeemakers with thermistors (special resistors that change with variations in temperature) for precise temperature control.

Cordless electric knives with complete switching action performed by semiconductors called silicon controlled rectifiers (SCR's).

Mixers and blenders using transistors which allow smooth speed control.

Clothes dryers in which SCR's provide automatic dryness controls.

Golf carts with SCR's in motor-control circuits to provide precise speed control and an ability to go farther without battery recharge.

Refrigerators, air conditioners, and freezers with thermistors that sense temperature changes and trigger SCR's that switch on the motors.

Sewing machines with solid-state control that enables sewing varied cloth thicknesses without stopping to make adjustments.

The list is endless and even includes children's dolls with portable batteries and light-sensitive photoconductors to make them cry when patted, or medical accomplishments such as heart pacers and minute hearing aids.

As for the future, the end is nowhere in sight. Wrist radios and electronic computers the size of an ordinary typewriter are upon us, and the microminiaturization of electronic equipment is moving at a rapid pace. Its impact can be illustrated by the wide applications of inexpensive radios and television—from entertainment to classroom education to a means of providing rapid technological and educational advancement for underdeveloped nations.

Or, closer to home, it will be only a short time before integrated microcircuits take over most of the logic functions now performed electromechanically in home appliances. The housewife will someday control her appliances remotely by plugging an electronic device into any receptacle in her home, and at the push of a button her pocket-sized control unit will signal another in the appliance and the task will be done. It may even be possible to program housecleaning months in advance. What a life! . . . and it's all made possible by those little things called semiconductors.

FAIRCHILD
SEMICONDUCTOR



World-Wide Capability

Fairchild Semiconductor waded into the semiconductor business in October 1957, though a research effort had been launched long before that by eight scientists and engineers working in a Palo Alto garage. Their discovery of the Planar* process would permit economic volume manufacturing of transistors, diodes, and microcircuits of unequalled reliability and completely revolutionize the electronics industry. But that's jumping ahead of the story.

First, the group needed financial backing, and Fairchild Camera and Instrument was willing to make the investment. Backed by FCI, they moved into larger facilities in Palo Alto, and production began. Though a fledgling operation

R & D Ideas are born in the Research and Development Division in Palo Alto, California. Here hundreds of research personnel — scientists, engineers, technicians and lab aides — constantly probe the future for better ways of accomplishing electronic functions with semiconductors. Out of this lab came the Planar* technology, a patented method which made possible the industry's first truly high-performance silicon transistors and diodes, and later, the first integrated circuits suitable for mass production. Today R & D preserves Fairchild's technological leadership in the industry in a building complex complete with lab space, private offices, conference rooms, photographic darkrooms, a self-contained experimental machine shop, and a technical library.

Mountain View Fairchild pioneered the volume production of silicon Planar* integrated circuits in the Mountain View, California, plant. Today that plant is more than ten buildings housing not only the Semiconductor Division headquarters but Corporate Headquarters for Fairchild Camera and Instrument. And, today, the plant continues to be the source of new concepts and techniques in manufacturing for all Fairchild Semiconductor facilities. Production facilities in Mountain View are devoted to the manufacture of integrated circuits, transistors, and special assemblies as well as the fabrication of wafers for assembly in other production facilities around the world. Additionally, all new products undergo the transition from pilot production at R & D to volume production at Mountain View.

San Rafael The fastest-switching silicon diodes in the world are produced at Fairchild Semiconductor's San Rafael plant located just north of San Francisco. Personnel are engaged in manufacturing a complete line of diodes and photo devices, process and development engineering, reliability engineering, advanced study of statistical techniques, high-volume and high-quality production, and sophisticated tooling and mechanization projects. Recently, too, integrated diode array production has been added to this facility's capabilities.

South Portland Across the country in South Portland, Maine, a complete fabrication and assembly plant, a model of high-volume factory efficiency, turns out integrated circuits to supply East Coast markets. South Portland is currently changing from a "flat out production" facility to one of "flat out production with technical competency to meet customer needs." To this end a Mask Making facility is to be installed at South Portland and South Portland will be expected to do all IC design and mask making for East Coast production.

at first, the company got its first big boost in January 1958 when Fairchild Semiconductor received its first order for silicon transistors — IBM ordered 100 of them.

Production hasn't stopped since, and today, of course, Fairchild Semiconductor is one of the world's largest suppliers of silicon semiconductor devices. Today, too, under the leadership of Dr. C. Lester Hogan, President and Chief Executive Officer of Fairchild Camera and Instrument and Acting General Manager of the Semiconductor Division, Fairchild spans the globe, its world-wide network of facilities meshing to give total marketing and manufacturing coverage to customers wherever they are located.

Shiprock Shiprock is a fast-growing high-quality transistor and IC assembly facility located in the Four-Corners area of New Mexico. Begun in 1965, Fairchild's Shiprock plant is the keystone of a planned industrial development complex conceived by the Navajo Tribal Council as part of their effort to shift the economic base of the tribe from purely agricultural to a more diversified mix of business and industry.

Far East Serving the Far East are manufacturing facilities located in Hong Kong; Seoul, Korea; and Croydon, Australia. Soon to be added is a plant under construction in Singapore. Their aim is to totally saturate the rapidly growing radio and television electronics market centered in Japan and to assist with assembly for the rest of the division.

Mexico In Mexico, Fairchild's wholly owned subsidiary, Fairchild Mexicana, S.A., is primarily concerned with the manufacture of epoxy discrete devices for sale to Latin American markets.

Europe Recent sale of Fairchild's European subsidiary has opened the way for expansion of manufacturing and particularly sales operations in Europe. Future manufacturing and sales office sites are now under study.

Instrumentation What was once a department designed to test semiconductor devices and located within the Fairchild Semiconductor organization, became a full-fledged division of Fairchild Camera and Instrument in 1965. Now located in Sunnyvale, California, Fairchild Instrumentation offers the industry a broad line of test and measurement instruments. Extensive use of integrated circuits in Fairchild instruments provides the capability to offer high performance in digital instrumentation at prices which would otherwise be economically impractical.

Marketing and Sales The national Semiconductor marketing group, with headquarters in Mountain View, maintains an organization actively sensitive to customer needs in order to capture an even larger share of growing entertainment, industrial, computer, and aerospace and defense markets. With sales engineers located in regional and field sales offices blanketing the U.S. and extending into Canada, Fairchild also utilizes stocking representatives and distributors to give total customer service. Product support and customer service groups, and advertising, promotional, and distribution services, which are for the most part located in Mountain View, supplement this sales effort.

Mountain View

Don Visger personally delivered a 1½-ton shipment of obsolete electronic equipment, valued at \$31,000 when new, to Newark, California public schools as a contribution to Newark's student science program. The assorted equipment, a bonanza to electronics and photography students but surplus to Fairchild, pleased Loren Bainer, Principal of the Newark Adult School, and Eugene W. Trask, head of the Vocational and Industrial Arts Department at John F. Kennedy High School. Don commented, "This equipment which has served Fairchild for several years will give the students of Fremont an opportunity to see what the semiconductor industry has been doing. As further equipment is obsoleted, Fairchild will continue its practice of donating such equipment to deserving schools in the San Francisco Bay Area."



Marketing honored Operations personnel for their aid in the "Product A Week Campaign". Winner of the \$3000 cash prize was Dan Munoz, General Foreman PIC Fab 3. Winner of the \$1000 cash prize was Tony Cobanaglu of Linear Engineering. Dr. Les Hogan, President of Fairchild Camera and Instrument, made the presentations in \$1000 bills.



