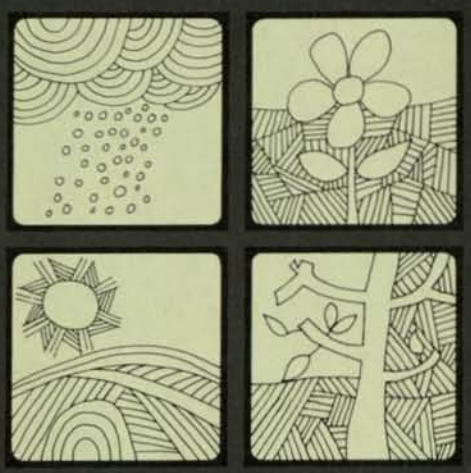
Leadwire
Year-End Review



It's been a year of Apollo flights and successful lunar landings, of new division manager Joe Van Poppelen and reorganization for new goals, of expansion and construction, of parties and potlucks and department picnics. It was a year of new semiconductor devices, a second lady foreman, motivation and productivity sessions. It was a year for setting world records in production areas and for Semikor, Ltd. to fly their new Fairchild flag. It was a year of successful Open Houses, of five and ten year anniversaries, of new badges and new faces. It was a year of greater communications between all Fairchild plants and people. Yes, it was quite a year!

What will 1970 bring to Fairchild Semiconductor? New solutions to present and future problems, new opportunities and benefits for employees? It should bring new ways to cut mechanical downtime and save dollars. It will certainly bring expansion—new plants and products. 

"Progress is the activity of today and the assurance of tomorrow."
Emerson

Winter

Singapore Plant Under Way

Starting off the new year with a bang was the construction of Semiconductor's new Singapore plant. This new addition is a 40,000 square-foot manufacturing facility located in Singapore. The new plant, its construction under the direction of Equipment Engineering and Facilities group, was scheduled for completion in late Fall.

Leadwire Takes Award

Judy Horst, then Editor of Leadwire, received three awards at the fourth annual United Bay Area Crusade's Company — Military Publications contest awards dinner held in San Francisco. In the five-county contest, the Leadwire won two honor awards and one merit award in the following categories: Honor awards, Best Overall Edition and Best Company-Crusade Tie-in; Merit award, Best Pictorial Treatment. The Leadwire was one of two publications to receive, for the first time, three awards. Presenting the awards was Peter Haas, UBAC's 1969 Campaign Chairman.

United Fund Wrap-Up

The final outcome of the Santa Clara United Fund Campaign brought winter to a close. Fairchilders in the Mountain View/Sunnyvale/Palo Alto area gave most generously — $61,333.83 as compared to $48,338 collected in 1967.

Yea, Wafer! Yea, Die Fab!

This was the cry from San Rafael when these two groups boosted their previous production records way out of sight as die shipment hit 52 million die. Quantity was matched by quality, according to General Foreman Dan Murray and Line Foremen John Cox and Jim Woodward — all very proud of their girls!

An Eyewitness To History

Ann Russo, Final Test, South Portland, was an eyewitness to history — she attended the Presidential Inauguration! After showing her invitation to Plant Manager John Sussenberger, she received a banner to display in the grandstand. Later, Senator Margaret Chase Smith of Maine, autographed the banner expressing her personal regards to all Fairchild employees at South Portland.

An Academy Award

February brought an Academy Award to Les Hogan, President and Chief Executive Officer of Fairchild Camera and Instrument. Dr. Hogan was chosen by the American Academy of Achievement as one of 50 extraordinary leaders in America today. The academy annually honors leaders in the sciences, professions, industry, arts and service to fellow man.

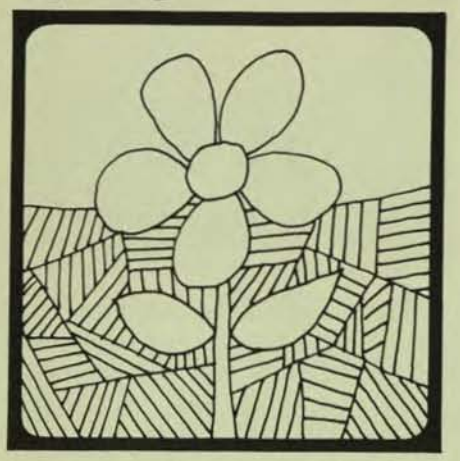
Learning Made Easier

Pat Trongo, head of South Portland's new masking operation, used closed circuit TV to illustrate to his people what mask making is all about. With an eventual staff of fourteen, it was anticipated that Pat's group would supply South Portland's entire masking requirements by the second half of 1969.

IR Workshop

From all corners of the world Industrial Relations personnel came to discuss Semiconductor's IR policies and programs. They came to talk safety and salaries, to discuss job evaluation and communication, and to work on new policies and programs. They came to learn about an everchanging Fairchild as portrayed by many guest speakers including Doug O'Connor, Group Director of Marketing; and George Scalise, Group Director of Manufacturing Services.

Spring



Hybrids Win A Critical Contract!

Fairchild signed a purchasing agreement with Medtronics for a number of Fairchild hybrid devices to be used in Medtronics heart pacemaker. This unique product application, representing a matter of life and death for many people, was another testimony to Fairchild's high quality and reliability standards.

Operation — Wiesbaden

Fairchild Semiconductor confirmed construction plans for a production operation in Wiesbaden, Germany. Land was purchased for the 120,000 square-foot plant. The first 40,000 square-feet is expected to be operational during the first quarter of 1970, with an additional 50,000 square-feet to become operational in various stages during early 1971 and 1972. The company has also established an extensive marketing operation for Europe in Wiesbaden.

"A Solution Before the Problem"

Fairchild Semiconductor established a Customer Satisfaction department to help solve customer problems—delivery delays, quality requirements, etc. Part of the department's job is to anticipate in-plant problems with a customer order and "head them off" before they interfere with a satisfactory completion of the order. Employees throughout the division were recognized by this department during the year for their outstanding efforts to help the customer receive his order on time.

Open House — Fairchild Style!

When you put adults, kids, prizes, balloons, food and lots of noise and laughter together, it's the annual Fairchild Open House! There were many prizes given away including five portable TV's, and for the kids, free balloons, hot dogs, soft drinks, and rides with Bozo the Clown in his miniature hot rod.

A Bowl of Fun!!

If you went, you loved it—if you didn't go, you blew it! Why the Bowling Extravaganza sponsored by the Mt. View Recreation Council, of course—what else would keep people inside on a beautiful day in May. Hundreds of bowlers and non-bowlers joined together to eat, drink and be merry from 10:00 AM until the wee hours of the morning. There were many door prizes given away throughout the day including four portable TV sets. It was definitely a "bowl of fun for everyone".

Ahh Soooh

Celebrating the opening of the new Japan Air Lines cargo facilities at San Francisco International Airport were Bill Bertetta and Al Lemelin both of Fairchild Semiconductor and Fred Fulmer, JAL's San Francisco Cargo Sales Manager. Both Bill and Al keep a close eye on Fairchild's international shipments; not to mention Riki Safa, the kimono-clad hostess.

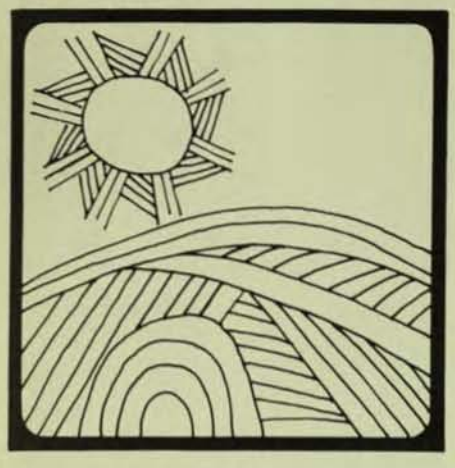
Men on the Move

Dr. C. Lester Hogan, President of Fairchild Camera and Instrument Corporation; and Doug O'Connor, Group Director of Marketing are being shown the new bonding equipment at South Portland by Phil Perry, Manufacturing Manager.

Jim Smaha, Operations Manager, Les Hogan, and Doug O'Connor pay close attention to an I.C. Test operation at South Portland.

Joe Madjerac, General Foreman, explains the layout of the Mark and Pack area to Dr. Hogan and Doug O'Connor at South Portland.

Summer



Semiconductor's New General Manager

Joe Van Poppelen, a Vice President of Fairchild Camera and Instrument Corporation, was named General Manager of the corporation's Semiconductor Division. Van Poppelen, who joined Fairchild last September, 1968, filled the position that was held on a temporary basis by Fairchild Corporation President Dr. C. Lester Hogan. In making the promotion announcement, Dr. Hogan explained "I feel we need a tighter organization with greater control over our many diverse operations and better communication between all of us in order to make our course more efficient and the achievement of our goals more rapid." Dr. Hogan described Van Poppelen as a "real generalist within our industry" whose background and abilities "will lead us to the goal we are seeking." Prior to joining Fairchild, Van Poppelen was with International Telephone and Telegraph Corporation, most recently as Director of Business and Planning and earlier as President of the semiconductor division's United States operations. He was also Executive Vice President and General Manager of Signetics Corporation, and previous to that he was Vice President of Sales for Motorola Semiconductor and a district sales manager for General Electric Semiconductor.

It's Revolutionary!

What! Fairchild's new high speed Memory System in a one-inch multi-chip package. Fairchild Semiconductor began offering a 128-bit real/write random access memory (RAM) featuring access speeds of 35 nanoseconds and a fabrication technology that can be applied to semiconductor active memories.

A Look at the Far East Plants

Dr. C. Lester Hogan, President and Chief Executive Officer of Fairchild Camera and Instrument Corporation, and Walter Burke, a member of Fairchild's Board of Directors and Executive Committee, attended a series of conferences with Fairchild managers and customers in Japan, Hong Kong, Korea, Singapore, and Australia. Fairchild's Far East operations are engaged in the production of semiconductor devices for sale in the Far East. Hong Kong alone buys many millions of dollars worth of locally produced Fairchild devices used primarily in small radios, televisions and stereo systems.

Motivation and Productivity . . .

. . . was the subject discussed at Rickey's Hyatt House in Palo Alto. The guest speaker was Dr. Frederick Herzberg, who has been responsible for the single largest breakthrough in the field of motivation in the last 30 years.
The meeting of Semiconductor managers in Mountain View was one of several held this year as part of Industrial Relations management development program.

Up, Up and Away

The Semikor, Ltd. plant in Seoul, Korea began flying a new flag! Each little design means something special—the circle mark in the center of the flag stands for Fairchild Semikor Ltd., four round spots stretched out from the circle symbolize the electronic industry, green stripes of both edges are the trade marks of Fairchild Semikor Ltd., company's name is written in both English and Korean. The flag is now flying next to the Korean flag above the company building. The winner of the flag design, Kil Surn Hwang, was congratulated by the plant's General Manager, David Heck.

V-e-r-r-y In-ter-est-ing!!

If you think this is something from outer space—you're wrong! It's just Jean Hanes, Test and Finish, San Rafael, dressed as a transistor for a costume ball held at Hobergs Resort in Lake County during the Pioneer Telephone Convention which her husband was attending. Matter of fact, Jean looked so strange she won a very nice prize for her unique costume.

First Men on the Moon — Fairchild Helped!

"On July 16, 1969, Apollo 11 was launched into outer space—its destination: the moon. Four days later, the spiderlike Lunar Module touched down on the moon's forbidding surface. It rested there for almost seven hours before Neil A. Armstrong made man's first footprint on the moon. He was followed some 20 minutes later by Edwin E. Aldrin, Jr. On July 24, the space capsule became a fiery ball for a few breathtaking moments as it hurtled into the earth's atmosphere. Then the parachutes opened and Apollo 11 splashed down in the Pacific."

Fairchild Semiconductor played a part in this fantastic feat. Together with Motorola, Inc., the division supplied 1741's and 4200's transistors, diodes FD 100's, UDL 2N918, primary for the Communication Systems and Up Data Link. Fairchild provided Collins Radio Company with high reliability component parts and materials (2N918 small Signal transistor used in the Command Module Communication and Data System and the Lunar Module Signal Processor).

Fairchild received many telegrams congratulating its people on their conscientious efforts in achieving the successful lunar landing.

"On Sunday, July 20, Apollo 11 landed safely on the moon and the world rejoiced. Since that time Neil Armstrong, Michael Collins, and Edwin Aldrin have returned to earth with data and samples which will contribute greatly to man's knowledge of the Universe. The most daring adventure in history—man's first actual exploration of the moon—has been successfully completed. This mission, which was undoubtedly the greatest technological achievement of all time, could not have been successfully concluded without the dedication of your firm and all of the other contractors and subcontractors involved in this imaginative undertaking. Please accept our congratulations for the important role in this mission which was played by your company. Our thanks are extended to you and all of your personnel who contributed so greatly to the success of this epic mission."

M. F. Wilson, Director
Collins Radio Company,
Reliability & Quality Assurance
Div., Cedar Rapids Region.

"The Motorola S-Band Transponder and Up Data Link on the Apollo Command Module and the S-Band Transceiver on the Lunar Module performed flawlessly. These units provided the only voice and television link our astronauts had with earth after their spacecraft reached a point 30,000 miles from earth, and transmitted the first voice and TV pictures ever sent from the moon to earth.

We at Motorola commend you and your dedicated employees who helped make this possible. Without your able support and constant attention to the reliability of your company's vital components required to produce this equipment we seriously doubt that the Apollo 11 mission would have been successful.

Our sincere thanks, congratulations, and a hearty well done to you and your people who joined with us on the Nasa/Industry team to help make history on Apollo 11."

Paul J. Leinheiser, Purchasing Manager
Motorola Inc.—Government Electronics Division
Scottsdale, Arizona

History was made and Fairchild helped make it.

World Records

It must have been a world record when Miritha Moon, FSI Operator in Testing at San Rafael, tested 140,000 units in 8 hours. Because of a terrific job well done, her very elated foreman Jimmy Nelson and Zener Product Manager, Charles Houle showed their appreciation by taking Miritha to lunch. Helen Stieding and Herbetta Clark, Die Fab, also should be congratulated for their outstanding performances. With the gentle encouragement of their foreman, George Miller, they scribed over 2,000,000 dice in an 8-hour shift on the Standard Scribing Equipment.

A Lift For San Rafael

A new fork lift truck brought many smiles to Shipping and Receiving. Accepting the delivery for his department was Charlie Jorkling, foreman. After many years of nursing a sick unit, everyone was quite elated.

In the Good Old Summertime

Fairchild Semikor, Ltd. in Seoul, Korea, had its annual picnic at Mt. Kwan Ak. By glimpsing at the photos and captions—all had a good time even the losers!

Here, office workers and production line supervisors have a tug of war. Who won the game? Judge from the facial expression of the cheer leader and section chief of Material Control!

Apple carrying contest—if she drops the apple off her head, she will be disqualified automatically.

Go-go picnic

Singing along with their line supervisor.

Swing shift operators challenge the Day shift operators to another game.

Ride 'em Cowboy!

Shiprock threw one of the wildest, fun-packed barbecue-rodeo-bingo party-dances (disguised as the annual company picnic) for some 4,000 people. Even the employees participated in the rodeo events such as saddle bronc riding, bareback riding, calf roping, bull riding, and steer wrestling, matching their own skills against the untamed animals. Ending the day's activities were Navajo tribal dances, bingo and the modern day frug!

Another Degree!

Dr. C. Lester Hogan, President of Fairchild Camera and Instrument, received an honorary Doctor of Science degree from Worcester Polytechnic Institute. He was honored at the University's June commencement exercises.

You Have to Get up Early to Beat These Folks!

R&QA graveyard shift, Mountain View, enjoyed an early morning potluck breakfast given by Basil Tasker, visiting R&QA engineer from South Portland. Basil spent a week checking over the graveyard shift's system of processing South Portland's C#s. A breakfast was his idea in appreciation for the help graveyard employees gave him.

400 Join in for Picnic Festivities

Tijuana had its annual picnic on Sunday, August 17th, at Bob Brotherton's ranch. There were many activities for adults and kids—volleyball, swimming, dancing and pony rides. After a fun-filled day, everyone settled down for a big barbecue with all the trimmings. For an added attraction, piñatas were distributed to the picnickers.

It All Started . . .

. . . with over 3500 employees and their families one bright and early Sunday morning in August, it was South Portland's annual picnic at Thomas Point Beach in Brunswick, Maine. Between the hamburgers; hot dogs; fried chicken; ice cream; and cold drinks, the picnickers witnessed a sky diving exhibition, played crazy games and for the fast-moving set —danced to a live band.

"I wouldn't jump out of a plane for all the IC's in South Portland!"

"Gee, it hurts when you land on your head!"

"What do ya mean, shut up and deal!?!"

"3500 chickens coming up."

A New Plant Record

San Rafael's Test and Finish area set a new plant record by shipping 21 million diodes. This outstanding achievement topped the previous high for a four-week schedule by 2.4 million. All QA and Test and Finish employees shared cake and ice cream to celebrate this auspicious occasion.

A Second Lady Foreman!

Fairchild was pleased to honor Delores Thomas with the title of Swing Shift Foreman for the Epitaxial Department of Materials in Mountain View. Delores is the second woman to receive this promotion at Fairchild Semiconductor. The other foreman, Norma Lias, was honored November 1968, when she began as foreman for Day shift in DIC Assembly in Mountain View.

Ready for Indy!

Thomas Messer, age 11, didn't win this year's Soap Box Derby, but in local competition his car was judged the best constructed. Tom's father, Elford, works in the Design Department at South Portland. Fairchild sponsored Tom's entry. Shown with Tom are his father and John Gundershaug, Personnel.

South Portland Hosts Guidance Directors

The Personnel Department played host to 45 high school guidance counselors of southern Maine. This was part of a continuing program in which industry and education are attempting to devise programs to make education more meaningful for the student who does not intend to pursue his education beyond the high school level. George Manolakis spoke to the group on the company's needs for labor and skills requirements while both Jack Carter and Jim Vaughn gave the educators a tour of the Fairchild facility.

Assembler Makes Foreman Happy!

Sandy Tanguay, Bonder, broke a South Portland record. She bonded 866 units—99.5 yield or 200% of standard. She previously did 192%. Sandy has been with Fairchild two years.

Fall

Shiprock Dedication

Fairchild Semiconductor's $1.1 million facility in Shiprock, New Mexico, standing as a proud monument to the Navajo people, was officially opened in dedication ceremonies September 6th. An estimated 5,000 people braved hot sun and the crowds to attend the ribbon-cutting ceremonies and to catch a glimpse of Julie and David Eisenhower who flew in to cut the ribbon. The 34,000 square foot plant, which employs some 1200 persons, all but 24 of them Navajo, was built with tribal and EDA funds and is leased to Fairchild.
Following the speeches, the ribbon cutting ceremony opened the new building and employees and their guests toured the new facility.

Fairchild Falcons Placed Second in World Championship

The Fairchild Falcons had to settle for second place in the 1969 National Fast Pitch Softball Championship, losing the world title to the Stratford, Connecticut team. The Falcons, under coach Pat Campagna, took 5 straight games in Regional competition to earn a spot in the Finals played in Springfield, Missouri. The Falcons lost their first contest to St. Paul, 3-0, but won the next 8 games beating Springfield 8-1, Salt Lake City 5-0, Birmingham 2-0, Cedar Falls 1-0, Portland 3-1, Aurora 2-0, Armed Forces 4-0 and Stratford 4-3. They lost the final game to Stratford 7-0 which placed them second in the World Championship.
Roy Burlison earned the Most Valuable Player award and Roy was named also to the first national All-Star team as were Ed Loveless, first base; Ray Phillips, second base; Glenn Beamon, center field. Named to the second All-Star team were Dave Timok, catcher; Chuck Caldera, third base; and Bill Lovato, left field. Pat Campagna was named All-Star manager.

New Color, New Style . . .

. . . new badges are here! All employees of Semiconductor, and the other divisions were issued colorful new badges and ID cards. Semiconductor badges are identified by the green and white markings, with the name of each plant on the bottom. Each of the other divisions is represented by a different color. The new badges have that modern, long and sleek look. The ID cards will remain the same but the pictures are in color. In addition to identifying you as a Fairchild employee, the ID card also serves as a group insurance medical card, and permits you to obtain a 20% discount when renting a car from either Hertz or Avis Rent-A-Car companies.

