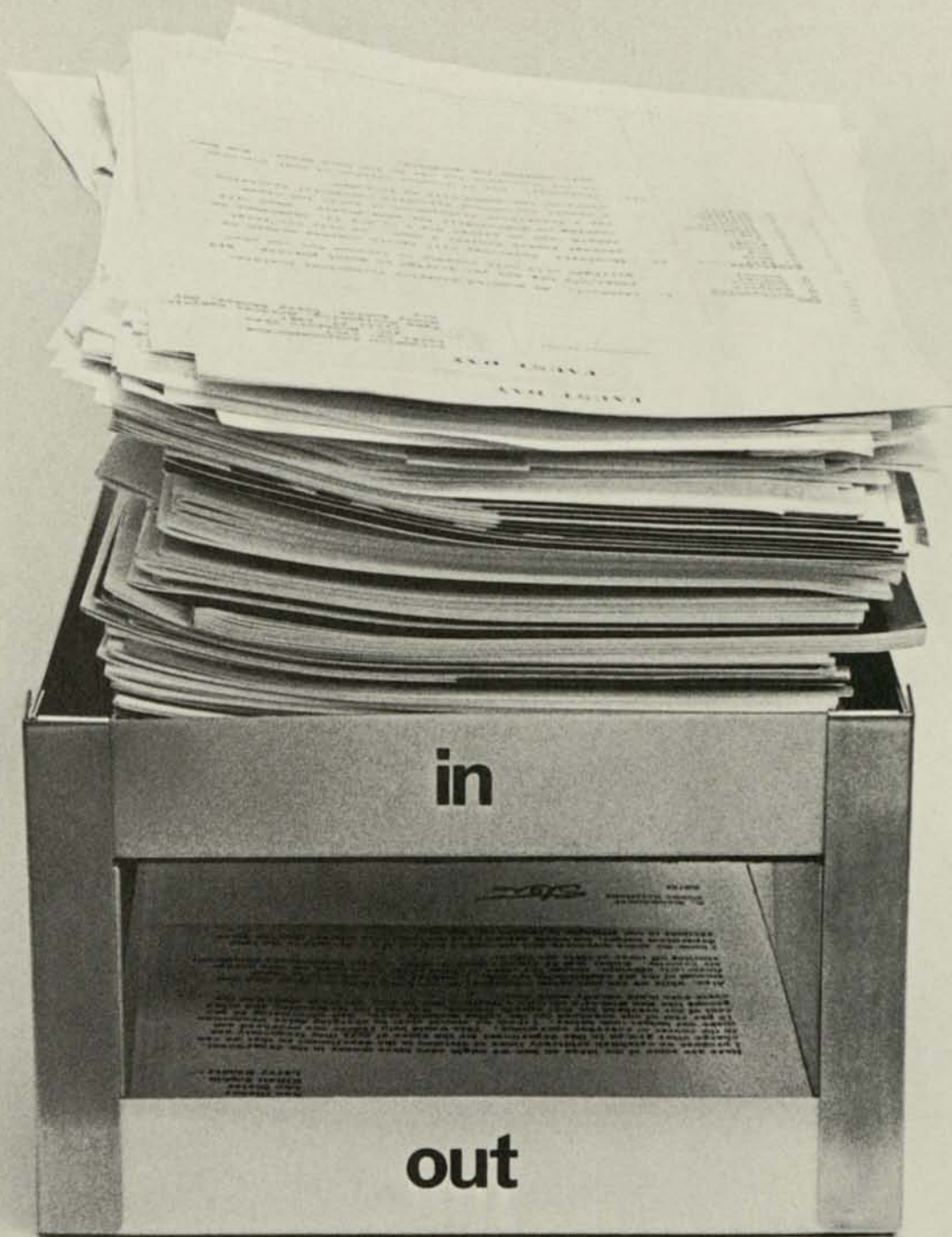


Leadwire 4



Communication: Communication begins with a single word, a sound, a gesture, a stroke of the pen. It begins with a letter, a TV program, a scent of perfume, or a telephone call, but there is no real communication until it is received.

Receivers can be two tin cans with a string tautly stretched between them like when you were a kid and devised your own walkie-talkie system, or they can be complicated electronic apparatus. However, the most complex receivers of all are people — with their many experiences and moods that shape them into different types of receivers (happy receivers, impatient receivers, know-it-all receivers, and over-eager receivers) and with their many words with which to communicate.

There are believed to be about 600,000 words in the English language today. The number of words that the average adult uses in daily conversation is about 2,000.

Of these, the 500 most frequently used have 14,000 dictionary definitions. And therein lies the confusion of communication.

Communications as discussed on the following pages is about many things, all relative to you. It is communication from one mind to another and then to many minds. You'll pick up ideas and reject others. You are bound to misunderstand a few ideas just as sure as there are five dictionary definitions for the word "communication". But you will derive a general idea about communication. And this in itself may be good or bad because general ideas are often food for further misunderstanding.

Why bother, then, with this subject? Well, because everyone has the urge to communicate. If only the urge to receive were as strong. Perhaps it's simply a question of time. Receivers don't have that much time, after all there are people to talk to, letters to write, and phone calls to make.



FAIRCHILD SEMICONDUCTOR

INTEROFFICE CORRESPONDENCE ENVELOPE

NAME	DEPT.	NAME	DEPT.
T. Heeds	GRD	D. Yost ⁹⁰⁻¹⁰	MV 4-124
Don Palmer		W. Steffe	2-103
Will Steffe	30-80	Don Floyd	1-504
Frank Hoffart <small>n Re</small>	Rev. Km 16	Purchasing	
Hal Morrison	Rtd		
Libray MV	4-392	W. Steffe	
S. E. Braham	3-407	Odds + Ends	4-239
Ed Pansa	4-150	George MANOLAKIS	South Boston
D. Yost	4-124	Ed Pansa	MV
John Semons <small>el. lle</small>		Paul Pansa <small>club wt</small>	3-24
C. Smith	Luana	Jim Stangle	3-55
Paul Pansa	Luana	Joe Malone	4-240
Paul Pansa	Luana	Vic McDonald	5-108
Catalina Larios	19-105	Jane McCleary	19-105
Heather Haller	3-663	Tom Cichetti	4-104
Bill Stensbury	3-663	LEADWIRE	
EDDY		Suzie Kila	Instrumental
W. Steffe	2-103	Alma Washburn	12-200
John Kuschnick <small>uld</small>	1-503	Vex Gale	3-160
W. Steffe	2-103	Virginia Dries <small>uld</small>	4-120
John Kuschnick	1-503	Robertson Moore	1-20
J. L. Sawyer	Ray King	H. N. Boyce	4-115 MV
		Murray Siegel	4-301

Communications: Around Fairchild

Telephone bills come in boxes, and mail goes out by bags-full. Phones never stop ringing and the Communications system keeps growing.

Karl Kent is Manager of the Communications Department at Mountain View, but the scope of his job extends to all communications operations throughout the Semiconductor and Instrumentation Divisions, including sales offices throughout the United States and overseas. It's his responsibility to plan basic communication equipment needs for all of these facilities while maintaining an efficient communications operation at Mountain View.

Communications, in this sense, means many things — phones, mail, teletype, and sixteen people at Mountain View with scores of others throughout the Fairchild community.

Teletype operations run 24 hours a day from midnight Sunday until midnight Friday. Almost 4700 TWX messages come in and go out of the main TWX room at Mountain View. As for mail, more than 60 bags of mail are received by the Mountain View mailroom each week, and another 50 bags are sent from the plant in this time span.

And the phones? They never stop ringing. 12,000 calls a day are processed in, out, and through the Mountain View complex. Why, Semiconductor's central telephone office is larger than Sunnyvale, California's was in 1950. To service all this telephone equipment Pacific Telephone maintains a full-time staff of ten telephone installers, a service engineer, and several customer service personnel at Mountain View.

Think there aren't communication hang-ups? Well, there are bound to be with this much activity, but Karl Kent's group here and around the world abide by that good old motto, "We try harder." That's asking more than is humanly possibly . . . especially the way things grow at Fairchild.



Mike Wasilko, Pacific Telephone Foreman, checks out telephone installations at the new Semiconductor Headquarters.



Ken Kanewski, Pacific Telephone employee who's been with Fairchild since the Charleston Road days, and Lyle Caldwell, Pacific Telephone repairman, work in a maze of wires and switches located in the basement of 313 Fairchild Drive.



Dick Thornton is stacking up March's telephone bill—this is just part of it.



The machines are relatively quiet now, but during the noontime Rich Whitingham and Dick Thornton can't keep up with all the TWX's that come in.



Lorraine Larson, Pacific Telephone Consultant, and Ken Dieker, Marketing Services, go over Marketing Services "telephone move" into the new Headquarters building.



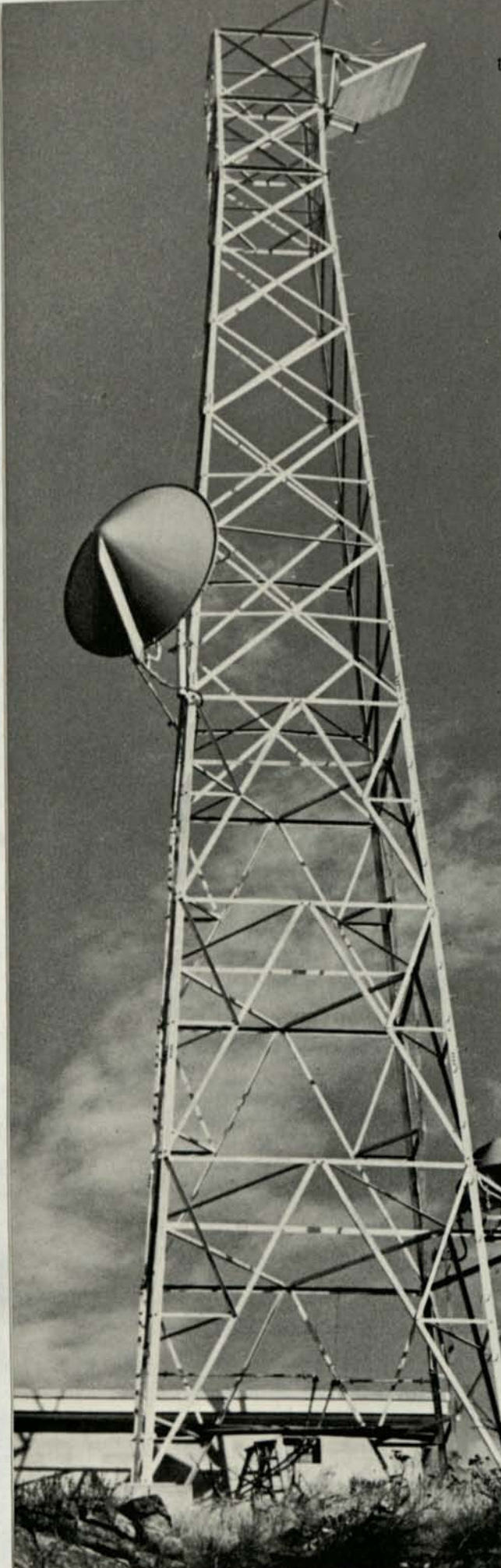
Scotty Hamilton, Willie Sallas, and Jose Puente receive, sort, and distribute 60 bags of mail a week, not to mention picking up another 50 bags a week on its way to points outside the plant.



Chief Operator Marilyn Kloes supervises five women who field all the calls coming into and going out of Semiconductor's Mountain View Complex. Operators are Mary Peters, Vera Gleim, Thelma Dawson, Eleanor Coomes, and Bessie Arvidson.



Karl Kent goes over plans for telephone installations in the new Headquarters building with Dick Sargent, Major Account Manager for Pacific Telephone, and Kay Schoenholzer, Pacific Telephone Service Representative.



Telecommunications

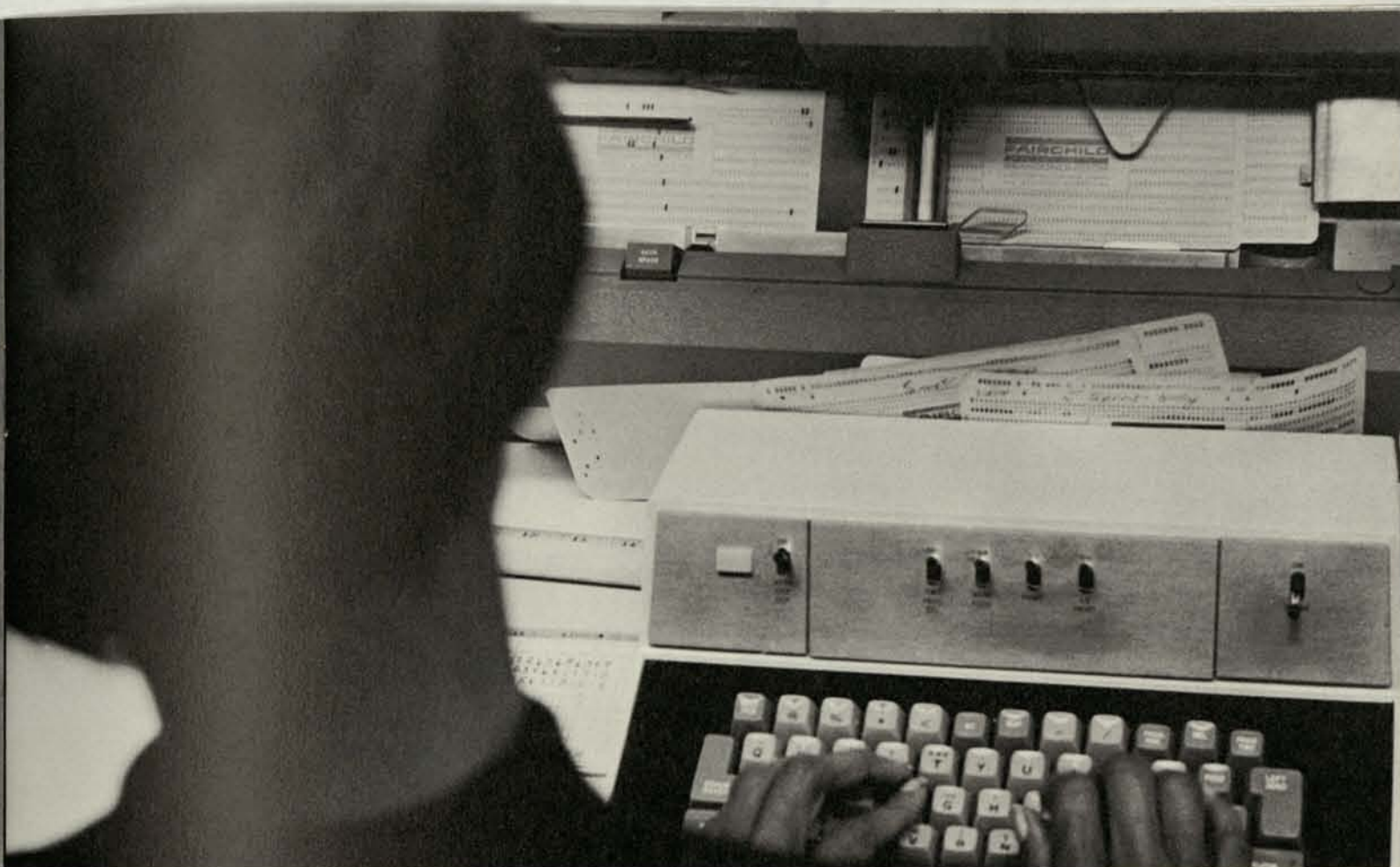
When you pick up your telephone and talk across country, chances are you are talking over a series of microwave radio links. Today, 60% of the Bell Telephone system is linked by microwave relays. Railroads as well as oil and gas pipelines use microwave systems for communications and remote control. Satellites utilize microwave frequencies for transmitting and receiving noise, video, and data traffic. In addition, microwave relays are extending college lectures to distant classrooms hundreds of miles away from each other.

Microwaves are high-frequency signals transmitted for short distances, generally distances of 100 miles. The microwave method of transmitting does the same job that conventional communications techniques (such as telephone wires) perform, but it does it better. For example, microwave frequencies offer tremendous traffic-handling capacity. A single telephone relay installation operating at microwave frequencies is able to handle more than 1000 simultaneous conversations. It would take numerous telephone lines to do the same thing. To top that, using microwave frequencies requires no telephone lines — only simple relay stations.

A basic element of microwave construction is Fairchild-produced transistors and diodes that operate at these high frequencies. Microwave Products then turn these into the best sources and oscillators available in the industry.

Fairchild Microwave Products makes more microwave sources for the telecommunications industry than all other manufacturers combined. In fact, telecommunications represents about 75% of Fairchild Microwave's business. Customers include Collins Radio, Lenkurt Electric, Raytheon Company, General Electric, Jerrold, Radio Engineering Labs, RCA, and Philco — each concerned with shrinking the world by expanding mass communication facilities.

Microwave telecommunications is a fast growing industry and competition is growing just as rapidly, but always one jump ahead is Fairchild Microwave Products — leader in the field.



Communications:

Data Processing Ever tried talking to a computer? It just stands there mutely blinking at you or quietly humming to itself. Well, there are ways to communicate with this modern-day jack-of-all-trades, but like all communication, there has to be a common language.

Management Information's computers speak the same language, COBOL (Common Business Oriented Language) which is further translated by means of a Compiler into HEXIDECIMAL language (a machine language of numbering to the base 16). FORTRAN (Formula Translation) is still another computer language used for scientific programming.

Confused? Well, computers are man's answer to the fast answer — that "speeding the flow of information" kick that most corporations need to survive today. At Fairchild, Management Information's computer center is developing into just this necessary tool, as its computers receive daily reports on inventories, sales, production, stores issues, and accounting data. In turn they grind out numerous tab runs for use by all levels of management.

Keypunch operators at various Fairchild locations convert their local inventories, or accounting data, or production records into COBOL. It's further translated into the HEXIDECIMAL language and then transmitted via phone to Management Information.

What MI's computers do with this information depends upon the programs designed into them. Whether it's Hong Kong production data, South Portland payroll deductions, San Rafael inventories, or an Industrial Relations headcount, computers can rapidly convert numerous facts and figures into meaningful data. And, amid the flashing lights, magnetic tapes, and hocus-pocus emerges one of the most advanced forms of communications in existence.

GROUP	QTY-IN	QTY-OUT	INVENTORY	YIELD %
50-40	REL PREP			
50-42	VINYL SEAL			
50-44	FIN SEAL S	2471	1643	100
50-48	VIS SORT			
50-50	HEAT SCAN		290	
50-52	TEMP CYCLE		2825	
PRODUCT TOTAL				7158

Communications: Marketing Services

Within any well-organized sales force there lies a host of unseen workers whose function is to provide back-up material and aid for each salesman. At Fairchild this group is known as Marketing Services and is charged with providing information about the company, its products and processes to magazines and newspapers through technical articles, news items and advertisements.

Marketing Services provides product information to salesmen, customers and even high school students who someday may buy our products. Marketing Services studies the market and our competitors in an effort to forecast the needs and demands of the electronics industry. Marketing Services puts together and prints data sheets; photographs transistors; and distributes several million pieces of literature a year.

Marketing Services is 80 people, under the direction of Gene McClenning, who communicate Fairchild's image to the rest of the world.

One of the key factors in this communications link is the

five-man Public Relations staff. Writers in this area meet with electronic magazine editors constantly in their continuing campaign to put Fairchild's name in print. Last year Fairchild products appeared on 16 separate magazine covers. Last year there were 147 feature-length technical articles about Fairchild products — over half of these written by Fairchild engineers and handled through Public Relations. Last year press releases written in this group generated 2,000 inquiries a week. And, last year Fan Out, the company's products news folder, was distributed to 85,000 persons a month.

But, Public Relations is not all publicity and news stories. Staffers in this group are often seen wandering around the plant showing off new processes or products to magazine editors or other visitors. And, when a 13-year-old boy wants an integrated circuit to try out at home it's the Public Relations staff that gets it for him.

A second major link in this company communications system is the Advertising Department. Fairchild specialists work with the company's advertising agency in putting forth the Special Forces campaign. Advertising men design, write and pick the proper magazine for the seven or eight special campaigns planned yearly. Advertising men design special



gimmicks to draw attention to Fairchild's products, and then make sure they are distributed to current and future customers. And, advertising men are conducting the company's product-a-week campaign that offers a new car to the man that catches us without a new product any week. This campaign, approaching its thirtieth week, is hitting an audience estimated at 700,000, most of whom are people that can design Fairchild into their company's line of products.

But, advertising men at Fairchild are more than specialists in writing copy, designing ads and placing them in the proper magazines.