"It is hoped that Karen's performance can be an example and an inspiration to others" read the citation. Karen Fischer, Assembler on the Wafer Scribe-Break Station for MOS-IC was recently commended for a valuable suggestion of a change in the method of breaking die out of wafers after scribing. Her technique is to break a wafer in half after scribing and then handle each wafer half separately in the breaking or dicing operation. This method substantially increased the yield and quality of die moving through this station. Karen's technique has been implemented and is now standard procedure. In addition to receiving a written commendation for her contribution at a formal presentation ceremony, she was treated to a luncheon at Chez Yvonne by her Foreman Jim Forrest and General Foreman George Meyer.



Instrumentation

The DeAnza Chamber Singers put Instrumentation employees in the Christmas spirit with a noon hour program of Christmas carols December 19th. The group has performed at the Venetian Room, the Bank of Hong Kong, Varian, and on KSFO radio.



R&D

Dr. R. C. Olberg received a letter from Fairchild's Hong Kong facility just four months after it was mailed from there. The reason? The Post Office couldn't locate Fairchild, California. Who knows, one day there may be such a place!

Here, Thelma Hicks posts another of the many names of R & D employees contributing to the support of Hui Chi Sun, a 16 year old boy who has been R & D's foster child since 1962. Every year in December Thelma has appealed to R & D employees to help in continuing this project. In return, Chi Sun sends monthly letters depicting his life at school, a rare trip to the country, or how it is to grow up in the crowded city of Hong Kong.



Rex Rice recently became a Fellow of the Institute of Electrical and Electronics Engineers. Elevation to this highest grade of membership in the world's largest technical society is by invitation only, and is a high distinction in any professional career. Dr. Rice was cited for his contributions to the organization and applications of digital systems.

South Portland

Santa paid a visit to the children of South Portland employees. Santa (Bob Houde) and his side-kick (George Manolakis) entertained the kids, while the real Santa Claus (Al St. Amand) found out what the kids wanted this year for Christmas.



The adults celebrated the season at the Annual Employee Christmas Party. Some preferred to sit with liquid refreshments, one made funny faces (Jim Vaughn), some chatted, and the empty chairs belonged to those who danced all through the night.



Hong Kong

The Hong Kong Marketing group held their annual "picnic" at Tai Pak Floating Restaurant in Aberdeen, Hong Kong—a rather unique approach to picnicking, but a rather fun one by the looks of these pictures sent by Arnold Levy, Hong Kong Marketing Manager.



San Rafael

The Test Area won the Good House-keeping award for December. Runnerup was the Finish Area. Foremen of the Test Area are Greg Martin, Robbie Robinson, and Del Forester. Foremen of the Finish Area are Jimmy Nelson and George Miller.

Jeannie Jones, who works on the Can Line, and her husband Sam had a Merrier Christmas than usual with their newly adopted son Michael Lee. Michael was born August 9th.



Test and Finish has done it again, or rather Sandy Johnson has. Sandy set the all-time, world marking record. In a ten-hour shift, Sandy marked 200,000 diodes on a machine that has a UPH of 12,000. For her outstanding performance, Sandy was taken to lunch at a very exclusive Marin County restaurant by her General Foreman Dan Murray and her Foreman Jimmy Nelson.



Australia

The Fairchild Australia group held its Annual Ball November 22nd, and these pictures, taken by Tony Furze of Special Products, document the affair. In the first picture John Baldwin, General Manager; Shirley Adams, Receptionist, and her husband Ron share what must obviously be a good story. Highlight of the dance was the Sultan's Harem. The Sultan is Jim Williams, his guard is Marie Beatty, and the Harem girls (?) are Peter Byl and Peter Horn. Just returned from Hong Kong where he was engaged in a familiarization program on micro-circuit manufacture and latest epoxy packaging techniques were John McCluskey and his wife Sally. And, the last picture ably explains why a "good time was, indeed, had by all".



Moving Up

Norma Lias was promoted to Foreman, DIC Assembly. She was formerly a Methods Analyst in Industrial Engineering at Mountain View.

Randy Olson was appointed Sales Engineer for Aerospace and Defense and will be covering A & D accounts in Denver and Salt Lake City. He was previously Product Support Manager of Linear Circuits.

Hal Knopp was named Statistician and Reliability Engineer in Integrated Circuits at Mountain View. He had been Customer Special Test Controller for Discrete Products.

Marvin Bernstein was promoted from Lab Technician to Senior Lab Technician in the Packaging Department at Mountain View.

Norman LeBlanc was promoted from Assistant Engineer to Foreman in Packaging at Mountain View.

Ray Phillips was promoted to Manager, Chemical Services.

Zack Brown was named Procurement Manager at South Portland.

John MacDougall was named Section Head of the Linear Integrated Circuits Section at R & D. John has considerable experience both in R & D and with the Applications group at Mountain View.

Jack Harris was named Integrated Circuits Production Control Manager. He assumes this position after several years of experience in product marketing, specification writing, and product support.

Eric Bergtraun was promoted to Assistant Director of Plant and Facilities Engineering. He will also continue to be responsible for all Mountain View Plant Engineering.

Larry Luckock joined the MOS Systems Design Department and will be working on the design of new COS/MOS Systems in the Advanced Technology Group. With Fairchild for over three years, he's also worked in Applications, QA, and Marketing.

Len Ornik was promoted to Director, Linear Integrated Circuits.

Mike Walton was promoted to Section Head of Crystal Growing. He was most recently General Foreman in Crystal Growing and Slice-Etching at Mountain View.

Phil Garcia was named Section Head of Slice-Etching and Polishing. He was formerly Supervisor of Sustaining Engineering in the Silicon Plant at Mountain View.

Bob Swor was promoted to Section Head of Epitaxial and Oxidation at Mountain View. He most recently served as Foreman of the Specials Section.

Bob Curlee was named Director of Procurement and will continue to have responsibility for all purchasing in the Mountain View complex with dotted line authority over the purchasing organizations in other plants.

Dick Fouquet was named Director of Logistics Operations. In addition to the Finished Goods and Warehousing Operations and Licensee Contract Administration, he will also have Traffic and Raw Materials and Indirect Material Inventory Control Section reporting to him.

Don Koller was named to the new position of Manager of Logistics Control and will be responsible for establishing procedures Division-wide for controlling and accounting for the movement of material.

Bob Bylin was named Staff Assistant to Wilf Corrigan, Group Director of Discrete Devices. He was formerly with the Finance Department as Central Cost Controller.

Bill Watson transferred from San Rafael where he was Plant Controller to Mountain View to take over as General Cost Controller.

Barrie Henderson was named Plant Controller at San Rafael. He was formerly with the South Portland Group.

Ernie Lynd was promoted to Assistant Engineer in Electronic Services at Mountain View.

Saleh Chinoy was named Senior Electronic Technician in Electronic Services at Mountain View.

Bob Daliposon was promoted to Senior Electronic Technician in Electronic Services at Mountain View.

Jerry De Loach is a new Senior Electronic Technician in Electronic Services at Mountain View.

Dan Matthews was named Senior Electronic Technician in Electronic Services at Mountain View.

Bob Segalla was promoted to Senior Electronic Technician in Electronic Services at Mountain View.

Pat Villanueva of Electronic Services (MV) was promoted to Senior Electronic Technician.

Sam Wong, Electronic Services (MV), was promoted to Senior Electronic Technician.

Marcus Van Arcken was named Electronic Technician in the Electronics Services group at Mountain View.