A Sound Investment

Dr. C. Lester Hogan, President of Fairchild Camera and Instrument, has a special interest in a new peninsula company, Junior Fairchild Achievers directed by President Ramonda Mustiful (right), 16-year-old Ravenswood High School student who serves as the company's vice president of sales. He had so much faith in the company he even invested $1 in it. He wanted to invest more, but Junior Achievement companies can only sell one share of stock to each of its investors. Junior Fairchild Achievers, like all JA companies, sell stock to raise capital to run their company. The company's first product line was Christmas candles; however, it will be in operation with a second product until May when it liquidates its assets and hopefully returns a dividend to its investors. Fairchild has participated in many JA companies, and this year's advisors were Garret Walther, sales advisor; Murlin Vallequette, production advisor; and George Courtney, finance advisor. All three Mountain View employees, they meet with the high schoolers one night a week to make sure Dr. Hogan gets that dividend on his dollar.

Construction Begins in Wiesbaden

In ceremonies officiated by Schierstein Lord Mayor Rudi Schmitt and Wiesbaden Mayor Alfred Herbel, the foundation stone of Fairchild Semiconductor's new European manufacturing facility was solidly put in place signifying the start of construction on the building. A certificate and several semiconductor devices were closed into the foundation stone by Lord Mayor Schmitt. After speeches by Joe Van Poppelen, Vice President and General Manager; Schierstein Lord Mayor Rudi Schmitt; Wiesbaden Mayor Alfred Herbel and Dedy Saban, Fairchild Semiconductor's Marketing Manager for Europe, a crowd of some 100 people toured the building site. The 120,000 square foot manufacturing plant will employ 500 people and is scheduled to be completed sometime during the first half of 1970.

Tour Of Far East Plants

Joe Van Poppelen and Gene Blanchette, Group Director of IC's attended the opening at Fairchild's Singapore plant. Officiating at the ceremony was Dr. Toh Chin Chye, Minister for Science and Technology. Listening to Joe Van Poppelen speak are I. F. Tang, Economic Development; Woon Wah Siang, Jurong Town Corporation; Dr. Toh Chin Chye; Art Francis, Plant Manager; and Gene Blanchette.

Dr. Toh Chin Chye and six other guests tour the plant's facilities.

For Fun and Profits

The race was on for all OEM semiconductor salesmen in the continental USA and Canada. The name of the game—promotion of PNP metal can transistors.

For every sale of PNP Metal Can GPA's and Switches, the lucky salesman received a designated number of orange and purple certificates which he carefully tucked away in his Handy Dandy PNP Certificate Holder. By referring to a conversion table he discovered that 15 certificates were equal to one book of Top Value stamps. He kept them until the end of the promotion when he had enough books to complete the "Award Ordering Form" for the prize of his choosing. The prizes were shown in his "Handy Dandy Prize Catalogue," which was, of course, really a Top Value redemption catalogue.

A special bonus award was available for landing a new account or booking the largest, second largest or third largest dollar amount of the month.

Vacation Visit

Vina Mae Clark and Emma Jane Clark, Shiprock, spent a few hours at Mountain View during their fall vacation. Vina, telephone operator for the Shiprock plant visited with Pat King, of the Computer Aided Design group and later toured part of the Mountain View operation. Marilyn Kloes, chief operator at Mountain View hosted their visit.

December . . .

. . . not only ends a year but a decade called the 60's. For 1969, it was a year of expansion and reorganization for Fairchild Semiconductor. Employment worldwide rose by approximately 2,000 employees.

Three new plants were constructed —one in Shiprock, New Mexico; one in Singapore; and one in Wiesbaden, West Germany. Manufacturing was doubled in Seoul, Republic of Korea and the Mountain View plant expanded with three new buildings—401 Ellis Street, Chem-Mix and Graphic Production building.

401 Ellis Street was completed in the early Spring for the Engineering and Administration function of Equipment Engineering and Facilities Operations, all under the direction of Bill Lehner, Group Director, and their Purchasing Support. All in all some 260 Fairchild employees moved into the 36,700 square foot facility.

Chem-Mix is the newest of the three completed in early December. Located on National Avenue, it's main purpose is to act as a "big supermarket" for DI Water Treatment and various chemicals that are used at the Mountain View facility.

Graphic Production located on Middlefield Road in a 17,703 square foot one story building accomodates an art department, reproduction services, photography and distribution services for the Semiconductor division.

Fairchild Semiconductor's reorganization got into full swing when Joe Van Poppelen was named General Manager for the division. There were many other promotions and new appointments in 1969. With these new appointments, departments have been refashioned and new departments have been formed.

"As a result of the dedicated efforts of Fairchild Semiconductor employees—both old and new—the division began in September to earn a profit and take its first big step toward becoming the #1 semiconductor manufacturer in the industry," says Joe Van Poppelen, Vice President and General Manager of the Semiconductor Division.

One small step by each of us; one giant leap for our team.

New Faces

Herb Scott, sales engineer from Texas Instrument, has been appointed product marketing manager for diodes and will be located at San Rafael.

Roy Nesson has been named department head of integrated circuits electronic test equipment group at Mountain View.

Mike O'Neal has accepted the position of product support supervisor for the small signal transistor standard reliability group at Mt. View. He was formerly district sales manager with Philco Ford.

Ray Mayer has joined the reliability and quality assurance department at Mountain View as manager of the procurement section. He comes to Fairchild from Dalmo Victor.

Don Cassell has primary responsibility for the operation of the Department of Defense security requirements, protection of Fairchild Company Private Material and Investigation. His last security assignment was with Stanford Research Institute.

Bill Beecher was appointed manager of quality control for discrete devices at Mt. View. He was with Tektronics in Beaverton, Oregon.

Robert M. Skinner, eastern regional sales manager for Transitron Electronic Corp., joined Fairchild to head a new marketing group called the Division Programs Department which will oversee Fairchild's marketing and product planning efforts to satisfy the program needs of key customers.

Reed Neddermeyer was appointed director of discrete product marketing. Before joining Fairchild he was director of marketing for Motorola Semiconductor in Toulouse, France.

Henry S. Smith was named director of MSI circuit product line. Prior to joining Fairchild he was product marketing specialist and senior associate engineer with IBM.

Paul Reagan was appointed operations manager of digital devices in Mountain View. He was previously associated with Raytheon's Semiconductor Division as IC operations manager.

Colin Knight recently joined Fairchild as operations manager of a new assembly system closely identified with the R&D laboratories in Palo Alto. He was formerly manager of the solid state laboratories of the Computer Control Division of Honeywell.

Stephen Stuart, previously with Transitron where he was manager of product planning at the company's Wakefield, Mass. plant, has been appointed to the position of marketing manager for special integrated circuits.

Kenneth M. Hughes has joined the marketing customer satisfaction group as a sales engineer. He comes to Fairchild from Machlett Labs. He graduated from Duke University in June in Electrical Engineering.

Frank Petsock recently joined Fairchild Sales Office in Dayton as a sales engineer. He has twelve years experience as a Project Engineer and comes from Bell Aerosystems.

Richard Ribas has accepted the position as marketing manager, Computer Systems where he will be involved with product planning, marketing and promotion. He comes to Fairchild from EMR Computer.

Larry Piper has been appointed manager of the transistor Hi-Rel test operations. Larry was formerly with Wyle Laboratories in Huntsville, Alabama.

Bob Gentles has been appointed director of integrated circuit product marketing where he will be responsible for linear, CCSL, and special integrated circuit product lines. Bob comes to Fairchild from Signetics where he was product marketing manager.

Arthur Heller has been named director of marketing services where he will be responsible for the division's public relations and advertising as well as graphic arts and printing facility. Art was formerly manager of marketing communications for Signetics.

Forest Peter Huntsinger joined Fairchild as product marketing manager for the Epoxy Transistor Line. He came to us from Motorola where he held the position of product marketing group manager.

Stephen Finta, Jr., has been appointed market development manager for Fairchild Semiconductor's European operations. He will be in charge of Fairchild's European market planning, distribution system, all product planning and market research. Prior to Fairchild, he came from Texas Instruments as Southern European Sales Manager.

Roy de Clercq recently joined Fairchild as Montreal area sales manager. Prior to joining Fairchild, he was sales representative with Aunet Electronics of Canada.

Hugh McManus, formerly with Raytheon as linear test methods group leader, joined Fairchild as supervising engineer for LIC testing services.

Seong Jin Lee has recently become the new Editor of Semikor Ltd. News in Seoul, Korea.

Ferris L. Johnson has been named Director of Motivational Programs. Ferris came to Fairchild from Motorola in October.

Moving Up

Gene Gildenmeister, formerly a staff assistant to the director of electronic test equipment, was named manager of electronic services.

Mike Lautner has assumed the duties of supervisor of integrated circuits electronic services.

Fran Krch, regional sales manager in Minneapolis for the past three years, has been named memory systems product marketing manager.

Jack Ordway was transferred from the Poughkeepsie sales office to fill the regional sales manager post in Minneapolis. He began his career with Fairchild four years ago as a sales engineer in Minneapolis.

Steve Marks was named regional sales manager for IBM in Poughkeepsie. He was formerly district sales manager with Fairchild.

Teresa Cuevas has become supervisor of records and benefits. Teri was previously in General Employment.

Jan Francis was appointed to supervisor of general employment. Jan was formerly supervisor of records and benefits.

Sheri Shing Chan was promoted to manager of financial accounting in the Hong Kong operation.

Joel E. Scheinberg has become senior product marketing manager. He's been with Fairchild for two years in the LIC product marketing group.

J. Darryl Lieux has been promoted to the position of manager of linear microcircuits. He was formerly a supervisory engineer.

James E. Boyd was named product manager of custom linear microcircuits. He gained experience for the job as a supervisory engineer.

Promotions within the programming services group are — Tony Morales to NC programmer, Carol Duarte and Carol Johnson to senior spec designers.

Bob Vuglar was named district sales manager in the Elmwood Park sales office. Bob was 1968 Salesman of the Year, Consumer Market.

Len Milauskas was promoted from district sales manager in the Elmwood Park sales office to distributor regional manager for the Control area.

Jim Smaha, formerly quality assurance manager in South Portland, has been named the new operations manager at that location.

John Schneider was named reliability and quality assurance manager at South Portland. He formerly headed the test services group.

Art Francis was promoted to plant manager of the recently opened factory in Singapore after serving for several years as engineering manager at the Hong Kong plant.

Terry Jones was recently promoted to marketing manager for Fairchild's Far East operations. He was marketing manager for special integrated circuits in Mountain View before accepting his new assignment.

Larry Scaglione, formerly director of distributor marketing at Mountain View, is now appointed to the new position of director of distributor marketing and customer services.

Dick Bohnet has been promoted to the position of operations manager for plastic transistors.

Pat Johnson was recently promoted to laboratory technician. Pat was previously a senior assembler in DIC Assembly.

Bill Reifschneider was named RCA program manager. Bill has recently worked as headquarters sales engineer.

Chuck Keough has been promoted to district manager in the central commercial region. He was formerly senior sales engineer.

George Perris was recently appointed customer services manager and responsible for customer satisfaction, order services and distribution services unit.

Jim Draper was promoted to manager of distribution service unit.

Chet Lauchner was recently promoted to foreman of plant maintenance in building 20. Chet was formerly leadman in building 20.

Marcia Root was appointed to head of test systems programming at Mountain View.

Dick Downs was promoted to section head of projects and property accounting. Prior to that, Dick was a member of the internal audit staff.

Manny Choy was appointed as coordinator of the 1970 international budgets and reports. Manny previously was with our Semikor in Korea as controller.

Gary Sutton has been appointed to the Controllership for Semikor, Ltd.

Barrie Henderson was recently appointed to the Controllership in Hong Kong. Barrie will be responsible for the Korean Finance department.

Jim Johnson was selected to handle administrative budget, sales analysis and other special assignments.

Derek Bray has assumed the appointment as applications manager in Europe. Derek's responsibilities will head an applications team of European nationals who will cater to European customers out of Wiesbaden, Germany.

Jan Visser was promoted from engineer to supervising engineer at Mountain View.

Don Mason recently became assistant technician at Mountain View.

Bill Sievers was promoted to section head of digital microcircuits engineering. Bill is responsible for the mask design group for DIC and the engineering of all new products. Bill was serving as supervisory engineer.

Chris Reardon, formerly manufacturing manager of Fairchild Australia, was appointed the position of engineering manager at Semikor, Ltd.

Happy Fifth Anniversary

Celebrating their fifth anniversary with Fairchild were:

Mountain View

Susie Robertson

Phyllis Perry

Carol Johnson

Tatsue Joyce

Pat Johnson

Dottie Ray

Maryanne Santiago

Lavonne Leimer

Rosemary Cabral

Les Gallagher

South Portland

Jackie Collard

Theresa Gillespie

Juliette Girouard

Ruth Dyer

Paul Skully

Gert Hanusek

San Rafael

Helen Michalik

Pat Rooney

Margie Gouveia

Anne Dunbar

Eleanor Barnett

Vivian Mangan

Mary Cady

Dewayne Smith

Ann Freeman

Eleanor Graff

Tomoko Middleton

Richard Wick

Virginia Forney

Albert Schmidt

Toni Puccinelli

Bert McNamara

Roy Adams

Kiyoshi Murakami

Al Wright

osetta Calloway

George Miller

Clara Mertz

helma Chestnut

Frances Dilbeck

Sharon Seeley

Sandy Medeiros

Happy Tenth Anniversary

Mountain View

Mitzi Hoshino

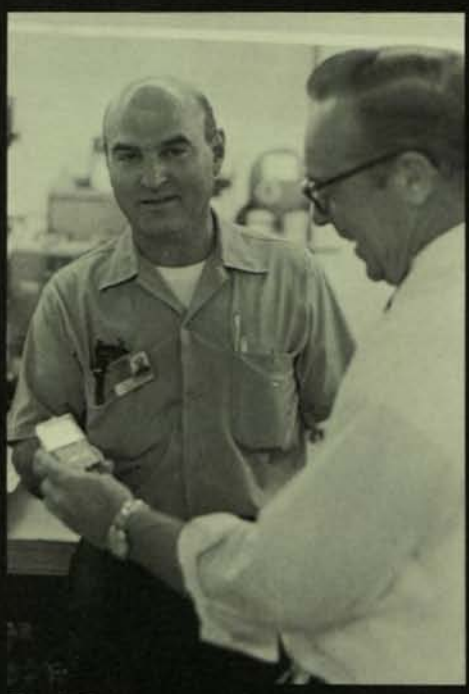
Uli Hegel

Virginia Hall

Ron Ivancich

Thelma Rosebourough

Irene Kolacia



Frank Ramos

Marguerite Chappell

Carmen Sullivan

Virginia Margettes

Lucy Laidlaw

Ann Martin

Helen Basford

Flo Boutcher

Ursula de Vries

Bev Delos Santos

Dorothy Gallagher

Helmut Altman

Marcia Root

Peggy Johnson

Nellie Covington

Mountain View

Phyllis Fullan

Mary Valmoja

Myrtle Jackson

Pat Alfred

Bill Sprinkle

Virginia Franklin

Karl Kent

Shiprock

Don Thorn

Edna Louchs

Connie Tanaka

H. Jack Larson

Five Year Service Awards

September

Mountain View
Theodore Hollinger
Joseph Solinski
Ruth Vennes

San Rafael
Audrey Coad

South Portland
Robert Beecher
Leona Dona
Norma Campbell
Winona Potvin
Sara Strickland
Filomena Yarnold
Sharyn Warren
Gerald Dickinson
Charlotte Douglas
Raymond LaJoie
Ruth Traynor
Eleanor Jewell
Jane Witaker

Sales Office
Tom Murph, Dayton, Ohio

October

Mountain View
Paul Butler
Raquel Solis
Shirley McQuarrie
Nicolas Karsten
Gene Porcari
Laura Myers
Maria Diazchristians
Mary Galvin

South Portland
Marion Sullivan
Noilla Michaud
Betty Maxwell
Vesta Seavey
Aline Saucier
Jeannine Pendergrass
Evelyn Bell
Dot Robinson
Starr Coyne
Kathleen Cantara

San Rafael
Eleanor Polo
Doris Chiaravalle

Controls
Patsy Carpenter

November

Mountain View
John Larum
LaVonne Leimer
Harry Neil
Armida Mayorga
Per Mogensen
Edwin Damm
Lydia Ochoa
Jene Dass
Robert Whelton
Leand Mikkelsen
Carolyn Wood

Foreign
Lyle Ronalds

South Portland
Linda Cobb
Ethelyn Abbott
Alan St. Amand
Sylvia Jordan
Lenora Scott
Theresa Demers
Shirley Wheeler
Donald Pettingill
Mary Tibbetts
Simones LaBrecque
Alan Waterhouse
Ross Bellino
Frances Reed
Robert McKee
Alberta Clarke
Betty Leighton
Doreen Gardner

December

Mountain View
Marcia Perguidi
JoAnn Corter
Martha Barcroft
Letha Tarrance
Ray Lomker
Beryl Cook
Janis Goins
Roy Walden
William Simone
Frances Latz
John Walsh
Margaret Garcia
Mona Haynes
Sylvia Cozart
Juanita Crosby
John Barton

San Rafael
Sue McNeal
Joyce Savage
Ruth Demartha
Gwendolyn Holland
Clara Cooper
Alice LaRue
Lois Schaefer

South Portland
Dolores Davis
Dora Hinckley
Nancy Prindall
Gerald McCormick
Frank Paul
Dolores Edwards
James Fraser
Pauline Belair
Sharon Plummer
Elinor Huston
Bertya Larracey
Alice Leighton
Real Paul Labrie
Julia Germano
Maria Bifulco
Barbara Sandora
Rita Gagne
Anita Harkins
Marie Howell
Donald Gouzie
Helen Wakefield
Sheila Emery
Marlene Seavey

Ten Year Service Awards

September

Mountain View
Beverly Dutra
Robert Peck
Frank Durand
Mildred Wilkinson
Bernice Dixon
Carman Sullivan
Clint Haines
Bea Custer
Esther Durden
Marcia Root
William Hamrol

October

Mountain View
Richard Burzycki
June Chadim
Kay Tokutomi
Myrtle Jackson
Irene Schuler
Joy Barrett
Rosemary Moore
Vergie Franklin
Norma McNeal

San Rafael
Allen Desmond

November

Mountain View
Audrey Heddy
Karl Tampier
Cecil Harris
George W. Gray
Elizabeth Vincent
Robert Skurko
Gertrude Tennant
Les Wilcox