These people are also responsible for special product packets used by the sales force as well as special mailers and other promotional material. Fairchild salesmen look to Advertising for flip charts, slide presentations and other sales aids.

Part of the direction for the company's Public Relations and Advertising departments comes from knowledge of what is needed in the marketplace and what products can be sold within the coming months. This information comes from yet another Marketing Services branch — Market Research.

This specialized team is responsible for gathering sales and market information from a variety of sources, including our

own field sales staff and analyzing it in terms of company objectives and then submitting recommendations to the proper management group. Their studies enable product marketing managers to chart their course in the proper and most profitable directions.

The production work backing up much of the work of Market Research comes under the heading of Sales Promotion, but includes much more.

This group is responsible for all of the company's public exhibits, as well as the distribution of over a million pieces of mail a year. Fairchild's art and photographic departments come under the heading of Sales Promotion, as does the vast printing facility maintained in Mountain View.

Although Marketing Services can be broken down into several groups, it functions as a single unit with a single goal — communication. Typical of this was the production, promotion and programming of the October nation-wide television program, "A Briefing On Integrated Circuits", that drew over two million viewers to their television sets at 6:30 in the morning.

This program was a first for the industry — one of Marketing Services many firsts.





A conference is held to outline the contents of a brochure. Marketing Manager Jerry Larkin, right, goes over details with adman Dave Takagawa and copywriter Lou Bieler (back to camera).



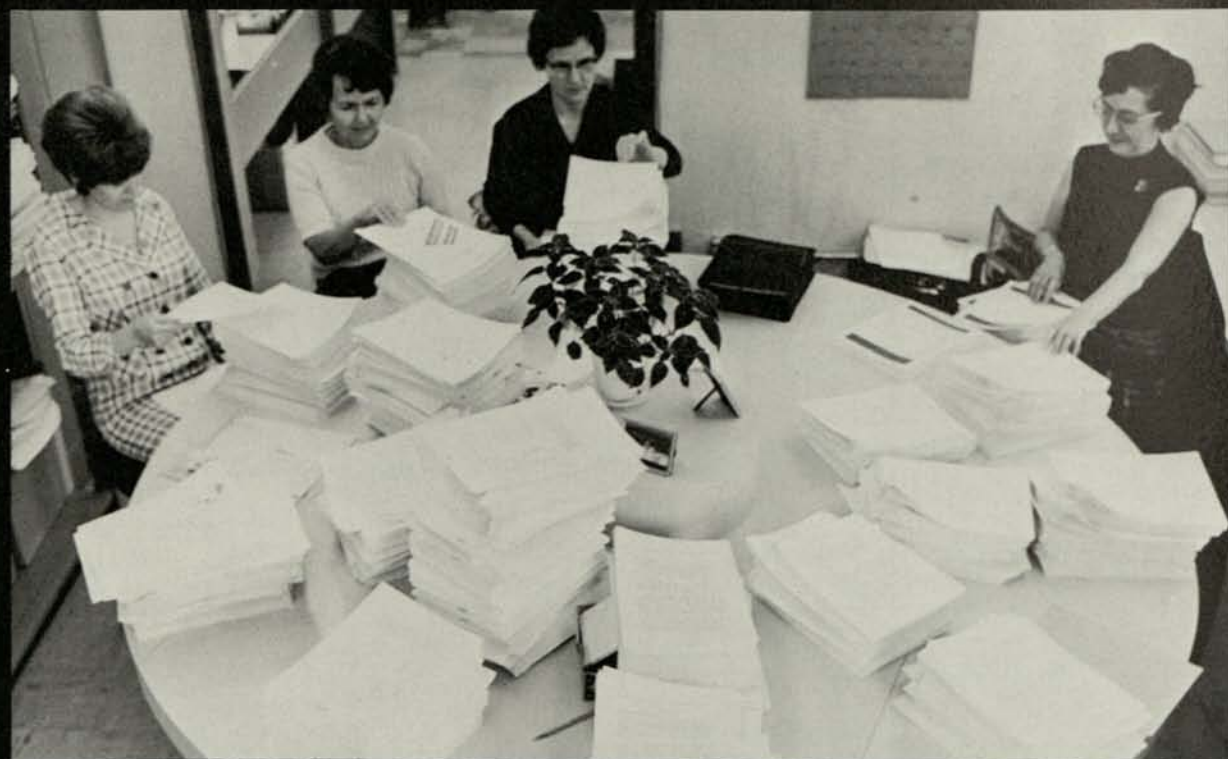
Visual communication is Art Director Larry Bender's business . . . from concept to completion he supervises all the graphic design at Fairchild.



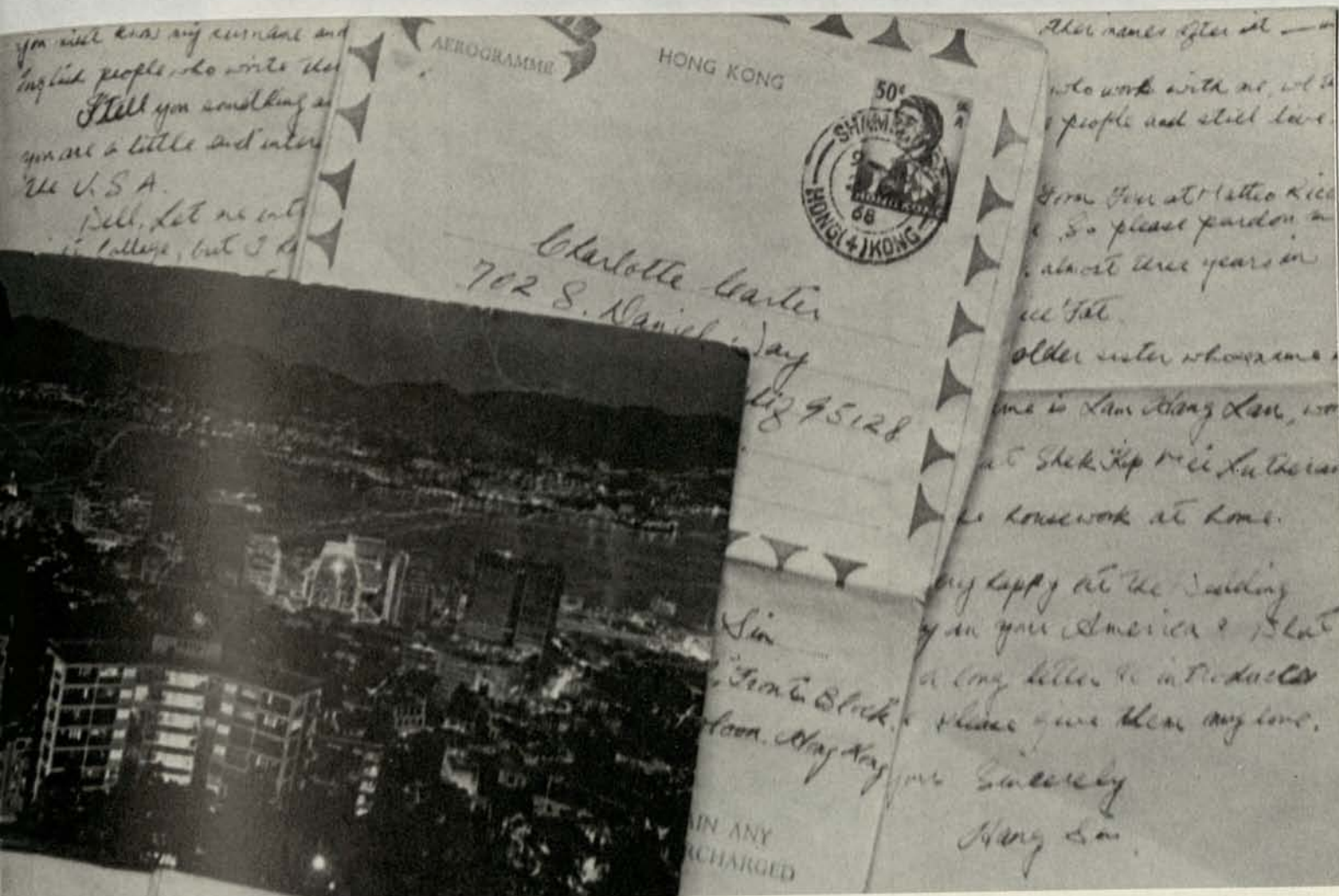
Vic McDonald and Randy Olson of the press shop check a sales promotion piece as it comes off a Heidelberg press. This piece of equipment is one of the press shop's star performers.



When photos are required, Steve Allen is on hand. He's shown here at the entrance to Fairchild's new Mountain View headquarters.



A revolving round table simplifies the task of collating data packs for these ladies in Distribution. From left to right are Joan Czap, Artie Drimmon, Stella Underhill and Bea Wery.



Communications: People to People



Some people have a gift for gab they're comfortable with words. Others feel they're more conversant with a pen or pencil. Charlotte Carter is one of these. She's also inquisitive about people in other parts of the world. This when coupled with ingenuity produced an idea that is the dream of a United Nations, the hope of world governments — people in different parts of the world and of different cultures talking with one another. It all began when Charlotte, a Mountain View employee for two and a half years, approached her previous General Foreman, Keith Thomson, and explained that she would like to correspond with someone at the Hong Kong operation, preferably someone doing a similar job as she. She reasoned that she didn't think she would ever get to visit that part of the world but would like to see it through the eyes of a native. Writing someone there maybe she could achieve this, and writing someone with Fairchild would give them both common ground for beginning conversations. Could he help her?

Keith forwarded Charlotte's request to old-time friend Dave Heck, Production Manager at Hong Kong. Dave found that Lam Hang Sin was very interested in the idea, and so correspondence began.

Charlotte and her husband Pat are parents of four children, Larry, 16; Gary, 14; Charlene, 12; and Verlène, 7. She

currently works in Fab 1.

Hang Sin is one of seven children, or as she explains it in her letter, "Well, let me introduce myself. I am nineteen years old. I was educated at Form Four at Matteo Ricci Night College, but I had stopped this to go into Auxiliary Medical Service. I have worked almost three years at Semiconductor, Ltd. I will tell you about my family. I have one father and one mother, one older sister whose name is Lam Hang Lin, and who works at a factory sewing clothes, a younger sister whose name is Lam Hang Lan, and who works with me, one youngest sister and three other younger brothers studying at Shek Kip Rei Lutheran Primary School. My father is a driver and my mother is in charge of the housework at home."

Since this first letter quite a few have crossed the Pacific. Those coming from Hang Sin now have that well-worn look having been read and reread in school and at coffee breaks. Hang Sin also has sent a post card of Kowloon, and just recently she sent the Carters a hand-embroidered oriental wall hanging as a gift for their wedding anniversary.

In return, Charlotte has sent many postcards of San Francisco to Hang Sin, and young Charlene is now writing to Hang Sin's youngest sister. Lam Doon Yee's letters sometimes require translation, but both young girls, like their sister and mother, are communicating on a regular basis.



Mountain View

Jay Trepanier was named "Boss of the Year" for 1967 by the Palo Alto Jaycees. He shares this honor with William Rynensky, principal of Brentwood School in East Palo Alto. Both men were selected from a number of candidates nominated by Jaycee members. Jay, Manager of Manufacturing Engineering, is currently in charge of about 200 people and received the award for his outstanding management capabilities. He has been with the Semiconductor division for three years, having joined Fairchild as Senior Manufacturing Engineer.



Dick Fouquet, Director of Services, presented the first "Outstanding Buy Award" to Bob Smith, Senior Buyer, of the Indirect Materials Group. This group, assisted by Bob Hanna (right) of the Materials Department, turned out the buy that was judged best in the Purchasing Department during February. Competitive bids were obtained for polycrystalline silicon (used in crystal growing) resulting in a low bid from a new vendor which was \$174,150 below the former price. Through negotiations with the vendor, this price was reduced another \$120,000 for a total savings of \$294,150. In addition, the vendor agreed to take over present inventories at Fairchild and to maintain a stock of material at the facility at all times. This reduced inventory by \$275,135.



San Rafael

There was cause for celebration March 15th when San Rafael honored the completion of its first shipment of IC devices. On hand were all the employees working on IC chips to share coffee and cake with Jim Diller, Larry Punte, Al Desmond, Al Grisemer, Bob Schall, Pat Wilson and Secretary Ann Frugoli. Larry, Manager of New Products, made a short speech congratulating the group and thanking all who helped make production run smoothly.

These people deserve a big pat on the back, too. Dan Murray's crew has been breaking records right and left. These girls and line maintenance support lead straightened a record 460,000 diodes in one shift: Louise Goodspeed, Barbara Craft, Gerry Dollar, Shirley Baddie, Alice Roberts, Andrea Campbell, Juanita Brown, Pat Curry, Earlene Madden, and Del Forester.



Another group of Dan Murray's people marked a record 585,000 diodes in one shift while using 90% reclaimed material. Those contributing to this outstanding performance included Karen Sterio, Dennis Smilski, Barbara Ganes, Sandy Minick, Mary Moore, Betty Slimp, Lil Ellis, Rudy Schroeder, Marilyn Buttke, Mario Palmer, Joyce Bluit, Sandy Johnson, Joan Law, Mary Ann Rue, Doris Belle, and June Minto.



Another special occasion: Mary and Tony Amaral's 25th wedding anniversary and a surprise party on March 9th given by their son Richard and daughter Sandy. Mary, an employee of Fairchild for almost 8 years (another outstanding anniversary), works in Engineering.

Spring training started for San Rafael's softball team under new leadership. Bruce Mack replaced Hal Knopp as manager, but Hal, who now works at Mountain View but lives in Marin County, plans to play with the team if he doesn't get tied up in freeway traffic. Bruce reports that this year's outlook is bright in spite of the seven straight loss finish the team suffered through last year. Four leading hitters from 1967 are returning: Hal Knopp, Bruce Mack, Al Danks, and Frank Barton. Also coming back for more are Wayne Snodgrass, Harry Spence, Frank Ellis, and Dave Zahniser. New faces in the lineup include Ron Ostertag, Pat Wilson, Dan Murray, Jim Diller, Bob Casel, Warren Atwood, Jack O'Donnell, and Bob Busch. Go . . . San Rafael!

South Portland

Jack Magarian, Plant Manager, hosted Kenneth M. Curtis, Governor of Maine, who recently visited the South Portland facility. Governor Curtis was intrigued by the small size of the devices produced and has shown considerable interest in Fairchild's Maine operation, one of the leading industries in Maine. Governor Curtis is the nation's youngest governor.



South Portland employees participated in a lung capacity survey conducted by Dr. George Lord of Maine Medical Center in an effort to detect lung ailments that might lead to emphysema or other lung maladies. Dr. Lord is shown seated by the computer and is giving instructions on the use of the "blow tube." The interest and response to the survey was overwhelming and should prove medically rewarding.



One lady who shouldn't be overlooked is Nancy Wakefield of Purchasing. Starting as a clerk in Purchasing three years ago, she worked her way up to Assistant Buyer, and vendors tread lightly if Nancy is negotiating prices.



Welcome Home, Shelby. Dan Giordano, Production Manager, greets Shelby Putnam on his return from the Hong Kong facility. Shelby spent six weeks in Hong Kong assisting with process techniques on the DIP operation.



And welcome, at long last, the news from South Portland.

From the Field

Marshall Cox, Computer Marketing Manager, announced that **Steve Zelencik** was named Salesman of the Month for February. Steve booked an \$8 million CTL order for delivery to Burroughs in 1968, the largest single IC dollar order for a one-year period in the history of Fairchild. In March **Marty Cohen** was selected as Computer's Salesman of the Month. He booked 15 million diodes and over \$2 million worth of IC's for delivery to Honeywell. For April, **Steve Marks** was named top Computer Salesman. He booked over \$4 million of semiconductor devices at SDS for shipment in 1968.

Other Salesmen of the Month Awards went to **Don Smith** (Military—Los Altos), **Ken Parsek** (Industrial—Syracuse) for February. Top salesmen in March were **Temple Stewart** (Industrial—Los Angeles) and **Bob Vuglar** (Consumer—Chicago).

R & D

They said it was luck, but that just isn't so. On Sunday, March 3rd at El Camino Bowl, a team of five girls from R & D's Bowling League captured **first place** in the "C" Division of the Foothill Women's Bowling Association Tournament. Combining skill and plenty of team spirit the team bowled 214 pins above the girls' combined averages. Team members were (top row) Ginger Radekin (132), Kitty Christensen (121), and Sheila Bantillo (126); (front row) Adrienne Juliano (161) and Julie Mikaelian (133).



Myra Landolfi, Purchasing Manager for R & D, was a key participant in a recent Northern Nevada Group of Purchasing Agents' Association seminar held at the University of Nevada. She conducted a morning session on "Organization and Establishment of a Purchasing Department," something she's expertly done at R & D.

New Faces

Robert LeClaire joined Fairchild as a Senior Sales Liaison Engineer at the Jericho Sales Office. He was formerly Manager, Export Sales for Texas Instruments.

Clif McCarroll joined the Controls Division as Product Sales Manager. He was previously Manager of Product Marketing for Union Carbide Electronics.

Eugene Michel joined Electronics Lab and Testing at Mountain View. From Cap D'Antizes, France, he will be working on Switching Time Measurements.

Raymond Miller is a new Sales Engineer for Fairchild. He was formerly with Motorola.

Akira Tanaka joined Fairchild as a Product Support Engineer. He was formerly with Hughes Aircraft.

Moving Up

John Alfieri was promoted to Southeast Regional Sales Manager for the Aerospace and Defense Marketing Department. He was formerly a Sales Engineer in the greater New York area.

George Compton was named Unique Program Manager for Aerospace and Defense. George brings to the job nine years experience at Fairchild, his most recent assignment being Supervising Engineer for the Autonetics Program.

Dan Hauer was appointed Product Marketing Manager for Hybrid Integrated Circuits. Dan, 1967's Salesman of the Year, has been Senior Sales Engineer in the Hollywood office since January 1966.

Ted Lyons was promoted to Central Regional Manager for Aerospace and Defense. He was formerly Special Accounts Representative in the Dayton area.

Bill Woodland was promoted from Technician to Swing Shift Foreman at Military Products.

Of Interest

Microwave Products Joins Instrumentation Group

Microwave employees turned in their green Semiconductor badges for the blue ones of Instrumentation, becoming part of Instrumentation. Dr. Irvin Solt will continue as Manager of Microwave Products. Joe Spaziani, formerly head of the New Product group, will continue reporting to Group Vice President Robert Noyce on special assignment.

Thank You Fairchild Employees, Love, NASA and General Dynamics Convaire

In a letter to Dr. Robert Noyce, Group Vice President, both NASA and General Dynamics Convaire Division expressed their appreciation to Fairchild for its outstanding efforts as a supplier in the performance of the Atlas/Centaur/Surveyor VII mission. That flight concluded the initial automated phase of lunar exploration and established the availability of a launch vehicle using the high specific impulse associated with Hydrogen/Oxygen technology. This important achievement opens the way to the consideration of new missions using Centaur's capabilities.

April Five Year Anniversaries

Mt. View

Adolph Anderson
Trudy Cevallos
Gardner DeSpain
Gunther Haller
Patricia Hauser
James Kelley
Joan Morton
Tom Moutoux
Robert Nevala
Ted Salazar

R & D

Ed Snow

Instrumentation

James Bryson
Wilber Collins
Drew Lance
Chris Summerfield

South Portland

Sandra Cyr
Ann Gagne
June Helstrom
Elizabeth Higgins
William Hunter
Annette Lapierre
Carolyn Libby
Jim Lynch
Charles Sanders
Jim Smaha
Anthony Steimle

San Rafael

Glen Drake
Myrtle Green
Charles Jahrling
Gerda Tonnemacher

Five-Year Celebrations

Sandra Cyr, Production Control, South Portland, received her five-year pin from Basil Tasker as Charlie Arkebauer, Discrete Plant Manager, gets ready to add congratulations.



Lorna Libby, Material Handler, South Portland, cuts that anniversary cake like a veteran.



Virginia Sutton, Instrumentation, shows Bill Strang exactly where she wants her five-year pin placed.



Lilian Asselin, Instrumentation, got a bonus award from Tom Hayes.



Bob Hart, Instruments Marketing Manager, received his five-year pin from Instrumentation's General Manager, Vic Grinich.



Polly Striplin, Military Products at Mountain View, was the center of attention at a special luncheon honoring her five-year anniversary. Helping her celebrate are Donna Stidham, Donna Marshall, Bernice Adam, Anne Lima, and Dorothy Wiley.



Juan Ramirez, Instrumentation, missed the first picture-taking session at a February party for several five-year veterans; so now the record is complete.



Lucile Roderick, Mountain View, received her five-year pin from Les Faerber.