Paul Cass was promoted to Electronic Technician in the Electronics Services group at Mountain View.

William Gaylardo of Electronic Services at Mountain View was promoted to Electronic Technician.

James Mangus, Electronic Services (MV), was promoted to Electronic Technician.

Bob Hodges was appointed Mountain View Industrial Relations Manager with responsibility for all employment, employee relations, medical services, records and insurance administration.

Norm Zalfa joins the Industrial Relations Department as Divisional Manager of Security with responsibility for Mountain View Plant Protection and Government Industrial Security.

Jack Sheets was appointed Industrial Relations Staff Assistant responsible for liaison between the Mountain View Divisional Industrial Relations Offices and the other domestic plant locations. His activities will include division-wide coordinated policies, practices, benefits, recruiting and reports.

Don Palmer was appointed Supervisor of Professional Employment at Mountain View. With Fairchild since 1958, Don has held a number of Employee Relations positions at Mountain View and R & D. He was most recently on the Divisional Professional Employment Staff. William Strickland was appointed Professional and Technical Recruiter. He was most recently Supervisor of General Employment.

John Gundershaug was named Supervisor of General Employment responsible for all employment activity for non-exempt and hourly personnel in the Mountain View complex.

Richard Winn was named Supervisor of Employee Relations and will be responsible for Employee Relations administration in the Mountain View complex. He was formerly a Senior Personnel Administrator.

Michael Noble was appointed a Personnel Administrator and will be responsible for providing Employee Relations service to the Marketing Directorate. He was previously a Compensation Analyst.

Alyce Washburn was appointed a Personnel Administrator. With Fairchild since 1958 when she started as an Assembler, she was most recently the Supervisor of Employee Records in the Employment Section.

Jan Francis was named Supervisor of Records and Benefits adding the Personnel Records function to her former responsibility for coordinating all benefit claims and unemployment insurance for the Mountain View complex.

Jess Huffman was promoted to Assistant Product Marketing Manager, Power and Specialty Devices. Formerly Jess was Sales Engineer, Southeast A & D Market. Lloyd Walsh was appointed Manager, Plastic Transistor Development. He was formerly Manager of Low Power Devices.

Will Steffe was named Staff Assistant to Jack Kabell, Director of the R & D Lab.

New Faces

Arnold Barofsky joined Fairchild as Programs Manager, Aerospace and Defense Programs. Having spent many years with the Autonetics Division of North American, he is well versed in Aerospace Program Management.

Dick Bohnet has joined Mountain View as Product Manager of the PNP Metal Can organization.

Douglas O'Connor, previously Marketing Manager of Texas Instruments' Semiconductor Components Group, was named Group Director of Marketing for Fairchild's Semiconductor Division.

Eduardo Raul Surez Del Solar joined Fairchild as Quality Assurance Supervisor in charge of in-process inspection of products at Mountain View. He formerly worked for the State of Chubut in Argentina as Technical Advisor to the Director of Transportation and Communication. Before that he was with Ford Motor Company in Argentina where he was a Quality Control Representative.

Jack Knoll joined Mountain View as QA Engineer handling C-numbers and customer returns for Discrete Devices. Jack was formerly with Philco-Ford.

Harry Alfamatano has joined QC Engineering at San Rafael. He recently separated from the U.S. Air Force.

Tony Bayer rejoined San Rafael as a second shift Foreman in the Hi Rel Lab.

Grant Hudlow rejoined San Rafael and will be working as a second shift Foreman in Wafer Fab.

Walter Lamb brings ten year's experience in the semiconductor industry to San Rafael and his new post in Special Products.

Ted Malcolm is back with San Rafael and has recently taken over the Mechanical Design and Fabrication Section.

Jary Stahl recently joined San Rafael's Product Support Group as Sales Liaison Engineer.

Mike Yarbrough joined San Rafael from Teledyne Systems Corporation. He is a Senior Engineer in the Special Assembly Department.

Les Welborn is a new addition to the Field Sales staff and is covering Colorado for Fairchild. Most recently he was a Sales Engineer with Hyer Associates in Albuquerque.

John Thomas was named Director of Plant and Facilities Engineering for the Semiconductor Division. He will assume responsibility for the engineering, construction, and operations of all buildings and plant facilities.

Of Interest

Christmas Greetings From Fairchild

A gift of 5,760 decks of playing cards to American soldiers in Vietnam and to patients of West Coast hospitals was made by Fairchild. The playing cards were accepted at Fairchild's Mountain View headquarters by Staff Sergeant Franklin A. Craig of the U.S. Army's San Jose recruiting station, seen here with part of the 144-case shipment. At right is Scott Christensen, Distribution Services Supervisor. The playing cards were specially designed for a recently completed program to promote the company's line of transistor products.



Corporate Appointments

The election of George T. Pfifer as Treasurer and Nelson Stone as Secretary of Fairchild Camera and Instrument, effective January 1, 1969, was recently announced by the Board of Directors. Mr. Pfifer and Mr. Stone will assume these responsibilities in addition to their duties as Vice President-Finance and Vice President and General Counsel, respectively.

Louis Frederick Polk, Jr., a 38-year old Minneapolis business executive, was recently elected to Fairchild's Board of Directors. Director and Financial Vice President of General Mills, Inc., Mr. Polk is a former member of President Johnson's Commission on Civil Disorders and served as Director of Special Projects for President-Elect Nixon's National Deputy Campaign Manager. He is also a Director of the Northwestern National Life Insurance Company, Greylock and Company, The National Agribusiness Council, a member of the Advisory Board of Northwestern National Bank, and a trustee of the U.S. Council of the International Chamber of Commerce.

Field Sales

A partial list of salesmen winning the "Salesman of the Month" award was released by Marketing recently. For August, top salesman in the Military market was Bill Bennett of the Syracuse office. In the Consumer/Industrial market, Bert Piaser of the Jericho office was named "Salesman of the Month" for August.

For September, Al Jones of the Orlando office won the award for Field Sales. And, in October Steve Levine, Military, Wakefield and Don O'Rourke, Consumer/Industrial, Wakefield were named top salesmen in their markets.

December Five Year Service Awards

Mountain View

Betty Glass
Laura Gupton
Edith Hathorn
Dave Haun
Jean Havermann
Elaine Jackson
Ed Kanazawa
Michael Kuffel
Mario Lorente
Larry Luiz
Mary Martinez
Loma McDaniel
Jim Murphy
Thelma Watson
Thomas Welch
Henrietta Ziegler

R & D

Joe Flood
Nancy Griffith
Dave Richardson

South Portland

Maynard Cushman
Joan De Veau
Marie Fernandez
Dan Giordano
Robert Houde

Gerald Howard
Gladys Libby
Hazel Martino
Dorothy Murphy
Annette Nye
Roberta Parker
John Record
Ronald Smith
June Coucic
Bertha Van Vliet
Louise Wade

Instrumentation

Ernest Armstrong
Paul Barker
Marie Beddick
Brian Best
Arthur Briard
James Duckett
Roger Hoerauf
Donald North
Bob Renfroe
Richard Thornton

San Rafael

Beatrice Cleveland
Helen Halkovich
Virginia Washington

Five Year Celebrations

Roger Hoerauf received his five year service award from Jim Chunn. Roger works in the I.C. Test Systems test area at Instrumentation.



Lee Zeigler, Data Processing Operations' Day Shift Key Punch Supervisor at Mountain View, received her five year award from Joe Robb.



Isa Thomas, San Rafael, holds the five year necklace she just received from George Miller on her fifth anniversary with Fairchild.