December

Mountain View
Helen Martinez
Donald Thorn
Bill Sprinkle
Donna Stidham

South Portland
Phil Perry

Leadwire

January 1970

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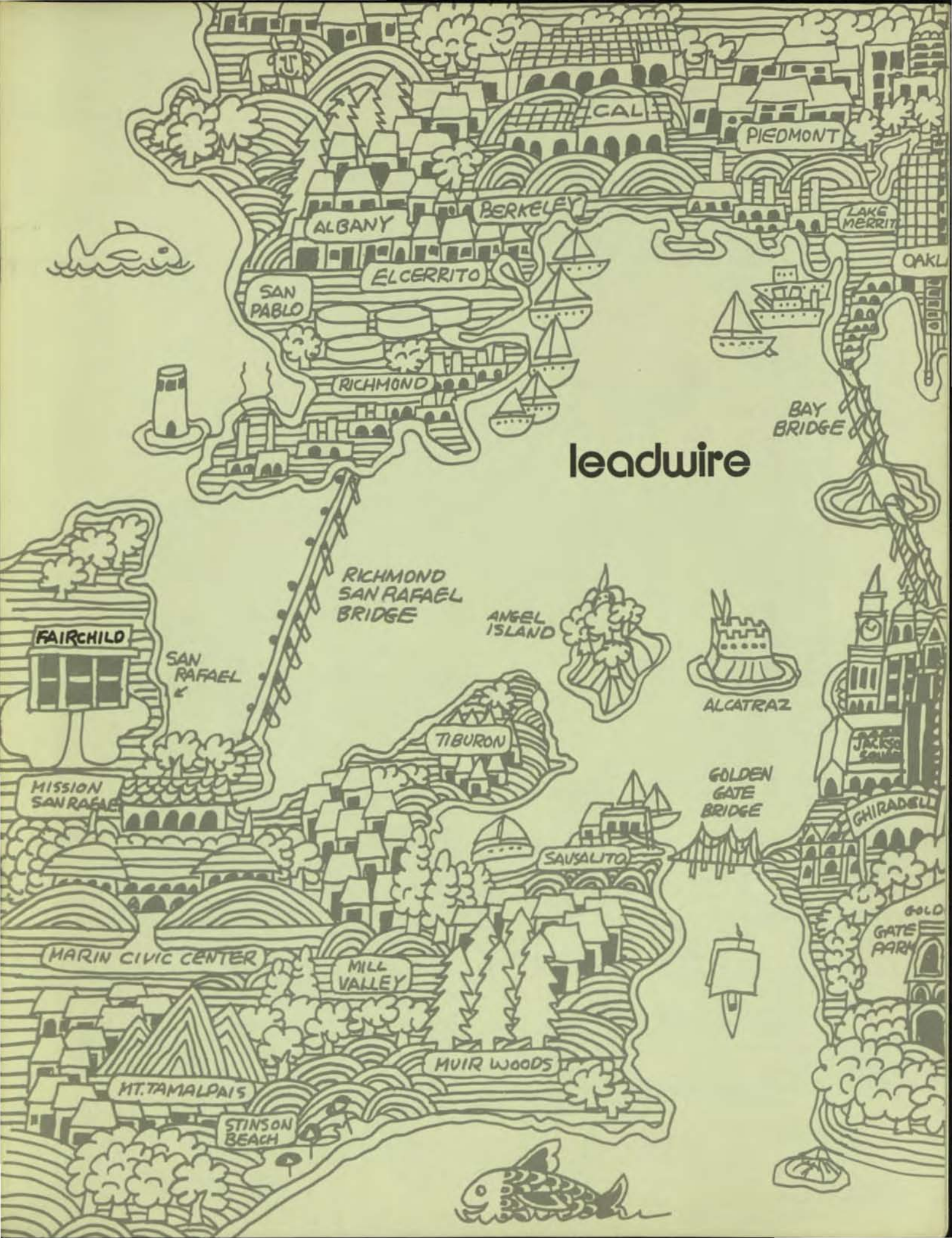
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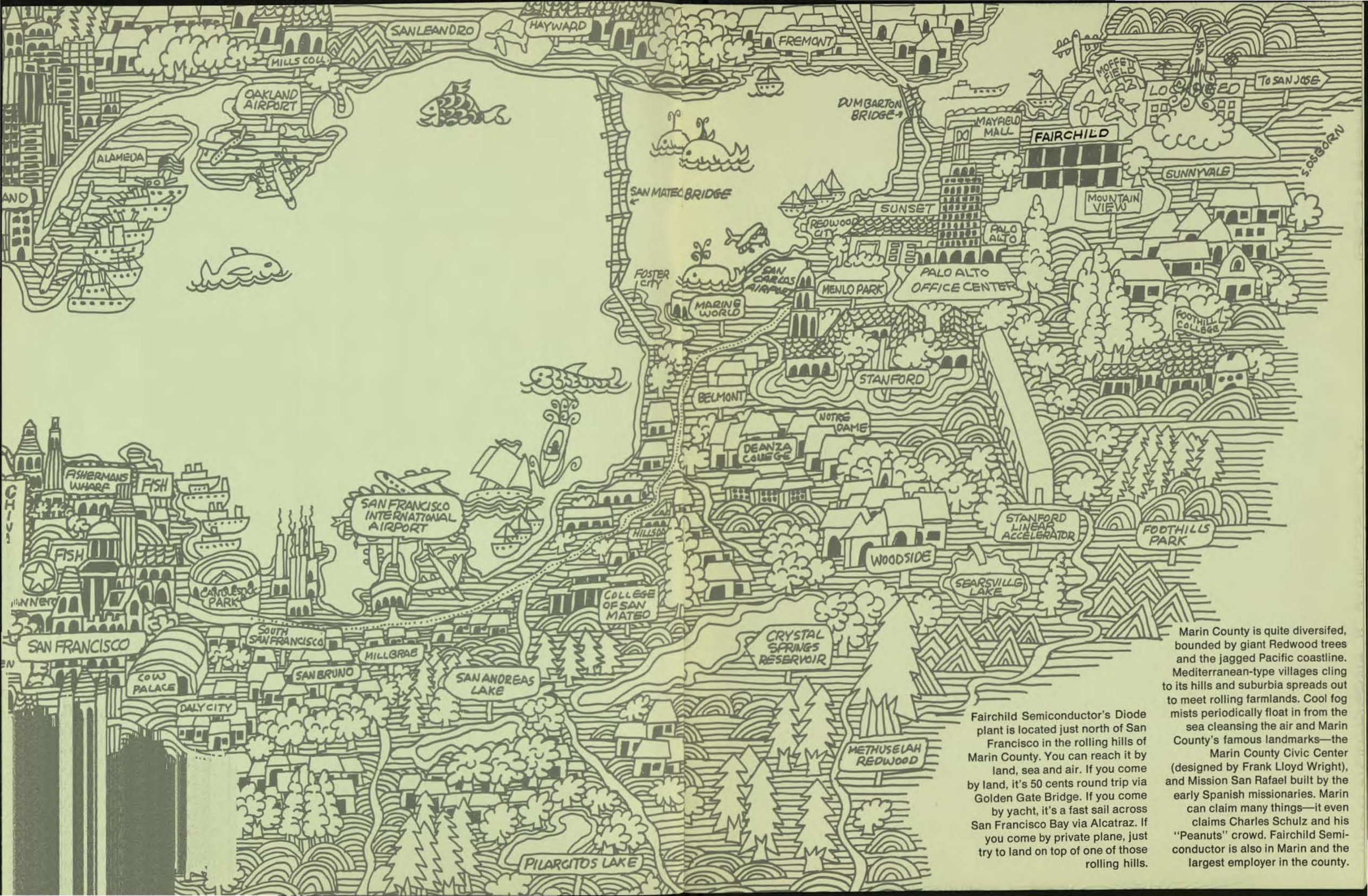
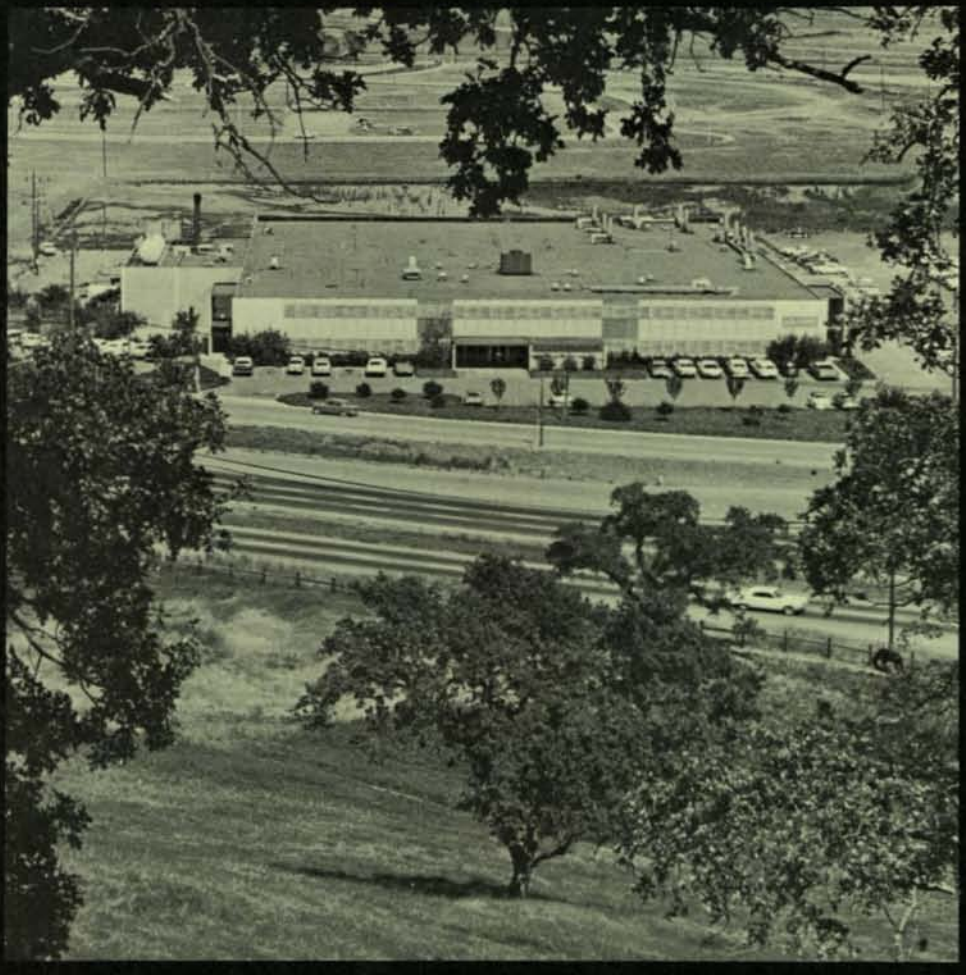


Fairchild Semiconductor's Diode plant is located just north of San Francisco in the rolling hills of Marin County. You can reach it by land, sea and air. If you come by land, it's 50 cents round trip via Golden Gate Bridge. If you come by yacht, it's a fast sail across San Francisco Bay via Alcatraz. If you come by private plane, just try to land on top of one of those rolling hills.

Marin County is quite diversifed, bounded by giant Redwood trees and the jagged Pacific coastline. Mediterranean-type villages cling to its hills and suburbia spreads out to meet rolling farmlands. Cool fog mists periodically float in from the sea cleansing the air and Marin County's famous landmarks—the Marin County Civic Center (designed by Frank Lloyd Wright), and Mission San Rafael built by the early Spanish missionaries. Marin can claim many things—it even claims Charles Schulz and his "Peanuts" crowd. Fairchild Semiconductor is also in Marin and the largest employer in the county.



San Rafael: the Place. the People. the Products

Where Does Fairchild Fit In?

Fairchild Semiconductor moved to marvelous Marin in 1960. The plant was established to produce diodes — a specialized semiconductor device. The vigorous demand for the diode plant's solid state products required additional production facilities. So, in December, 1960, all Diode employees picked up their belongings on Jordan Street in San Rafael and moved into the $1 million plant just off of Redwood Highway a few miles north of San Rafael. By the end of 1960, more than 300 employees were working at the new plant, and today (a few additions later), there are 550 employees working at that same San Rafael facility.

What's A Diode? What Do Diodes Do?

A diode is a small glass capsule about a quarter of an inch long with a wire lead protruding from each end. Diodes come in two basic flavors, Germanium (a grayish-white metallic chemical element) and Silicon (a non-metallic chemical element). The Germanium market is fast being replaced by Silicon diodes which are very "in" today.

In fact, Fairchild only makes Silicon diodes and makes them for a market growing quite rapidly — 11% per year. Silicon diodes come in all shapes and sizes and fall into three categories. Glass Switching diodes are the most popular and inexpensive. Fairchild manufactured about two billion units in 1969, worldwide, with one billion sold in the U.S. Production should grow about 10% this year to keep up with market demands. These diodes go into computers, instruments, radio and TV sets.

The second category is Zener diodes. Zeners are found in computers, power supplies, regulators, and protective circuitry.

The last category is known as Assemblies. Diode assemblies consist of groups of diodes living in the same package, with each individual diode usually matched for compatibility with its cohorts. Living arrangements may be in pairs, quads, bridges, or other arrays of individual diodes. One of the most popular arrangements is eight or sixteen diodes in a core driver array for computer use. A variant on this latter device is the monolithic core driver array, with sixteen junctions on the same silicon chip. The mono array is the coming thing, and the market for such devices should grow at a very rapid rate in the future.

Some of the most powerful things come in small packages! The first Vacuum Tube Diode, a 10 amp 250 volt rectifier measured 8" x 12" in diameter at its widest point, and made its appearance in the marketplace in 1917.

1970's version, the Zener Diode, a 15 amp 150 volt rectifier measures 1.2" x .5" and has a warranty of 50 years as opposed to a warranty of 2,000 hours or one year for the Vacuum Tube Diode.

San Rafael: the Place. the People. the Products

Our Market Position—Where We're At

Fairchild Semiconductor's position in the wonderful world of diodes is good and getting better. According to Wilf Corrigan, Group Director of Discrete Devices, "the diode sales will be 20% over 1969 sales." Technologically, Fairchild is the leader in the industry. Fairchild is shipping in excess of one million diodes a day and supplying 95% of all diode products with silicon-nitride passivation. This process has resulted up to ten-fold increases in reliability. Combined with Fairchild's unique sealing methods and chip contact metalization, the nitride process makes possible the industry's most reliable diodes. With nitride passivation, Fairchild also enjoys greatly improved production yields. The resulting cost savings are passed along to customers, enabling Fairchild to continue as the price leader in the diode market. Elimination of lengthy reliability screening ensures faster delivery.

High reliability products are now a standard San Rafael commodity. Introduced to San Rafael in October of 1969, and presently operating on a single shift basis with eight fully qualified operators, the Hi-Rel assembly area has not reached full capacity. The operations include 100% visual inspection post assembly and 100% electrical inspection prior to lead conditioning and environmental testing. The creation and operation of the Hi-Rel assembly is Fairchild's way of saying: "We want Hi-Rel business."

Our Customers—Where They Are At

Fairchild diode assemblies and arrays are specifically designed for and used in everything from the most critical military space application to the simplest electrically powered hand tool for the home handyman. While making world history walking on the moon's surface, American astronauts carried Fairchild diode arrays in the S-band communicators strapped on their backs. Fairchild diode arrays and assemblies are used in a number of other high-reliability military communications systems, as well as numerous industrial and consumer products such as core drivers for computer memories, and RF applications, for example balance mixers or UHF TV tuners.

A Fairchild customer has the assurance of knowing that if there are any design snags or circuit troubles, the applications group is available for advice. This group is backed with seven years experience in manufacturing and using special diode products. All Fairchild application engineers have broad experience in a wide variety of product applications. Regardless of the customer's application, whether it be control circuitry, RF, data processing or anything that calls for multiple diodes, Fairchild applications group is there to help.

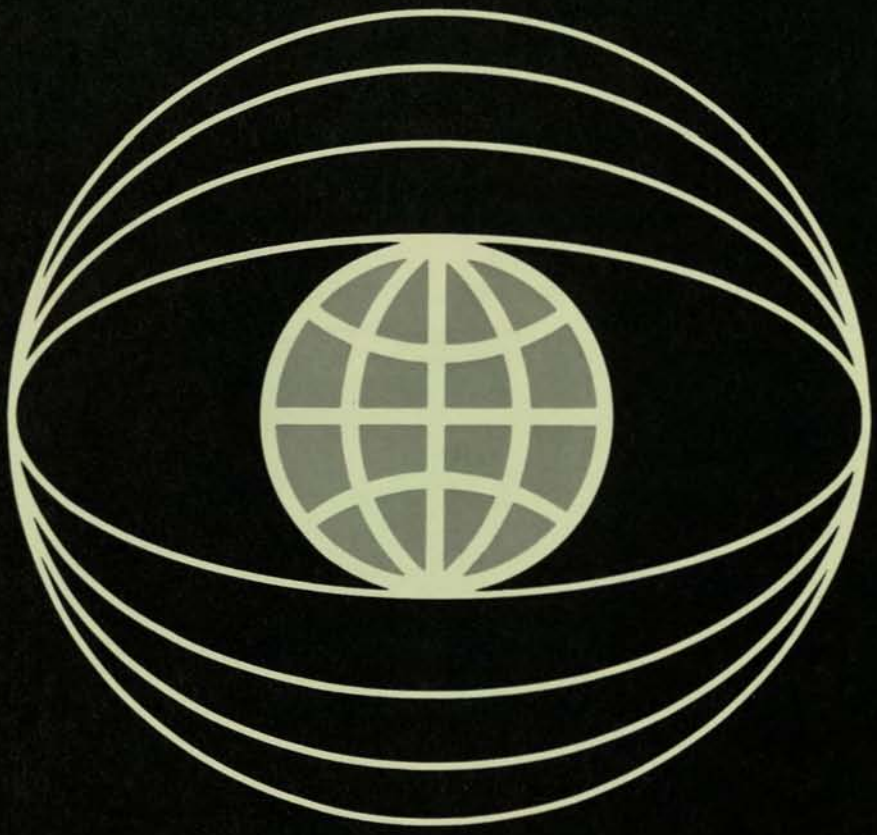
Some of the Fairchild Semiconductor's key accounts for these devices are Burroughs, Collins, Control Data Corporation, General Electric, Hewlett-Packard, IBM, Honeywell, Magnavox, RCA, and Zenith.

San Rafael: the Place. the People. the Products

What Makes It All Click?

San Rafael, like any other company has one common denominator — PEOPLE! These people make a company grow. More than 550 employees make San Rafael go! In Fab #1, there are 10 girls who have worked a combination of 85 years with Fairchild. There are people like Betty Little, Engineering, and Tomiko Middleton, Special Products, who have not missed one working day since joining Fairchild — Betty for 8 years, and Tomiko for 3 years. There are accountants, assemblers, production schedulers, mechanics, foremen, engineers, inspectors, personnel administrators, and secretaries. They come in all sizes and shapes, and they bring to work every day many talents which when combined are the things that make San Rafael click. Dave Marriott, Director of Diode Operations, can easily say, "San Rafael and its people are an integral part of Fairchild Semiconductor's world — racing ahead to new projects and meeting new challenges."

International Sales Conference–



Goals For The Seventies

"Our overall objective is to dominate the semiconductor industry in the 70's. To dominate means you have to be number one in volume and profits." These words of Joseph Van Poppelen, Jr., Vice President and General Manager of Fairchild Semiconductor Division, were addressed to an audience of Fairchild Semiconductor salesmen on January 22, 1970. The occasion was the International Sales Conference held January 17 through January 23 in La Costa, California.

In his keynote address, Mr. Van Poppelen cited the improvements that Fairchild has made in a one year period. At the beginning of 1969, the production volume was inadequate and every single product line was in serious trouble. Despite this, the salesmen sold enough to make Fairchild grow twice as fast as the semiconductor division because of tremendous improvements in manufacturing capacity. Other improvements mentioned were Fairchild's 25% increase in the division's sales force and the building and staffing of an entire marketing organization in Europe.

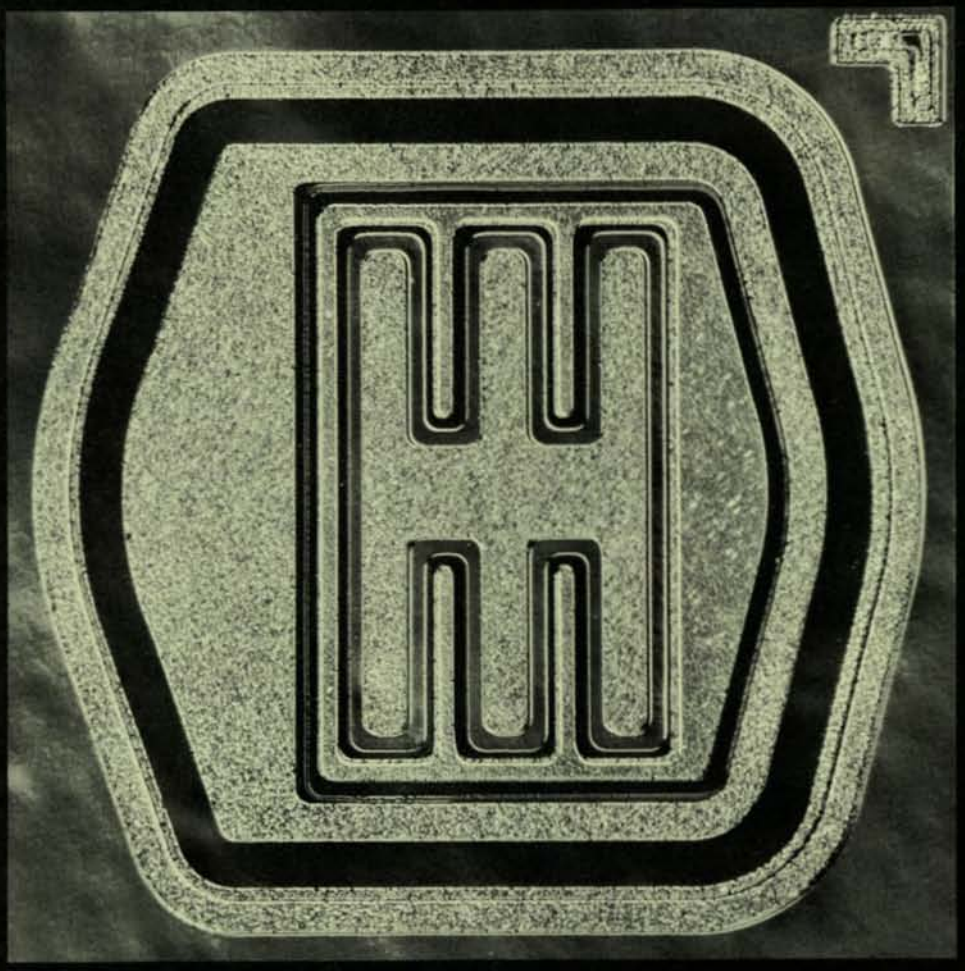
The International Sales Conference was held for the first time to reaffirm Fairchild's goals for the 70's and to call out what is needed to make Fairchild the leading force over all competitors in the market by the end of 1970. The conference provided a candid dialogue between the sales force and product marketing and operations groups concerning 1970 marketing goals and strategies. It stimulated group discussions to explore possible resolutions to major operating problems between the sales force and management and support personnel. It reviewed sales strategies and techniques and product knowledge. The conference was designed in such a way as to provide maximum participation from the sales staff.