Connie Bell was only promised a small cake on her anniversary, but friends chipped in to get her a cake large enough to feed all the people at her five-year party.



Charlie Kuhlman, Tool and Diemaker, and the "youngest guy" at Equipment Fab, accepted his five-year award from Don Visger.



Bernice Foncell enjoyed cutting the cake at her five-year party. Bernice's in Maskmaking at Mountain View.



Bill Oswald, Experimental Machinist at Equipment Fab, has the pin, and Don Visger just the empty case it came in after presenting Bill his five-year award. That's all right, though, Don's had his five-year pin quite a few years.



Leadwire

Vol. 10, No. 4

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

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

INSTRUMENTATION—Jack Ramon, Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen, Bob Tetrault.

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

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0110-38 9M

Gene Hadley
650-327-4224

Ah Leisure!

The person next to you at work may be giving a flying lesson right after work or getting his boat ready for the next regatta. He may be blowing his horn with a musical group to prepare for the weekend's bookings, or she may be practicing synchronized swimming so she can win a National AAU Championship.

It's called "leisure"—those hours you work at something because you don't have to.

It's not merely recreation or time off from the job, but it's what's left from your 24-hour day when you subtract the time you're working, commuting, eating or sleeping, shopping, visiting friends or relatives, reading, watching TV, going to church or to the theater, etc.

As you can see all these activities leave little time for that thing called "leisure." More realistically free time resembles a hodge-podge of activities where accomplishments are few and far between. Still, it's amazing to find that many Fairchilders are making the most of leisure, deeply involved in their own special "thing."

What follows only scratches the surface.

Cover: "All the world's a stage and all the men and women are merely players." To the players on the Leadwire cover, Joe Barrite, Linda Dye, Joyce Gordon, Joan Hadden, Margaret Heard, Paul Hwoschinsky, Ted Jenkins, Bernie Lindgren, Oddie Littrell, Dorothy Malmin, Hal McGee, Fred Pieper, Ginger Tygret, Sam Uyeda, Julie Yap, and Bernie Yurash; and those who play hard during their leisure time, thank you.

When they say Peggy Dufresne is "flying high," it's no joke.

Peggy, Secretary to Bob Meyer who's Manager of Manufacturing Engineering at South Portland, is a pilot who plots a rather unusual course.

She's recently been ferrying aircraft from the factory in Wichita, Kansas, to the Portland area for a local aircraft sales dealer. What a way to log a lot of hours.



"Mush" may mean cereal to most folk, but to Lloyd (Skip) Slocum, Supervising Engineer at South Portland, it's a call to action — sled dog racing. Sled dog racing is a family affair at the Slocum household.

Skip runs a ten to twelve dog team, his wife a team of five, and his son a team of three. To help defray racing costs, Skip and his wife own and operate Arctic Trail Kennels where they maintain a stock of 25 racing Siberian and Alaskan Huskies.

Because great physical stamina is a necessary part of sled dog racing, Skip keeps in shape by marathon running. He's been competing in road races for 20 years; most recently he ran in the Boston Marathon which was a 26-mile, 385 yard race. That's one way to keep in shape.



Before she ever gets to work, Marilyn McVey's made sure that nearly 30 horses are well-fed and ready for the day that's just about to dawn. Partner in a boarding stable rather aptly named "The Poor Farm," she also has five Arabians of her own — three in foal, a four-month old colt, and a two-year old Arabian who just happens to have won the Region Six Championship last year. She prefers Arabian mares even though popular opinion claims it's difficult for an Arabian to win in open shows and mares are too temperamental to be handled in shows. The two-year old proves her point. Running the stable means she also does some show coaching for some of the boarders. She shows as often as she can, and this can mean almost every weekend. Marilyn also manages to take care of about 15 engineers and foremen as Secretary to Maurice Chidlow, Product Manager for the Small Signal Group, and as anyone knows this can almost be more difficult than running several stables.



Paul Scully, Foreman at South Portland, was no slouch at running in his prime. In fact, today, he still runs a lot, but he finds his time is better utilized as a track and field sports official.



Marbles anyone? But don't shoot with Tom Holman, I. E. at South Portland. He doesn't play fair. Tom builds replicas of muzzle-loading cannons which shoot one-inch diameter marbles or lead balls with an anticipated muzzle velocity of 1200 to 1500 feet per second. The basic elements of a #10 Naval Cannon presently under construction are shown here.

When completed, this weapon will weigh 45 pounds with an overall length of 23 inches. It will initially have optical sights to establish shooting patterns and aid in developing power loads. Is that anyway to shoot marbles?



John Boswell nearly qualified for this year's U. S. Olympic Rifle team. His team from the Trailmasters Rod and Gun Club of Sunnyvale lost in the quarter-finals of Olympic qualifications. John didn't get his first 22-rifle until he reached twelve. His father wouldn't have it any other way. But today, many rifles later, he uses an M-1 Granns, a 30-calibre rifle, and is an "expert" at 100 yards and a "sharpshooter" at 200, 300, and 1000 yards. It will be a long time until the next Olympics, but he will continue shooting in National Rifle Association competition and, of course, practicing a lot. He also helps his rifle club conduct safety programs for beginners and children teaching them how to handle weapons and how to tear them down and clean them. In his "leisure time" he works for Graphic Arts Reproduction department at Mountain View.



Lobsters and Maine are synonymous, and while lobsters may be a delicacy to some, to Gene LeDuc, Foreman at South Portland, they are pure sport. Gene using the typical trap shown here has very successfully fished lobsters from Maine's waters, but this year he intends to turn the helm over to his son who will fish 300 such traps in Casco Bay and the Atlantic Ocean.



Though he claims his best achievement is mixing a good martini, Bill Lehrer is not only a top physical chemist, at R & D, but is artist, astronomer, fencer, chess player, pianist, photographer, and R. C. airplane pilot. At one time a professional artist living in Greenwich Village, he has exhibited and won prizes in shows on the East Coast.

Though he still paints and works in ceramics or silk-screen or woodcuts, he no longer approaches art as a professional, but as time permits. Bill studied fencing, both foil and dueling sword, in college and pursued the sport taking several Canadian championships, winning the Skrobischer Cup in New York, and fencing in the Nationals in 1959. Both he and his wife, also an excellent fencer, still fence. And, in his spare moments he builds telescopes, enjoys a mildly fought chessgame, and designs and builds R. C. planes which he's always losing on their maiden flights. No wonder he mixes such a good martini — very dry.



When Al Mota drives to work, he arrives in style. His '36 Ford pickup, cordoba tan with a poppy red stripe, was originally rusting away next to a corn field in Santa Clara. He bought a flat-head V-8 engine from his boss at Equipment Fab, Don Visger, and purchased other parts from all over the U.S. Rebuilding the car took nearly two years, but all of his work is paying off. He recently won a second place trophy at Lake Tahoe in a Vintage Ford national meet. A member of



the Early Ford V-8 Club of America and the Antique Automobile Club, he's on the lookout for another V-8 . . . for work and pleasure.

According to Larry Sicuranza, Technical Instructor for Systems Training at Instrumentation, building and flying Radio-Controlled Airplanes is an increasingly popular sport. Larry is particularly interested in the design and construction of the planes and has built more than 30 RC models. He works from kits or from scratch, using balsa, plywood and plastic to create models of actual planes. His own preference is for WW I fighters. When Larry has completed his models, they are physically capable of such complex maneuvers as: barrel rolls, vertical figure 8's, hammerhead turns, true spins and inverted flight. From then on it's up to the RC flyers to put the planes through their paces.



Steve Ammann is very much at home in two worlds: the engineering research world and the coral reefs beneath the surface of tropical waters. Designer of the compact digital voltmeter, Steve is Director of Research for Instrumentation. He has always loved the sea, even though he is originally from land-locked Switzerland. His underwater explorations began with home-made aqua lungs and visits to the Mediterranean during his college days. So many people had fished the Mediterranean that not much life was left to see compared to other parts of the world; so when there was an opportunity to work in Jamaica, he snapped it up so he could also pursue his underwater interests which by that time also included underwater photography. His competence as an underwater photographer matches his scientific know-how. Some of his pictures have been published in magazines or have wound up on magazine covers. To him the photography is an artistic outlet. Because he loves the water and because the diving is not as good off California shores as in other parts of the world, some of his diving interest has shifted to sailing. Nevertheless, he will never be far away from the next dive even though it might be a vacation away.

Bob Hewitt's golf game may fluctuate between 85 and 100, but his painting style can be pinpointed at that place where surrealism and expressionism meet. He feels as an artist he is dealing with a reality more real than surface realities most people are prepared to believe. To him art is involved with spirit, a "transcendental" spirit, very different from the light-hearted spirit he is. The reality of Bob, though, is that he takes art very seriously. At one time he ran an arts and crafts program for the Army, and he taught art at Notre Dame and Seattle Universities. He exhibits mainly on the West Coast, but has shown throughout the U.S. Several of his paintings are displayed at R & D. Add to this his job as R & D's glass smelter and a busy homelife that includes eight children, and it's easy to see why he has a lot to say on canvas.



Ray Phillips, Supervisor of Chem-Mix at Mountain View, played pro baseball with the Stockton Ports until a knee injury in 1955. He became a spectator from that date until 1960 when he switched to softball. In 1955 he came to Fairchild and also began playing for the Fairchild Falcons.

He served as captain of the team for the past three years, and paralleling the team's successful performances, Ray was named to the All-Regional and Nor Cal All-Star teams in 1965. He was named Most Valuable Player in the 1966 Regionals, led the National Tournament in hitting, was All-American second baseman in the Regionals, and again made the Nor Cal All-Star team. In 1967 he made the Regional All-Star team and was chosen to the National All-Star team which will play the champion Aurora team this summer.

This year he's at it again with the help of old teammates and five new players. The Falcons maintain a rigorous three-games-a-week schedule, completing between 80 and 100 games from March to September. On those off days, Ray takes a busman's holiday coaching Little Leaguers how to hit.

The Falcons maintain a rigorous three-games-a-week schedule, completing between 80 and 100 games from March to September. On those off days, Ray takes a busman's holiday coaching Little Leaguers how to hit.

The Falcons maintain a rigorous three-games-a-week schedule, completing between 80 and 100 games from March to September. On those off days, Ray takes a busman's holiday coaching Little Leaguers how to hit.



Paul Ross, Machinist at South Portland, considers sky diving his sport, and so he throws all his "leisure hours" into the air for a few hours of free flight. When asked why he loves the sport so much his only comment was that "sky diving assures him of easy access from any plane."



Chick Draper, Foreman at San Rafael, spends his leisure hours cultivating the finer points of Japanese gardens. He became interested in Japanese gardens while spending several years in the Orient before retiring from the Navy. His garden accents the Japanese Tea House, which the Drapers use constantly, and a small pool tucked away in a corner. Various Oriental plants—Bamboo, Chinese Elm, Japanese Maple, Weeping Cherry, Variegated Alder (which to his knowledge is the only one in the area), Cultivated Dwarf Pines, Four-Star Rhododendron (for which he has been offered \$75)—all flourish under the California sun and his special care. Chick's also collected various stones and slabs like the waterfall lava stone from Lassen County. He claims the garden is easy to maintain, but it's hard to believe that he could just sit and enjoy it without feeling the urge to work in it.



Joe Barrite needs little sleep, and it's a good thing. In addition to serving Fairchild as Graphic Arts Production Coordinator for Marketing Services, he's part of a very busy Bay Area musical group, known as "The Variables", "The Holidays", and what ever suits the occasion.

It's a sort of co-op group which means whoever gets the job is its leader, and it's stretchable from four to nine members. Recently Joe's been landing quite a few Fairchild jobs—various Christmas Dances, the Credit Union's annual dinner meeting, and Instrumentation's Bingo Dance. Joe started playing a horn nearly 20 years ago at Berkeley High, and he's good on the drums and piano or vocalizing now and then. His favorites? Dizzie Gillespie, Miles Davis, Freddie Hubbard (known only to real enthusiasts), and four children who are determined to get him up bright and early after his late, late weekend nights.

It's a sort of co-op group which means whoever gets the job is its leader, and it's stretchable from four to nine members. Recently Joe's been landing quite a few Fairchild jobs—various Christmas Dances, the Credit Union's annual dinner meeting, and Instrumentation's Bingo Dance. Joe started playing a horn nearly 20 years ago at Berkeley High, and he's good on the drums and piano or vocalizing now and then. His favorites? Dizzie Gillespie, Miles Davis, Freddie Hubbard (known only to real enthusiasts), and four children who are determined to get him up bright and early after his late, late weekend nights.



Oddie Littrell's been diving since his boyhood. He was certified as an assistant instructor by NAUI (National Association of Underwater Instructors) five years ago, and his students currently include 30 Fairchild employees from Mountain View, Instrumentation, and R & D who are learning the basics of scuba diving as part of a Rec Council program. The Fairchild course keeps him busy two nights a week, and he manages to dive several times a month. Underwater a prime interest is searching out abalone. An Assistant Engineer at R & D, he's developing an artificial gill for use by man. Oddie's pioneering efforts will someday enable man to stay under water for unlimited periods of time, and his design decreases the weight of scuba gear by nearly half. As for right now, it's more of the same with hopes to become "Certified NAUI" as soon as possible.



An Italian immigrant by the name of McGee? Never happen, but Hal McGee definitely was an Italian immigrant in "Fiorello". He's also been a skid-row bum, a judge, a Senator, a frustrated salesman, and President of a Court-Martial Board. In over 15 years of acting with community theaters Hal's tried his hand at many different roles. He's worked with the Palo Alto and Mountain View Community Theaters and the Menlo Players. He was Charlie in "Death of a Salesman" and played eight roles in "Fiorello". At Fairchild he's Storekeeper of Engineering Stores. Hal feels little theaters are doing well because of renewed public interest and excellent direction and technical work being done. Co-worker in Applications, Bob Trabucco, technical director for the Menlo Players, is one he credits highly. Hal's doing only one or two shows a year, for the rehearsal pace is grueling. Besides, he has to save some time and energy for a new-found interest, golf.



It was just natural that Nancy Hines would like synchronized swimming and would win national championships. After all, she took to the water at eight years old, and her mother taught swimming at a YWCA and coached a synchronized swim team. But to be a champion, a national champion, takes much more than circumstance. It takes practice and dedication, and for Nancy that means three hours of practice a day, seven days a week. Holder of 1965 National Junior Solo and 1966 Junior Duet championships and a second in Senior Duet competition, she and her partner finally captured the National AAU Indoor Duet Synchronized Swimming title; and her swim club, the Aquamaids of Santa Clara, wrestled the team title from seven-year champs, the San Francisco Marionettes. Nancy, who works in Graphic Arts' Reproduction section of Marketing Services, is eligible to swim for just two more years. There aren't many titles left to capture, but the hard part is yet to come—defending her national championship.



Out West where men are men and the sports really get dangerous, Shiprock's fearless threesomè, Kee Blackwater, Assistant Foreman, and Tom Nelson and Edwin Ashley, Production Assistants, take their

share of tumbles and prizes riding bulls in rodeos. Riding bulls is no simple thing. Riders must hold the rope on the bull with one hand and stay on for a minimum of eight seconds.

The second hand can not touch the bull or any part of the rider. These fellows have ridden in about 35 rodeos, collecting saddles, belt buckles, and sometimes money for their prizes. As for the tumbles, injuries have been slight—one broken jaw, cuts and bruises, and lots of torn pants.





Bob Renfroe is in Production Control at Instrumentation. His idea of enjoying life is sailing aboard his 26' sloop with his wife, Kay, and 2 sons as his crew. They spent a 3-week vacation last summer wandering the 900+ miles of waterways in the Sacramento River delta, stopping in such poetically-named places as: Snodgrass Slough, Potato Slough, Mandeville Cut, False River and Steamboat Slough. The boys picked wild berries daily for breakfast and dug clams for dinner. Bob has made trips to Europe, the Near East, and Mexico in addition to having traveled extensively throughout Africa, but from now on his travels will probably all be by boat. Future plans include chartering a sailboat to cruise the Caribbean; and, buying a sailboat large enough for Bob and his family to live aboard permanently. Meanwhile, he contents himself with weekend sailing on the Bay.



Folkdances are not written down or recorded; they must be passed down through the generations. In addition to the fun and exercise to be gained from participating in folkdancing, the aesthetic thrill of keeping this chain alive must make the activity an exciting thing. Folkdancing is not a forgotten art as far as the Bob Skurko's are concerned. Bob, Manager of Government Contracts, and his wife Alice are members of "Ensemble International", an exhibition folk dance group. The eight couples in the group specialize in European, Hungarian, Scandinavian, Bavarian, and even Scottish folk dances. It takes practicing once a week to be in good form to exhibit



for the hospitals or schools or festivals this group does at least once a month. Most recently the group participated in an annual state-wide folkdancing festival in Oakland. Bob's not content with just learning the dances; he's studying languages and folk music, too, making for total absorption in his leisure interest.

Volkswagen drivers can at least shun talk of horsepower and racing championships. The Dune-Buggy craze has set the world straight. Originally used in the sand and built for fire trails, these converted Volkswagens are so competitive in hill climbs and jamborees that they've been barred from the Pike's Peak Hill Climb and they finished a day and half ahead of jeeps in Sierra jamborees. 80 hours of work went into reconstructing Howard Anderson's Dune-Buggy. He took a wrecked VW, eliminated 15 inches of its frame, welded it back together, modified the steering, shortened the brake, throttle, and transmission cables, designed and built the body structure, and called it a Dune-Buggy. Howard, a Project Engineer for Plant Engineering at Mountain View, raced motorcycles, drags, and hardtops. He and his brother even hold a world record for modified production sports cars. But riding through the Sierras in a Dune-Buggy was too much, and so it's the rally race circuit for him from now on.



He flies through the air with the greatest of ease; the daring young man is Les Haynes, and it has nothing to do with a trapeze. It's called skydiving. Les, PIC Fab 3 Foreman at Mountain View, has been jumping just two years, and he has more than 150 jumps to his credit. He competes in District and State meets on occasion, and as part owner of a skydiving school he's trained more than 200 students. The most fun jumps for him are exhibition jumps for company picnics or county fairs. Once he and his partner descended as Santa and his elf for the benefit of a grade school Christmas party. As for the sport, he says that it has its ups and downs, but that he's sure sooner or later everyone will fall for it . . . maybe not as hard as he has though.



Heinz Ermlich, Plant Maintenance Foreman at South Portland, has spent many hours "at sea", building the handsome ship model that rests in his office. It's a replica of the American Scout which just happens to be the vessel Heinz voyaged in from Germany to the United States and Fairchild, South Portland.



The first plane he ever went up in was a cloth-covered, metal frame Citaborca (that's acrobatic, spelled backwards). He went up with misgivings but came back down convinced flying was it. Since that time almost two years ago, Harvey Press, Industrial Engineer at Mountain View, has logged more than 700 hours of flight time, some of it as a flight instructor. Right now he's teaching about 30 people, many from Fairchild. His instructing schedule keeps him busy every night and morning of the week. A Certified Flight Instructor, also certified to teach instruments, Harvey's sure his brand of teaching is not dangerous; the hardest part of flying for most of his pupils is steering the plane while it's on the ground (steering is foot-controlled). He claims he was the worst pupil of all; so he has great tolerance for beginners, and he also feels teaching makes him a better pilot. It would probably just scare most people.



Whether it's Crab Cantonese or beef and chicken teriyaki or Hong Kong production or shipping schedules, Mitzie Hoshino is equally at home in her gourmet kitchen or at her desk in Fairchild's Production Planning and Data Center. Recently, in fact, she was featured as "Cook of the Week" in the "Sunnyvale Standard." Mitzie and her family are enthusiastic lapidaries, or more popularly, the Hoshinos are "rock hounds." They've turned many a jade, amethyst, agate, and other beautiful gems into jewelry, and Mitzie is now beginning to work in silver. Someday, no doubt, she'll also be featured as "Gemologist of the Week".