Marie Beddick, Inspector, Systems QA Receiving at Instrumentation, received her five year pin from Foreman David John.



Virginia Washington, San Rafael, received her five year service award from Tom Griffiths.



Bill Walker gives Helen Foreman an assist with her new five year pin. Helen works at Instrumentation in Systems Manufacturing.



Betty Richards, San Rafael, received her five year service award from Foreman Jimmy Nelson as George Higgins, Industrial Relations looked on.



Helen Halkovich is the center of all this activity as she receives her five year service award from George Higgins, Industrial Relations Manager at San Rafael.



John Pori, Electronic Design at San Rafael, gladly accepts his five year service award from Ken Rinaldo as George Higgins looks on.



Marie Hill, San Rafael, gets well-deserved congratulations on marking her fifth anniversary. On hand to present her with her service award were Ken Wynn, her Foreman; Al Danks, General Foreman of the Hi Rel Lab; and George Higgins, Industrial Relations Manager.



Nurse Phyllis Pelosi beams following the receipt of her five year pin, corsage, and a shower of gifts from her friends at South Portland.



Bob Buttarazzi, Supervisor at South Portland, presented Design Engineer Ron Smith with his five year service award.



Don North, General Foreman, Small Instruments Receiving at Instrumentation, received his five year service award from John La Porta, Instruments Manufacturing Manager.



Jim Duckett (right), Senior Electronic Technician, DVM Development at Instrumentation, received his five year award from Jim Barber, Manager DVM Development Engineering.



Lu Ross, Manager of Military Products at Instrumentation, received his five year service award from Ed Seeley (left) and Dr. Chuck Sutcliffe (right).



Thelma Watson, Loma McDaniel, and Elaine Jackson all of Commercial Test and Finish at Mountain View, celebrated their five year anniversaries on the same day. John Mack and Emory McGehee made the award presentations.



Mary Ann Martinez, DIC Die Fab at Mountain View, received her five year bracelet from Foreman John Huffman.



Laura Gupton, Scheduler in Production Control for Discrete Devices at Mountain View, does the honors at her five year anniversary party.



Harold Rundberg, Section Head Plant Maintenance, divided his anniversary cake among his crew. Eric Bergtraun presented Harold with his five year service award.



Bud Oliver gave Ed Kanazawa a hearty handshake and his service award on Ed's fifth anniversary with Fairchild. Both men are with the Hybrid Products group at Mountain View.



Senior Assembler Claudia Beck was presented her five year service award by A & D Foreman Joe McCoy.



Production Manager Michael Kuffel presented C.O.A. Production Line Assistant Foreman Ken Frost with his five year service award.



Marie Gonzales received a well deserved round of applause as she received her five year service award from John Cox, General Foreman, and Norm Bartell, Foreman. Marie works second shift in Epi Materials at Mountain View.



There were gifts, corsages, and cakes for Annete Nye and June Soucie of South Portland on their fifth anniversaries with Fairchild.



On October 14th, General Manager Jim Diller presented five year service awards to 50 employees of Fairchild Semiconductor Ltd. This was the first time service awards had been distributed at the Hong Kong facility, but in coming months many more Hong Kong employees will be receiving awards.



Carol Koehn, Mask Making (MV), received her five year pin from Foreman George Bielski as General Foreman Ivan McCracken adds his congratulations.



Bruna Stone, Discrete Devices Test Systems Manufacturing at Instrumentation, was guest of honor at a party celebrating her fifth anniversary.



December Ten Year Anniversaries

Mountain View

Lorene Baughman
Catherine Musser
Lupe Navarro
Don Visger

Ten Year Celebrations

Katie Musser, QA Spec Review at Mountain View, receives an assist from Dick Staffieri with the flowers she just received on the occasion of her tenth anniversary with Fairchild. Andy Procassini, Group Director of Reliability and Quality Assurance, made the award presentation and Chuck Crane, also with the QA group, added his congratulations. Later, Katie and her husband were guests of honor at a dinner with the three men and their wives.



Lupe Navarro, Specials Department of Materials, was in the limelight at her tenth anniversary party as she opened gifts and cut into a cake given her by well wishers at Mountain View.



Lois Paddock was quite surprised and delighted when she celebrated her tenth anniversary with Fairchild. Surprised by the party in her honor and delighted to spend another ten years with Fairchild, Lois works in Device Development at R & D.



Bernie Yurash, Materials and Processes at R & D, displays the huge card he received on his tenth anniversary with Fairchild. He also received a tie clip with two rubies denoting his ten years with the company.



George Cooper, Mechanical Design and Fabrication at R & D, received many congratulations and well wishes from friends when he received his ten year service award. At the head of the line was his supervisor, Irv Michelson (left).



George Reh, Manager of Material Control and Purchasing at San Rafael, was honored at a celebration marking his tenth anniversary with Fairchild. Chuck Smith, San Rafael Operations Manager, made the award presentation.



Leadwire

Vol. 11, No. 1

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

Mountain View - Palo Alto - San
Rafael - Hong Kong - South Portland,
Maine - Shiprock, N.M. - Croydon,
Australia - Seoul, Korea - Mexico City

Editor: Judy Horst

Art Director: Larry Bender

Reporters:

MOUNTAIN VIEW—Marge Killian,
Wes Cox, Lois Eagleston, Nellie
Covington, Ginger Tygret, Keith
Thomson, Iantha Kochsiek, John
Walsh, Edna Loucks, Bonnie Weber,
Donna Hudson, Beverly De Los Santos,
Cathy Thomas.

SAN RAFAEL—Cleatus Dunkley,
Audrey Graxiola, Janet Marz, Margaret
Queen, Anne Parfitt, Hilda Kaliczak,
Ruthie Patterson.

RESEARCH & DEVELOPMENT—
Janet Jones, Terri Mead, Adrienne
Juliano, Sheila Bantillo.

INSTRUMENTATION — Pat Cam-
pagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen.

#L is a registered trademark of
Fairchild Semiconductor, a Division of
Fairchild Camera and Instrument
Corporation.

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0624-118 9M

Ginger Jenkins

Leadwire 2





"My order was placed in November, rescheduled three times, and I still haven't received it. It's March; what's happening?"

— Midwest Commercial Customer

"I've been trying to do business with Fairchild for over eight years. If it wasn't for the fact that the items I buy are of a proprietary nature, I would tear the 'F' page out of the phone book."

— large A & D Customer

"Delivery hasn't changed for the last six years at Fairchild, but at least it is nice to have someone pleasant and concerned in Customer Satisfaction to complain to."

— A & D Customer

"I'm not interested in stories, I want parts."

— major Commercial Customer

"The efforts extended by the total Fairchild team in supplying parts for our program are greatly appreciated. The efforts put forth by Fairchild to ship this order helped us land a major contract."

— a major Computer Customer

"Thank you for a job well done regarding my major account. The customer and I are both impressed. This is a welcome change which has raised my company's opinion of Fairchild significantly."

— Fairchild Computer Salesman

"Your salesman tells us we need to send waivers after you miss the delivery date, and after we send waivers, we still have to wait well over a month for delivery."

— Consumer Customer

"Is it going to take the Air Force on your doorstep to get products to us?"

— large A & D Customer

"It is unfortunate that delivery of the devices we needed could not have been made ten days sooner; thereby assuring us time to assemble hardware and meet our delivery schedule to the Air Force."

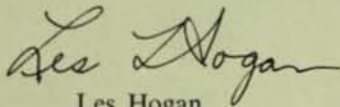
— large Aerospace Customer

"Without hesitation I can say that the Fairchild Customer Satisfaction Department satisfied this customer. I hope this is an indication of a new trend which will eliminate needless delays in specification approvals and shipment of materials against future orders."