Highlighting the week's events was Dr. C. L. Hogan, President of Fairchild Camera and Instrument Corporation, presenting the annual Sherman Fairchild Awards for professionalism in sales and sales support to Burton Piaser, Sales Engineer at Fairchild's Jericho, New York office, and Richard Beebe, Supervisor of Customer Satisfaction at South Portland plant. The awards, which were established for the first time this year at the request of Joe Van Poppelen, are named after Sherman Fairchild, company founder and Chairman of the Board. The trophies were miniature gold and silver replicas of King Arthur's legendary sword "Excaliber" set in a block of polished Steuben crystal.

In addition to the awards, the winners had their names engraved on an achievement plaque for permanent showing in the home office lobby in Mountain View, California. Each also had the privilege of naming his favorite charity, school or other non-profit organization, to which Fairchild will donate $1,000 each in their name.

Burton Piaser, the recipient of the Sales Award, has received three Salesman of the Month awards and has been nominated many times previously for the same award. Burt transferred last April from New Jersey to the Connecticut territory where he has built a strong base of accounts. He continued to help his replacement, while exceeding his quota by 100%.

Richard Beebe, the winner of the Sales Support Award, is one who, in working with field sales, devotes extra hours to get them responses that are precise and always complete. Burton and Richard are top-notch because they, in striving for achievement, believe in surpassing the odds against their success by 200%.



MISSION ACCOMPLISHED!!

It all happened in just ten days! It involved salesmen from the various field sales offices. It was the Small Signal Transistor presentation.

Alan Ankerbrand and Dave Hall, Discrete Marketing in Mountain View, packed up their belongings and attaché cases on December 7th to fly all over the country for ten days. Their mission?—to present a new 240-page manual including a complete review of the Planar process, a complete product characterization, and a full description of over 60 generic devices (each explained in detail with drawings)—a complete updating of terminology and definitions.

During the course of the week several telegrams were sent to Dave and Alan praising them for their outstanding work.

"Congratulations are in order for Ed Farrell, Alan Ankerbrand, and Dave Hall for what we consider to be one of the most outstanding product presentations made to field sales during 1969.

It is obvious to us the amount of effort and time expended to prepare the product training manual. Please extend to all your people who contributed to the preparation of the manual and the presentation our sincere thanks.

Let's hear from the other groups."

Regards,

Bill Dresser
Regional Manager - Commercial
Elmwood Park, Illinois

"Beyond a doubt the best salesman oriented product information meeting in the last two years. I think Ed Farrell and Reed Neddermeyer deserve congratulations on a well organized, well planned, and well delivered seminar. Alan Ankerbrand and Dave Hall did an excellent job in conducting the meeting. I strongly recommend more sessions of this type in all product lines."

Best regards,

Jim Carr
Regional Manager - Computer
Jenkintown, Pa.

"Would like to say 'well done' for the job Alan Ankerbrand and Dave Hall did on their discrete presentation in Dallas. It was well organized and extremely effective. Should help us immensely in the field."

Regards,

Randy Olson and Dwight Gilley
Denver Sales Office
Denver, Colorado

"Congratulations on a most informative, yet concise, well prepared seminar on discrete devices. The cost of its preparation must have been significant, but I am certain that it will be repaid many times over in Small Signal Transistor sales as a result of the information presented.

Thank you for including the Canadian sales personnel in the schedule."

Regards,

Dick Longman
Toronto Sales Office
Toronto, Canada

Under the direction of Ed Farrell, Small Signal Metal Can Transistor Product Marketing Manager, Alan and Dave accomplished their mission and at the same time stressed the importance of this program to other departments. According to Ed Farrell, "this will increase my sales for 1970 over 10% for Metal Can sales."

news briefs

Quarterly Regional Sales Managers Meeting

Sales and Marketing Management hosted twenty-one of Fairchild Semiconductor's sales managers at the year-end meeting in San Jose, California

"Strategy and Business Training" was the subject discussed during the six-day session. It involved the reviewing of goals, the needs of the company, and planning for the future. The first two days were spent on product training, the second two days on reviewing job responsibilities of the managers, and the last two days were on developing administrative skills. Fifteen Fairchild managers were guest speakers including five of Semiconductor's group directors—Andy Procassini, Wilf Corrigan, Gene Blanchette, Doug O'Connor, and George Scalise.

Fairchild Soccer Club

Fairchild Third Division Soccer Team, located at Mountain View, is holding second place with seven wins and only two losses.

On Sunday, December 14, they played Los Aguilas Club and won by a slim margin 3-2 at Griffith Park in Redwood City. On that same day, their Alliance Division took a hard loss to the Latino Club "A" 5-1 at Watson Park in San Jose.

Rainy weather prevented both teams from playing during January. Therefore, many of the postponed games will be played in February.

Anyone interested or think they have a "talented toe", contact Johan Lund on Ext. 2129 or Tony Cobalogula on Ext. 2439 in Mountain View.

A Job Well Done!

Diane Sullivan became the first girl in SLIC, Mt. View, to expose 900 wafers in 8 hours. Her foreman Bill de Carbonel showed his appreciation by treating her to a steak dinner.

Mountain View Welcomes New Cafeteria Services

When Fairchild employees entered their cafeterias on Monday, December 29th, they noticed something very unusual—a "groovy" new menu, free coffee and donuts, and champagne (non-alcoholic) flowing.

Harding-Williams Corporation, a division of Saga Administrative Corporation, has assumed responsibility for food services at all Mountain View cafeterias.

Les Strom, Food Service Administrator, will work closely with the Harding-Williams people by representing the Fairchild employees for suggestions and complaints.

Fairchild Mountain View Sea Otters

With all their scuba diving equipment, over forty members of the Fairchild Sea Otters spent an enjoyable three days on Santa Cruz Island in November.

The club makes this trip about twice a year and it's one of the most eagerly awaited events. This year the club went first class by charting a large Greyhound bus to bring divers and equipment to and from the point of departure—Ventura Harbor.

The bus left on a Thursday night and arrived at the harbor early Friday. By 8:30, the members were ready for the three hour ride to the island. Santa Cruz Island is quite unique—Polynesian style cabins with thatched walls and roofs, a row boat for each cabin, gas stove and foam mattresses. The water is very clear and a few degrees warmer than what the club is used to in Northern California. There is an abundance of marine animal and plant life—an underwater paradise for sightseeing, photography, spear fishing and abalone hunting.

The "Sea Otters" invite employees and their friends to come and join the fun of underwater exploring. For information call Bill Towler on Ext. 5140 in Mountain View.

Fairchild Sport Parachute Club Sponsors First Annual Novice Sky Diving Meet

Santa Nella's airport in Los Banos, Calif. hosted the First Annual Novice Sky Diving Meet on December 13th from 11:00 AM till dusk.

There were many sky diving participants but few winners. Jumping on target for Women's first place was Sherry Slocum, Payroll, and grabbing second was Lana Schlitz, Production Control. Men's first place went to Gene Warter, Power Marketing, with Dick Bowers, Power Fab., and Scott Seaver, Power Marketing placing second and third. The advance jumpers had their chance too. In order to receive the $50 prize money, they had to make one accurate jump—former Fairchilder Gene Pounds did just that!

Highlights of the day were free spaghetti and beer for everyone, two movies on sky diving and several exhibition jumps.

It was a successful day thanks to Gene Pounds and Gene Warter who coordinated the entire meet.

Mountain View's Monday Bowling Standings

The team standings as of January 26 and ending the first half are the Lively Ones in first place winning 51½ out of 76 games. Moving into second place with 47 wins are the Nowgos and sliding back to third place with 45 wins are the Gutter Snipes.

In the Men's High Series standing, Hal Knopp moved up to first place with 623. Gus Melliek's 621 kept him in second place. For Women's High Series standing, Ann Lima remained in first place with 586 while Joann McElfresh kept her 574 for second place.

Earl Beeman leads the Men's High Game standing with 254. Bob Bolvin took second place honors with 245. Joann Modeiras held first place for Women's High Game with 231. Five points behind Joann is Joann McElfresh in second place.

Men's Hi Handicap Series was captured by Rich Schell with 722, and Women's Hi Handicap went to Stella Veach with 708. For Men's Hi Handicap Game, Bob Severson took the honors with 289 and Tammy Pritchard took the Women's Hi Handicap Game with 267.

With Guys Like This — Who Needs The Red Baron!!

"Bo" Bowman, Assistant Personnel Manager, Shiprock

Dick Jones, Customer Satisfaction, Mountain View

(Just typical of Fairchild's desire to understand personal needs and meet customer delivery schedules.)

Never A Day Missed

Rain, sleet, snow, mud or floods cannot keep Betty Little, Engineering Aid, San Rafael, away from her job. Betty has done the impossible—she has not missed one day of work during her eight years at San Rafael.

This fantastic feat caused much excitement around the plant on Dec. 12. Dave Marriott, Director of Diode Operations, presented Betty with her sick leave pay check. After the presentation, seven of Betty's supervisors treated her to a luncheon and presented her with a beautiful white sweater. Fairchild Semiconductor also wanted to offer Betty something special for her dedication—a free night on the town for her whole family.

Tomiko Middleton, Special Products, also proved her dedication. She did not miss a work day for three years. Presenting Tomiko with her sick leave pay check is Trevor Smith, Manager, Special Products.

Parties and Potlucks Around Fairchild

Cora Imbat, Training Specialist, Hybrids, Mountain View, was the honored guest for her baby shower. She received lovely presents and a large paper stock.

Tom Grodeman, Equipment Design, Mountain View, celebrated a Christmas birthday with the largest donut the group could find for him.

Dr. Narayanamurthi ("Murthi" for short) Supervising Engineer, LIC Engineering, Mountain View, celebrated his birthday with a large cake and his fellow workers.

Industrial Relations surprised Claudio Serafini, Division Manager of Organization Development, Mountain View, with a birthday cake.

Kay (Zimmer) Anderson, Industrial Relations, Mountain View, was the honored guest at a bridal luncheon.

Anita Downard, Mechanical Polish, Mountain View, received beautiful bridal presents.

Al Watkins, General Foreman, CRIC, Mountain View, just couldn't keep his hands off all the lovely baby presents his group surprised him with.

Hybrids surprised Terry Brisbin, Mountain View, with a large cake with the U.S. flag on it. Terry just became a U.S. citizen.

Bill Bechtold, Engineer, Power Group, Mountain View, was presented a potluck and lots of individual baby presents.

Linear Integrated Circuits in Mountain View had a potluck with several turkeys and cranberries.

Darryl Lieux, LIC Manager, Mountain View, was given a surprised birthday party by all the LIC gang.

Carolyn Barker, Material Handler, Mountain View, received lots of presents at her surprised baby shower.

New Faces

Leo Czarnecki, formerly Manager of Equipment Engineering, Motorola, has been named Director, Mechanical Equipment and Maintenance for Discrete Devices.

Bruce Suppes, formerly employed by Motorola as Manager of Integrated Circuit Industrial Engineering, was named Director, Industrial Engineering.

Robert J. Friedman (Retired General) has joined Fairchild as Director—Far East. His office will be located in Mountain View, and when in the Far East, he will act as F.J. Van Poppelen's personal representative.

Jim Grimm has joined the Finance Department as Manager of International Finance. He was formerly with Motorola as Manager of European Business & Finance.

Cono Pasqua has been named Director of Procurement for the Semiconductor Division. Cono comes to Fairchild well qualified with about eighteen years of experience in the Purchasing field. For the past five years, he has been Director of Purchasing for the Computer Division of Control Data Corporation.

Rick Martin has joined Fairchild as an Organization Development Consultant in Mountain View. Rick came to Fairchild from Hughes Aircraft Company in Culver City, California.

Jerry Plec has joined Fairchild as another member of the Organization Development department in Mountain View. Jerry was formerly employed by TRW.

Moving Up

Steve Zelencik has been named to the position of National Sales Manager of the Computer Market. Steve joined Fairchild in 1965, and his most recent position was Southwest Regional Manager for the Computer Market based in Los Angeles.

Tom Kearkuff, a Fairchild employee since October 1968, was promoted to Director, Mechanical Equipment and Maintenance, for Integrated Circuits. He was formerly Manager of Manufacturing Engineering.

Norm Miller has been named Plant Manager of the new plant in Wiesbaden, Germany. Norm's ten years experience in the semiconductor industry uniquely qualifies him for this position. During this time he has worked in R&D Applications, Marketing and Manufacturing with some of his experience in Europe.

Doug O'Connor, formerly Group Director of Marketing for Semiconductor, has been appointed Group Director, Marketing - Worldwide.

Andy Procassini, formerly Group Director of R&QA, has been named Group Director, Marketing - U.S.

George Wells has been promoted to Operations Manager, Aerospace & Defense Transistor Products.

Andy Mann was named Product Manager, Aerospace & Defense Transistor Products with total manufacturing and engineering responsibility for these lines.

Larry Piper became Hi-Rel Processing Manager, Aerospace & Defense.

Herb Lewis is Production Control Manager, Aerospace & Defense Transistor Products.

In the NPN and PNP Transistor Group, Tony Steimle was named Operations Manager, NPN.

Jerry Schoonhoven became Product Manager PNP.

Paul Gupta assumed the position of Product Manager for NPN.

Marilyn Westlake became an Engineer in SLIC. She was formerly an Assistant Engineer.

John Tatum took over as Product Manager for all R.F. power and FET's.

Glenn Frater assumed assembly engineering responsibility for the L.F. power studs.

Jon Hearn, Manufacturing Manager, is assuming manufacturing responsibility for the L.F. and R.F. Power line.

Ron Kovacs is now responsible for all planar L.F. power and SCR's as Product Manager Planar Low Frequency Devices.

Bob Bolvin has assumed responsibility for all power test engineering, Power Engineering.

Neill McCormack has been named Product Manager, Bimesar Devices.

Bill Horning has been named manager of Domestic Cost Accounting in the Finance department.

Happy Fifth Anniversary

Celebrating their fifth anniversaries were:

Mountain View

Tokiko Handa

John Walsh

Carolyn Wood

Beryl Cook

Juanita Crosby

Jo Ann Corter

Mick Mikkelsen and Roy Walton

Fran Latz

San Rafael

Gwen Holland

Madeline Reynolds

Marion Hubbard and Lorraine Tremblay

Clara Cooper

Cara Goodrich

Rachel Owen

Delores Cleland

Sue McNeal

Ruby Stewart

Hazel Watson

Paul Newkirk

Horst Krueger

Lois Schaefer

Ruth DeMartha

Joyce Savage

Emma Heard and Katie Wickwire

Alice La Rue

Florice Shuemake

Marcelyne Butler

Tenth Anniversary

Celebrating their tenth anniversary with Fairchild were:

Mountain View

Kay Tokutomi

Hank Woo and Maria Simons

Bev Dutra and Jose Peralta

Les Wilcoxs and Clint Haines

Five Year Service Awards

January

Mountain View

Joseph Flores
Ed Harris
Bruce McMurry
John Wilber
Shizuko Fogle
Mame Perkins
Robert Hoffman
Robert Hart
Violet Fugate
Wanda Bagley
Ken Pemberton
Tokiko Handa
Lydia Celaya
Jeanette Visser
Ella Jones

South Portland

E. I. Quinn
M. D. Merritt
R. P. Sparks
D. A. Kinney
E. D. Griffin
J. P. Carter
G. L. Carver
M. O. Plummer
B. C. Hawthorne
G. P. Taylor
A. G. Brown
F.D. Forcier
B. F. Suchowolak
E. F. Hill
D. M. Edwards
J. M. Whitaker

Shiprock

Ulysses Bartmess

San Rafael

Cara Goodrich
Rachael Owen
Katie Wickwire
Emma Heard
Florice Shuemake
Madeline Reynolds
Horst Krueger
Marcelyne Butler

February

Mountain View

Sharon Taylor
Lowell Schneider
Dick Kors
Margaret Szalko
Cliff Reich
Mary Perez
Juanita Leyba
Jack Wilm
Chuck Self
Hellmut Lowe
Josephine Thrash
Jean Hamilton
Fannie Parker
P. J. Barlow
Sue Grimmer
Carol Balegno
Avelina Salvador
Lee Wetmore
Daniel Smith
Al Cassezza
Harriet Dixon
Benet Jefford
Julie McManus
Lydia Banderas

South Portland

E. S. Poitras
R. A. Houle
D. P. McAvoy
I. S. Miles
J. R. Bisco
D. R. LaFortune
D. M. Camire
P. S. Cantara
P. M. Hall
L. R. Rea
J. Y. St. Hilaire
Y. R. O'Gara
S. M. Abrahamson
R. L. Fowler
I. L. O'Carroll
J. L. Miller
J. D. Schneider
A. M. Dery
M. F. Wade
G. M. Jones

Foreign

John Trepanier

Ten Year Service Awards

January

Mountain View

Inez Williams
Cecelia Yau
Lillian Giles
Roy Mace

San Rafael

V. M. Watson

February

Mountain View

Valamir Lara
W. R. Jones
Richard Crippen
Bill Riefschneider
John Clark
Richard McClelland
Velda Gale
Carolyn Arena

San Rafael

S. M. O'Neal

Controls

Bill Greene

Foreign

Harry Suzuki
Sandy Wyman

Leadwire

February-March 1970

Published by and for Employees of Fairchild Semiconductor

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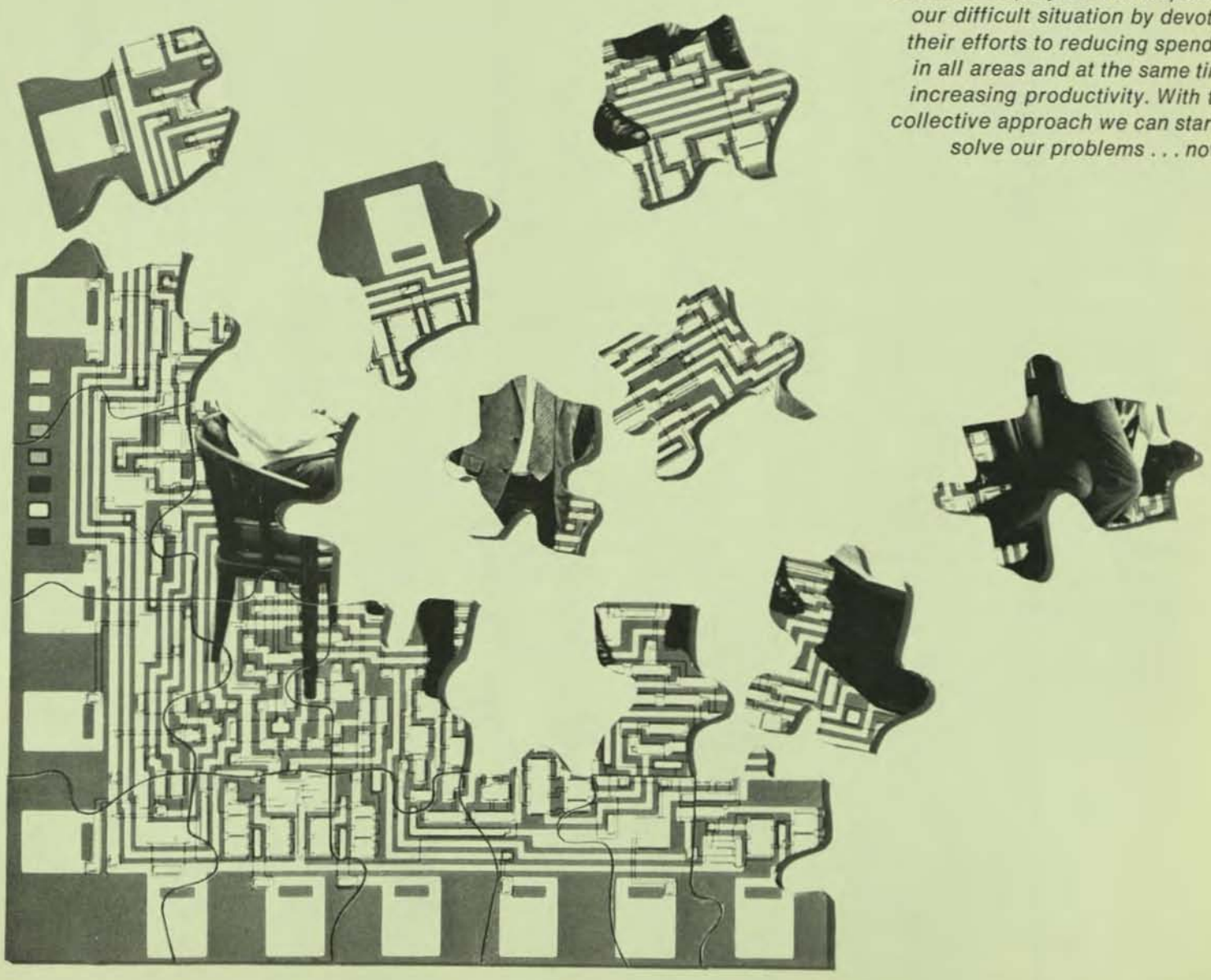
Leadwire

This issue of Leadwire takes a look at Fairchild Semiconductor's future, its goals and its problems. Leadwire interviewed the eleven men — the Group Directors — who join together in charting those goals and making the division a unified operation. On the following pages are their candid answers defining the company's role in the decade of the 70's.