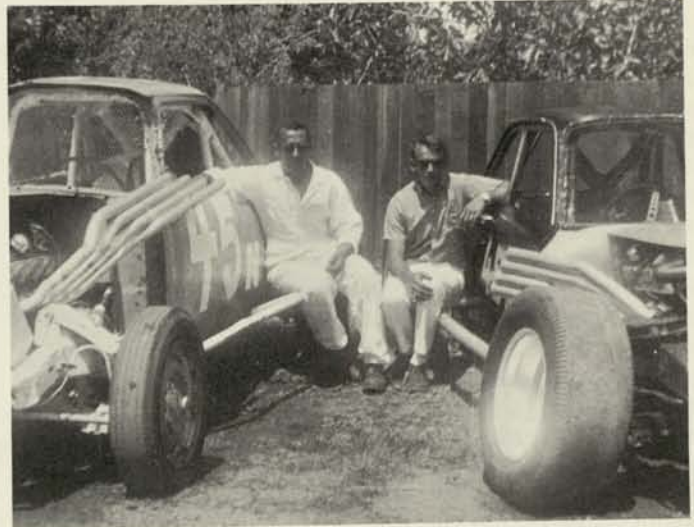
A lot of people enjoy camping outings, but when backpacking is mentioned — carrying 40 lbs. of gear, hiking 10 or more miles a day — the interest decreases sharply. Gary Mickelson, Marketing Services Manager at Instrumentation, is an enthusiastic backpacker and outdoorsman. Every summer, Gary and his wife, Ginny, who are both members of the Sierra Club, pack into High Sierra areas such as Kings Canyon and the Hoover Wilderness, carrying food and equipment for one to two weeks. The rest of the year, the Ventana Wilderness area of the Los Padres National Forest near Big Sur provides campgrounds where they "get away from it all" on weekend camping, fishing and hunting trips. Their next project is to design and make a "saddle bag" pack for their black Labrador Retriever named Bucket P. Animal, so that he can accompany them, carrying his own food.

Roberta Sampson was sure she had a voice, but she couldn't understand why her singing always gave her mother headaches. Well, that was when she was a youngster, and she wasn't discouraged easily. She's been singing all her life, mostly for church activities and in the church choir. Later she sang with some bands in the East Bay and played several local clubs. On a whim she decided to enter an Oakland talent show. She placed second, and that's all it took. She was spotted by a local talent maker, and has been studying under his direction ever since.



Her voice resembles Pearl Bailey's and her repertoire that of Ella Fitzgerald. Her ambitions are realistic, and she'll combine them with raising her daughter, who just happens to sing a lot. Roberta, no doubt, will give her daughter lots of encouragement and full use of their home to try out her vocal talents—she just might be an up and coming talent, too.

Take a '56 Ford frame, a '59 Ford engine, and a '61 Falcon body, add to them all of Jerry Calloway's spare time for two months, and the result is a super-modified racer, number 48N. Jerry, a Foreman at San Rafael, raced stock cars for sixteen years before switching to super-modified versions last year when he teamed up with Paul Newkirk, also a San Rafael employee. Paul and another San Rafael employee, Ron Ames, will be crewing for him, and in turn, they'll all help Ron who drives his own car. Jerry hopes to better last year's record—he won one race, placed in ten, and finished fifth or better in most of the races, but that remains to be proven in the more than 40 races he'll drive this year.



The phone books in Sig Kulka's office should read Istanbul, London, Rome, Tokyo, or Madrid. Originally from Vienna, Sig, who is Plant Engineer at San Rafael, is truly an international citizen. He's traveled world-wide with just Australia and Africa left as places to visit for the first time. He speaks seven languages and is a member of VITA (Volunteers for International Technical Assistance). As a member of the International Hospitality Center of San Francisco he has shown the Bay Area to almost 300 foreign visitors. Sig's also an accomplished pianist and plays the organ, accordion, and several other instruments. While entertaining a visitor from Iceland, that country's one-man delegation to the International Olympic Committee, Sig started playing the Icelandic national anthem. Almost in tears, the visitor pinned a small decoration on Sig's lapel. When they both regained their voices, he told Sig that in a lifetime of traveling around the world, no one had ever gone to that much trouble to honor his small country. Whenever Sig goes native it's either with the Sierra Club or it's in search of forgotten cities in the Gold Rush country.



Jim Reynolds, SLIC Manager in Mountain View, also doubles as the guitarist for the "Coyote String Band." The group includes a bass, a 5-string banjo, a mandolin, and a female vocalist. Their repertoire is almost exclusively bluegrass music of the Appalachian Mountains — songs such as: Cigareets and Whisky, Mountain Dew, Banks of the Ohio, and Old Joe Clark. This does limit the types of events at which they are asked to play. Just recently, however, they made a very popular appearance at the Officers Installation party for the North Coastal Chapter of the Chinchilla Ranchers Association. They also had a long run at the Ol' Opry House out in Almaden; however, their salaries were determined by a percentage of the house's profits, and they decided to forego the job one night when they were paid One Dollar and asked to return the change . . . that's show biz.



These teenagers are making up their minds about a lot of things — one of which is employment in their future.

Fairchild is helping them with the decisions. Maybe in just a small way, but Fairchild is leveling with them about the skills they will need and job opportunities.

It's called a Job Fair

Counseling these youngsters from Ravenswood High School in East Palo Alto (an area where unemployment percentages are nearly four times those of nearby communities) was just one part of Fairchild's role during a recent Job Fair held at the high school. The other was to find full-time summer employment for twelve youngsters interested in working at Fairchild as a result of the Fair.

Fairchild was just one of 25 Peninsula companies and city groups which banded together to put it to these youngsters.

Teri Cuevas, Sandi Kile, Beryl Ramirez, Bill Strickland, Gerry Briggs, Dean Gallinatti, Mike Hawkins, and John Gunderschaug, all members of Fairchild's Employment Staff at Instrumentation, R & D, and Mountain View, manned the Fairchild booth and talked to more than 150 teenagers and adults during the 12-hour session.

Results are just being tabulated, but it looks like many of the people in the East Palo Alto community will benefit with either regular or summer employment. As for Fairchild, meeting its commitment to the idea will result in training and employment for twelve youngsters as soon as school is out.



Teamwork Pays Off

The purchasing Department is in business to save Fairchild dollars and cents, and recently in a concentrated effort to acknowledge "good buys" made within the department, the "Buy of the Month" award was instituted.

The March "Buy of the Month" award was an unusual one. It was given to a team of five men in addition to the Purchasing man, Bob Curlee, investigating the problem. They were Ken Dieker, Marketing Services; Dick Skjerven, Legal; Jeff Wilson, R & D; Bill Williams, Mountain View Plant Engineering; and Sig Kulka, San Rafael Plant Engineering.

These men helped renegotiate a five year contract for The March "Buy" was not a buy but a renegotiation of Nitrogen, Hydrogen, Oxygen, Argon, and other industrial gas deliveries which began about two years ago. The contractor announced a 10% price increase based on Industry-wide price increases. These five men assisted Purchasing in negotiating a decrease in the established price instead of accepting the announced increase.

Current average monthly billings of \$42,000 were to be increased to \$46,000 by the announced 10% increase. Renegotiations reduced monthly billings for these same quantities of industrial gases to \$31,000. New prices were effective April 1, 1968, with 39 months remaining in the contract period. The \$15,000 reduction in monthly billing amounts to an annual savings of \$180,000. Over the remaining lifetime of the contract, the March "Buy of the Month" will contribute a total of \$585,000 to net profit.

Those dollars make lots of sense to Fairchild.



Seated around the award are Ken Dieker; Jeff Wilson; Dick Fouquet, Director of Operations Services; and Sigmund Kulka. Behind them are Bill Williams; Bob Curlee, Purchasing Agent; and Dick Skjerven.

Mountain View

Many of you early risers will recall Fairchild's debut on television back in October, with a program titled, "A Briefing On Integrated Circuits," shown at the unearthly hour of 6:30 in the morning. The idea of such a program caused quite a stir within the industry. Gene McClenning, Marketing Services Manager, was invited to Boston



to address the Association of Industrial Advertisers on Fairchild's "radical and novel departure" from usual promotional approaches.



Jack Sheets, Employment Manager, received laurels for the speech he presented at the National Recruitment Managers Conference held at the University of Miami, May 22-23. The topic was, "Success and Problems in the Recruitment, Relocation and Placement of European Scientists." So many requests were received for copies of the address that it has been printed in booklet form for distribution to Recruitment Managers and Personnel Consultants throughout the United States.

The Palo Alto Chapter of the American Business Women's Association held their annual "Boss Night" dinner on April 24th. Fairchild had the largest representation from any one firm.



Members **Fran Trueblood** and **Jean Havermann** of the Electronics Lab and Testing Section attended with their bosses, **Jim Rierson**, **Art McCarty** and **John Reinhardt**, and **Dorothy Holland** attended with her boss, **Dr. Robert Noyce**.

A huge celebration was held May 6th by the Materials group when they tallied an unprecedented safety record of 300 consecutive days without a single lost-time accident. Pictured below are (l. to r.): **Vera Hodgins** displaying a cake reading, "We Made It! 300 Accident-Free Days."; **Vernice Johnson** holding a cake which says "Congratulations Materials"; and **Betty Boss**, displaying the third cake which declares, "Materials Holds the Fairchild Safety Record."

The cake cutting ceremony was ably handled by **John Arthur**, Area Personnel Administrator, **Trevor Law**, Materials Manager, and **Charlie Victor**, Chief Safety Engineer.



San Rafael

San Rafael's bowlers wound up the season with a banquet at Sabella's. Picking up the first place trophy for the year was the team of Rich and Evelyn McIntyre, Madeline Reynolds, and Al Danks (all shown here). Runners up were Karen and Jerry Calloway and Flo and Paul Newkirk. Other awards went to Jo Manino and Bill Morton (High Series), Janet Marz and Al Danks (High Games), Sheila Morton and Paul Newkirk (High Handicap Games), Evelyn McIntyre and Bill Faiss (High Handicap Series), Flo Newkirk and George Parrish (Most Improved Bowlers), and Madeline Reynolds and Hal Knopp (High Averages).



Unable to decide who should keep the handsome first place team trophy, team members voted to give it to Jim Diller for display at the plant. Evelyn McIntyre made the presentation as Paul Newkirk, next year's League President, made it official.



San Rafael's red-hot softball team recently beat San Quentin in 10 innings 8-6. Pat Wilson, the winning pitcher, singled and scored the winning run on a triple by a catcher borrowed from San Quentin. (You figure it out.) Bruce Mack led the team with three hits including a home run. Sterling defense in the mits of infielders Jim Diller, Dan Murray, Rob Reynolds, and Jim Nelson is also credited for the win.



There was a hot time at San Rafael May 3rd as employees put out more fires than imaginable during a recent fire fighting demonstration staged by the San Rafael Fire Department under the direction of Fire Marshal Ken Mazza.

South Portland

The baby shower put on for Mark & Pack Supervisor, Harold Snow, by his 46 girls was really a well-kept secret. They even arranged to have his wife, Jacqueline, present for the party without Harold finding out about it. She is



shown seated on his left. Along with numerous gifts, they were presented with a gaily decorated 2' by 3' cake. Harold and Jackie have 3 other children, all boys, and at this point are "thinking Pink."



Members of the Fairchild bowling team are real winners. They won the Industrial League Candlepin Bowling Championship for the greater Portland area. Their scores are shown on the blackboard in the background and are particularly high for this type of bowling. Left to right are: Frank Jackson, Fred Holmquist, Don Patchel, Ralph Foster, and Dick Meserve.

Shiprock



That man in the middle isn't in show business. He's Paul Driscoll, manager of Fairchild Semiconductor's production facility in Shiprock, New Mexico. But he did get the show business treatment when he was a special guest at the annual state convention of Business and Professional Women's Clubs held recently in Santa Fe, New Mexico. A "White Tie, Tails and Top Hat" skit by members of the San Juan BPWC served as an introduction for Paul who had previously received the national Top Hat award in New York (last July) for his employment of Navajo women in the Shiprock plant. Flanking Paul are (l to r): Ruth Tiberg, Mrs. Milton Welch, Mrs. Habie Reed, Juanita Myrtue, Mrs. Jack Stinnett and Mrs. James Large.

One of Shiprock's most recent activities was a western dance held at the Shiprock Center House for employees and their guests. More than 400 people attended. Of course there was the usual food and refreshments, but the evening also included a fast draw pistol shooting contest (using blanks) and prizes for the best western dressed man and woman. Music was furnished by the Fenders, one of the most popular combos in the area.

The Rec Council is presently making plans for a June 16th picnic for employees and their families. On tap are a barbecue, horseshoe tournament, volleyball, softball, bingo, and games for the children.

From the Field

The Marketing Department has a lingo all its own, and far be it from us to paraphrase. Here, en toto, is Vince Sabella's suggested caption for the picture of **Stan Rosenstock**, March Salesman of the Month.

Stan is "tuned in"! He has created an "uptight" situation with our distributors in the New York area. Activity has increased—Sales have increased—His purpose is being fulfilled! Stan made budget! "Sock it to 'em, Stan"!!!



Meanwhile, in the Los Angeles Sales Office, things were not so uptight. When the office moved to its new quarters on Hollywood Boulevard, they discovered that there would be a two-week wait for their furniture to arrive. Undaunted as always, they continued to book those big orders, even without all the comforts of home. Shown here are three conscientious Computer Sales Engineers, (left to right) **Mel Marchbanks**, **Steve Zelencik** and **Steve Marks**.



Temple Stewart, named April Salesman of the month was presented his plaque by John Richardson, Regional Manager. Temple covers 1/3 of Los Angeles for the Field Sales group, which gives him about 200 customers (plus or minus 100) to keep track of. It must really agree with him as he did in excess of 200% of assigned quota for the 1st quarter of 1968. Sock it to 'em, Tem!!!



Dave Haun received his Salesman of the Month award from Jerry Oberly, and Jim Jordan presented awards to George Korpontinos, Don Smith and Hank Carbajal for the months of January and February.

Uh . . . Sock it to 'em, gang!



Research & Development

Here's a hot flash for Charles M. Schulz. Charlie Brown's All Stars finally won first place . . . Top honors in Fairchild's R&D Bowling League went to **Bryant Brown, Connie Lubinsky, Susan Muscatell, Lloyd Kawakami, & Dennis Smith**, known throughout the R&D bowling world as "Charlie Brown's All Stars."



"The Unpredictables" came through in second place. Team members are **Jack Essick, Kitty Christensen, Helen Ennor, Cal Hensley, & Al Ennor**.



Individual award winners were as follows:

High Series Handicap —			
Men	Joe Ruiz		711
Women	Fran McDonough		646
High Game Handicap —			
Men	Jose Rios		266
Women	Julie Mikaelian		257
High Series Scratch —			
Men	Al Ennor		692
Women	Helen Ennor		654
High Game Scratch —			
Men	Vern Tapper		237
Women	Adrienne Juliano		227

The close of the league season was celebrated with a party hosted by Helen and Al Ennor at their home. It was a potluck affair with swimming and dancing, attended by some 35 people.

Of Interest

Management Committee Given Chief Executive Powers. The Board of Directors of Fairchild Camera and Instrument Corporation, on May 3, 1968 appointed a four man committee to operate the Company during a temporary period during reorganization or until a new President is selected. Mr. Richard Hodgson who has been President since 1962 and Chief Executive Officer since last November was named Vice-Chairman of the Board of Directors.

The Management Committee will function as a unit on overall corporate matters with Board Chairman, Sherman Fairchild serving as committee chairman. Day-to-day operational responsibilities were divided between the other three members of the committee. Dr. Robert Noyce, Group Vice President of the Semiconductor and Instrumentation Divisions has assumed additional responsibilities for Winston Research and Electro-Metrics. Mr. Joseph B. Wharton, Jr., a Management Consultant who has long been on our Board of Directors, has assumed responsibility for the Space and Defense Systems Division, the Controls Division and the Dumont Electron Tubes Division. Mr. Walter Burke, a member of our Board of Directors who for many years has managed Mr. Fairchild's personal investments and financial interests, will be responsible for the Graphic Equipment Division, the Industrial Products Division, and World Magnetics.

The various staff and administrative responsibilities have also been distributed to the committee members.

In his statement amplifying the announcement of the change Mr. Fairchild asked the cooperation of all employees during this temporary period in order to strengthen the company and retain the profitable position established during the first quarter of 1968.

Moving Up

Len Brown was promoted from Senior Product Engineer in Linear Circuits to Assistant Product Marketing Manager responsible for Microwave Integrated Circuits.

Bill Chalmers was promoted from Leadman to Training & Procedures Assistant in Line Maintenance at Mountain View.

Ken Gates has assumed responsibility for Discrete Planning and Distribution at Mountain View. He was previously General Foreman for Small Geometry Fabrication.

Ed Harris has left Equipment Fab at Mountain View to become Foreman of the new Plastic DIP production line.

Bill Hauer, Instrumentation Research, was promoted from Electronic Technician to Senior Electronic Technician.

Ross Headley moved from Integrated Circuits Production to Aerospace & Defense to assume the position of Production Specialist in the Production Control group.

Art Kinzle has been promoted from Line Maintenance Crew Chief to Foreman in Line Maintenance at Mountain View.

Herb Lewis, Aerospace & Defense, moved from Manager of Production Control for Integrated Circuits to Manager of Production Control for Discretes.

Dean Mack was appointed Manager of Systems for the Instrumentation Division. Dean, who's been with Fairchild 8 years, moved up from Systems Plant Manager.

Bill Maderis has moved from Production Planner for Aerospace & Defense to Supervisor of Special Products Materials.

Al Mattal has assumed the position of Special Accounts Manager in the Southwest Aerospace & Defense Region. Al formerly was Litton Program Manager.

Dave Myers was appointed to the newly created position of Radiation Effects Program Manager for Aerospace and Defense. He was previously Radiation Advisor for the A&D and Hybrid Product teams.

Harry Neil was appointed Assistant Product Marketing Manager for MOS Integrated Circuits. He was previously in Field Sales.

Frank Proenza of Aerospace & Defense took over duties as Manager of Production Control for Integrated Circuits, leaving his previous position as Manager of Production Control for Hybrids.

Paul Pronos was promoted to the position of Traffic Manager. Prior to his promotion, he was Assistant Traffic Manager.

Arnold Smith has been promoted from Line Maintenance Crew Chief to Foreman in Line Maintenance at Mountain View.

Lee Wetmore was appointed Eastern Field Sales Manager for the Industrial group. Lee will be responsible for all unassigned accounts and distributors in the Eastern Region. Formerly, he was Sales Engineer in the Eastern region.

Marshall Wright has assumed the responsibility of Manager of Production Control for Hybrids. He was formerly Manager of Production Control for Discretes at Aerospace & Defense.

Bill Strickland was named Supervisor of General Employment. He was formerly Personnel Assistant at Mountain View.

Mike Noble moved up from Supervisor of General Employment to Compensation Analyst at Mountain View.

Teri Cuevas is now Personnel Assistant at Mountain View. She was previously an Employment Interviewer.

Pete Madison was named Purchasing Agent for Instrumentation. He was formerly a Senior Buyer in the Electrical Commodity Group.

Dick Trevisan, formerly Purchasing Agent for Instrumentation, recently became Materials Manager for the division.

New Faces

Paul Cusick joined the Finance Department at Mountain View as a Senior Financial Analyst. His previous experience was with General Motors and National Steel.

Gordon Dickson is the new Systems European Marketing Manager for the Instrumentation Division, operating from the London Office. He was formerly Product Line Sales Manager for E. H. Research Labs, and has also been associated with Tektronix and Motorola.

Georg Fiegl joined the Materials Manufacturing group at Mountain View as a Development Engineer. Georg's previous experience was with Siemens AG in Germany.

Frank Kloss joined Fairchild as Diode Product Support Team Manager at San Rafael. He previously worked for Varian, G.E. and Litton.

David Laws joined the Marketing Department as a Sales Liaison Engineer working in Mountain View. He was previously with SGS-Fairchild Ltd. in England.

Edward Peterson was appointed International Product Marketing Manager, working at the Mountain View office. Prior to joining Fairchild, he was Consumer Product Marketing Manager for Raytheon Semiconductor.

Jules Santoro joined Mountain View's Quality Assurance group as QC In-Process Engineer. Formerly, he was with Electro Glass Co.

Donald Greening was named Western Area Product Marketing Manager for Instruments. Before joining Instrumentation he worked for Hewlett-Packard as an instructor for both digital and analog voltmeter products.

David Rausch joined Microwave Products as Senior Sales Engineer responsible for the Western Area. He was formerly with Western Microwave Labs as a Sales Engineer for Northern California.

May Five Year Anniversaries

Mountain View

Wilson Alexander Cloyd Marvin
Lentine Kendall Sarah Sanders
Barbara Lawson Magdalena Szilagyi
Gaylord Lineaweaver Robert West

R & D

William Lehrer

South Portland

Gertrude Allard Gordon Riggs
Edna Berube Dora Sligar
Eleanor Doughty Lillian Tompkins
Mary Paine Nancy Ziehler
Wanita Perkins

San Rafael

Jerry Callaway Birdie Farlin
Jane Cox Willie Hamilton

Instrumentation

Richard Hassett Jerry Pillsbury
Emma McConaghy

May Ten Year Anniversaries

Mountain View

Clem Jodocy

June Five Year Anniversaries

Mountain View

Veronica Bacon Elvira Macias
Carmelita Carter Joe Robb
Mildred Dawson Guy Simoes
Warren Faulkner Robert Trabucco
Don Hart John Wells
Carlos Lorente

R & D

William Smith Eugene Meieran

South Portland

Erleen Blake Eugene Logue (Gene)
Patricia Levesque Dorothy Nolette

San Rafael

Patsy Attwood Karen Rich

Instrumentation

Uli Kaempf

June Ten Year Anniversaries

Mountain View

Joan Sopko

Five Year Celebrations



Eric Bergtraun and Dick Fouquet congratulate **Marlin Anderson** on his five-year anniversary.