— Aerospace Customer

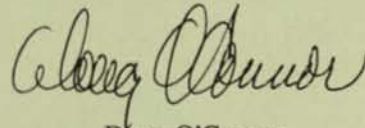


"It's a well known axiom that the most important man in a business transaction is the customer. Speaking for myself, I have spent long hours on the telephone and in person with customers who we could have treated better. I will continue to do all I can to help these people. In addition, we have established a Customer Satisfaction department which will serve as each customer's in-plant representative and will handle his questions and problems. This department cannot do the job alone. All of us have to work together to insure customer satisfaction. To the extent that every single one of us tries harder, we, better than anyone in the industry, will achieve our goal of satisfying the people who buy from Fairchild Semiconductor.



Les Hogan
President and Chief Executive
Officer of Fairchild Camera
and Instrument

"As Fairchild failed to deliver on time or failed to respond to customer requirements, the customers became dissatisfied. They began to think Fairchild just didn't care. A major effort is being made from the top down to reverse this and assure each customer that we really do care. An example of this is our establishment of a Customer Satisfaction department whose sole charter is rapid response to customer needs."



Doug O'Connor,
Group Director of Marketing,
Fairchild Semiconductor



Closing the Credibility Gap

On one end of these phones are customers, big ones, small ones, new ones, and old ones. Very few of them are happy ones. They've got problems, problems Fairchild can solve with just a little extra effort on everyone's part.

On the other end of these phones are members of Jack Cooper's newly established Customer Satisfaction group. The thirty members of the department actually serve as the customer's in-plant representative, looking out for his interests from the moment his order is placed with Fairchild. They also serve as direct liaison between the customer and Fairchild personnel needed to solve customer problems.

Headed by Jack Cooper, who joined Fairchild in 1968 and who was a former customer as Northern California Sales Manager for Hamilton Electro Sales, largest Fairchild distributor outlet, the department is located in Mountain View. It's organized into three geographical divisions for effective coverage of all customers within the domestic marketplace. Al Enamait supervises the Eastern and Central areas; Dick Jones, the Western area; and Jack Cooper, Special Accounts. The department works very closely with Fairchild regional sales representatives as well.



This department alone can't change the customer problem situation over night. Unfortunately it's an industry-wide problem of greater demand than supply; it's also a problem of costly paperwork errors — little ones, which when compounded, result in delays, misplaced orders, rescheduling, bad specs, and in general, customer dissatisfaction.

Is there no solution? Increased production capacity will alleviate the problem greatly, and with millions of dollars worth of new space and equipment on order, it would definitely appear that Fairchild is meeting the problem head-on. But until then and even when the equipment is in operation, it will take a working together and all the "extra effort" everyone can muster to do the job right the very first time.

When a customer places his order with Fairchild, he depends upon getting the parts he's ordered. He can't afford to have lines shut down for want of a Fairchild device. A mad customer won't settle for excuses. He demands delivery — even though it's the number one problem in the industry.

There's a company whose motto is "We Try Harder". Fairchild's is "Customer Satisfaction Above All".

This is the way it's got to be.



The Customer's Always Right

Margaret Dudak is one of thirty members of the Customer Satisfaction group, and as an Expeditor, her job is to solve customer problems. It may mean chasing down a spec, tracing the original order, urging production priorities for her customers, or expediting delivery. And, it may take several days to satisfy one particular demand. Such was the case when Margaret received a call from Collins Radio.

Collins had placed an order for 1000 Fairchild devices to be delivered around the first of December. When Margaret got the call from the Collins representative March 7th, the 1000 devices had not been delivered and unless he could get 150 immediately, his production lines would be shut down.

Margaret checked out the original order and schedule dates. The quantity needed was not available; so she decided to work on obtaining the 150 pieces as soon as possible. She checked with Iris Hodges in Epoxy Box Stock who had 193 devices of the type needed, but these needed price clearance. She made a fast check with Kay Correll, Price Control in Order Processing, to confirm the Collins quote. Then she located the Product Marketing Engineer, Earl Lane, to get price clearance. Her next step was to talk with Joe Vargas, Production Scheduling to clear shipping the 150 devices to Collins. With an OK from Production Scheduling, Margaret returned to the customer with a partial solution for his problem.

As for the other 850 devices, a phone call to Production Scheduling made sure the parts would arrive from assembly to meet the new three-week commitment date obtained for Collins. To keep on top of the total shipment, she enlisted the help of Production Control Expeditors Vince Bert and Kent Nicholson.

If the new date isn't met, the whole process begins again with many phone calls and lots of friendly persuasion. But for now, Margaret can move on to the six or seven other customer problems pending.



Customer Satisfaction
Above All

Frank -
Thanks for
a job well done
Les Hogan

Think Customer Satisfaction

"The big red heart is the way Fairchild feels about its customers. Sure, sometimes it doesn't appear that way, but the customer is 'number one' with Fairchild, and when we do goof, we want him to rest assured that we're doing our best to serve him."

Jack Cooper's not kidding, but he needs your help. His Customer Satisfaction group can't do the job alone. It's ability to resolve customer problems depends on maximum cooperation from all departments within Fairchild Semiconductor.

So, to help you think Customer Satisfaction and to recognize those people directly responsible for helping to solve a customer's problem, the department has devised a Customer Satisfaction award program.

Employees throughout Fairchild Semiconductor putting forth outstanding efforts to solve customer problems will be recognized and awarded a specially designed "Customer Service Above All" plaque, a tiny heart-shaped tie tac/pin, and choice of dinner for two or box seats for four at a major league baseball game.

Customer Satisfaction personnel will single out those people who merit the award, and various department heads will make the presentations to their employees. Many people, no doubt, will win again and again, and they will receive an additional red heart to add to the original plaque.

It does seem silly to have to reward people for doing their jobs just a little bit better. Everyone should want to do that anyway, but this campaign will serve as a constant reminder that the customer's depending on every person at Fairchild.

So . . . when you see a big red heart, think Customer Satisfaction. It's sure to make Fairchild number one.

We're Putting Jack Cooper Out Of Business

While they'll never eliminate the need for Jack Cooper's Customer Satisfaction group, their "extra efforts" in behalf of the customer are making Jack's job a lot easier and Fairchild's customers a lot happier.

First recipients of "Customer Satisfaction Above All" plaques are:



Bob Recko and Dave Chalmers of I.C. Hi Rel and QA, for their efforts in expediting the completion of a Litton Systems order.



Fred Glynn, Production Control, for his outstanding service expediting an order for Standard Kollsman.



Mary Martignetti, Supervisor of Order Entry, for her continued support given Customer Satisfaction irrespective of the difficulty of the customer problem.



Gladys Gregory, Standard Rel Metal Can Box Stock, for her assistance in delivering information vital to preventing a customer disaster.



Mary Whelan, Document Control, for her efforts in locating an SL number for a spec that had been written but couldn't be found.



Phil Jurs, Epoxy Scheduler, for outstanding cooperation in supplying production, shipping and order information on Zenith products, demonstrating a very pro-customer and customer satisfaction attitude.



Frank Eggleton, LIC Production Control, who, above and beyond the call of duty, rescreened and clipped parts himself to meet a customer commitment.