Joe Van Poppelen
Vice President and
General Manager
Semiconductor Division

"Right now, Fairchild is being affected, like almost every other company, by the country's economic slowdown. And, right now, the division's management is trying to find the best ways to keep Semiconductor profitable while, at the same time, meet its responsibility to customers and the many people who work for the division.

In responding to outside economic pressures, the division has had to reduce spending at all levels, decrease inventories to bring them in line with the slowdown in sales, and, as a last measure, reduce its work force. It will take several months for our sales to pick up. We are encouraged by a number of new orders just placed with us, but there is no indication of a general upturn in our business. I'm asking and hoping that all Fairchild employees will respond to our difficult situation by devoting their efforts to reducing spending in all areas and at the same time, increasing productivity. With this collective approach we can start to solve our problems . . . now."



Dave Haynes
Group Director Of
Industrial Relations

What Is The Function Of Industrial Relations?

The Industrial Relations Department is a fully integrated service function, service in that no manufactured product is directly involved, but yet fully capable of impacting the profit and loss statement. I.R. is concerned, among other things, with the humanistic aspects of business life and is ever watchful in maintaining a positive balance of interests between company and employee. It is the continuing responsibility of the I.R. function to remain competitive in the area of compensation and benefits, to attract, retain and develop our employees, and to strive for continued improvement in such areas as labor turnover, absenteeism and employment costs.

What Are The Responsibilities Of The I.R. Department?

At the present time there are five major areas that constitute the I.R. function.

Compensation by definition is an activity which concerns itself with both external and internal pay practices and benefits administration. The Compensation group is constantly surveying our competition on a national and local basis to determine our competitiveness. They have the responsibility for determining the relative value for each of the jobs within the Division and to maintain the proper equity relationships between these jobs.

Organization Development utilizes modern scientific and behavioral methods to enhance organizational performance and effectiveness, management process and individual career development.

Employment is a function concerned with the proper selection and placement of individuals. This requires newspaper advertising, use of employment agencies and search firms, employee referrals, and college recruiting. The employment personnel are responsible for the screening and selection of individuals, for reference checking and, as necessary, relocating employees.

Our Employee Relations group is located geographically close to our production facilities. It is the responsibility of this group to provide general personnel coverage to each Fairchild employee on a personal basis as necessary and personnel administration service to each Group Director.

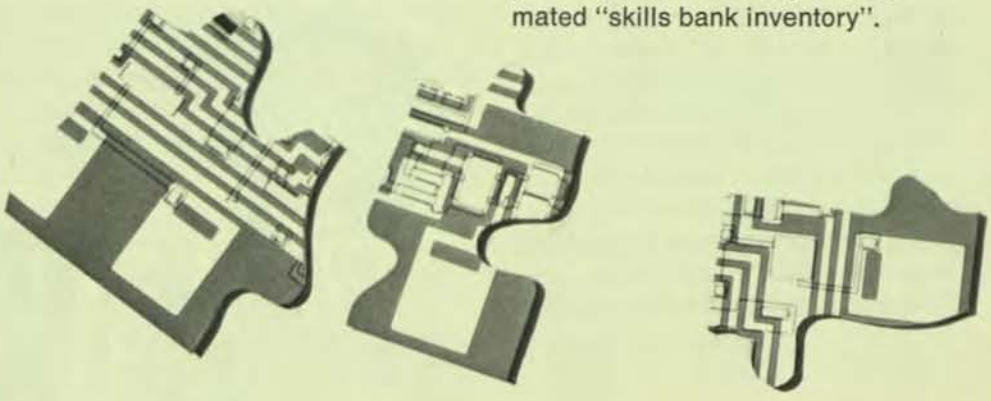
Security is responsible for the general security of all plants, equipment and people. They are also held accountable for the safeguarding of classified material, investigations and for maintaining constant vigilance with regard to any emergencies which may arise.

What Is The Company's Participation In Equal Employment Opportunity Programs?

As of this year, a Corporate policy with regard to EEO has been developed with a corresponding policy for the Semiconductor Division. We have for this year committed the Division to a very positive position in hiring of minorities into well defined jobs, dependent of course on business conditions. To do this requires special recruitment techniques, and cooperation with external companies that deal specifically with minorities such as the Banneker Company which trains minorities on computer equipment. Another organization is the URS which actively recruits and trains hardcore unemployed for jobs within corporations.

What Is Happening Now With The Promotability Program?

A Promotion Program is a goal for 1970-71. It's something we are going to formalize and implement. By formalize, I mean identification of employees in terms of who they are and what work they perform, and a system for identification of promotional opportunities available to them. This will require careful planning and eventually an automated "skills bank inventory".



Jim Hazle
Controller & Group Director — Finance

What Is The Value Of People?

Our Company begins with people, not with things. No company can operate without people. You can have all the facilities and equipment you want but in the final analysis, it is the people that make an organization go. It is difficult to put a dollar value on the contribution of individuals; the value of the individual to the success of the corporation.

What Are Human Resource Demands For The Future?

Growth plans for Fairchild Semiconductor by mid-70's call for a general increase in sales of roughly two to three times current levels. The only limiting factor to our growth will be people. This means not being able to find sufficient people to do the jobs that have to be done in order to realize our growth aspirations, and we are going to need many more people than we already have to make this come true. It will mean a well planned program of recruitment, selection and placement.

What Are The Goals For Industrial Relations For 1970?

We have to look at I.R. in terms of building and reshaping the I.R. organization to meet the needs of the Division. One of our goals is to analyze, evaluate, and develop a program to reduce the overall turnover in the Division. Another in compensation is to develop and implement a salary-exempt and hourly structure by the end of this year (first six months for exempt and second six months for hourly). This means writing job descriptions, evaluation of those jobs, surveying our competitors, and continuous review of our overall benefits program.

In Organization Development, we are working on a number of special development and skills training programs — not just for Mountain View but for our outlying domestic and overseas plants as well. We want to develop a technician's training program, redesign and implement a new assembler skills training program, expand our current relationships with Stanford and other local schools. We want to develop a series of seminars for our management population and to implement a performance appraisal system. We want to re-evaluate our tuition loan and reimbursement program.

In Employment, we will formalize an employee referral program and develop an orientation procedure so that our new people will know about Fairchild — both the Corporation and the Semiconductor Division; the products, the people, the direction of the Company. We're going to redesign our employee's handbook and recruiting brochures and expand our college relations programs. □

What Is The Role Of A Finance Department In A Growing Corporation?

Well, I have a pat answer for its role in almost any corporation. I think the role of the Finance Department is to insure that all members of management are aware of the financial impact of their decisions and plans.

Would You Explain Each Section Of Finance?

The department has about 250 people around the world. It is broken down into four basic areas. General Accounting includes Payroll, Accounts Payable, Accounts Receivable — basically the cash handling function of the organization. They are responsible for collecting, safeguarding and disbursing funds. The Financial Control Department assists in establishing profit goals for the division and reports progress against these targets. The basic ingredients are the annual budget, three-month forecast and various financial reports and review meetings.

International Finance consists of a small group of specialists in Mt. View and the Controllers and accounting staffs of our foreign subsidiaries. Their basic role is to monitor the financial affairs of the various semiconductor plants overseas. The Domestic Cost Accounting Staff operates in much the same way but covers our domestic plants.

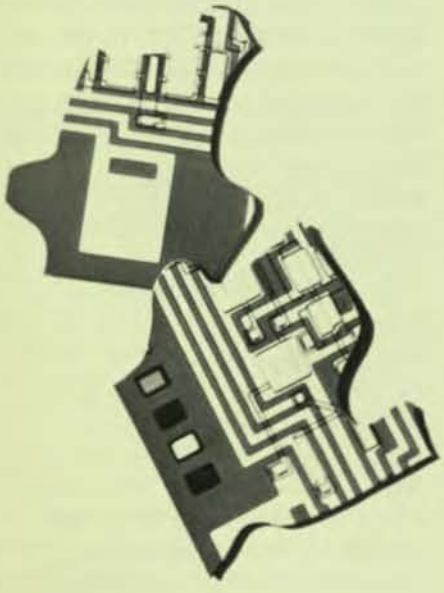
Andy Procassini
Group Director Of Marketing

I Understand You've Just Acquired The Management Information Group — Can You Tell Me A Little About It?

Management Information is made up of the people who design, program and operate computer-based business systems. The size and growth rate of the Semiconductor Division make this group vital to our continued success.

Are There Innovative Things Going On In Finance? What Are They And How Do They Affect Employees?

There are many important changes in progress. To mention just two, we are installing an integrated financial reporting system to improve the division's ability to plan and control, and are developing asset management systems as a guide in making inventory and capital investment decisions. □



What Is The Function Of Marketing?

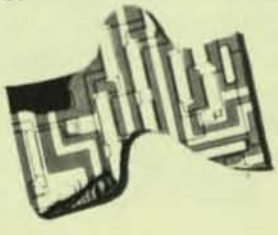
In very simple terms, the primary objective of marketing is to get new orders. In order to do this, many functions must be performed within the marketing organization. These functions include product planning, applications, advertising, specification negotiations, etc. The primary interface with the customer however is our field sales activity.

How Many Sales Offices And Salesmen Do We Have?

The front line in the marketihg organization is our field sales force, and our distributor sales force. The field sales group consists of 124 sales engineers, and 18 field sales managers in 26 field sales offices in the U.S. and 2 in Canada. In addition, we have a distribution sales force of 12 people who service the 68 distributor branches, which represent us to many small accounts. These 2 groups collectively service the many thousands of accounts who use semiconductor devices in their products.

Do You See A Percentage Growth In Sales Effort?

We have doubled the size of our field sales force in the last year. We are covering more accounts, and representing a broader product line than ever before. We have also increased the supporting marketing activities in the plants that back up this sales force. Our growth in this area will not be as great this year.



What Are You Expecting In The 70's?

Our objective is to be the dominant semiconductor supplier in the U.S. by the mid-70's. Our market share during 1969 and 1970 has been increasing and is a measure of how well we are accomplishing this task. As in all maturing businesses, a few companies tend to dominate an industry, and we expect to be the dominant factor in the Semiconductor industry.

Where Does Your Strength In Marketing Lie?

Our basic strengths are in our people and products. In products, we have a high degree of technology and a broadening product base. These products are well matched to our markets, and with them we have been able to establish business relationships with most of the users in the U.S.

The competence of Fairchild marketing has always been highly regarded. Our product planning, promotion, and selling has been developed and implemented by some of the most competent people in our industry, and has been continuous over the decade of the 60's. We will continue to maintain both product and people excellence.

What Markets Are We Strongest In?

We are strongest in the computer market, that is, sales of devices to computer manufacturers. In addition, we are strong in distribution, export, and the industrial market. The consumer market, and aerospace and defense markets have been greatly affected by governmental action and are at present the weakest.

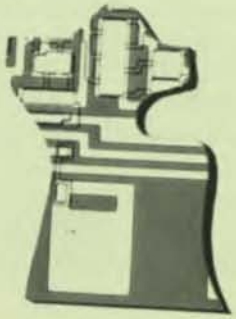
Bill Lehner
Group Director Of Equipment
Engineering And Facilities

How Is The Softening Of The Market Affecting The Semiconductor Industry?

It is evident that the U.S. economy is presently very "soft". The fight to reduce inflation and the decision to continue in Indochina has resulted in the need for tighter economic controls. The resulting high interest rates and lower fiscal spending have increased the present level of unemployment. Naturally, the semiconductor industry has been affected and many firms have had layoffs in the last five months. We had hoped that the slowdowns which we had begun to notice in the 4th quarter of last year would be over by now. The economy has not improved as we had expected. Now our hopes are that the last half of this year will mean the beginning of an economic recovery. However, we have not felt the economic impact as greatly as other firms because of our high growth rate in exports. Our European and Far East markets are still very strong.

What Are Your Marketing Goals?

Our basic goal is to achieve the greatest market penetration within our profit objectives, to do that by identifying the market opportunities, and then to realize this goal by the delivery of product to our customers. □



What Is Equipment And Facilities Concerned With?

The function of Equipment and Facilities is to provide the Division with manufacturing equipment, equipment maintenance, plant modifications, and new plants, as they are required to help make us the number "1" semiconductor manufacturer in the world. We are also concerned with training our people in the correct set-up and maintenance of our equipment and facilities. Device technology is continually advancing its "state-of-the-art" and this requires new manufacturing technology. An example of this is our planned San Diego wafer fabrication facility. This facility will incorporate all the latest techniques for plant, equipment, material flow, and processing.

How Large Will The San Diego Facility Be?

Eventually, the total facility will contain approximately 750,000 square feet, and we will begin construction on a building of 100,000 square feet for manufacturing and support use. Our thinking for that building will be to provide a super-clean area for manufacturing. The complexity and size of our dice now require that we eliminate all contamination from dust or dirt particles. We will lay out our areas and building equipment to provide the cleanest possible manufacturing areas, with the best material flow patterns. This means that several major pieces of equipment will have to be redesigned; evaporators, for example, will have to be redesigned to eliminate the pumping systems from the manufacturing areas; mechanized wafer handling systems will be introduced to provide better process control and eliminate operator handling and wafer breakage. We will also be incorporating projection masking technology as fast as equipment becomes available.

What Is Happening At Our New Plant In Wiesbaden, Germany?

The Wiesbaden plant is now under construction. We will begin moving equipment in for manufacturing in the last quarter of 1970. Prior to that, we will be setting up a pilot line for training purposes. The product lines will be the ceramic dip and the plastic TO-92 transistor line.

We will see these lines in production in the first quarter of next year. The facility, itself, is primarily designed as an assembly area with future expansion room on the building for wafer fabrication at some later date.

What Plans Will Be Affected By Mechanization?

I think we should talk about the word "mechanization". To me, mechanization is just a refinement of the equipment and technology that is available today. I doubt that we will ever be getting to a process where we pour sand in one end and have transistors or integrated circuits come out the other end. We cannot afford it; it would take too long to do; and by the time we got it done, it would be obsolete. As we go through the next three to five years, what we will be doing is providing modular equipment that fits into a segment of the process line and reduces the labor and increases yield, thus reducing manufacturing cost. All of our plants will be more or less affected by our new "mechanized" product lines.

George Scalise
Vice President And Group Director
Of International Operations

We are putting the first module of the TO-92 line in at Mountain View. Additional modules are scheduled for Shiprock and Germany. Then, depending on the business, we will expand elsewhere. We are also working on a Unibond program. This is a low-cost method of die bonding and wire bonding integrated circuits. The first line using this concept will be at Mountain View.

What Is The Development Schedule For Mechanization?

It is a continuous program. There is no start and stop exercise — it just keeps going all the time with priorities being established by the market place.

What Kind Of New Equipment Now On The Line Have You Been Involved With?

We have been involved with the new D.I. water plant at Mountain View. All of the new equipment for the TO-92 and TO-66 plastic packages, the new wafer fabrication areas in Building #20 at Mountain View, the Unibond program, and the new mask manufacturing area.

What New Things In Equipment Are Coming Here?

In 1972, we will probably be using computer-controlled diffusion processes, and we will be taking an evolutionary step toward reaching that goal in 1971. Basically, revolutionary things just do not happen from an equipment standpoint in the semiconductor industry. An evolutionary period is twelve to eighteen months in this industry.

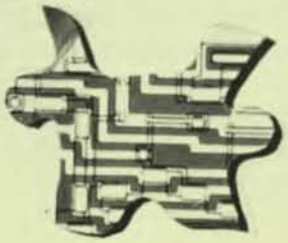
Projection masking will be with us in 1971. This will be a significant step forward but again it is not revolutionary because we have been working on it a long time and so has the industry. One of the areas we will be working on is Crystal Growing. We have a lot of capacity today in this area, but we now need to sophisticate the equipment and the process to provide a feedback system of control while the crystal is being drawn. This produces better crystals with higher yields. We are also looking into the area of molding plastic devices with techniques that will double and triple outputs; this will take a new kind of molding process which we are now working on.

What Plans Does The Division Have For Expansion?

Our sales projections for the years 1971, 1972, and 1973 will certainly require expansion from a total capacity standpoint, and the San Diego facility will provide part of that expansion. We are now reviewing the entire organization and structure of the Equipment and Facilities directorate to enable us to meet this expansion program.

What Are Your Goals For The Next Five Years?

Our immediate goal is to complete the new mask manufacturing area, finish and equip the Wiesbaden plant, and set up the first phase of the San Diego facility; this will take us through 1971: After that, we will continue enlarging the San Diego site, put into operation new manufacturing technology whenever and wherever the market place demands it. □



What Is The Function Of Your Operation?

The International portion of it involves the responsibility for manufacturing and marketing in the Far East, Australia and Mexico. Here in Mountain View in addition to support groups for those operations, we have the Central Production Control Group.

Where Are The Products Being Produced?

Our major production plants in the Far East are located in Singapore, Hong Kong and Korea. We have a new operation in Okinawa that is taking on a portion of the volume as it grows. Each of these plants have more than one product being produced. For example, Hong Kong makes ceramic dip integrated circuits, metal can transistors and diodes. Both of these plants have other product lines as well, but the point is each plant produces more than one product and each product is manufactured in more than one location.

Are You Planning To Expand Your Operations And In What Way?

We have just completed a major expansion throughout the Far East. The Korean facility has been doubled in size in the last year. Hong Kong has been increased approximately 40%. A new facility was built in Singapore and now Okinawa is in its early buildup stage. We will continue to expand the production capability, but not the physical plant over the coming year. It will also be necessary to initiate plans for a new facility sometime within the next 12 months. Mexico and Australia have also been expanding their plant and

product lines during this same time period so that we might further our penetration into those markets.

What Is The Nature Of Each Of Our International Operations?

From an operation standpoint, it breaks down into two broad categories. The plants in Mexico and Australia are market penetration operations where the total output is sold into the local market. Hong Kong, Korea, Singapore and Okinawa are primarily feeder plants that manufacture for the U.S. domestic and export markets. However, a portion of their output is sold directly into the local market place.

Is Central Production Control Also Your Responsibility And How Does It Fit?

The Central Production Control Group has two major functions. One involves the collection and distribution of our production and capacity plans; and the second is a measurement function where they do the analysis and provide performance measurements on the division operations. It is essential that we have this function in the division since we have a variety of plants and a variety of products; consequently, one group must have the charter of collecting the inputs from these various functions, consolidating them and distributing them to all involved parties. The performance measurements cover inventory levels, customer satisfaction, actual production versus planned and all the other key elements that give us insight as to how the division as a whole and the different product lines are performing.

What Are Your Immediate And Long-Range Plans?

We have several immediate goals we have established that will provide better communication and coordination between our remote locations and those here in the States. For example, we have established an operations review format that will give the people in the foreign plant and those of us in Mountain View an opportunity to evaluate their performance. We have also established support groups here in Mountain View to insure that action items required to support these plants are being acted upon. We are also implementing plans to strengthen our market position in the Hong Kong-Taiwan consumer market and the Japanese market as well as Australia and Mexico. We have put together a set of goals and objectives that will assist us in concentrating on specific problems of both a qualitative and quantitative nature. By identifying these items and taking appropriate action we will set the stage for accomplishing our long-range goal of not only being the technological leader in this business, but the lowest cost high-volume manufacturer as well. Through these avenues we feel we can strengthen our profit position and continue to grow at a rate that will exceed the growth of the market. □

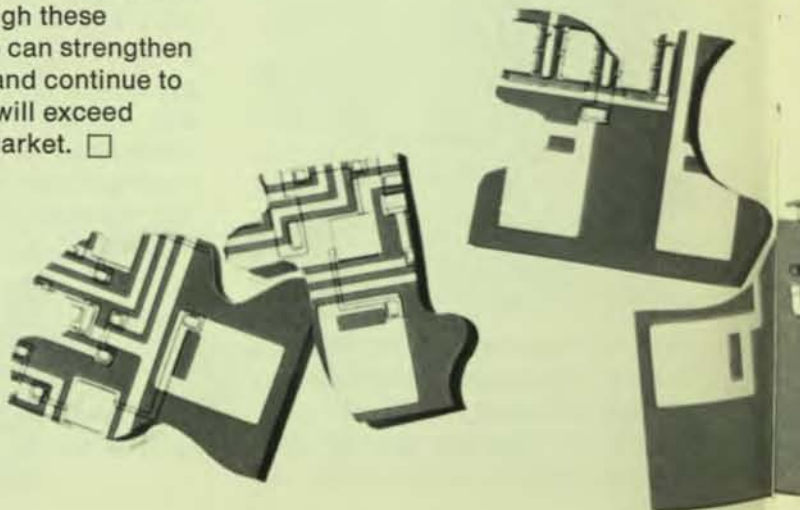
Wilf Corrigan
Vice President And Group Director Of Operations (High Volume Standard Products)

Just What Is The Scope Of Your Operation?