Paul Cookson received his five-year pin from Supervisor, Ed Smith. Paul was recently promoted to Foreman of the Systems Model Shop at Instrumentation. After the presentation, he was treated to lunch by Ed, Dave Anderson, Systems Engineering Services Manager, and Jim Bryson, Systems Engineering Manager.



Ted Salazar, Data Processing Shift Supervisor in Management Information, is congratulated by Department Manager, **Joe Robb**, upon receiving his five-year pin.



A luncheon was held by the Electronic Lab and Testing Section at Mountain View to celebrate **Marie Sanders'** five-year anniversary. She received her pin from Section Head, **Jim Rierson**.



Donna Souza, Aerospace & Defense, received her pin from Foreman, **Ben Patrino**, at a party given in her honor.



At Instrumentation, both **Chris Summerfield** (2) and **Will Collins** (3) of the Systems Engineering group celebrated their five-year anniversaries. They were presented their pins by **Dave Morant** (1) and **Rolf Kahle** (6) and **Rich Hwang** (4) supervised the proceedings.

Pat Hauser received her five-year pin from Foreman, **Chuck Fraker**. She was presented a double orchid corsage and a pendant watch at the party given for her.

Leadwire

Vol. 10, Nos. 5 & 6

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: **Judy Horst**
Art Director: **Larry Bender**

Reporters:

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

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

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

INSTRUMENTATION—Jack Ramon,
Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen,
Bob Tetrault.

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

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0110-38 9M



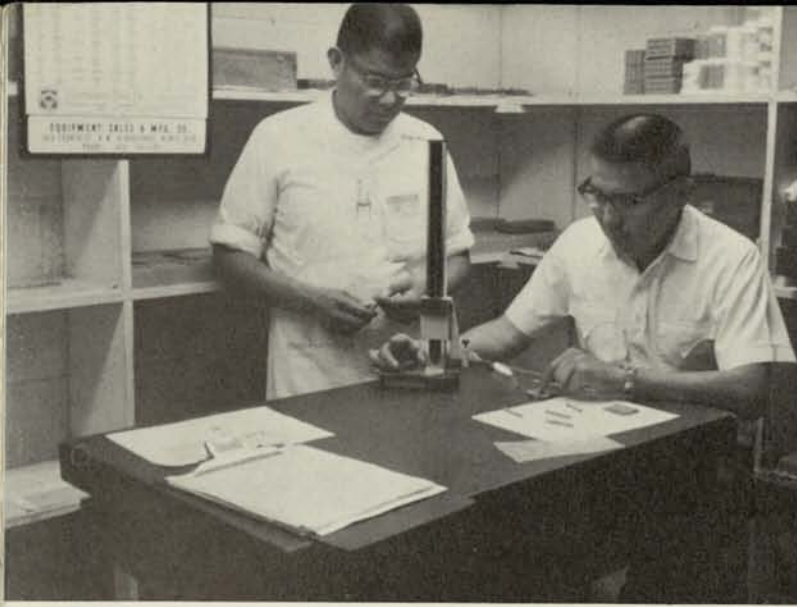
LEADWIRE 7



New Perspectives

New ways of looking at things, new vantage points, new vistas . . . these are the things that make companies grow, that make people grow.

New ideas like a machinist training program at Shiprock, or taking a look at Russian silicon production, or staging an open house for a new Instrumentation building, or thinking of a new angle for a San Rafael art show add up to both personal and corporate growth, just as the recent changes in the managements of Instrumentation and Semiconductor mean new perspectives for the two divisions and their employees.



Machinist Training, Shiprock Style

Two and a half years ago Fairchild's Shiprock plant needed machinists. The Bureau of Indian Affairs desperately needed to find jobs and job training for many of the Navajo men in the area. The ultimate result was a unique machinist training program sponsored by both Fairchild and the Bureau that met both needs and an even greater one—that of the

Navajo's to keep their men in the Shiprock area. This ambitious project of on-the-job training began two years ago. Today, Shiprock's Machine Shop has a full crew of more than 25 sharp machinists who have just one more year to go before completing the program. Les Cornish, Training Manager, provides

the leadership, and Foreman Bart Bartmess assists in the program. The best part of the whole program, though, is that these Navajo men don't have to leave the Shiprock area to find employment. They can learn these valuable skills while still living and working within their own social culture. That is where the success of the program lies.

New Flair: Garden and Art Show at San Rafael

This year's Art Show took on a new look as employees were encouraged to bring in plants and flower arrangements to vie for the prizes offered at the San Rafael exhibit. Judging the show was Eve von Neumann, Bay Area artist. Winners this year were:

Oil:

- 1st — Mavro Coggins (husband of Ann Coggins)
- 2nd — Maxine Macway

Adult Crafts:

- 1st — Sue Cartmill (daughter of Lucy Cartmill)
- 2nd — Sally Spence (wife of Harry Spence)
- 3rd — Mavro Coggins

Children's Hangings:

- 1st — Gunther Schert (son of Ann Zodel)
- 2nd — Mark Rule (son of Dolly Rule)
- 3rd — Kevin Macway (son of Maxine Macway)
- 4th — Russell Spence (son of Harry Spence)

Water Color:

- 1st — Sally Spence

Photography:

- 1st — Ron Frank
- 2nd — Kiyoshi Murakami

Flower Arrangements:

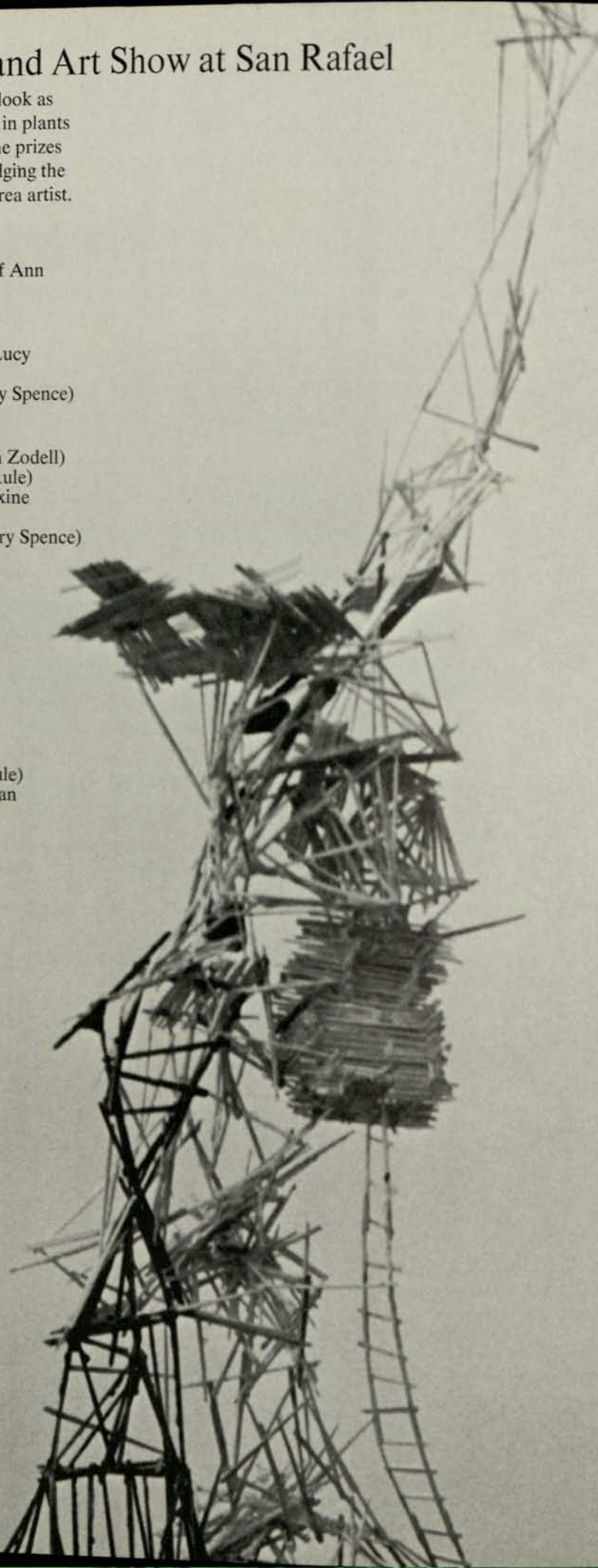
- 1st — Clara Mertz

Adult Miscellaneous:

- 2nd — Evald Westphal

Children's Miscellaneous:

- 1st — Craig Rule (son of Dolly Rule)
- 2nd — Mark Mangan (son of Vivian Mangan)





Maxine Macway has participated in many one-woman shows, and her paintings have been accepted by the San Francisco Art Festival. She's the mother of five children, and encouraged two of them to show in the Fairchild show. She also serves on the Board of the Terra Linda Art Association, and at Fairchild she works in the Purchasing department.



These are the proud parents, husband and wives of several of the winners. Shown with some of the artwork are Dolly Rule, Harry Spence, Vivian Mangan, Lucy Cartmill, Ann Zodell, and Anne Coggins.



Clara Mertz has been doing flower arrangements for nearly ten years. She at one time studied interior decorating at Sacramento State, attending night classes. She has four children, ranging from 14 to 18½, and 16-year old Pat entered her own original silver flower arrangement. Clara works in Fab 1 at San Rafael.



Kiyoshi Murakami won an award in last year's **Leadwire** Photo Contest, and he walked away with a second prize this year in the San Rafael show. He picked up photography in the service, and it quickly replaced his interest in painting. He uses a Pentax, and he waited 1½ hours for the perfect moment to snap the award winning picture he displayed.



Evald Wesphal just likes puttering around with epoxy, and his puttering paid off as the snake and turtle he created with the epoxy won a ribbon in the show. Originally from Cologne, Germany, he's a Chemical Mixer in Production Control.



Everyone Was Invited

Sunday, May 19th, was the date, and nearly 2500 persons attended Instrumentation's first Open House at their Sunnyvale facility. The Open House featured an exhibit of original art presented by employees and their families. Marko the Clown provided amusement and balloons for the children, and adults received complementary key chains imprinted with Fairchild Instrumentation. A drawing for door prizes was held at 3:00 p.m. in the cafeteria, and happy winners of the Sony AC-DC portable television were Bill and Lucy Strang who both work with the Systems Group. Frank Wilber's daughter Laurie is now the proud owner of a new Schwinn three-speed bicycle. Frank works in Systems Product Marketing. Kenneth Barton, son of Dave Barton, Manager of Development Engineering, Time and Frequency Instruments also pedaled away on a new Schwinn.





R & D Rec Council: Alan Mills, Liz Frisz, Chet Gunter (president), Sheila Bantillo, John Wright.



South Portland Rec Council: (seated) Eunice Wallace, Eva Fancoeur, Linda Allen, Tom Holman (president), and Jo Ann Gerry; (standing) Dolly Fernandez, Ruth Traynor, Al Francoeur, Joe Richards, Kathy Gillian, Racheal Cormier, Ellen Browne, and Claudette Meehan. Not shown are Ruth Conley, Andy Heal, Annette Trempe, and Sheila Proctor.

For Your Pleasure

Rec Councils at Shiprock or South Portland, San Rafael or Mountain View, are in the business of planning numerous activities that probably fill part of your leisure time. These unsung heroes and heroines devote several hours a month to investigating new activities, co-ordinating picnics or buying sports equipment so that you can enjoy them.

Each month Fairchild contributes approximately 90¢ a month per employee for recreational benefits. Here are the people who spend it for you.



Shiprock's Rec Council: (seated) Irene Kellywood, Ruth Encinias, Louise Goldtooth and Emma Joe; (standing) Treva Tony, Larry Sells, Andy Tohtsoni, Gilbert Castillo, and Jessie Lee.



Instrumentation Rec Council: Betty Smith, Carolyn McDonald, Bev King, Dimple Avers, Ruth Zabel, Romaine Ireson, Jim Tantillo, Frank Larraux, Pam McKee, Maria Humphrey, Ralph Jimenez, Daren Greig, Warren Johnson, and Clyde Armstrong.



Mountain View Rec Council: members include Marian Foltmer, Lucille Roderick, Pam Fisher, Fred Pieper (Advisor), Nette Blaylock, Mike Walton (President), Bryce Herbst, Gary Bishop, Dick Jennings, Merle Martin, and Bill Stam.



San Rafael Rec Council: Willa Singleton, Emma Young, Shirley McKinney.



San Rafael Rec Council: Russ Maggio, Mike Cohen, Jerry Calloway (president), and Bruce Mack. Not shown is Jackie White.

Mountain View

Don Taylor accepted April's "Buy of the Month" award on behalf of the Direct Materials group from Dick Fouquet, Director of Services. Viewing the presentation were Dave Owen, Buyer, and Hap Layher, Packaging Engineer who with Ken Thayer, South Portland Product Engineer performed the pre-production samples and subsequent approval of the new source for unmetallized ceramic DIP base. Pursuing this new source resulted in an estimated annual savings of \$64,200.



Teamwork between Purchasing and Chem-Mix resulted in an estimated annual savings of \$148,865 and earned May's "Buy of the Month" award. Dick Fouquet presented the award to Bob Smith and his Indirect Materials group. Robin Jeffs, Manager of Chem-Mix and Ray Phillips, Supervisor of Chem-Mix also shared the award for their help and guidance during the two months' evaluation and rebidding which was conducted on nine chemical requirements for the Chem-Mix department.



Instrumentation

Dave Krupp, Technician with the Instruments Development Engineering Group, was presented a check for \$100 by Fred Rasmussen, Manager of Development Engineering for Special Instruments. Dave earned the bonus through the corporate incentive awards program for authoring an article about his own design for a radio teletype. The article, "ATTACHE CASE RTTY" appeared in the February issue of **QST**, a publication of the Amateur Radio League.



San Rafael

Records continue to be broken at San Rafael. For instance there was celebration when Foreman Gordon Tremoureux and his day shift marked a record 480,000 diodes in one shift. This was topped by the swing shift's 528,000 record, and the day shifters came back to mark an all-time record 628,000 which didn't stand for long, but seemed like a good place to stop counting. For their outstanding efforts, the girls received a huge chocolate whipped cream cake and flowers from their bosses.



Meanwhile through the combined efforts of the George Miller's swing shift production operators and the Test and Finish Maintenance group, a new five-day shipping record was established for San Rafael. As the sign clearly reads, 3,442,708 units were shipped in one week's time.



Test and Finish Maintenance can also take credit for many cost-saving suggestions that have saved San Rafael time and money. This crew includes Ernie Grosso, Dennis Smilski, John Bowersock, Foreman George Parrish, Don Waple, Bill Connelly, Del Forester, and John Ford. Rudy Shroder transferred to another production line and is not shown, but his efforts deserve credit too.



San Rafael's golf tournament held at Chimney Rock Golf Course in Napa, Sunday, May 19th, saw Jimmy Daniel beat Jim Bell in a sudden death playoff for low gross honors. Jim's game was still good enough to take the low net prize. Second low gross was Claude Childress, second low net was Tom Branch, closest-to-the-pin was shared by Bob Olsen and Tom Branch, and Jim Bell and Jimmy Daniel were the two long hitters of the day.

Summer means vacation, and two San Rafael women are heading for Europe. Ann Felmery, Draftswoman in Electronic Design left for the continent June 11th and will be visiting her native Hungary for the first time since 1956. Naomi Petri of the "Can Line" left June 21st for Italy where she will tour that country by car. She hopes to see the famous Medieval Festival in Sienna.

A new broom sweeps clean and in this case the new broom is the "Golden Broom Award" presented to the department with the most improved housekeeping record for the month. In the past the winners and the losers have had their names prominently displayed on signs posted on the main wall of the plant, but the Swing Shift Hourly Safety Committee came up with the "Golden Broom Award" and the first award went to the Test and Finish Area. Plant Safety Coordinator Bob Busch and Hourly Safety Committee Member Willa Singleton presented the award to Foreman George Miller, General Foreman Dan Murray, and Foreman Jimmy Nelson as Maye Farrell watches with pride.



Some of the vital statistics floating around these days include a new MBA degree Steve Carmichael just earned at the University of Santa Clara. Nita Brown is now Mrs. George Rebarth as of May 17th. He is S/Sgt. George Rebarth stationed at Fort Ord, and Nita works in the finish area and has been with Fairchild almost three years. Robin Hodge and his wife Jo have a new voice around the house now, their first baby boy, Stephen, born May 14th. Lastly, Lucy Cartmill and her new husband Bob Schwarzmamm flew to Hawaii after their wedding May 25th. What a way to go!

Mexico City

Birthday greetings were in order for Martha Gutierrez, and there were many on hand to extend them, like Yolanda Chavez who presented Martha with a gift.



South Portland

It had probably never occurred to them they might actually be called on to look after someone in shock, or tend to a fracture, or even to deliver a baby; but now the 41 supervisory and fire brigade personnel at South Portland are prepared to do just that. They recently completed an intensive course in Medical Self-Help conducted by the staff of Cumberland County Civil Defense and Public Safety. Following a special section on resuscitation and cardiac massage, the participants each had an opportunity to practice mouth-to-mouth resuscitation on Mabel. Mabel proved to be willing but quite unresponsive which confirmed their suspicions that she was a real dummy.



The Junior Achievement Company sponsored by the South Portland plant chose the television industry for their project again this year. They produced a panel-type TV show which was a tremendous success both educationally and financially. Advisors to the company were Wayne Face, Paul Gaillard and Leon Davis.



South Portland employees turned out in full force for the charter trip to Fenway Park in Boston to see the home town Red Sox go down in defeat to the N. Y. Yankees. The 525 employees and families represented the largest single out-of-town group at the game. It required 13 buses to transport everyone to Boston and home again, and was such a sensation in South Portland that radio and TV covered the event. At the game employees used flash cards to establish their identity.



Hong Kong

One of the most popular movie stars of Hong Kong, Miss Nancy Sit Kar Yin, practically brought the house down when she visited the Hong Kong plant's Diode Recreation Council Dance. To add to the excitement, two aspiring starlets from the same studio attended with her. Jim Perry, Diode Production Manager, commented reverently, "Miss Sit was an island of composure and charm amidst the near bedlam her visit caused." Shown with Jim, Miss Sit and the two starlets is Y. S. Ho, Diode Recreation Council President.



Another popular event at the Rec Council Dance was the A-Go-Go contest, won by Chiu Wai Bing, who was admired equally for her "barefooted abandon" and her "Micro Mini." Ah . . . the mysterious East!



Of Interest

LEADWIRE Goes to College.



To be more specific, Leadwire recently became a textbook at the Graduate Business School at Adelphi University on Long Island, New York. James B. Moore, Fairchild Corporate Director of Information, was the guest lecturer to a class in Business Communications and felt that the Leadwire 4 issue on communications was so appropriate to his subject, he took along copies for each member of the class.

These Days It Seems Like Everything Is Made of Plastic.

Even Fairchild has jumped on the bandwagon with a 50¢ plastic phototransistor. The low price of the new product, the FPT100, makes it practical for use in such everyday applications as dollar bill changers, touch light switches, and door openers, or as a replacement for mechanical switches in the keyboard controls of typewriters, organs, calculators and other mechanisms.

A Tenth Anniversary for Fairchild's First Lady

Joan Sopko wears badge number 53. The picture on it just happens to be ten years old. She was the fifth woman hired by Semiconductor, but she's the first woman to receive a ten-year service award.



It was a big day for her June 5th, beginning with a party in the A & D cafeteria that morning. Luncheon followed, and then near the end of the day flowers arrived, a dozen red roses and a gardenia, with a note from Dr. Noyce, founder and currently Group Vice President of Fairchild Semiconductor & Instrumentation



Ten years ago on that day, Joan started mesa dicing in the R & D department. Her next job was in the diffusion area, and from there she went to Pre-Production, a department which no longer exists. Later she advanced to QA, and today she is spec writing for DIC Product Support at Aerospace and Defense.

Originally from Brighton/Sussex, England, she has lived in the U.S. since 1957. She became a U.S. citizen in 1962. Joan and her husband have three children: Michael, 21, who worked at Fairchild three years until being drafted in March; Andrew, 18, who just graduated from Mountain View High School; and Louisa, 16, a sophomore in High School.