Mountain View

Les Hogan, President of Fairchild Camera and Instrument, checks behind the scenes action at the recent managers conference held at Mountain View. Marketing Services personnel video taped the conference sponsored by Industrial Relations. Shown here are Manny Robles, Corporate Manager of Information Services; Dick Steinheimer, Photography; Larry Bender, Art Director; Gene McClenning, Director of Marketing Services; Dr. Hogan; and Gil Lampner, Division Manager of Training and Management Development.



Fairchild donated \$5000 worth of industrial equipment to De Anza College for use in the Materials Science Laboratory in a continuing effort to help local schools and colleges broaden their technical programs and at the same time put Fairchild's obsolete electronic equipment to good use. Don Visger, Manager of Equipment Fabrication, made the presentation; the Board of Trustees of the Foothill Junior College District accepted it gratefully.

R&D

This cake honors the 1000th run of standard oxides that Maija Sklar has prepared and tested in the five years she's worked with Bruce Deal, Department Manager of Materials and Processing at R&D. This mark was passed late in 1968.



San Rafael

Erma Woodrow works swing shift in the Hi Rel Lab. Her 19-year-old son Ernest is a Specialist-4 in the Army's 25th Infantry Division stationed at Cu Chi, South Vietnam. Ernest, appalled by the plight of the villagers in Vietnam, wrote home to ask his mother to send all the soap, toothpaste and toothbrushes that she could so he could distribute the items to the youngsters in the villages who were without the basic necessities of life. Erma showed the letter to Ernest's former Typing teacher at Richmond Union High who in turn asked that her students bring what they could to help. After reading Ernest's letter to all her classes, some 50 pupils responded, and two large boxes are now on their way to Cu Chi; other packages will follow soon.



San Rafael employees very generously donated 47 units of blood to the Fairchild Semiconductor Blood Bank. In fact, the Blood Bank from San Rafael which administered the program was not expecting nor was it equipped to handle as many donors as showed up to give, and so many volunteers were turned away for the time being. The San Rafael volunteers were a healthy group, too, for of all the employees willing to donate, only three were turned away — this because of low hemoglobin count.



Though the Christmas season is definitely gone, these pictures recap San Rafael's gala Christmas dance held at the Claremont Hotel in Berkeley.



Chuck Smith, Plant Manager, displays what must have been the biggest Christmas card in Marin County. Originated in Die Fab 1, the card was sent to Chuck, 325 signatures later.



Once more the Finish Area has the privilege of singling out an outstanding employee. This time it's Marilyn Buttke who broke a record set by Sandy Johnson several weeks ago. Sandy's "world record" for high speed mark (200,000 diodes in a ten-hour shift) was shattered by Marilyn's unbelievable 205,000 diodes in one shift. To celebrate this feat, Marilyn was treated to lunch at an exclusive San Rafael restaurant. Her escorts were General Foreman Dan Murray and Foreman Jimmy Nelson.



The Finish Area also turned in its best production day ever in honor of its new General Foreman Ed Reed. An 800,000 diode output should certainly impress a new boss, but then General Foreman Dan Murray, who transferred to Wafer Fab, can take part of the credit for such a great group.

Mary Lowe of Fab 1 was married to Al Jones on December 20th. And, due to another nuptial happening, the Leadwire will be missing Janet Marz, faithful ace reporter, who became Mrs. Clint Chron, January 18th, and is now residing in Idaho Falls, Idaho.

Instrumentation

Christmas comes but once a year and, thank heavens (according to the judges), so does the Fairchild Instrumentation Christmas decorations contest. Winners were Systems Manufacturing—Chassis Wiring, Foreman Tom Hayes and his personnel; Instruments Manufacturing—Military DVM, Foreman Brian Schreiber and his group; Traffic, headed by Dick Trevisan, Materials Manager; and Honorable Mention was given to Guy Tessier's Metal Shop for its display.



Frank Burge (right), Director of Marketing for Instruments, presented Del Aquila, Instruments Marketing, a plaque for his record-breaking month of small instrument sales totaling \$68,000, the largest amount ever booked by an individual in one month in the history of the Instruments group. Lu Ross, Instruments Group Manager, was on hand to add his congratulations.



Gordon Padwick, Applications Manager, Systems; Graham Cole, Systems Engineering; Dave Barton, Manager of Time and Frequency Development Engineering; and John Dour, Engineer with Time and Frequency Development Engineering, eye three incentive Award checks just presented Gordon, Graham, and John (Dave is John's boss). The awards were for articles the three had published in various electronic news media. Gordon authored, "Are High-Speed Automatic Test Systems The Answer" which appeared in the September 1st "Electronic Design" magazine. Graham's article, "High Speed Reed-Relay Matrix Maintains Impedance Matching" appeared in the August issue of "Electro-Technology". John authored a cover story dealing with Instrumentation's new models 8040 and 8050 which appeared in the July issue of "Electronic Design".



Ching-Ling Tseng, Member of the Technical Staff, Advanced Development Instruments currently on an educational leave of absence and studying for his Ph.D. in Electronic Engineering at Stanford, received an Incentive Award from George Smith, Manager of the Advanced Development Instruments Department. The award was given for his patent, "An Accurate 10ns, 100ns Time Base Generation For Universal Counter/Timer By Means of Combining Phase Locking and Injection Locking Techniques."



Hong Kong

A check for \$50,000, Hong Kong currency, (equivalent to approximately \$8,250 U. S. dollars) was presented to the Community Chest by Fairchild Semiconductor. The check was presented by General Manager James Diller to Mrs. Fung Ping-fan, Campaign Chairman, and the presentation ceremonies received wide press coverage including local television coverage. Following the presentation, Mrs. Fung and Mr. Samson Sun, Chairman of Public Relations and the Hon. P. Y. Tang, President of the Community Chest Board, received a tour of the Fairchild facilities. The Hong Kong Community Chest was just organized this year in an attempt to combine the fund raising drives of over 42 charitable agencies, and Fairchild employees combined to make one of the largest donations to the fund.

Moving Up

Mountain View

Bob Busch has joined the R & QA group as Manager, R & QA Silicon Materials. Bob was an Area Personnel Administrator serving the Materials group.

John Findler has been appointed Supervisor of the Property Accounting Section. He has been with Fairchild since last September and has a number of previous years experience in Accounting.

Jack Gifford, formerly Linear Circuit Product Marketing Manager, has been promoted to Computer Marketing Manager.

Marge Killian has been promoted to Administrative Specialist in the Machine Design Department. She was formerly Senior Clerk in the same department.

Theresa Looper was promoted to Lab Tech of the IC Burn-In area. She was previously Senior Assembler.

Hank Mahler has been promoted to the position of Production Control Manager of Discrete Transistors. He has most recently been Aerospace and Defense P.C. Manager.

Mike Markkula has been named the new Linear Circuit Product Marketing Manager. He was previously Assistant to the Linear Circuit Product Marketing Manager.

Mike Scott was promoted to the position of Assistant Product Marketing Manager in Linear Circuits. He was formerly Senior Product Marketing Manager.

David Symons has been appointed Manager of Discrete Special Processing. He formerly was with Fairchild in South Portland, where he had various assignments in engineering and production management.

Virgil Williams has been named Senior Lab Tech in the IC group. He was recently a Lab Tech.

South Portland

Zack Brown has recently been named Procurement Manager.

Paul Schnitz has moved up to Cost and Budget Manager. He was Plant Controller at the R&D Lab in Palo Alto.

Far East

Jim Diller has been promoted to the position of Director of Far East Discrete Operations. In this capacity, both the Hong Kong facility and the Korean facility report to him.

Dave Heck has been named General Manager of Semikor Ltd., Fairchild's Korean Facility.