Our major function is to manufacture volume products — at the lowest possible cost. There are four major discrete groups: Diode, Power, Metal Can and Plastic Transistors, and high volume Digital Integrated Circuit group which is located in South Portland and makes most of the DTL, TTL and CTL products.

What Are We Doing In These Operations?

The Metal Can Transistor group sells mainly to the computer market place which is holding up reasonably well considering the general slow down of the economy. The Plastic Transistor group is mainly dependent on the consumer market place, and, up until now, they have been manufactured primarily in the Orient. However, we just put in a new high-speed line which enables us to make them here in Mountain View. We will probably be putting another line in at Shiprock toward the end of the year, and a similar line in Wiesbaden, Germany, probably by January 1971.



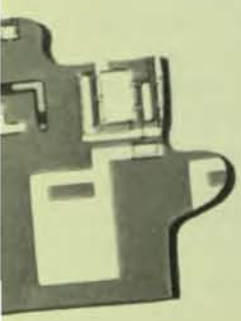
Gene Blanchette
Vice President And Group Director Of Operations (New Products And Businesses)

The rapidly expanding Power Transistor area will be in high volume production by the end of the year making regular metal can power transistors and plastic power transistors. We have a new approach to making plastic power transistors that we think will make us a major force in the market place. We are already the largest manufacturer of Silicon Diodes, and we also have a new process to make diode arrays, which means we can put any number of diodes on one chip and in a single package. This will be significant in the future.

The main emphasis in Materials right now is to grow larger crystals, and to process larger wafers, up to three inches in diameter. In general, there is nothing very revolutionary in transistors or diodes. However, during the past year we have introduced more new transistor types than have our competitors. The transistor business is now a mature business and there are not that many new transistors being developed, except in the Power Transistor area.

What Is Your Management Strategy?

My general strategy is to delegate as much responsibility as possible to middle management people and to provide them with the resources and authority to do the job.



What Are The Effects Of Mechanization In Your Area?

I am glad you used the word "mechanization" rather than "automation". Automation is a word too widely used. The impact of mechanization is that ultimately we should be able to manufacture products in the U.S. at cost comparable to what they can be made for in Japan or other areas in the Orient. Our overall strategy is to attempt to develop products and processes that will enable us to make many more products in the U.S. The major function of mechanization is to lower the costs so that we can either make more profit or broaden the market place. If we don't, we will be left in a non-competitive position, and ultimately the cost for not mechanizing is going out of business. We have a major mechanization program involving millions of dollars on a continuing basis. Of the capital dollars spent each year, at least half goes towards mechanization of one sort or another.

Are You Planning To Expand Your Operations?

We are expanding the Plastic Transistor and the Power Transistor areas, and I expect the Metal Can Transistor area and Diode area to grow, but not dramatically.

What Are Your Immediate And Long-Range Goals?

The immediate goals are to make us Number 1 in the areas and markets we serve. The long-range goal is to maintain that position. □

What Is The Function Of Your Operation?

My department's function is to set up a complete operational program to handle LSI and Memories. This is an area that takes not only new and sophisticated technology but demands new ways of doing business — new selling techniques, new marketing techniques, new specification techniques, new test techniques, new everything. It is as new as IC's were in the early 1960's.

Where Are IC's Produced Now?

Literally all over the world. Some are produced here in Mountain View, Shiprock, Tijuana, South Portland, San Rafael, Singapore, Hong Kong, and Korea.

What Are We Doing In Memories/MOS?

We are attempting to expand our market share in memories in both Random Excess Memories and Read-Only Memories, utilizing both bipolar technology and MOS. In MOS, we are attempting to go after what is known as Random Logic Designs or Custom Logic Arrays using our computer-aided design capabilities. In Random Logic Arrays, the market is dominated by computer peripheral terminals — data terminals, mini-computers and other small computing-type elements.

What Is Happening With New Products?

The most significant new product in the Memory area is a Bipolar Monolithic Chip containing 256 memory bits. Right now, we are packaging these in 16 pin packages. It is a very exciting new product that really does not use any new dramatic breakthrough.

Dr. Tom Longo
Vice President and Group Director Of Operations (New Products and Businesses)

It's just a very good design and can be used immediately in the market place. We have a large contract to supply memories for the ILLIAC computer being built for the University of Illinois by Burroughs. Secondly, we have a revolutionary Silicon Gate MOS process which is being put into production now. We have already announced our first products.

Are We Keeping Our Development Up With Competitors?

Generally, we are ahead.

What Is The Effect of Smaller Memory Companies On Our Market?

The market for semiconductor memories has not really been established yet, and the advent of the small companies entering the memory market serves only to accelerate its growth.

What Are Your Immediate And Long-Range Goals?

Our immediate goals are to put on the market place products that will keep us ahead in memories and to put in place an MOS operation that can implement a customer's LSI design within a few weeks. We have constructed a volume manufacturing capability to build memory devices and MOS Logic devices at high yields. Our long-range goals are always to dominate the particular business area that we have chosen, and that business is Memories and MOS. □

What Is Your Area Of Responsibility?

There are several activities currently assigned to my responsibility. First is the Mountain View Digital Integrated Circuit operation which includes all the proprietary MSI functions and TTL (but not the second sourcing of the 7400 family), current mode logic circuits and a number of custom lines with customers like Minneapolis-Honeywell, Burroughs, Univac, and XDS. These custom lines are both TTL and CTL. There are several programs involving custom current mode logic at R&D which will be transferred to DIC. In addition, I have been assigned the Integrated Microsystem activity — the manufacture of hybrid circuits. These circuits are assemblages of monolithic or discrete chips which are put into one package to provide a circuit function that cannot usually be done with monolithic chip. The hybrid assemblies often contain passive components, as well as semiconductor active components. There is also a circuit design group which has the responsibility for circuit design and evaluation serving both the Mountain View DIC group as well as the group developing the 7400 family of complex functions. There is also an Integrated Circuit Production Control function which serves all the various integrated circuit activities including those at Mountain View, Shiprock, and all parts of South Portland. And, finally, I am responsible for the Shiprock Plant.

Since You Are New To Fairchild, How Does The Technology In Your Particular Directorate Compare With Other Companies?

I would say that overall it compares favorably to other leaders in the business with some specific strengths and some specific weaknesses. We must capitalize on the strengths and shore up the weaknesses.

Since You Invented TTL, What Do You Think Of Fairchild's Ability To Compete In This Area?

In order to answer your question, I would like to make a comment first. TTL was not really an invention; it was a development which resulted from an objective to build 10 n.s. digital circuits with input and output flexibility. This development program took place over a span of about a year and a half from late 1961 to 1963, and it was based on the philosophy of pushing the state-of-the-art. Unconventional circuit design, tight tolerance small geometry layout design, epitaxial technology, and shallow diffusions were used for the first time to produce a line of digital circuits meant for high volume production. This, in turn, necessitated process development in mask making, photoresist, diffusion, and epitaxial growth. The huge success of the results which are obvious now, were not so obvious then. Since then, many variations to the total concept and many outstanding circuit and function designs have evolved from manufacturers throughout our industry resulting in three different proprietary lines, several custom lines, and many individual complex functions — all of which are called T^2L. Now, to answer your question,

Charles Gray
Group Director of Reliability and Quality Assurance

I see no reason why Fairchild should not only be competitive but, in fact, be a leader in the T^2L picture. A lot needs to be done to realize that as an objective because we can't afford to underestimate the strength of the competition. We do have some beachheads in the battle now, and these need to be fanned out.

Are You Planning To Expand Your Operation? In What Way?

It appears we will have to strengthen our engineering efforts to develop more new product leadership. Also, we expect to grow in terms of sheer dollar volume of sales both in Mountain View DIC operation, as well as in the Integrated Micro-systems operation. The whole current mode family of I.C.'s has not yet been exploited for any significant sales, and there is quite a growth potential here.

What Are Your Immediate And Long-Range Goals?

My immediate goals are to assure that the product we deliver is reliable and can be manufactured at a profit. I'd like to improve our customer relations, technology, and our "state-of-the-art" products in the market place. My long-range goals are to increase the dollar volume of sales, the profitability, to maintain a good reliability position with our customers and to have strong customer relationships. □

What Is The Function Of R&QA?

The R&QA group at Fairchild is a division level function which includes about 6% of the work force, and has an expense budget equal to about 5% of gross sales. The organization covers the inspection of all materials from incoming, through in-process, and outgoing product. Quality control engineers, reliability engineers, reliability testing groups, and failure analysis laboratories have total control over all areas. In effect, the coverage of this group is one of the most complete in our industry.

Why Is There A Need For An R&QA Function?

Well, all of our products have to meet our customers' specifications. This means we have to make sure that all the materials we use and the products we ship live up to the quality we're committed to. This means we have to check all the way down the line — the materials we buy and manufacture ourselves, the products as they are being manufactured, and finally the completed product. We have to be sure that it will do the things that the customers want it to do, and that it will not fail.

What Is The Difference Between Reliability And Quality Assurance?

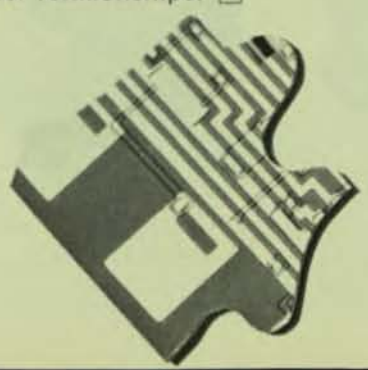
Reliability is a measure of the probability of a device working in its intended application over an extended period of time. Quality Assurance is a measurement to assure that the device meets a specification. In other words, QA says yes it meets its specification and Reliability says it not only meets the specification now but it's going to work for a while.

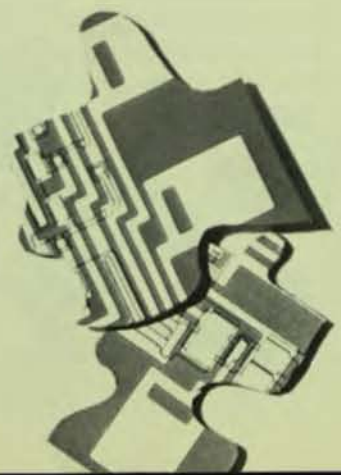
What Is An Acceptable Rate Of Return?

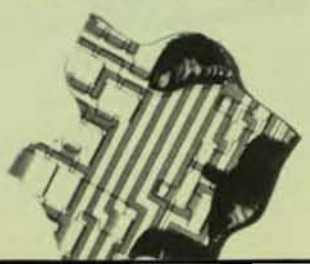
As a division, we normally operate on the premise that 4% to 5% is an acceptable rate of return based on the returns as a percent of gross sales.

What Effects Does R&QA Have On Sales And Profits?

R&QA greatly contributes to improving profits. For example, due to the nature of our business, about 5% of the industry's sales — on the average — are returned from customers for various reasons including: failure to conform to specifications; stocking returns from distributors; specifications and administrative errors; and line rejects from customers, etc. All of these returns reduce our gross sales to net, and also generate costs in order to perform corrective action. The efforts of the R&QA group to reduce these returns, take corrective action, etc., can improve profits in the short run. Two years ago, our returns were about 15% and today it's under 5%.







Bob Friedman
Director of Far East Affairs

In addition, the improvement in the return rate and therefore quality and reliability does affect our ability to get new sales. The quality reputation of a semiconductor supplier is an important factor in survival. I'm sure we can do a lot more in improving our methods of analyzing QA impact on profits. But I don't believe that this should be the next step — at least at Fairchild. For us it's building a truly integrated team approach with QC, and operations and other functions — each group doing its job and contributing its functional expertise to the profitable growth of that segment of the business.

What Are Your Future Goals?

First to be recognized as the quality leader as well as the technological leader in the semiconductor business. Another goal is to develop truly effective techniques for controlling quality and reliability which detect problems at the earliest possible stage in the process and provide rapid and positive corrective action. □

What Role Do You Play In The Division?

I act as Fairchild's ambassador overseas, specifically in the Far East. My objective is to assure the best position and image for Fairchild and our people in these areas. I contact officials at all levels of local government, and the civic and business community. I do this largely through personal contact.

I am concerned with negotiations, and petitions made to government, and other dealings with local regulatory bodies. This includes petitions for license to do business in the area. I am also interested in getting improvement in living conditions for our expatriates. In dealing with the government, we have to comply with certain government-to-government agreements largely known as "status of forces agreements" and sometimes these aren't compatible with the expatriates' needs. I hope that I will be able to soften the interpretation there.

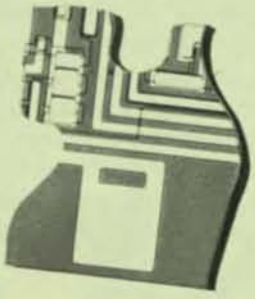
What Are Your Immediate And Long-Range Goals?

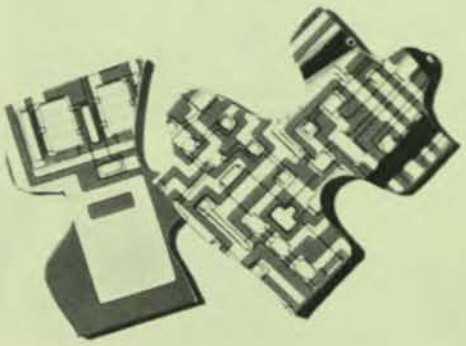
For the next two years, my principal effort would be to facilitate our entry into the Far East market — by establishing ourselves and operating in Japan.

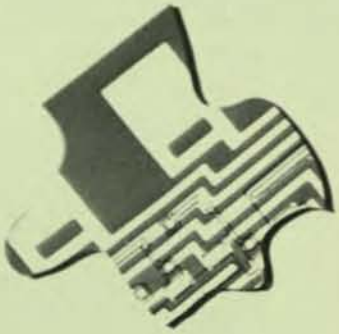
What Do People Think Of Us In The Far East?

The semiconductor industry as a whole shares a flavor of being exploiters of local labor. This comes about from some unfair propaganda and a lack of understanding of what we really are doing. When Fairchild first went into the Far East, we were much sought after because our plants meant jobs for the unemployed. We brought technology and trained their people. As a result, their economy improved. Now it is natural that these same governments seek to go beyond that. They want industries which will add significant value per labor hour expended. They want us to expand on our technical operations and to produce a prestige product. They are looking toward a marked improvement in the local economy. I think as long as we recognize that this problem exists there, we can do something about it.

Fairchild plays an important role in improving relations between our country and the Far Eastern countries. I think that this is extremely worthwhile because our mutual security and future economic potential depends upon our getting along smoothly wherever we operate throughout the world. □







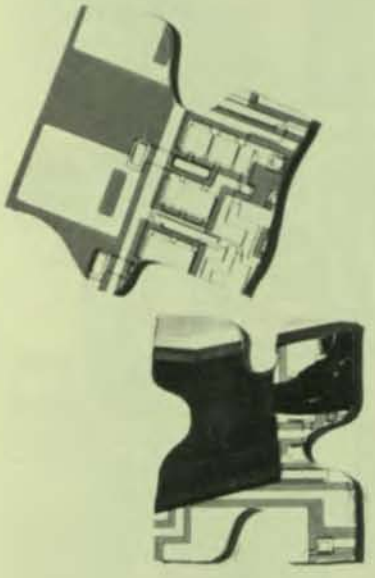
Doug O'Connor
General Manager — Europe

Why Is It Necessary For Us To Be In The International Marketplace?

Prior to 1969 Fairchild was isolated from foreign markets. To penetrate the European market, you must have a strong, technically competent national management. And that means you are Europeans and not carpet-baggers from the States. As soon as you have generated a business base, you must move into early manufacture. You use these plants to penetrate the markets, and the marketing and manufacturing operation should be directed by one person.

What Are The European Opportunities For Fairchild?

The European electronics industry is about ⅓ the size of the U.S. industry. In that industry, the rate of growth will accelerate to 12% and the European semiconductor industry will grow to 18% by 1970.



What Progress Has Been Made In The European Market?

We have captured approximately 5% of the European market. We now have more than 100 employees on the European payroll with approximately ⅓ located in the United Kingdom. Over the next twelve months, we intend to double the sales staff in a series of regional offices.

What Are Your Marketing Strategies For Europe?

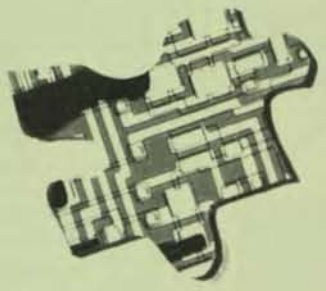
Our European marketing strategies include early market introduction of leadership products followed by a rapid manufacturing program. The Wiesbaden plant capacities will be committed to the manufacture of these leadership products as they are required by the European market place. We will also include a complementary manufacturing schedule of high value, high volume, and broad customer base products. We will, however, be required to continue to import supplemental products to meet the markets demands.

Are We Planning To Expand Further In Europe?

When we have finished Wiesbaden, our plant design people will move right on to the next plant. It takes 14 to 18 months from planning to completion and we aim to get that down even further. There are three possible market areas for the plant — England, France, and Italy.

What Is Your Marketing Penetration In Europe?

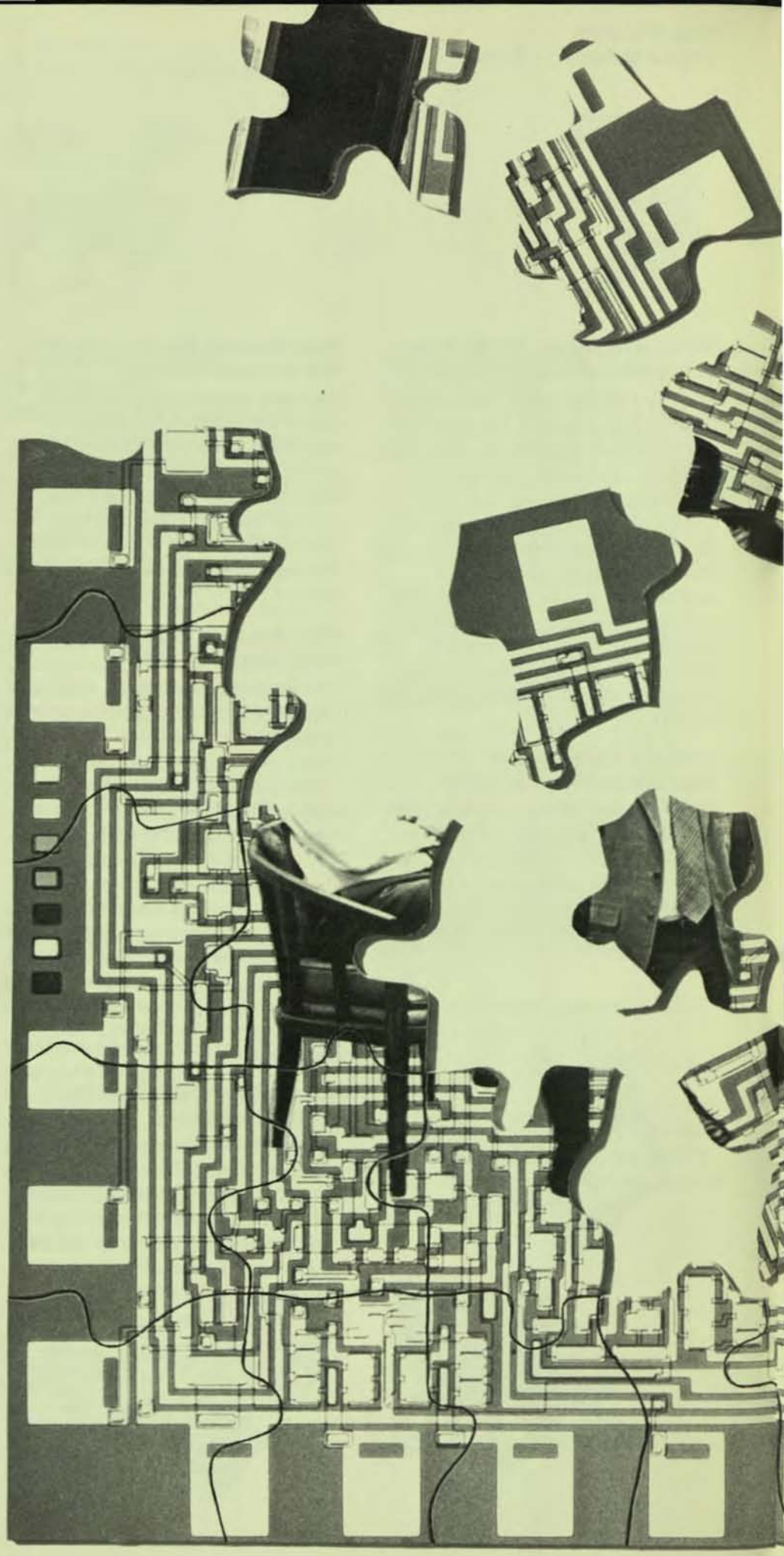
In 1969, we experienced approximately 1% of the total European share of the market through representatives, distributors, and direct export from the U.S. As I mentioned before, we currently have about 5% of the European market for 1970. This position has been strengthened as a result of direct sales by the Fairchild European sales force with the support of Headquarters Product Marketing, Applications, and the utilization of the European warehouse. The next major phase will be the "on-line" operation of our Wiesbaden plant. This should result in our ability to double our sales of the European semiconductor market. This will be done by means of additional plants in the key marketing areas.