If there were any way to best describe Joan it would be to say that she is a very sincere person, deeply involved in her family's activities, and vitally concerned about her children's futures. This is reflected in the numerous family activities that seem to be the focal point of her life — camping, fishing, and anything of the outdoors.

At work there's not much fooling around on her part. She's overly conscientious. She trades quips easily with the others at A & D, and can match wits with the best of them. She seems a natural choice for Fairchild's "first lady," though it's easily seen, Joan earned every bit of that title.

Moving Up

Ken Gates has been appointed Technical Supervisor for the Small Signal group in Mountain View. He was previously on special assignment for Discrete Device Planning & Distribution.

Buck Rogers has been promoted to Marketing Manager for Fairchild Controls in San Diego. He was Assistant Director of Marketing for the Semiconductor Division in Mountain View.

Charles Smith has been appointed Plant Manager for the Small Signal Group in Mountain View. Chuck was formerly Plant Manager at Tijuana.

Noreen Thompson was promoted from Intermediate Clerk to Senior Clerk for the Data Analysis Reliability Section in Mountain View.

Gene Warter was promoted to Production Controller in Packaging, Mountain View. He was Senior Technician in Industrial Engineering.

Jerry Zis was appointed Senior Product Support Engineer for the Linear IC Product Support Department in Mountain View. He was formerly Sales Engineer for the Military Market.

Electronic Services has announced the following promotions.

To Assistant Engineer —
Lowell Schneider

To Senior Electronic Technician —
Gary Brines
Don Carr
Gary Bacon
George Wong
Lee Wagner
Ron Reinhart
Tom Hattery
Ron Wood
Glen Costa

To Electronic Technician —
Don Miller
Bob Olivo
Larry Reed
Scott Rogers
Jerry Oberzol
Ernie Valdez
Ray Lee

New Faces

Jeff Schlageter joined the Hybrid Products Department at Palo Alto as a Product Engineer. He was previously with General Electric.

Garret Walther returned to Fairchild to join the Marketing Services staff as Account Manager for Aerospace & Defense Market, Distributors, Headquarter Sales, and International. He has been employed with Young & Rubicam in San Francisco.

Five Year Celebrations



Carmie Carter received her five-year award from Foreman Larry Zappone. Carmie's past Foreman, Chuck Fraker, was also there to congratulate her. Other five-year award winners from the Fab 3 swing shift group include Peggy Osmar, Viola Alderete, Madeline Perez, Dottie Ost, Betty Daniels, Pat Hauser, Julia Gonzalez, Sara Gracia.



Dick Hassett, Manufacturing Engineer in Microwave Products, received his five-year pin from Manufacturing Manager, Leon Lerman.



Emma McConaghy, Systems Model Shop at Instrumentation, received her five-year pin at a party given in her honor. Her supervisor, Ed Smith, presented the award as Skip Mattson, Industrial Relations Manager, looked on.



When **Guy Simoes** received his five-year pin from Foreman Dennis Key, General Foreman John Cox and all the girls from the Epi group at Materials were there to congratulate him.



Margaret Szilagyi's supervisor, Louie Kish, presented her with her five-year pin. John Walsh, Personnel Administrator, was there to offer congratulations.

July Service Awards

10-year awards:

R & D

Charles Plough

5-year awards:

Mountain View

Betty Bartholdi
Roger Borovoy
Una Brown
Evienn Chariott
Gala Davis
Hermann Ebenhoech
Doris Freitas
Philip Froess
Verna Graham
Sara Hernandez
Donna Humphreys
Bertha Lewis
Erlinda Lopez
Bernice Mendonca
Sandy Santoriello
Alice Shoga
William Silver
Edwin Turney
Hildegard Walters
Anna Welpton

R & D

Donald Henderson
John Mac Dougall

South Portland

Frederick Arehart
Laurette Boutin
Grace Di Biase
Dana Faulkner
Pamela Gill
Diana Jensen
Owen Lovejoy
Lorene Moody
Eleanor Studer

Instrumentation

Sybil Ford
Mary Barton

San Rafael

Anwar Afzali

Mexico City

Rudy Gutierrez

Qui Hadley
650-327-4224

Leadwire

Vol. 10, No. 7

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

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

INSTRUMENTATION—Jack Ramon,
Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen,
Bob Tetrault.

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

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0243-68 9M



LAUGH AND THE WORLD
 LAUGHS WITH YOU.
 LET A SMILE BE
 YOUR UMBRELLA.
 HE LAUGHS BEST
 WHO LAUGHS LAST
 AND ALL THAT.
 MAYBE IT'S A
 SMILE & A QUIET
 LITTLE CHUCKLE,
 OR MAYBE IT'S
 A BIG BELLY-
 LAUGH. EITHER
 WAY, LAUGHTER
 IS ITS BEST REWARD.
 SO LET'S HAVE
 FUN!





hair hurts

Don't Ask.

W.C. FIELDS IS ALIVE AND DRUNK IN OAKLAND

FRODO LIVES

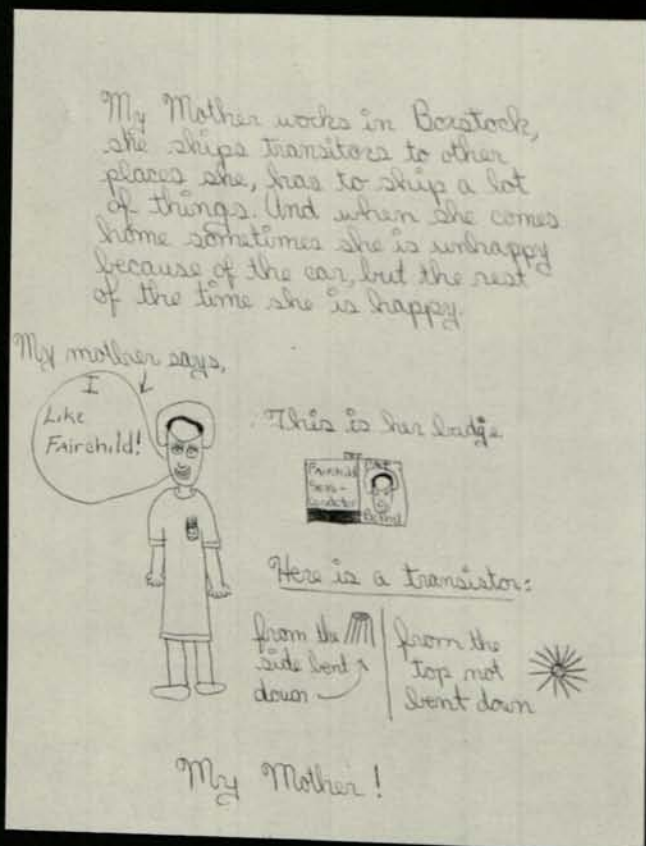
Out of the Mouths of Babes

Or
in this case
kids say the darndest
things!

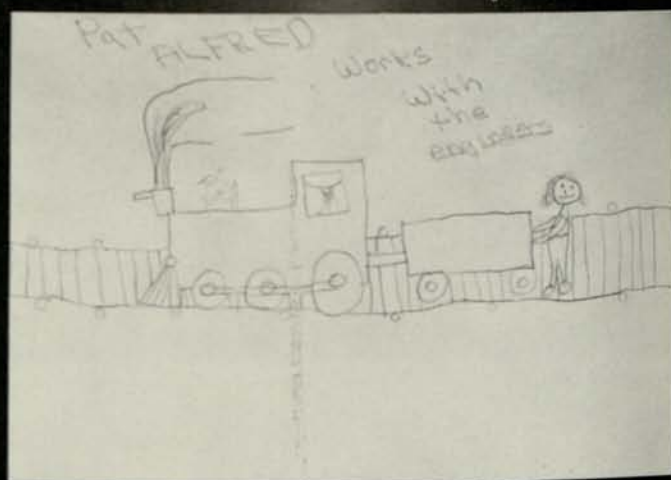
These samples of "art" and "deep thought" are the results of an attempt to poll the children of employees located in the Sunnyvale, Mountain View, Palo Alto areas. They were asked to draw and write what they thought their parents or grandparents did at Fairchild. All entries were judged on originality and honesty, the parents and grandparents on bravery. Here are the results:



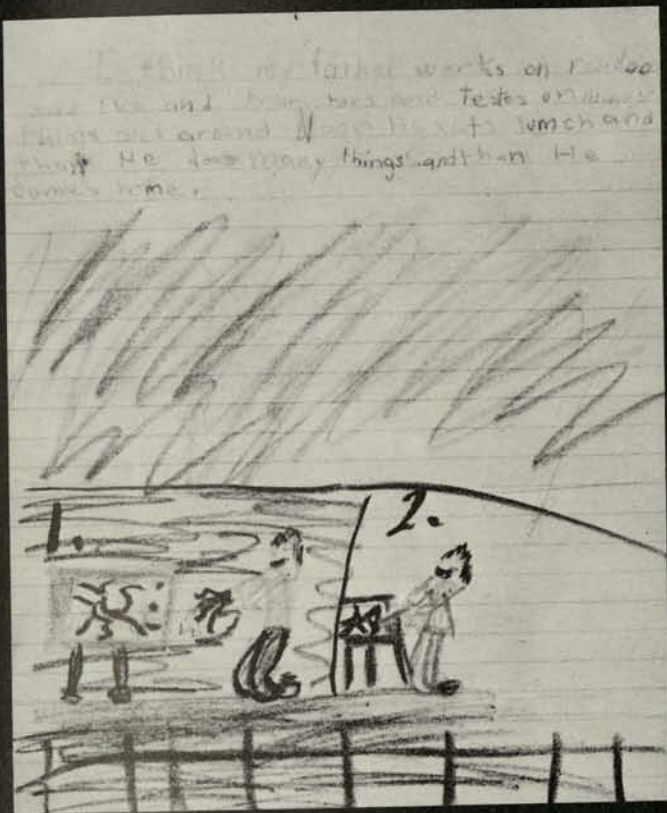
Gale Behnke, age 9, daughter of Kathy Behnke, Fab 3, Mountain View.



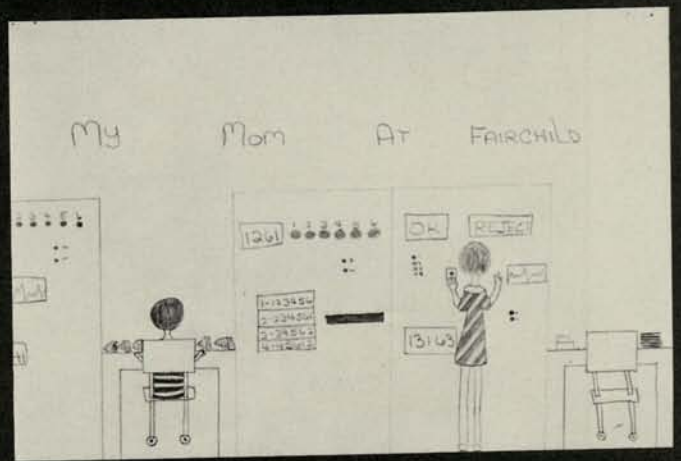
Barbara Bethel, 11 years old, daughter of Pat Bethel, I.C. Box Stock.



Teri Behnke, 11 years old, daughter of Kathy Behnke, Fab 3.



Shawn Sturn, age 8, daughter of Norm Sturn, Assistant Engineer, Electronic Lab and Testing.



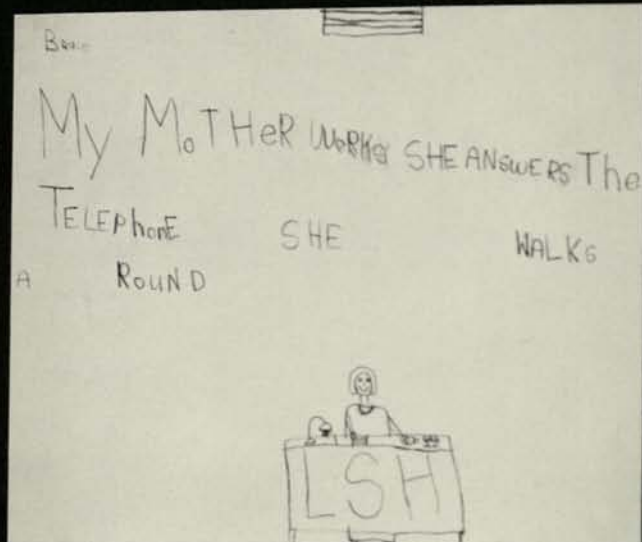
Jacqueline Mei, 12 years old, daughter of Jeanne Mei, Data Check, Aerospace and Defense.



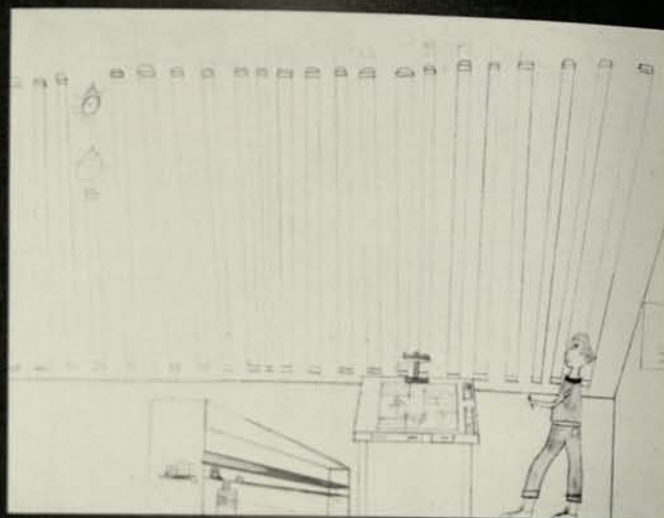
Marla Siegel, age 9, daughter of Murray Siegel, Manager of Industrial Applications.



Barbara Edwards, age 6, daughter of Sharon Edwards, CIC Swing Shift.



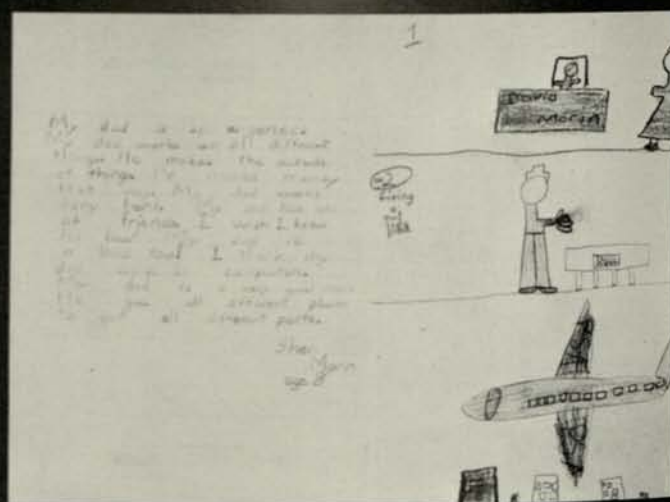
Bruce Hayes, 7 years old, son of Loretta Hayes, Senior Clerk, Production Control.



Mike King, 12 years old, son of Leona King, Systems Engineering at Instrumentation.



Theresa King, 9 years old, daughter of Leona King, Systems Engineering at Instrumentation.



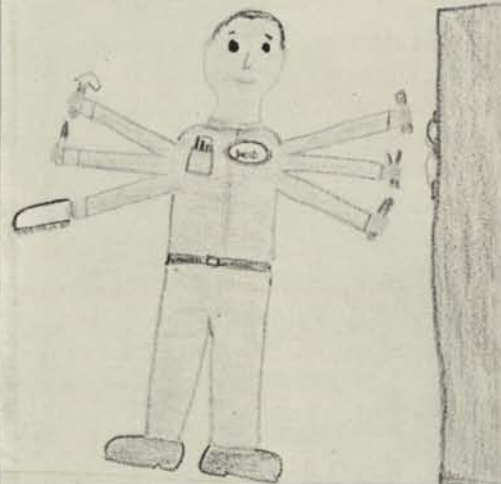
Sheri Morin, 8 years old, daughter of Dave Morin, Supervising Engineer, Instrument Development Engineering at Instrumentation.



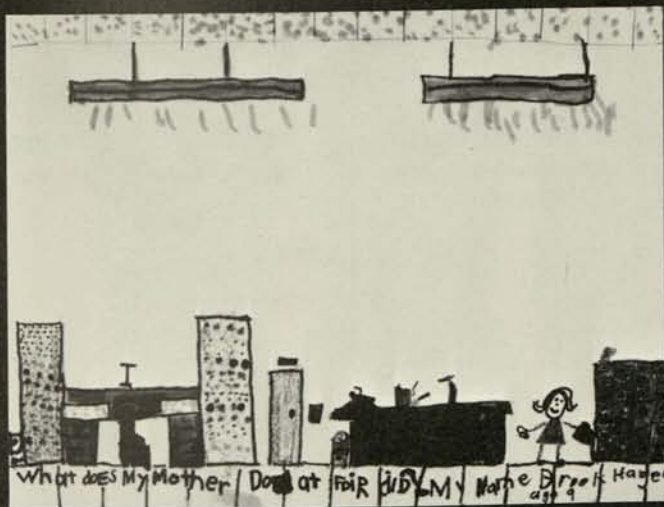
My Daddy works on
computers all day.
Patrick Morin.

Patrick Morin, 7 years old, son of Dave Morin, Supervising Engineer, Instrument Development Engineering, Instrumentation.

My DAD fixes things
at Fairchild.

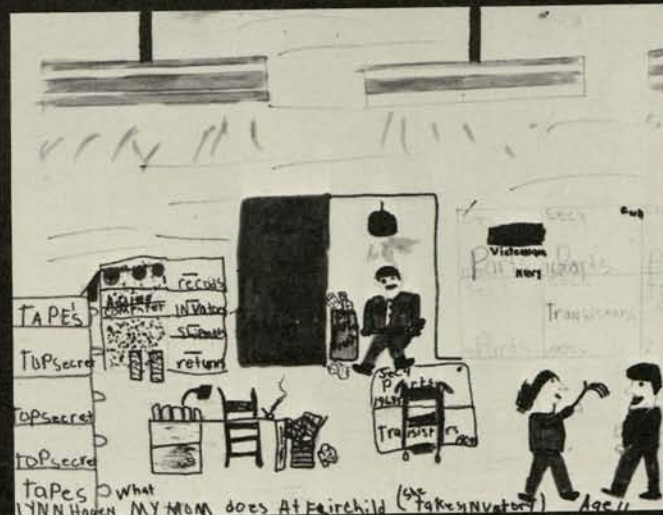


Ana Marie Aboussleman, age 11, daughter of Joseph Aboussleman, Plant Maintenance, Mountain View.



What does My Mother Do at Fairchild? My Name Brook Hagen age 9

Brook Hagen, 9 years old, son of Naydine Hagen, Production Control, Packaging.



TAPES TOPSECRET TOPSECRET TOPSECRET TAPES What LYNN Hagen MY MOM does At Fairchild (see TakeynVator) Age 11

Lynn Hagen, age 11, son of Naydine Hagen, Production Control, Packaging.

Go Play In Traffic

There are few rules by which to play this game. The people in the Traffic Department will tell you that right away! There are, however, a few . . . one, that whatever comes in must go out; and two, that whatever goes out must go out in a hurry. That has to be the rule when you're moving almost every commodity that comes and goes in a bustling corporation.

Jim King's Central Shipping, under Bill Barnes, ships all the parts and materials needed for the production of semiconductor devices, and this department is also responsible for the shipping of devices, equipment, and parts rejected by Fairchild and returned to vendors and suppliers. Don Murphy's Product Shipping makes sure all finished products are

shipped to customers. Receiving, headed by Nico Kaldis, is responsible for the receipt of all material necessary for production and maintenance purposes. Distribution of interior plant material is coordinated by Larry Lokmor.

Refereeing the whole game is Traffic Manager Paul Pronos and his staff who oversee such things as negotiating freight rates, selecting carriers, co-ordinating shipments between plants, and maintaining liaison with U. S. Customs.

Traffic is a busy game! And twenty-seven people play this game every working day, and then some, at Fairchild. In a month's time, more than 4,575 inbound shipments are received. The number of outbound shipments averages about 3,250. When equated to pounds, this sometimes amounts to about 249,000 pounds coming in as compared to 134,000 pounds going out.

Traffic is a fun game, too; like when a whale collided with a steamship carrying some Fairchild merchandise, or when a carrier telegraphed "69 microcircuits broken — unusable — chewed by an animal (dog) enroute from Portland to Boston". There's fun, too, in making 48-hour round trip pickups in Dallas, driving non-stop all the way.