Shiprock

Edwin Ashley has recently been promoted to Production Assistant. Ed was a Leadman in Line Maintenance.

Don Ashton was recently promoted to Production Manager. He was previously a General Foreman.

John Barbone was moved up to Production Assistant. He was formerly a Line Mechanic in Maintenance.

Robert C. Begay has moved from a Line Production Assistant to Supervisor of Production.

Lloyd Bekes was named Assistant Foreman. He was previously a Production Assistant.

Chee Benallie moved up from Plant Maintenance Assistant to Assistant Foreman of Plant Maintenance.

Chester Benally was promoted from Shipping and Receiving Clerk to Production Assistant.

Raymond Blackgoat, a new Production Assistant, was formerly a Mechanic A in Line Maintenance.

Erwin Bowan, previously an Assistant Foreman, was named Assistant Personnel Administrator.

Herman Buck was promoted from Mechanic A to Mechanic B in Plant Maintenance.

John Campbell has recently assumed the position of Buyer. He had been a Foreman.

Ed Capasso was named Engineering Manager. He was formerly the Line and Plant Maintenance Technical Supervisor.

Gilbert Castillo, a Technical Assistant in Electronics, was promoted to Assistant Foreman.

Glenn Charley, now a Leadman at the Machine Shop, was named to that position from Machinist Trainee.

Vina Mae Clark has assumed the duties of Receptionist and PBX operator. Vina was a Production Monitor.

Wayne Curtis joined the Shiprock production team as Production Assistant. Wayne recently was a Mechanic A in Line Maintenance.

Freda Garnenez was named Secretary to the Plant Manager. Freda recently was the Personnel Secretary.

Keith Grass has been promoted from Production Assistant to Assistant Foreman.

Lloyde Harrison was named Leadman in Line Maintenance. He was previously to Mechanic A.

Joe Kieyoomia has moved up to Assistant Foreman. Joe formerly was a Production Assistant.

Jimmie King, previously a Line Mechanic, was named a Production Assistant at the Shiprock facility.

Jack Larson, formerly an Engineer at San Rafael, was named an Integrated Circuit Process Engineer.

Max Maydew was appointed Plant Controller. Max was previously an Accountant.

Terry McCollister, previously an Engineer B at South Portland, was promoted to Senior Engineer.

Tom McQuaid was promoted to a General Foreman. He was formerly a Line Foreman.

Tom Nelson, formerly a Line Maintenance Leadman, was recently named Production Assistant.

Mike Perez recently moved up to Assistant Foreman. Prior to his promotion, he was a Production Assistant.

Lorraine Peters moved up to Insurance Clerk from a Production Operator.

Gordon Riggs joined Shiprock as a Senior Engineer. He had worked at South Portland where he was an Engineer B.

Larry Sells, previously a Line Foreman, was appointed General Foreman.

Ellison Tsosie, a Piece Part Inspector in the Machine Shop, was recently named Production Assistant.

William Von Elm moved up to Assistant to the Plant Controller. Bill recently worked as an Accountant at Mountain View.

Elmer Webster was promoted to Material Control Supervisor. Elmer has been at Mountain View where he worked as Indirect Inventory Control Supervisor.

Susie Willie has been named Production Clerk. She was previously a Production Operator.

New Faces

Mountain View

Joe Bailey, previously Chief Engineer, Silicon Power Transistors at Texas Instruments, recently joined Fairchild as Director of Power Transistor Operations.

Howard Christensen, formerly with Wiebe Manufacturing as a Project Engineer, is now a Project Engineer with Fairchild.

Bernard Coleman, recently with Wyman-Gordon Company as a Consultant, joined Fairchild as an Industrial Engineer.

Michael Cornelius came to Fairchild as a Product Engineer. He formerly was with Sprague Electric as a Development Engineer.

Veerendra Gupta, originally from India, joins Production Control as a Scheduler. He recently attended the University of Minnesota.

Jeffrey Linden, previously with Honeywell MSC/C as a Development Engineer, recently joined Fairchild as a Design Engineer.

Jim Morgan joined Fairchild as Unique Program Manager. He was previously with Sprague where he was in Q.A.

Phil Rue has joined Fairchild as Assistant to Capacity Planning Manager of Management Information. Phil was formerly with Microsemiconductor Corporation as Production Control Manager.

Ted Scholfield came to Fairchild Semiconductor as Security Supervisor for Plant Protection. Ted was formerly with William J. Burns International Detective Agency, as Manager of the Guard Department.

R & D

Colin Knight recently joined Fairchild as Operations Manager. He was previously with Honeywell-Computer Control as Manager of the Microelectronic and Technique Lab.

Shiprock

Robert Calhoun came to Fairchild from Frontier Air Lines where he worked as a ticket agent. Bob is now Production Expeditor.

Harvey Johnson, recently a Census Clerk for the Navajo Tribe, came to Fairchild as a Production Assistant.

John Jollie has recently joined Fairchild as Personnel Manager. He was previously with the Bureau of Indian Affairs in Gallup, New Mexico.

Don Marlor joined the Shiprock team as a Production Line Foreman. Don came from Litton Industries in Utah where he worked as a Supervisor.

Vera Morgan joined Shiprock as Personnel Clerk.

William Potter was named a Production Line Foreman. Bill previously worked as a Supervisor for Litton Industries in Utah.

Robert Shendo came to Fairchild as a Production Assistant.

Alan Sperry, previously with Hercules Inc., Quality Control Department in Utah, joined Fairchild as a Quality Control Engineer.

Lyman Turner, formerly with Roads Department of the Bureau of Indian Affairs, joined Fairchild as a Production Assistant.

Departmental Changes

Marketing Reorganization

In pursuit of the 1969 business objectives, recent changes have been made in the marketing Directorate.

Bernie Marren will assume the responsibility as Director of U.S. Marketing. He will be in charge of the entire OEM marketing effort for all U.S. markets. Gordon Russell has been appointed A&D Marketing Manager, Jack Gifford has been named Computer Marketing Manager, and John Richardson has become Commercial Marketing Manager. These three will report to Bernie Marren. Dedy Saban is appointed Director of International Marketing. His activities will include marketing throughout the world, except Europe, and the establishment of an international support base in Mountain View for worldwide marketing activities including Europe.

Chaz Haba has been appointed Director, European Operations. His duties will include the initiation and direction of Fairchild's complete European business program.

Product Marketing will be divided into two distinct activities: John Bosch is appointed Director of Discrete Device Product Marketing, and Ben Anixer is appointed Director of IC Product Marketing.

Ed Turney is appointed Staff Assistant to the Group Director of Marketing.

Electronic Services Regroups

In order to provide better service to production groups relying on the support of the Electronics Services Department, several changes have been made. Helmut Altman is taking over the duties of Administrative Manager of Electronic Services. Russ Martin will assume the duties of Manager of Discrete Device Electronic Services. Felix Sandry will assume the duties of Integrated Circuit Electronic Services, and Ted Marlborough will become Manager of Programming functions.

Of Interest

New Corporate Officers Named

Leo Dwork was elected Vice President and Corporate Director of Research of Fairchild Camera and Instrument. Formerly Group Director of Research and Development before being named a vice president, he is responsible for the coordination of all research and product development efforts of the corporation's divisions, insuring that new technologies developed by Fairchild scientists are utilized to their maximum potential across the Fairchild product spectrum.