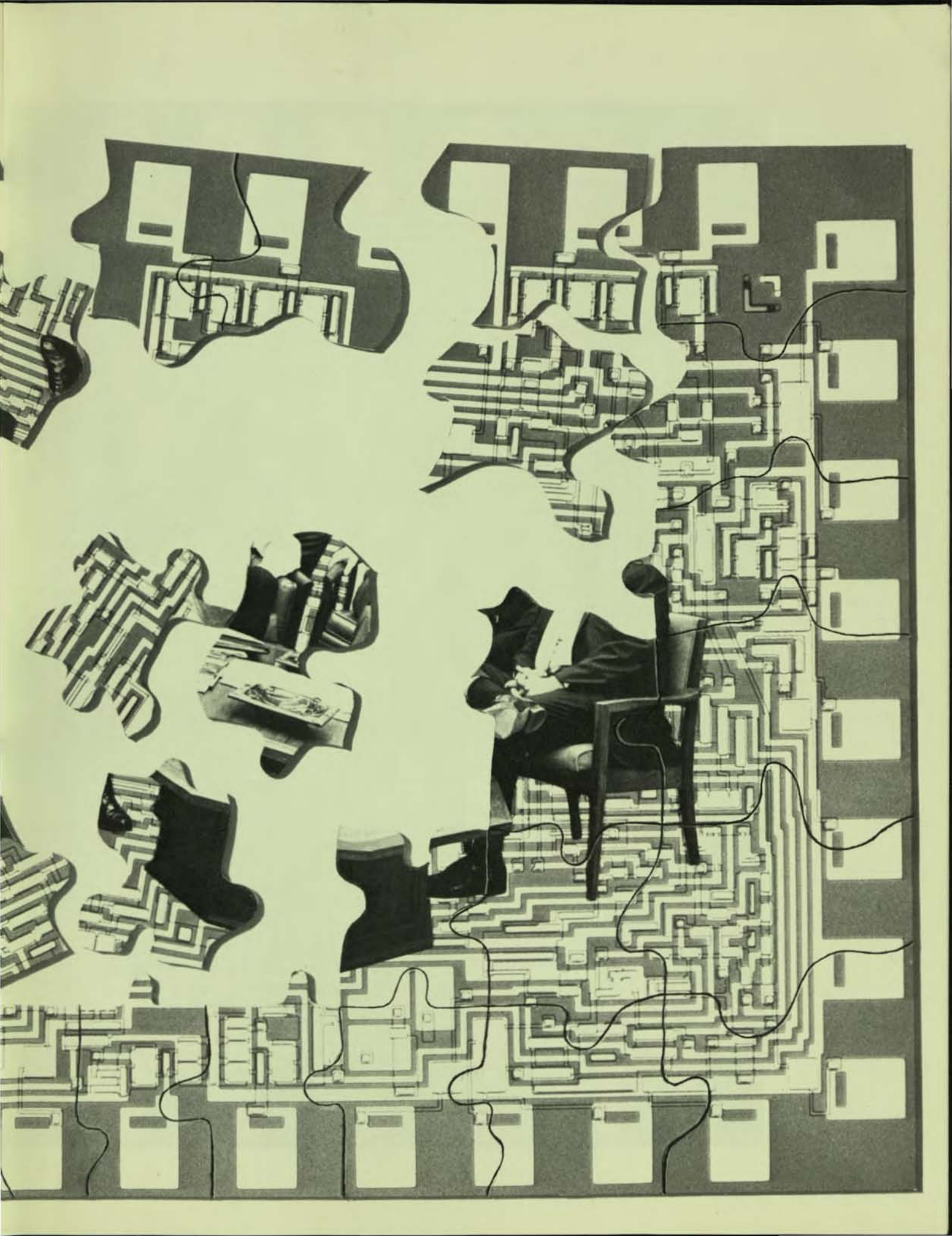


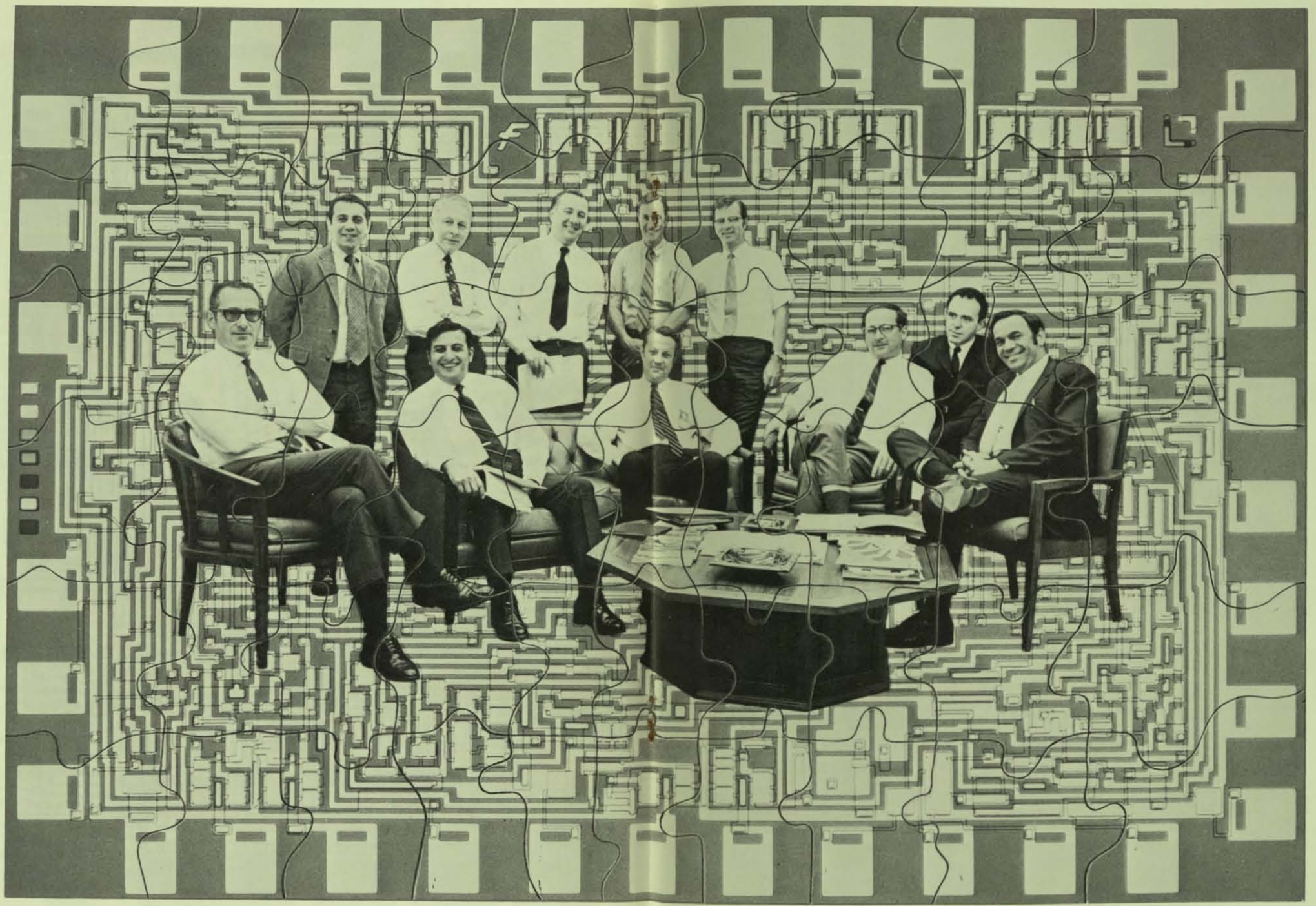
What Are Your Goals?

Our 1970 goal is to triple our 1969 volume and exceed a 5% share of the European market. The division's European marketing team is continuing to grow to meet this challenge. In fact, we are fortunate to have attracted some outstanding "nationals" to join our expatriates in the European marketing organization. The completion of the Wiesbaden plant in August, 1970, will further strengthen our capabilities to penetrate this market.

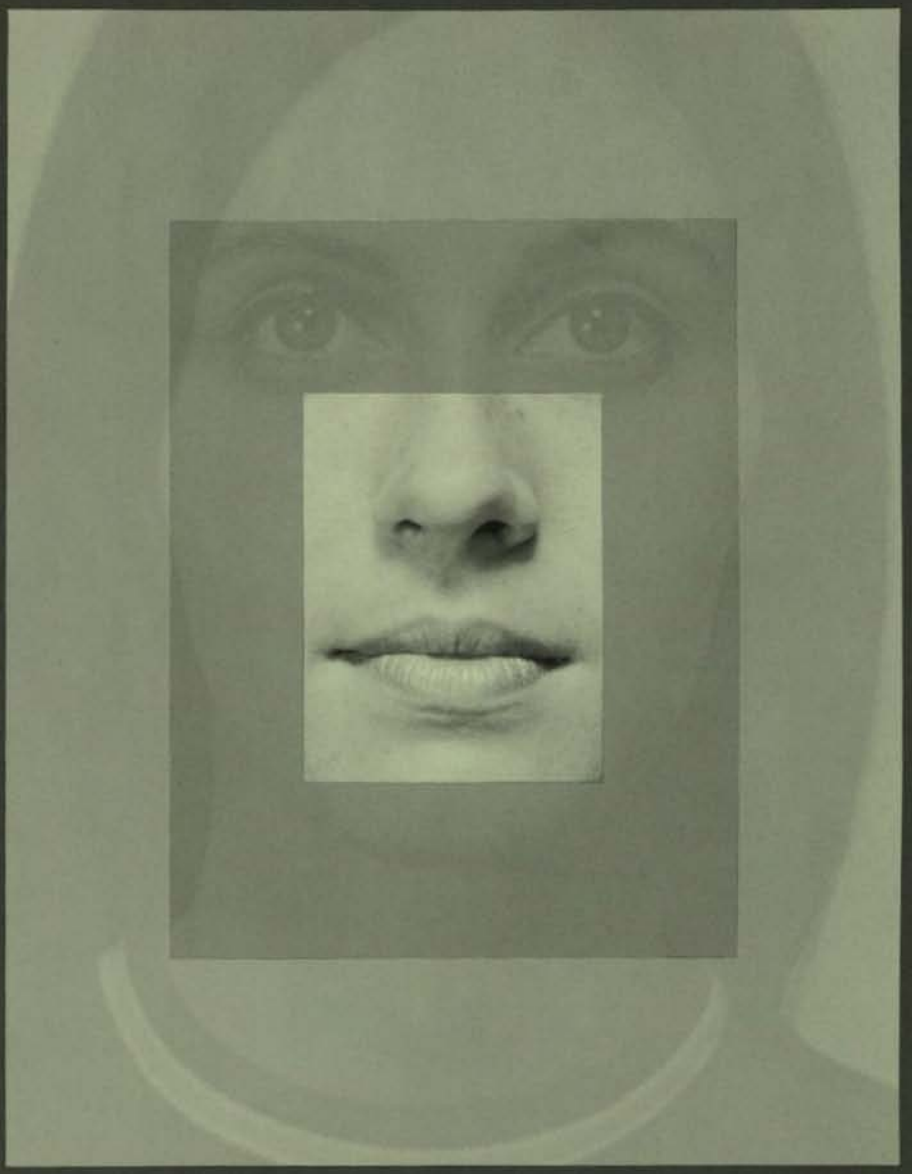
Another goal is to establish a base for future growth for a customer base, business system, manufacturing base and U.S. support. We also want to continue to recruit, train and develop outstanding "nationals" for Fairchild in Europe. Another important goal is to maintain the high level of morale of the European staff. □







"Communication
Is The
Beginning
Of
Understanding"



Fairchild 1970 Operations Executive Seminar

"The word 'first' has been used so much in the electronics industry that its significance has been somewhat lessened. These firsts, not only in technology but in business and marketing leadership, are the very features which have built the industry and Fairchild so spectacularly and fast."

But, there was another first in Monterey, California, during the week of May 3rd thru 8th at the Del Monte Hyatt House. All semiconductor division key operations executives from all the Fairchild plants worldwide, the support groups, the group directors and Joe Van Poppelen, Vice President and General Manager of Fairchild Semiconductor, attended the first Operations Executive Seminar. This type of conference will be annually, supported by regional meetings at least once during each year.

The primary objective was the development and continuance of a true interchange of methods and ideas among all who attended. Other objectives were learning about the various positions of each group, expressing viewpoints, discussing past, present, and future problems. Questions were brought out in the open within the various workshop groups. What is the role of a plant manager? What support functions do their facilities require and who should provide them? What are the plant problems that exist, which have been solved, and which may be expected? Each Vice President met with his team of plant managers to look at the process and focus on organizational issues and team building. Work sessions were set up between top management and plant managers to develop evaluation criteria.

Through active communication covering the good and bad, the solved and unsolved, plant managers' role and support groups' role, this process functioned effectively, a single division management group applying a team effort to build Fairchild Semiconductor during 1970 and thereafter.

Speaking to the group on the last night of the conference, Joe Van Poppelen summed up the week's events by stating, "change is a way of life in a technological growth company but the rate of violent change which we have been through is over. With the teamwork we are developing, I think we can get back to a normal semiconductor industry routine".

newsbriefs

Scouting The Future

A glimpse of the future can be exciting, especially if the future happens to be your own. Twenty-six Eagle Scouts got a clearer view of their prospective futures as they were honored at the Seventeenth Annual Eagle Scout Recognition Dinner (Stanford Area Council) held on Friday, February 20th. The event, held at Mings Restaurant in Palo Alto, honored those scouts who achieved the rank of Eagle during the past year.

Dr. C. Lester Hogan, President of Fairchild Camera & Instruments, presided as Dinner Chairman and was a sponsor to one of the scouts. According to Dr. Hogan, "the purpose of this event is to acquaint the scout more fully with their vocation or profession he hopes to pursue—from Aerospace to Zoology." Guest speaker for the evening was Dr. Robert Cannon, Jr., formerly the Vice Chairman of the Department of Aeronautics and Astronautics at Stanford University, and now the newly appointed Assistant U.S. Secretary of Transportation. Dr. Cannon, in his new post, will be involved in planning future transportation systems for the nation. His address was on "The Decade Ahead." Also on the program was Dr. Hans Mark, Director of NASA's Ames Research Center. Dr. Mark introduced an exciting thirty minute film on the Apollo 11 moon landing called "A Giant Step."

Along with Dr. Hogan, four other Fairchilders acted as sponsors and participants. From Fairchild Camera & Instruments was Philip Haas, Jr., Assistant Secretary and Tax Director; and Fred Hoar, Vice President and Director of Communications, who was in charge of publicity. Representing the Semiconductor division were Ferris Johnson, Director of Communications, who served as Program Chairman; and Eric Bergtraun, Manager of Facilities, who served as Participation Chairman.

Prior to the banquet, each scout spent part of the day at his sponsor's place of business. The four scouts sponsored by Fairchild had a three-hour tour of Building 20 where they observed the various operations. Later, the scouts saw a movie on the operation of Integrated Circuits.

With the help of each sponsor, the scouts did get an insight on the vocations they want to pursue by scouting ahead.

1970 Inter-Division East-West Bowling Tournament

Recently, fourteen division teams participated in the Tenth Annual East-West Bowling Tournament held in the month of March. All scores were forwarded to Controls Division in Hicksville, New York, each week and recorded. At the end of the tournament, all team scores and standings were announced.

The overall winner of the tournament was Controls-West located in Mountain View. They totaled 10,880 points. San Rafael placed third with 10,307 points and Semiconductor-West located in Mountain View placed tenth with 9,788 points.

The winner of the High Individual Game was Ed Beers from San Rafael scoring 266 points. Bob Veach from Controls-West took second High Individual Game. For the High Individual Series, Ed Beers again captured first place honors with a 640.

Customer Satisfaction Awards

Kay Tokutomi, Marketing Services in Mountain View, received the special Customer Satisfaction plaque, from George Perris, Customer Services Manager. This award was well-deserved because of Kay's "above and beyond the call" service to the company.

Kay has a tremendous responsibility and does a fantastic job in her area of performance. She translates engineer's schematics and terms into printable and understandable terminology for all data sheets and various technical publications and carries the responsibility for their accuracy. She also maintains and updates the Internal Product Coding Memorandum.

Wayne Carlson, General Foreman, CIC (formerly CRIC) in Mountain View, accepted the special plaque, signed by Dr. Hogan, for his Wafer Fab Group from George Perris, Customer Services Manager.

This award was well-deserved by 100 Wafer Fab operators. The girls spent many long hours during the week and on Saturdays to reduce the delinquencies in the 9000 Series T^2L line which had exceeded to 850,000 units. As of February 1st, this delinquency was reduced in the vicinity of 70,000 units.

Contributions Committee — Community Involvement

Fairchild Contributions Committee, made up of fifteen representatives from Semiconductor, R&D, and Systems Technology, meet once a month in Mountain View. This committee considers evaluating prospective recipients by using specific guidelines. A Fairchild grant should supplement, but not compete with various United Fund agencies, and it should be used in most cases to assist worthwhile projects which may not yet qualify for United Fund support. These grants are to encourage projects which tend to raise the socio-economic capability of the community, rather than projects that are essentially of a one-time nature.

What all this means is that Fairchild wants these contributions to go where they will do the most good for the community and after all that's what community involvement is all about.

The Contributions Committee presented a check for $2,000 to the Peninsula Suicide Prevention, Inc. John Walsh, Committee Chairman, presented the check to Mr. L. M. Summey, President, Board of Trustees. The Peninsula Suicide Prevention was organized in 1966 to serve people throughout the peninsula. Fairchild has donated this money for the specific purpose of furthering their research for suicide prevention.

Lucy Ellis, head of the Mountain View Community Services, received a $490 check from Judy Horst, a member of the Contributions Committee. The money will be spent to give temporary assistance to people seeking help from the agency.

Accepting the $2,000 check for The Institute of Neurological Development Organization was David Dunning, Director of the Institute. This organization has been established to improve the functional performance, both physical and academic, of the brain-injured children in the surrounding communities of the Bay Area.

The National Cystic Fibrosis Research Foundation was presented a $2,000 check for research on lung-damaging diseases. The check was presented to Dr. Birt Harvey and Dr. Harry Jennison of the Children's Convalescent Hospital by Dorothy Burch, a member of the Contributions Committee. At the presentation was former Fairchilder Clyde Mosier, his wife Lillian, and their son Ross (a Cystic Fibrosis patient). Cystic Fibrosis has become the most serious lung problem affecting children today. This elusive killer and disabler of children touches one child in every 1,000.

The California School of Learning Systems, under the directorate of Donald R. James, received a check for $2,000 from the Contributions Committee for the specific purpose of establishing a Scholarship fund for needy children with learning disabilities.

Fairchild Blood Drive

The mobile unit of the Peninsula Memorial Blood Bank, working with Fairchild's nursing staff, was at the Mountain View plant on Tuesday, April 14th and Wednesday, April 15th, from 7:30 AM to 12:30 PM to conduct a clinic for donations to the Fairchild Blood Bank. The blood is made available to employees and members of their immediate families free of charge when needed.