There's no reason why you shouldn't enjoy this game, too; so live dangerously; go play in the traffic. Play this Traffic Game. The rules are simple. Just grab a stone or an eraser, pull out one die (that's the singular of dice), and follow the roll. First one to cross the finish line wins the sympathies of the Traffic Department.



Connie Magne posts Traffic's latest traffic plan organization plus!

Advance 2 Spaces



Traffic Analyst Bryce Herbst and Traffic Manager Paul Pronos plan for upcoming traffic needs.



Start Here

Chuck Lennier

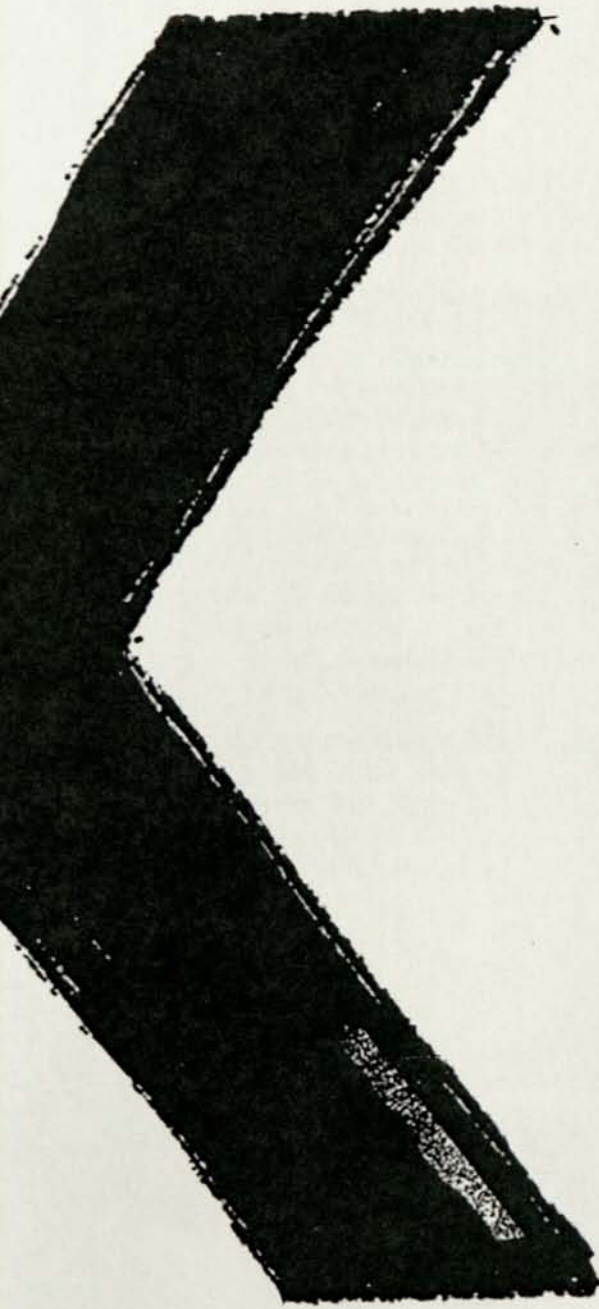


signs for another huge shipment.

After wrestling with this shipment just received,



Larry Lokmor deserves a rest.



**Time
for a
Coffee Break**

Denise Reilly's serving.

Here comes Ron Cox
from Stores again.



It just means
more work for
Bill Jordan in
Central Shipping.

**Sets
you
Back
2
Spaces**

Clearing
the
way for
smooth



shipping
is Bert Allen
who handles all
domestic
shipping
documentation.



**Forfeit
1
Turn**



Meanwhile,
Bill Barnes
is faced with
the present
as he juggles
these boxes
ready to
be shipped.

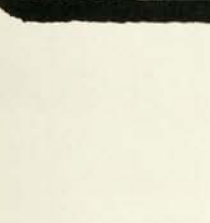
At last, peace and quiet



for Bill Bertetta
and Jim King
to discuss that
shipment that has to
go out yesterday.
That will take
some figuring.

**Advance
2
Spaces**

or
Ralph Braun.
For finding
your way
through all that
paperwork.



And
speaking of
paperwork,
just ask
Sandy Black &
Mike Martinez,



Nico Kaldis
will see that this



piece of merchandise
gets to its new owner.

No, it's not champagne,



but what a disappointment
to Eric Grant.

**Go Back
1
Space**

Evelyn Miller
checks device quantities



against the paperwork
that comes with them.

**Forfeit
1
Turn**



Cathy Sisneros takes care of all shipping documentation on an international scale.



Don Murphy keeps his Product Shipping crew so busy the merchandise doesn't sit long on these shelves.



Audrey Heddy manages to keep Product Shipping organized, and that's enough to warrant an extra turn.



as well as swing shifter Lana Tarrance.

Sample checking product shipments



is the job of Mary Galvin

**Advance
1
Space**



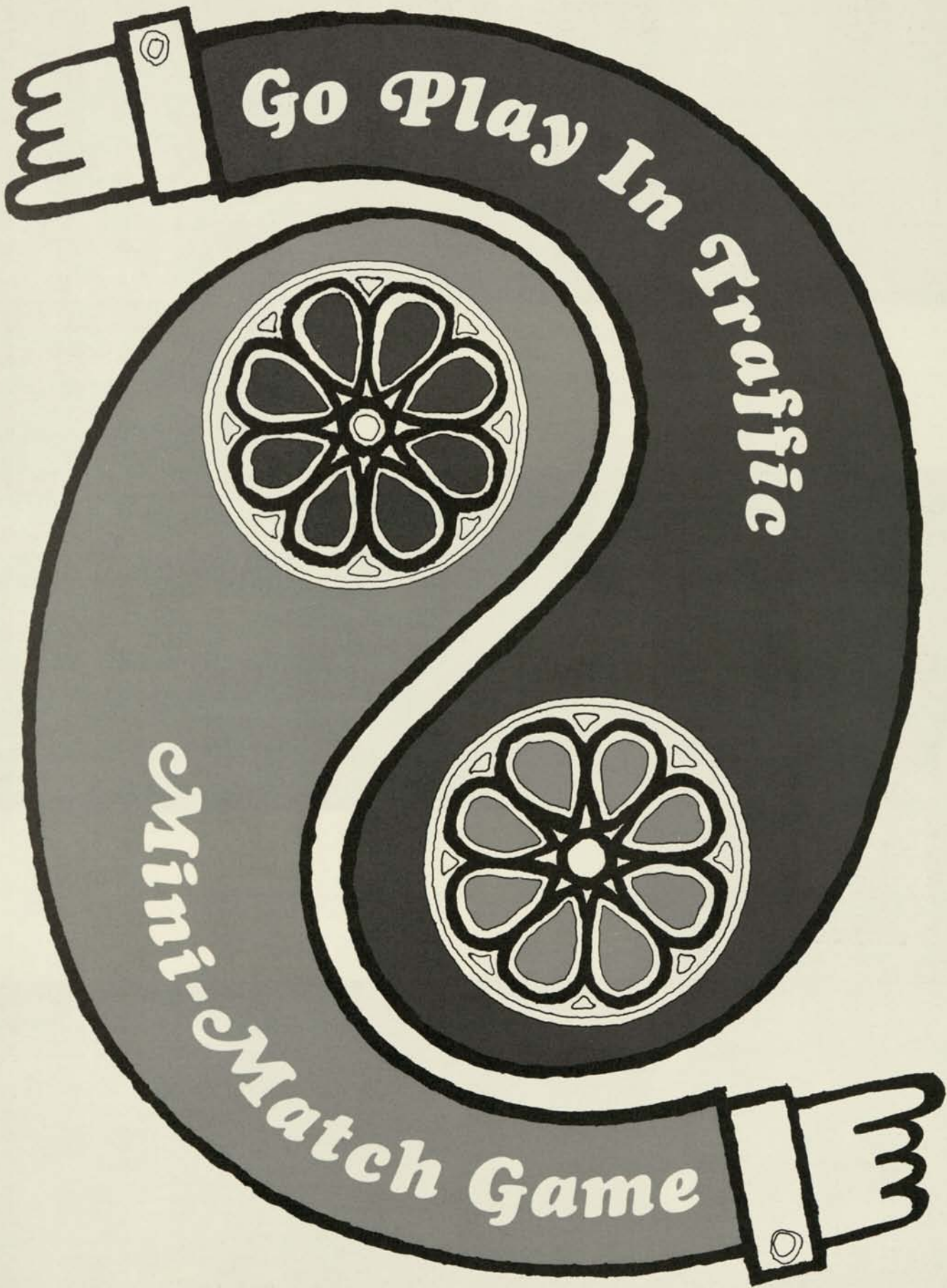
Thanks to Pat Ahumada, the Montreal Sales Office can back up its words with the finished merchandise.



Bill Hamrol puts the final touch on this package on its way to a Fairchild customer.



**THE
END**



Go Play In Traffic

Mini-Match Game

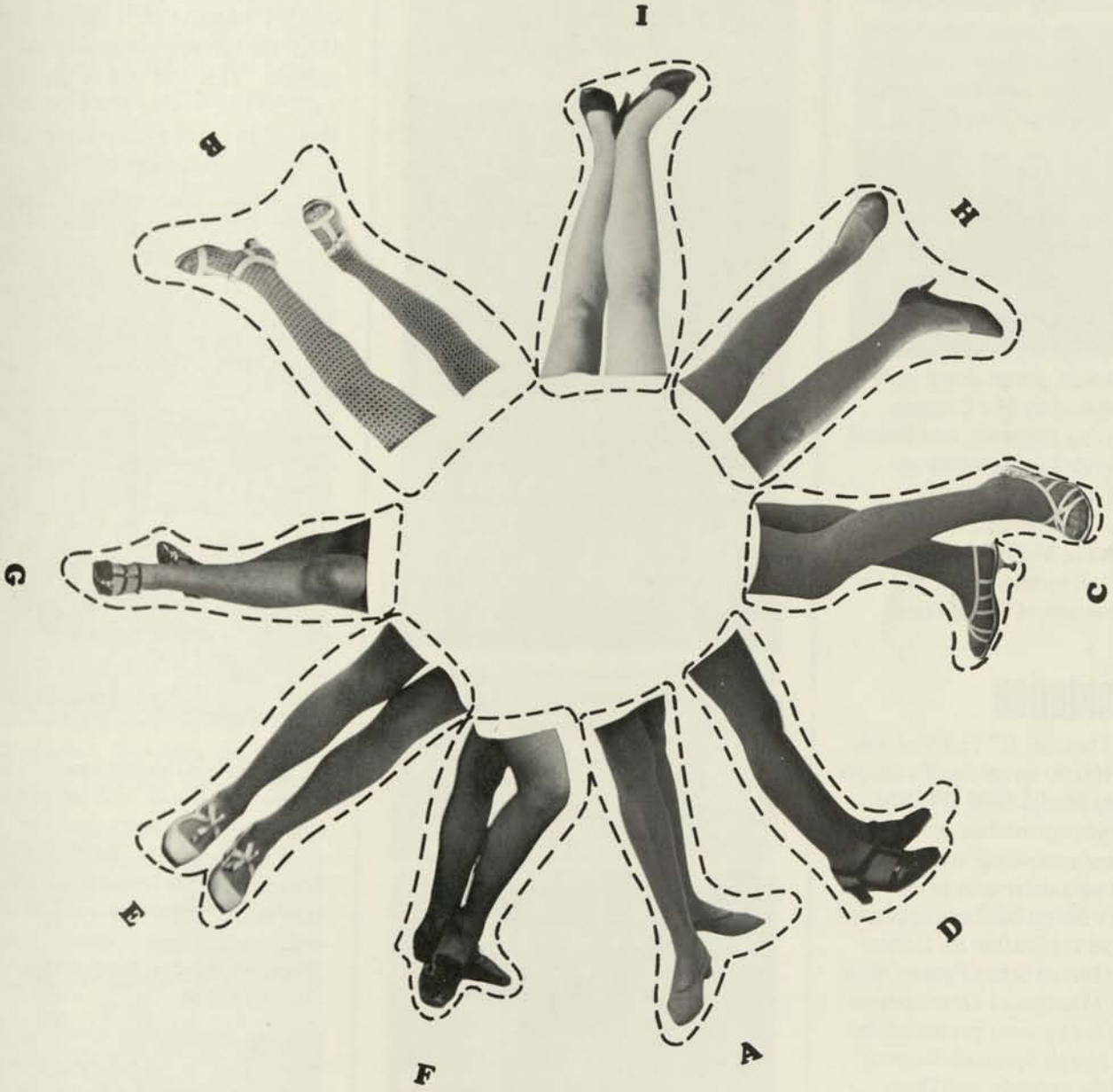


Mini-Match Game



Fashions just can't be ignored, and around Fairchild mini's are still the in thing. Just for fun try to make the perfect matches. If they're brave enough to wear the mini's, you've got to be brave enough to play.





Mountain View

Mary Martignetti, Supervisor of Order Entry for Order Processing, makes it official as she enters one of the largest customer orders ever received by Fairchild. Ray Jodin and Regional Sales Manager Fran Krich booked the close to \$10 million order. Helping Mary put the finishing touches on the paper work are Sue Spiers, Sales Order Coordinator; Marshall Cox, Computer Marketing Manager; and Tom Henderson, Customer Service Manager.



Isolation problems got an airing in an article co-authored by Hal Clausen, Senior Marketing Engineer, and Robert Rusert, Research Engineer that appeared in Electronics magazine.

Jim Reynolds, Joel Sorem, Keith Thomson, Marlin Vellequette, and Joe Podolsky all received their MBA's from the University of Santa Clara recently.

Instrumentation

Rolf Kahle, Manager IC Test Systems, received a \$100.00 award for his design concept of the Model 5800 DT/VM, digital time/voltage module, an advanced automatic time measuring system which performs all parameter tests in one socket. Rolf's design has been approved for filing as an application for Letters Patent in the United States Patent Office. Jim Bryson, Manager of Development Engineering for Systems presented the award with Joseph Spaziani, General Manager of the division, and Dean Mack, Systems Group Manager.



Gordon Padwick, Applications Manager for the Systems Group at Instrumentation, was presented with a check for \$200.00 for two articles authored by him about IC Test Equipment which appeared in the British electronics journal, MICROELECTRONICS. The award was presented by Gordon Westwood, Director of Marketing, Systems. Also congratulating Gordon were Dean Mack, Systems Group Manager, and Joseph Spaziani, new General Manager for the division.



And speaking of awards . . . E. H. Krueger, President of Tranex, Incorporated, was presented Instrumentation's Vendor of the Month Award by Dick Trevisan, Materials Manager. Tranex provides transformers which are used in the Division's instruments and systems. The company was particularly helpful with the transformers used on the popular Model 7050 digital multimeter. Participating in the presentation were Dick; Pete Madison, Purchasing Agent; Mr. Krueger; George Elkerton, Design Engineer with Tranex; and Ted Pierce, Tranex Sales.



San Rafael

Irmela Sheppard became a U.S. citizen June 18th and she and co-workers in Personnel celebrated the occasion complete with a small American flag. Originally from Germany, Irmela lived in France for three years where she met her husband while working for the U.S. Air Force. She came to America with her husband and children in April 1965. On her new citizenship she commented, "This year will be the first time I will be able to vote and I am looking forward to participating in the national elections." So are lots of folks.



At San Rafael the end products that diodes, transistors, and integrated circuits go into are being displayed in the cafeteria. Recently, the plant displayed a printed circuit board from a Wurlitzer Electronic Organ and also had an organ on the scene. Anne Felmery from Electronic Design tried out the beautiful instrument.



Shiprock

Inasmuch as the 1968 New Mexico State Men's Bowling Tournament was being held in Farmington this year, Shiprock's bowling team, "F-Troop", decided to "give it a try." In a field of over 60 teams from all over the State, F-troop finished 8th. The team also captured 3rd place in the City Men's Bowling Tournament. Team members are, standing (l to r) Ed Capasso, Paul Gaudette, John Campbell, and kneeling, Paul Cline, and George Higgins.

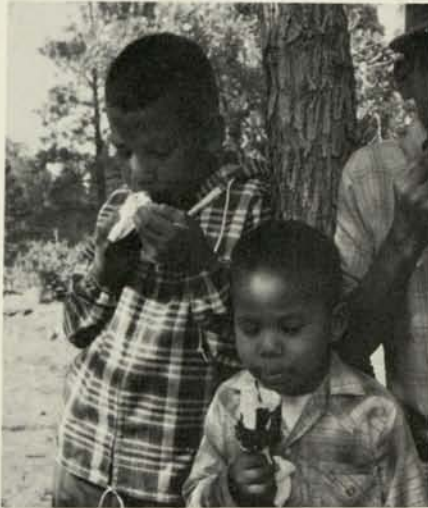


These two fellows have come a long way since joining Fairchild in Shiprock in 1965. Donald Kee and Kee Blackwater began their employment with Fairchild as Mechanic Trainees and subsequently progressed through the positions of Mechanic, Mechanic Leadman, Production Assistant, Assistant Foreman, and have just been promoted to Foremen.



Company Picnic, Shiprock-Style

Shiprock's picnic was held in mid-June at Fence Spring Park near Toadlena, New Mexico. Nearly 1200 employees and their families attended the event, a steak barbecue complete with softball, volleyball, horse-shoe pitching, Bingo, and games for the children.



South Portland

Pam Parmenter congratulated Jim Vaughn on his promotion to Personnel Manager. Jim, in turn, reciprocated by congratulating Pam on her acceptance in the Waves. She is currently stationed in Maryland and will soon be transferred out to a little island in the Pacific known as Hawaii.



From the Field

May Salesmen of the Month have been announced by Marketing. Dick Koebler takes honors for the Computer Marketing group. He works out of the Minneapolis office.

Aerospace and Defense Marketing Salesman of the Month was Don Curry who's headquartered in Wakefield.

Elmwood Park's Joe Krause was named Industrial Salesman of the Month for his efforts in securing a volume purchase agreement for the majority of Simpson Electric's semiconductor requirements. He also made outstanding contributions to the distribution program in the Chicago area. Joe's part of the Elmwood Park sales group.

Of Interest

Campus Public Relations

Doug Stoner's a senior electrical engineering student at Rensselaer Polytechnic Institute. Last November he was designing and directing the construction of an electric sign which had letters moving across its entire length. What made his project unusual was its size — two by twenty feet, with controls weighing over half a ton. The sign is programmed by pushbuttons arranged like a typewriter keyboard. Like so many students in the field, Doug wrote Fairchild Semiconductor for some parts assistance. 100 sample units of the diode he needed were shipped by the Public Relations Department. In June, Doug sent pictures of his completed project and all the work that went in it.



Moving Up

Jim Bacon was promoted to Data Processing Quality Assurance Supervisor in Management Information. He was formerly Assistant Accountant in Payroll.

Andy Koutalides was promoted to Engineer B assuming responsibility for material & processing evaluation in Packaging.

Lyle Ronalds was appointed Senior Sales Engineer working in Japan. He was previously in Sales in Australia.

The IC Quality Assurance Department announced the following promotions to Senior Clerks . . .

Betty Bartholdi
Marie Daughtry
Gwen Evans
Donna Hudson

Production Maintenance announced the following promotions to Senior Mechanics . . .

Jerry Cantrell
Don Lennox
Craig Swanson
Jimmy Stevens
Danny Williams

New Faces

Steven Bickford joined South Portland as a Programmer Trainee. He had been attending Bowdoin College studying Physics.

Gilmore Bowers joined Fairchild in the new position of Manager of Reliability reporting to John Ready. He was previously with the Microelectronics Division of Philco-Ford.

Thomas Goulet joined South Portland as a Programmer Analyst. Prior to coming to Fairchild he was an instructor at Wells High School.

Albert Harman came to Fairchild from Winston Research, a subsidiary of Fairchild Camera and Instrument. He is Manager of Administration for the Aerospace and Defense group.

Russell Light joined Mountain View's Discrete group as a Quality Control Engineer. He was formerly with Lockheed.

Clifford Mackin joined South Portland as a Product Engineer in Wafer Fab. He just received his EE degree from Rensselaer Polytechnic Institute.

Sheldon Schumaker joined Mountain View Marketing as a Senior Product Support Engineer. He was previously with Westinghouse as a Sales Engineer.

David Stachnik joined South Portland as an Accountant. He just graduated from Pace College in New York with a degree in Business Administration.