Due to ambitious growth plans set for Fairchild, the Corporate employee relations function has been separated into two areas: Industrial Relations and Professional Personnel. Harry Eser, Formerly Semiconductor Group Director of Industrial Relations, was promoted to Corporate Director of Industrial Relations, and Dave Haynes, previously Director of Administration for ITT, was named Corporate Director of Professional Personnel. He will have the responsibility for all recruiting and development of professional employees within the corporation.

James Landen has been appointed Assistant Treasurer of Fairchild Camera and Instrument and will report to George Pfifer, Vice President of Finance. Mr. Landen comes to Fairchild from Cosmodyne Corporation.

Instrumentation Appoints New General Manager

Bob Schreiner, previously Manager of Custom Arrays for Semiconductor, was named General Manager of the Instrumentation division. He will be reporting to Leo Dwork, Corporate Director of Research and Development. At the same time, it was announced that Electro-Metrics, a wholly-owned subsidiary, and the Microwave Products group, both of which reported to Instrumentation, are now administratively separated from the division. Heading these groups are William Lambdin of Electro-Metrics and Dr. Irvin Solt of Microwave, both of whom now report to Leo Dwork, also.

Five Year Celebrations



Bill Stansbury, Production Control Manager, makes the official presentation to Dorothy Kleiman, Product Scheduler, Epoxy Transistors.

Jim Rierson presented Steve Truitt with his five year service award as Ralph Born looked on. Steve works in the Applications Model Shop.

Doris Connally, Chassis Wirer in Materials and Components Manufacturing at Instrumentation received her five year award from Foreman Don Dunkle.

Barbara Archer, Departmental Assistant in the Finishing Area at South Portland, was presented her award and anniversary cake by Foreman Bill Lonergan. Barbara has worked the entire five years on third shift.

Congratulations to Betty Glass of Mountain View who received her five year necklace from her new Foreman, Mike McWhiter and her past foreman, Clarence Castor.

Dick Bader, Hybrid Products Development Manager, received his five year tie tac from Jeff Winkler, Hybrid Products Operations Manager.

Beatrice Cleveland of San Rafael accepted her five year service award from Jim Hurst.

Helena Moales received her five year award from San Rafael Industrial Relations Manager George Higgins.

Jean Haverman, Test and Measurement Development, was honored at a luncheon celebrating her five year anniversary. Jim Rierson (standing) made the presentation.

Pat Barnes, Special Products Assembly, received her service award from Foreman Gary Tharp.

Nancy Johnson, Chassis Wirer at Instrumentation, received her five year award from Pete Hepburn, Manufacturing Manager of Discrete Devices Test Systems.

Tommie Salcido of Memory Systems received her five year pin from Foreman John Ohman and General Foreman Marty Skowron at a luncheon at the Velvet Turtle in Sunnyvale.

Ten Year Celebrations



Jo Ann Kolbo, R & D Buyer, is congratulated by her Supervisor, Robert Smith and Purchasing Department Manager Al Wesolowski on celebrating her tenth anniversary with Fairchild.



Bill Lehner, Group Director of Equipment Engineering and Facilities, added a hearty handshake to congratulations extended Don Visger, Director Equipment Fabrication, on his tenth anniversary with the company.



Norm Nelson, Production Manager Materials and Components Manufacturing at Instrumentation, was surprised by more than 200 people who helped him celebrate his tenth anniversary. Clancy Dutra, Department Manager, gave Norm his five year award and several gifts bought for the occasion.



Marcie Parks, Training Specialist at Mountain View, was honored on her tenth anniversary by members of the Industrial Relations Training and Management Development group.

January Five Year Service Awards

Mt. View

Dick Bader
Maurice Chidlow
Rita Marie Dyer
Henry Heckendorn
Gottfried Herla
Dorothy Kleiman
Tom Littlefield
Harry McCall
Alice Nishijima
Margaret Padilla
Tomas Salcido
Ben Stelzriede
Stephen Truitt
Barbara Vago

San Rafael

Geraldine Dollar
Wanda Duer
Lula Hicks
Sandra Johnson
Helena Moales
Mary Trotter

Controls

Mary Richardson

R & D

David Courtis
Ben Curiel
David Duncan

South Portland

Barbara Archer
Judith Bowley
Jean Burdwood
Ruth Conley
Barbara Davis
Harry Gould
Ruth Lamb
Mary Maley
Margaret Merrill
Dorothy Murphy
John Scully
Doris Tibbetts
Lynda Valeriani

Instrumentation

Alfonso Briones
Doris Connally
Nancy Johnson
Shirley Johnstone
Virgil Klein
Dayle Parkes
Richard Portillo

February Five Year Service Awards

Mt. View

David Argo
Patricia Barnes
Gary Bishop
Betty Brager
Carmelo Fenech
Rose Ellen Downey
Irene Mostek
Bonnie Overby

R & D

Avis Cherry
Gilman Chesley
Douglas Mattern

South Portland

Sylvia Brown
Irene Collison
Rachel Cormier
Teresa Dunphe
Yvonne Norberg
Rose Trotter

San Rafael

Charles Johnson
Naomi Redlin

Instrumentation

David Hall
Leo Howe
Rolf Kahle
Patrick McGrath

March Five Year Service Awards

Mt. View

Juanita Bolima
Lillian Burkett
Wilma Butigan
Eugenia Dean
William Dunaway
Edward Kiburis
Mary Martignetti
John Reinhardt
Robert Ricks
Christella Rodriguez
Helen Suan
Guadalupe Wilber

South Portland

Betty Aquino
Jetta Denbow
Elizabeth Doughty
Nancy Fitzgerald
Dorothy Hicks

Erlene Hill

Ruth Hume
Paula Lanese
Bernice MacKenzie
Raymond Pelchat
Richard Poulin
Nancy Pratt
Doris Proctor

San Rafael

Thelma Chestnut
Jeanne Harris
Flora Hutchison
Sandra Medeiros
Georgia Weners

Instrumentation

Lyle Brune

Controls

Marian Oswald

January Ten Year Service Awards

Mt. View

Myra Landolfi
Esther White

Far East

John Ronald

February Ten Year Service Awards

Mt. View

Betty Hawkins
Linda Julian
Gladys Newman
Marcia Park
Ethel Trautwein

R & D

Harold Beam
Wendell Lafky
Milford Oliver

Instrumentation

Norman Nelson

March Ten Year Service Awards

Mt. View

Rose Andrade
Marie Daughtrey
Elizabeth Elstad
Helen Iverson
RoseMarie Lovelace
Don Palmer
Aniko Szasz

R & D

Edna Baker

Instrumentation

Eugene Shao

Leadwire

Vol. 11, No. 2

Published by and for Employees of Fairchild Semiconductor/Instrumentation

Mountain View - Palo Alto - San Rafael - Hong Kong - South Portland, Maine - Shiprock, N.M. - Croydon, Australia - Seoul, Korea - Mexico City

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

MOUNTAIN VIEW—Marge Killian, Wes Cox, Lois Eagleston, Nellie Covington, Ginger Tygret, Keith Thomson, Iantha Kochsiek, John Walsh, Edna Loucks, Bonnie Weber, Donna Hudson, Beverly De Los Santos, Cathy Thomas.

SAN RAFAEL—Cleatus Dunkley, Audrey Graxiola, Janet Marz, Margaret Queen, Anne Parfitt, Hilda Kaliczak, Ruthie Patterson.

RESEARCH & DEVELOPMENT—Janet Jones, Terri Mead, Adrienne Juliano, Sheila Bantillo.

INSTRUMENTATION — Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen.

ⓂL is a registered trademark of Fairchild Semiconductor, a Division of Fairchild Camera and Instrument Corporation.

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0087-29 9M

Major Jenks