For the 1969 drive, there were 239 units of blood collected from donors with 342 employees participating. For the 1970 drive, it almost doubled with 328 units of blood collected from donors and 429 employees participating.

At this moment, the Fairchild Blood Bank has 1070 pints to its credit compared to last year's 880. Employees were turned away for such reasons as diabetes, tuberculosis, cardiac condition, recurrent malaria, kidney infection, ulcers, hepatitis, high and low blood pressure, childbirth within past six months, and a cold within past two weeks.

"With the help of R&D providing the doughnuts, and Systems Technology providing the coffee and orange juice, and the time devoted by the Blood Drive Committee, it was a very successful drive. We collected 89 more units than the previous year," according to Fairchild's Head Nurse and Committee Chairman Bonnie Page.

Blood Drive Committee members
Sitting left to right: Connie Bell, Bonnie Page, R.N., Beth Litton, Susan Diaz, and Jane Wallace.
Standing left to right: Joe Aboussleman, Carroll Ford, Nati Hernandez, Joyce Scott, Pat Weaver, Shelah Walker and Helen Hutson, R.N.
Not Pictured: Rhoda Rogers, R.N., Dana Goodrich, R.N., Ardeth Weber, Berneice Wurfer, Chuck Desmond, Joyce Mattea, Beryl Cook, Jackie Bonnini, Margaret Sanders and Vicki Heinsheimer.

Shiprock Plant Provides Background For Monthly Board Meeting

For the first time in the history of Fairchild, a monthly board meeting was held on a Navajo Reservation deep in the heart of New Mexico. Sherman Fairchild, Founder and Chairman of the Board; and Dr. C. Lester Hogan, President of Fairchild Camera and Instrument Corporation were just two of the prominent figures appearing at the Shiprock plant on March 18th and 19th.

Paul Driscoll, Plant Manager, welcomes Sherman Fairchild and Les Hogan to the Shiprock plant for their monthly board meeting.

Navajo Production Supervisor Joe Kieyoomia explains to Dr. Hogan the feeding process of an impact tester demonstrated by Navajo assembler Sarah Nez.

Sherman Fairchild observes the products made by Navajo apprentice machinists at Shiprock.

Les Hogan and Sherman Fairchild admire the beautiful Navajo rug presented to Mr. Fairchild by Raymond Nakai, Chairman of the Navajo Tribe.

Jobs Well Done!

Another Mountain View Fab record has been broken—Fab 3-A in CIC (formerly CRIC)!

Yuko Baker, during an average day exposes 900 wafers for a seven-hour schedule, just set a new record by exposing 1074 wafers. Her old record was 1041. Recently, Gloria Bowen exposed 900 wafers for an eight-hour day shift and Carol Cerf exposed 900 wafers for a seven-hour schedule. Their elated General Foreman Wayne Carlson was on hand for the celebration.

Another Mountain View record happened. Emma Padhha, PIC, did a super-duper job on the Epi Reactor. She put out 936 wafers in ten hours with a 100% yield. The average output on the reactor for ten hours is 600. Emma has been with Fairchild since March 18, 1969. Her general foreman Chuck Fraher and her foreman Ron Little helped Emma celebrate her fantastic feat.

Safety Awards

The National Safety Council presented Controls Division located in Mountain View with a Certificate of Commendation for 288,364 man hours without a disabling injury from April 1, 1968, to December 31, 1969.

Accepting the award from Charlie Victor, Safety Manager, are George Leisz, Vice President and Group General Manager of Controls and Systems Technology, and Don Lynam, Controls Plant Manager.

Receiving the Award of Merit for 3,055,400 man hours without a disabling injury from May 20, 1968, to December 31, 1969, was Semiconductor's division in Shiprock, New Mexico.

Mountain View's Monday Night League Bowling Standings

The team standings as of April 13 and starting the second half are the Gully Wumpers in first place winning 31½ out of 44 games. Moving into second place with 28 wins were the Socket 2'M's and sliding back into third place were the Nowgos with 27 wins.

In the Men's High Series standing, Bob Veach moved into first place with 625 points. Hal Knopp's 623 pulled him down to second place. For Women's High Series standing, Ann Lima remained in first place with 586 while Joanne McElfresh kept her second place standing with 580 points.

Earl Beeman still leads the Men's High Game standing with 254 points. Bob Bolvin maintained his second place position but sharing it now with Gus Mellick's 245. Joanne McElfresh took over first place from Oleta Madeiros by one point scoring 232 points for the Women's High Game standing.

First place in the Men's Hi Handicap Series remained with Rich Schell with 722 points and Women's Hi Handicap Series was captured by Sally Santana with 714. For the Men's Hi Handicap Game, Bob Severson's 289 gave him first place honors and O. Madeiros took the Women's Hi Handicap Game with 275 points.

Cafeteria Opening Marks A Significant Milestone For Fairchild Semikor

The Semikor cafeteria in Seoul, Korea, was formally opened when David Heck, General Manager, accompanied by two operators, cut the tape at the cafeteria entrance on April 13th. Also present at the ceremony were all department heads, section chiefs and many employees. The cafeteria is equipped with a modern kitchen and dining room facilities including three dimensional stereo system. In addition to serving a hot meal to everyone daily, they also have one of the nicest dining halls in Seoul for both dining and social activities.

Fairchild Women Enter City Bowling Tournament

Three teams of women bowlers representing Fairchild bowled in the City Tournament held on Sunday, March 22nd at Cherry Bowl in Sunnyvale.

Several of the women placed in the top ten of their divisions. Placing in the All Events were Norma Lias, ninth in B division; Timmie Porrez, fourth in C division; and Judy Stugelmeyer, sixth in C division. In the Doubles event, Joanne McElfresh and Ann Lima captured first place in the A division, and Timmie Porrez and Marian Oswald placed ninth in the C division. For the Singles event, Joanne McElfresh placed ninth and Ann Lima came in sixth for the A division. In division B, Norma Lias took second place honors. In division C, Timmie Porrez placed third, Kitty Christensen placed eighth, and Alberta Stidham took tenth place.

1970 Youth Job Fair

Approximately 1,000 students from various mid-Peninsula high schools turned out for the 1970 Youth Job Fair held at Ravenswood High School on April 14th. Fairchild, like many other business firms, was on hand to present brochures and explain about the company to students interested in permanent and part-time summer jobs.

Representing Fairchild were four personnel employees—Chuck Stevens, Kris Smith, Beryl Ramirez and a 1968 Job Fair student Carol Dozier who is currently employed by Fairchild. They explained about the benefits, wages, and jobs offered and career opportunities at Fairchild.

According to Jan Francis, Supervisor of General Employment in Mountain View, "the Job Fair has been a great asset to high school students interested in permanent and part-time jobs. Since the beginning of the Job Fair three years ago, Fairchild has participated to help these students identify with the various job opportunities available to them. This year was a great improvement over 1969 due to the high percentage of participation by companies and students and each year, hence, should be even greater."

Parties and Potlucks Around Fairchild

Mountain View Industrial Relations surprised Sally Hansen with an Easter Lily and a cake for her birthday.

Chung Oh, Metal Can, Mountain View, was the honored guest at her baby shower.

Sharon Corral and Paul Stewart, Fab 3, PIC, Mountain View, were married on April 5th in Santa Clara. The group gave them a lovely wedding present—a money tree!

Oscar Taylor and Bob Hamilton, LIC, Mountain View, celebrated their birthdays on "April Fool's Day."

Bill DeCarbonel, Foreman, LIC, Mountain View, was honored at a baby shower. Not only was Bill surprised with the party and beautiful gifts, but his wife was there to help him open all the "goodies."

The girls in SLIC, Mountain View, wanted to show their appreciation to their foreman Chock Baily for being "a good guy" by giving him a beautiful attaché case.

Surrounded by lovely employees is Hugh McManus, Section Head of Linear Test Methods Group, Mountain View, celebrating his birthday.

Verne David, Mountain View, enjoyed his birthday cake and the party his fellow workers gave him.

Kay Manners, Secretary, LIC, Mountain View, turned another year older with best wishes from her co-workers.

Enjoying a case of Ginger Ale on his birthday is Decatur Stewart.

Celebrating Gloria Robinson's, LIC, promotion from Senior Assembler to Production Assistant is her general foreman Chock Baily and electronic technician Bud Hower.

Seventy of Rose Andrade's friends and fellow employees celebrated her eleventh anniversary with Fairchild.

Celebrating with cake and friends is Ron Page, Electronic Technician in Mountain View.

New Faces

Hank Johnson has joined Fairchild as a Senior Engineer. Hank will be responsible for Support Activity Area Industrial Engineering in Mountain View. Hank was formerly employed by Hughes Aircraft Company in Tucson.

John Meibohm, formerly employed by Airesearch in Tucson, joined Fairchild as an Engineer.

Larry Worth, recently employed by Dalmo Victor Company as a Senior Systems Analyst, joined Fairchild in March as a Material Control Analyst. In his new position, Larry will provide consulting support to the direct, indirect and physical inventory management functions.

Eugene Hagen joined Fairchild as the Plant Controller of Korea. For the past five years, Gene has been working in the U.S. Government Department of Defense as Supervisor of Operations Accounting for a division of the Marine Corps.

Gordon Peterson has been named as Product Marketing Manager for Small Signal Hi-Rel and Special Products. Gordon came to Fairchild from Motorola.

Shigeru Miyagi received the appointment of Personnel Manager of Fairchild's new operation on Okinawa. Mr. Miyagi has over fifteen years experience, most of which was with the U.S. Forces on Okinawa, with the major functions of industrial relations.

Charles Von Urff has been named Manager of Product Training in Mountain View. Charley has come to Fairchild from Union Carbide Semiconductor Division in San Diego.

Bill Callahan has joined Fairchild as Manager of Public Relations for the Semiconductor division. Bill was formerly with Pittsburgh Plate Glass Industries in its PR department.

Dolf Payer has joined Fairchild as Assembler Training Consultant in Industrial Relations. Dolf was previously with Motorola as Foreign Operations Training Consultant.

Philip A. Ortiz, recently employed by Stewart-Warner Microcircuits, Inc., joined Fairchild as Contacts Coordinator in the Licensee Group.

Brian Goodwin has been appointed Area Personnel Administrator in the Industrial Relations department in Mountain View. Brian came to Fairchild from Western Gear Corporation in Belmont, California.

Joe Reilly has been named Director of Personnel in Mountain View. Joe will be responsible for Area Employee Relations, General Employment and Records. Prior to joining Fairchild, Joe was Vice-President/Director of Personnel for Transitron Electronic Corporation in Massachusetts.

Earl Chambers recently joined Fairchild as Contracts Manager in the Aerospace & Defense Market Development. Earl was formerly with Dalmo Victor in Belmont as Manager of Subcontracts.

Harry Frankel, formerly Assistant Professor at University of Western Ontario in Organizational Behavior, recently joined Fairchild in Organization Development as a Consultant in Mountain View.

Ray Vaden has recently joined Fairchild as Security Supervisor. Ray will be responsible for investigations within the division. Ray came to Fairchild from Lockheed Missiles & Space Company in Sunnyvale.

Moving Up

Alan Ankerbrand has been promoted to Assistant Product Marketing Manager. Alan will be responsible for planning all major new product programs. Alan was formerly in the Small Signal Silicon area at Mountain View.

Ed Gilmartin has been appointed Department Head for Integrated Circuits in Industrial Engineering, Mountain View. Ed's responsibilities will include support for IC's related to Reliability and QA and all direct IC functions.

J. Emmert was named Department Head, Discrete Components, Industrial Engineering in Mountain View. He will provide support to the Reliability and Q.A. functions.

Dick Downs has been appointed Section Head of General Accounting in Finance. Dick was formerly with Property and Project Control in Mountain View.

Dick Cosgrave was recently promoted to Section Head of Payroll in Mountain View.

Carl Hacke was named Supervisor of the Property and Project Control Section in Mountain View.

Ray Gutowsky has been promoted to the position of Division Traffic Manager in Mountain View. Ray has had several years experience in traffic supervision and management.

Doug Cornfoot has been named Production Control Manager of Shiprock.

Dale Jackson became Industrial Relations Manager of San Rafael. Dale was formerly an Area Personnel Administrator.

Dick Jones was named to the position of Order Services Manager in Mtn. View. Dick was previously in Customer Satisfaction.

Ray Warneck has been promoted to the position of Administrative Assistant to the Group Director of Marketing in Mountain View.

Gary Tharp has been appointed Product Specialist in Mountain View. In his new function, Gary will be responsible for the Production Control-Inquiry tasks and for the P.C. coordination with Operations, Q.A. and Inventory Control.

Josephine Peralta has been promoted to General Employment as an Interviewer. She was formerly a Training Specialist in Mountain View.

Dorothy Phillips was promoted to Senior Clerk in Production Metal Can, Mountain View.

Dennis Albi has been named Production Controller in Production Control Metal Can, Mountain View.

Joe Vargas has assumed the role of Production Controller in Production Control Metal Can PNP in Mountain View.

John Marcus has been named Section Head of Indirect Materials in Mountain View.

Bob Laase took over as Production Controller "B". Bob was previously in Plastic Production Control in Mountain View.

Mike Markkula has been promoted to Product Manager for both Linear and Special IC's in Mountain View.

Bill O'Meara was named Regional Manager for Aerospace and Defense market for the Southeast Region.

Marty Weisberg has also been named Regional Manager for Aerospace and Defense market for the Jericho A&D Region.

Bert Piaser has been promoted to Commercial Regional Sales Manager in the Jericho Sales Office. Bert was recently named Salesman of the Year at the International Sales Conference in La Costa, California.

Ray Gouldsberry has assumed the responsibility of Product Marketing Manager for Diode products in San Rafael.

Dave Simpkins has been appointed Manager of Shipping and Receiving in Logistics at Mountain View.

Les Faerber has assumed the position of Manager of Discrete Inventory Control at Mountain View. Les was formerly in DIC Test and Finish.

Walt Derrington returns to Mountain View as Discrete Plant Controller. Walt was previously at San Rafael.

Murlin Vellequette has been promoted to Manager of Small Signal Transistor Evaluation & Characterization in Mountain View.

Paul Schnitz has been promoted to Integrated Circuits Plant Controller at Mountain View. Paul's previous experience was at R&D and South Portland.

Larry Anderson was recently promoted to Manager, Customer Satisfaction West, in Mountain View.

Charlie Robertson became Manager, Customer Satisfaction Central, in Mountain View.

Al Enamait has been made Staff Assistant, Customer Satisfaction. Al will be concentrating on customer service procedures and training.

John Hardy was promoted to Manager, Customer Satisfaction East in Mountain View.

Vince Fulginiti has been appointed Office Manager for the Los Angeles Field Sales Office.

Greg Reyes became Director of Transistor Operations in Mountain View. He will be responsible for Metal Can, Plastic, Power & Aerospace and Defense Transistor Operations.

Tony Steimle was promoted to Operations Manager for Metal Can Transistor Operations in Mountain View.

Barbara Capone has been promoted as Distributor Order Entry Supervisor, Distribution, in Mountain View.

Happy Fifth Anniversary

Celebrating their fifth anniversaries were:

MOUNTAIN VIEW

Harriett Dixon

Lydia Banderas

Vic Baus

Mary Carvalho

Vi Fugate

Scotty Hamilton

Lloyd Marsh

Juanita Leyba

Gloria Kirby

Mary Zolotorow

Jack Wilm

Goldie Williams

Tom Wallis

Margie Salko

Cleo Ferrell

Laura Myers

Artie Drinnon

Elena Legarbuto

Pat Kenyon

Gail Cop

Happy Fifth Anniversary

SAN RAFAEL

Wanda Hardy

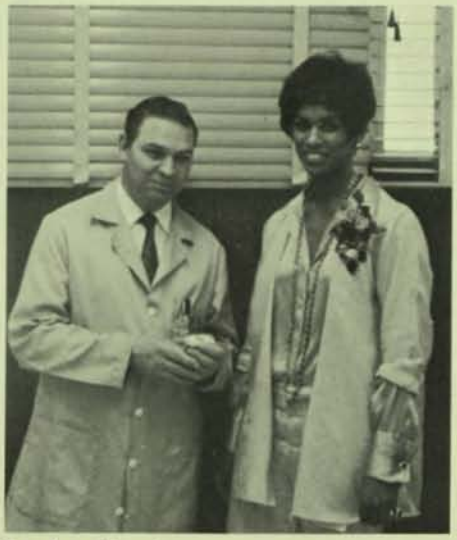
Charlotte Laufer

Doris Dunn

Savannah Robinson

Betty Andrews

Eva Young



Louise Stephens

Nanette Weems

Nellie Wright

Louise Johnson

Annasteen Cooksey and
Rose Coloma

Marilyn Buttke

Ezzie Martin

Gerry Satterwhite

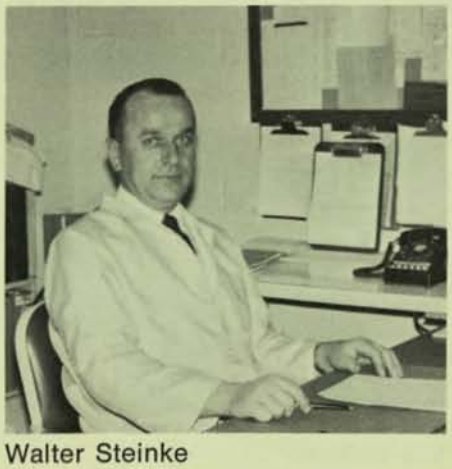
Frank Ellis

Gene Annis

Irma Russell

Anna Jones and Ruby Haynes

TORONTO SALES OFFICE



Walter Steinke

Tenth Anniversary

Celebrating their tenth anniversary with Fairchild were:

MOUNTAIN VIEW

Gerry Fisher

Sam Luppo

Carol Arena

Gloria Johnson

John Clark

Loretta Hayes

Beth Vincent

Alyce Washburn

Gwen Williams

Dick Crippen

SAN RAFAEL

Vic Watson

Carla Clements
Dollie Rule
Ann King

SAN DIEGO

Alice Dean

Five Year Service Awards

March

Mountain View

Gloria Kirby
Robert Harrington
Elena Legarburo
Jean Butler
Bert Marshall
Goldie Williams
Betty Eggert
Mary Zolotorow
Lois Sommers
Victor Baus
Albert Liscano
Russell Depew
Harlan Clausen
Juanita Mancias
Lloyd Marsh
Mary Carualho
Joanne Mock
Nancy Taylor
Rosemary Brodbeck

San Rafael

Ruby Haynes
Annsteen Cooksey
Omie Turner
Louise Stephens
W. Frank Ellis
Charlotte Laufer
Imajene Annis
Ezzie Martin
Irma Russell
Geraldine Satterwhite

South Portland

Rosemary Hahn
Kate Huntley
Bruce Macmaster
Nancy Wakefield
Arthur Shay
Bertha Holt
Donna Bernier
Viola Bernier
Donald Spear
Jo Costales

Controls

Thomasine Porrez
K. Sundaram

Foreign

Andy Swank

April

Mountain View

Mary Fisher
Pauline Cater
Frances Galan
Mary Stewart
William Hamilton
Pat Kenyon
Verlyn Cop
Jo Nunes
Elizabeth Diard
Catherine McPhee
Sharon Corral
Mary Johnson
Cecelia Erl
Thomas Wallis
Robert Ray
Tom Branch
Artie Drinnon
Warren Chunn
Cleo Ferrell
Betty DoMoe

San Rafael

Savannah Robinson
Marilyn Buttke
Joel Lazarus
Joyce Blount
Bobbie Spears
B. R. Andrews

South Portland

Janet Bouchard
Ken Thayer
Edwin Mooers, Sr.
Maurice Caron
Santamaria Troiano
Helen Wilson
Helene Jones
Colin Buxton
Mary Lowatchie
Robert Gendreau
Gordon McLucas
Doreen Fancy
Edith Cross
Beverly Jones
Delma Carver
Gertrude Webb
Lorraine St. Michel
Jonnie Cook

Ten Year Service Awards

March

Mountain View

Vern Cady
Geraldine Fisher
Gwen Williams
Loretta Hayes
Gloria Johnson

San Rafael

Carla Clements

April

Mountain View

Alice Long
Ivan Branson
Beatrice Hamilton
Norma Lias

San Rafael

M. E. Horgan
Dolores Rule
Doris King
Barbara Sousa

CREDIT UNION

ASSETS: $3,250,000

MEMBERSHIP: OVER 6,500

CURRENT DIVIDEND: 5½% Compounded Quarterly

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Leadwire

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