August Service Awards

10-year awards:

Mountain View
Elizabeth Cameron

5-year awards:

Mountain View
Mary Alvarez
Ellen Defeyter
Emily Edmonds
DeWane Engebretson
Thomas Gray
Sally Hansen
Geraldine Hobbs
Eva Hoskinson
David Hufton
Delia Martinez
Harold McGee
Edward Mello
Margaret Ochoa
Doug Schliebus

R & D

Theodore Gove

Instrumentation

Daniel Bartlett

South Portland

Hilda Boivin
Mary Bouchard
Barbara Connolly
Douglas Cornfoot
Thomas Frost
Phyllis Gendrolis
Howard Hanscome
Robert Kenny
Mary Leuthold
Irene Milliken
Carolyn Palmer
Cecile Portrie
Ann Prindall
Gloria Welch

San Rafael

George Brown

Controls

Sam Guida
Eugene Feters
Valerie Tielnius-
Kruythoff

Five-Year Celebrations

A luncheon was held by Mountain View's Electronic Lab & Testing group to celebrate two five-year anniversaries. Supervisor Jim Rierson (r.) presented awards to **Bob Trabucco** (l.) and **Carlos Lorente** (c). Pictured in the foreground is Jean Havermann.



Instrumentation's Systems Manufacturing held a big party to celebrate **Sybil Ford's** five-year anniversary. Supervisor Bill Strang presented her award.



Ivy Macias of the Materials Epi group in Mountain View received her award and an orchid corsage from supervisor Dennis Key.



Joe Robb, Information Processing Manager for Management Information in Mountain View also celebrated his five-year anniversary. He was presented his award by Director Pat O'Haren at a surprise party given in his honor.



Millie Dawson of IC Quality Control in Mountain View received her five-year award on June 3. She was treated to luncheon by her Foreman Bob Wolf and QA Manager Dick Staffery.



Don Hart, Hi Rel Test & Finish Manager for the Aerospace & Defense group, celebrated his five-year anniversary twice, once at a party given at work and, several days later, at a luncheon hosted by Director Paul Malloy.



Ten-Year Celebration

The Plant Engineering Department at R&D held a coffee and cake celebration to honor Clem Jodocy on the occasion of his ten-year anniversary with Fairchild. Clem retired as a Chief Petty Officer after 20 years in the Navy, and then joined Fairchild on May 5, 1958 at the old Charleston Road location. He transferred to the R&D Lab at the time of groundbreaking and has been with the Lab since then. R&D hopes he'll stick around for ten more years.



Open Shadley
650-327-4224

Leadwire

Vol. 10, No. 8

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

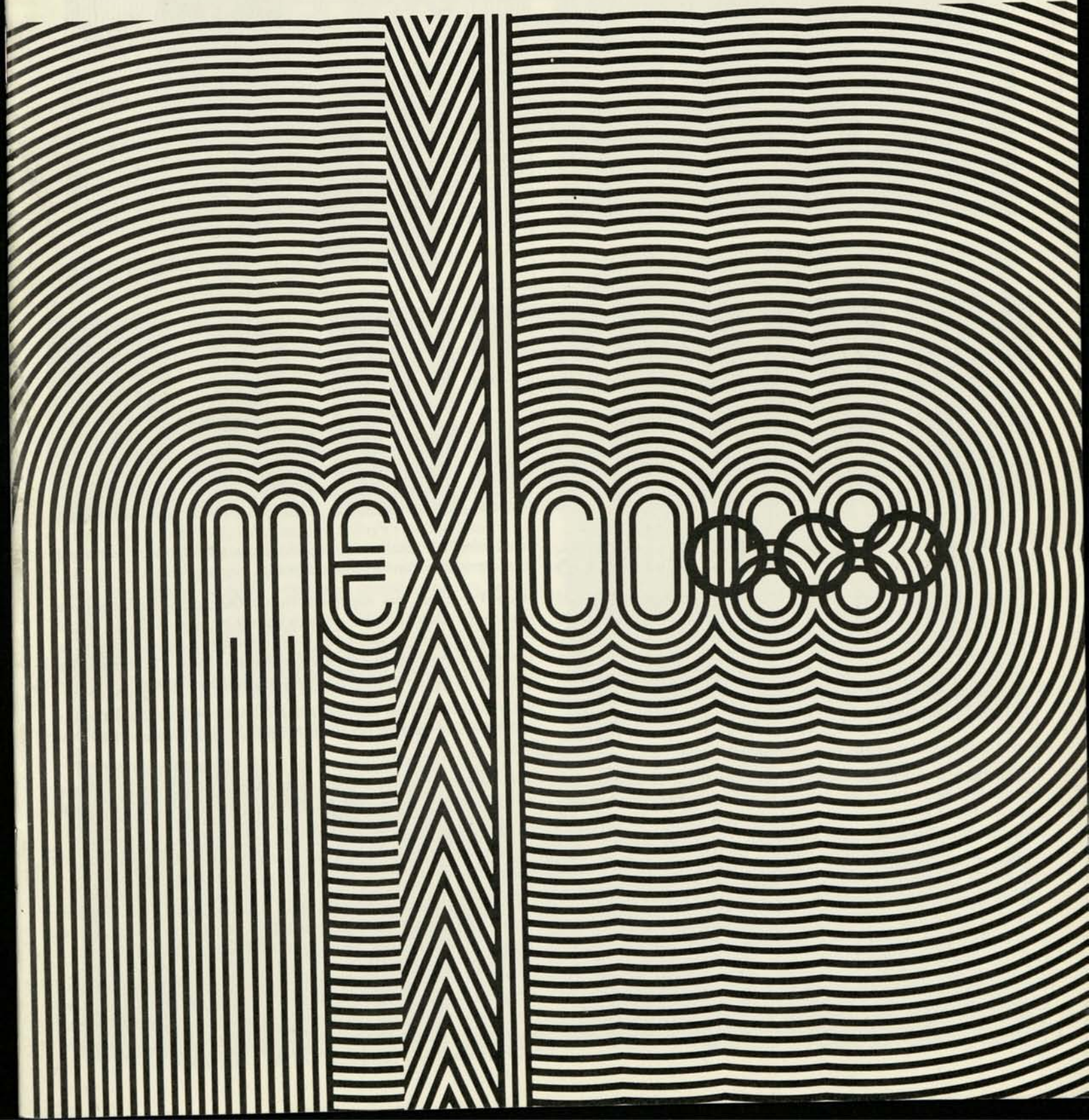
RESEARCH & DEVELOPMENT—
Janet Jones, Terri Mead, Adrienne
Juliano, Janet Lumley, Sheila Bantillo.

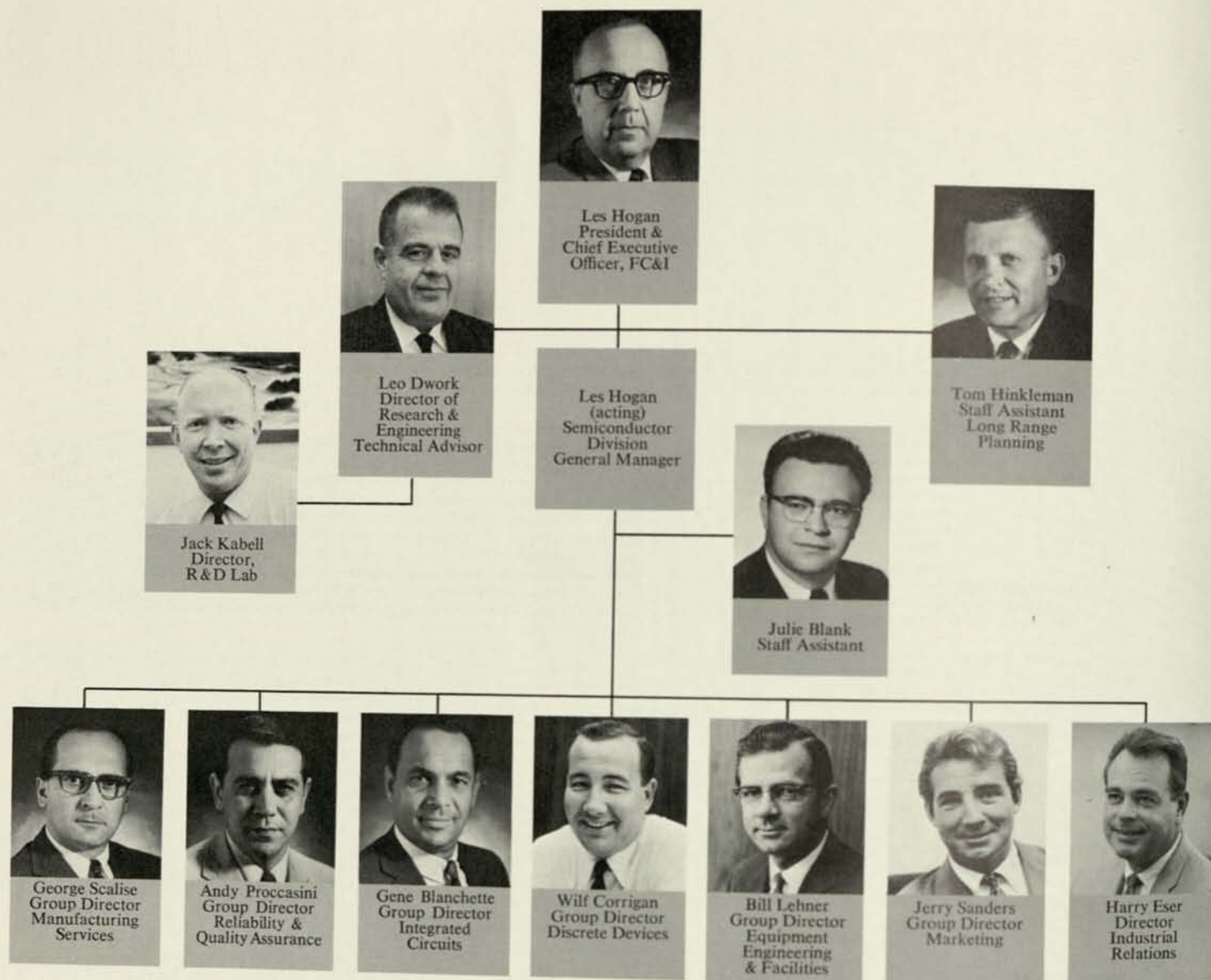
INSTRUMENTATION—Jack Ramon,
Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen,
Bob Tetrault.

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

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0294-78 9M





Organizational Changes

On August 9th, Dr. C. Lester Hogan was elected President, Chief Executive Officer and Director of Fairchild Camera and Instrument. Formerly Executive Vice President, Director and General Manager of the Semiconductor Products Division of Motorola, Dr. Hogan brings to Fairchild an impressive record of accomplishment. He is credited for record earnings at Motorola Semiconductor Products and that company's leadership in the integrated circuit field. Previously a Gordon McKay Professor of Applied Physics at Harvard, he was also member of the Bell Laboratories team.

Dr. Hogan's plan for the company provides for a Semiconductor General Manager, but for the moment he will occupy that slot himself. In fact, most of his time initially will be spent working with the Semiconductor and Instrumentation Divisions.

Reporting to Dr. Hogan will be two new corporate functions. Leo Dwork was named to head Research and Engineering for the entire corporation, and Thomas Hinkelman will be in charge of Long Range Planning. Jack Kabell, as Director of Semiconductor R & D, will report to Dwork as will Paul Hwoschinsky, former staff assistant to Dr. Noyce.

The following report to Dr. Hogan in his capacity as acting General Manager of the Semiconductor Division. In charge of Manufacturing Services is George Scalise, and he will have reporting to him Bob Allen, Pat O'Haren, Don Koller and John Ready.

In addition, Mr. Scalise will organize a centralized production scheduling operation for the entire division.

Andy Proccasini was appointed Group Director of Reliability and Quality Assurance. In this position he will be responsible for all policies and procedures related to these activities in all locations of the Division. Reporting to him are Gil Bowers, Steve Carmichael, Jim Corzine, Frank Durand, Dick Staffieri, and Stan Brehm.

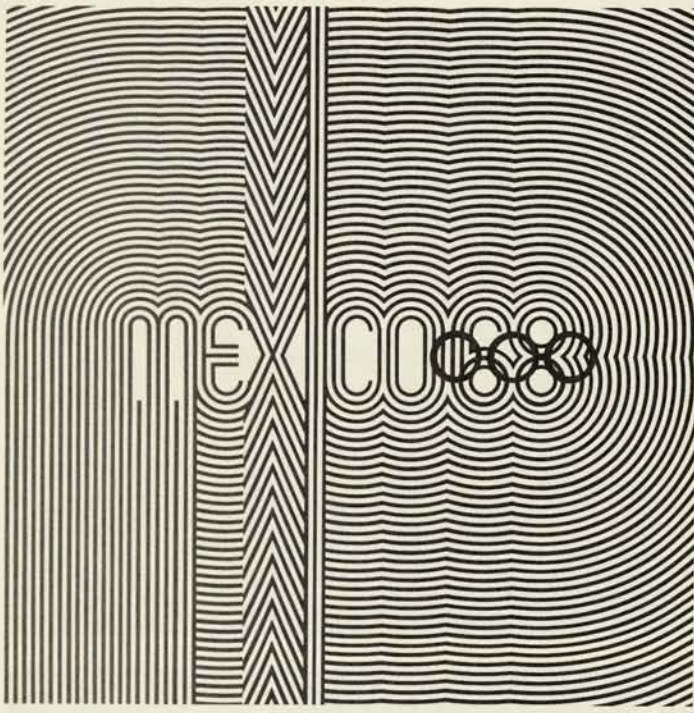
Gene Blanchette was named Group Director of Integrated Circuits and reporting to him are Jack Magarian, John Sentous and Paul Malloy.

Wilf Corrigan was appointed Group Director, Discrete Devices and will have Ed Pausa, Trevor Law, Greg Reyes, Bob Reber and John Schuck reporting to him.

Bill Lehner is Group Director of Equipment Engineering and Facilities and will have reporting to him Dick Fouquet.

Harry Eser, Director of Industrial Relations, and Jerry Sanders, Group Director of Marketing, and Julie Blank, Staff Assistant, remain in their capacities reporting to the General Manager.

In another Corporate change, Edgar S. Hill was elected Group Vice President in charge of the Fairchild divisions headquartered in the east. They are Space and Defense, Industrial Products, Graphic Equipment, Electron Tube, and Controls. Mr. Hill was formerly Vice President and Comptroller of the Corporation.



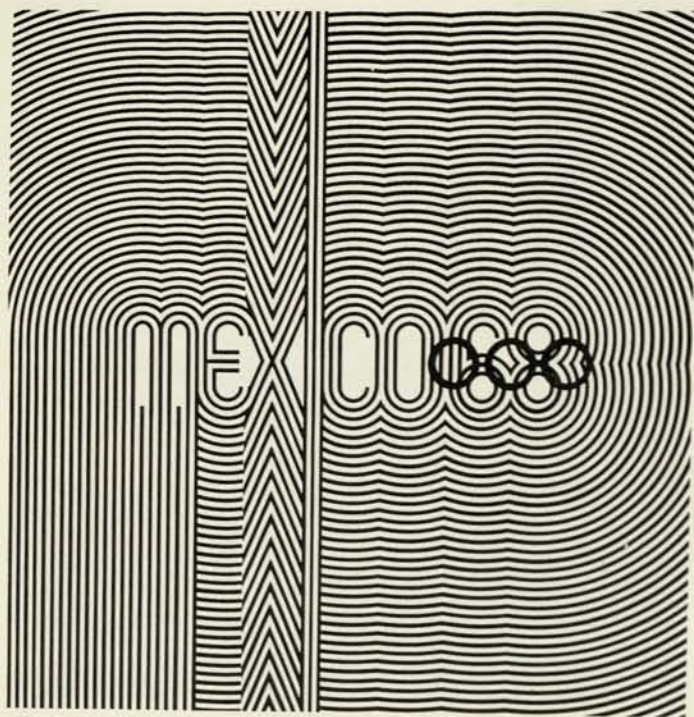
MEXICO CITY *Capital of Mexico, city of contrast, home of the upcoming Olympic games, and home of Fairchild's most aggressive new operation.*

Mexico City is located at an altitude of some 7300 feet on the former bed of Lake Texcoco and surrounded by snow-capped volcanoes Popocatepetl and Iztaccihuatl. Founded by the Aztecs in 1321 as their capital, Mexico City is the oldest continuously inhabited capital in North America. Its recent rapid growth makes it one of the world's largest and most attractive cities in Latin America's leading industrial country.

The city not only reflects early Aztec culture, but through six centuries has absorbed Spanish, Mestizo (Spanish-Indian), French, United States cultures, and today's combination of all, making it one of the world's most unique cities. The mixture of ancient and modern, of ecclesiastical conservatism and social democracy, of racial pride and cosmopolitanism is unmatched anywhere.

Names like Montezuma, Benito Juarez, Pancho Villa, Emiliano Zapata and the modernist muralist Diego Rivera are seen everywhere. Their deeds and works known by everyone. And, as October nears, these familiar names will be replaced for just a short time, by those of the world's best athletes ascending to Mexico City and the Olympic Gold Medals that await them.



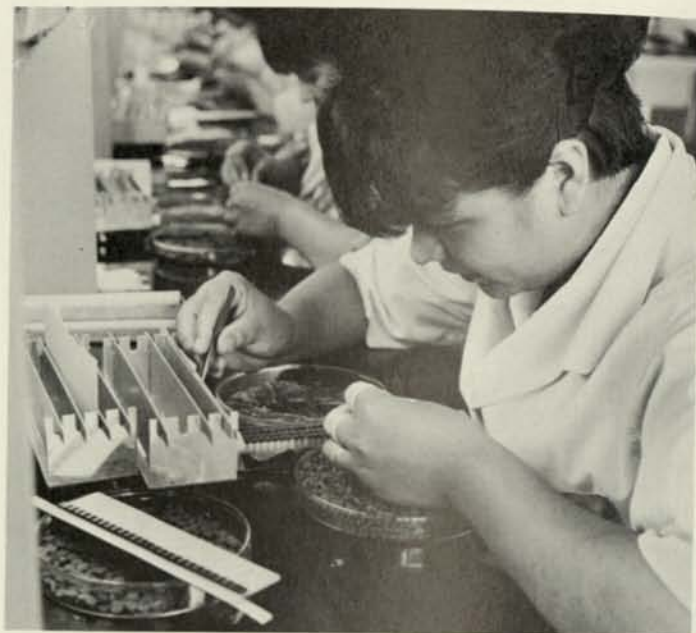


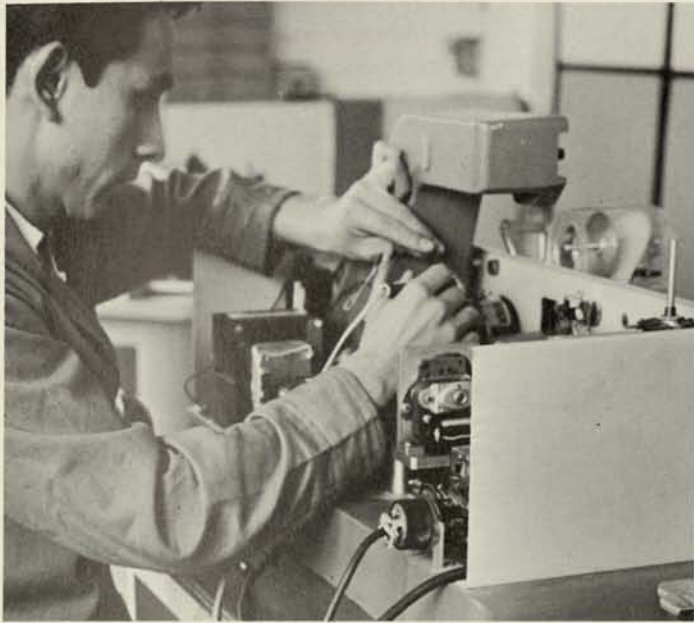
Behind the scenes of the Mexico City that Olympic visitors will see, is the Mexico City that is home to almost 7,000,000 people. And, here too, is the home of Fairchild Mexicana, S.A. In existence for two years, first as a joint-venture company known as DYT, S.A., the company became wholly owned by Fairchild in August of 1967. A year later its name was changed to Fairchild Mexicana, S.A., reflecting Fairchild's 100% participation as well as the company's technological leadership. The company has grown to almost 150 people in the two short years. They are primarily concerned with the manufacture of epoxy discrete devices for sale to Mexican and South American radio, TV, stereo, and overall consumer markets. On May 5th of this year the group shipped its millionth device of 1968.

The decision to locate in Mexico was based on the concept of "market penetration." To sell to Mexican markets, products must be made in Mexico, very much like the Fairchild Australia situation. That's what Fairchild wanted to do; and so Mexico City was chosen as the plant site.

Manning the operation are Lew Silverstein, General Manager; Manuel Chacon, Marketing Manager; Bob Coleman, Applications Manager; Cesar Paniagua, Production Manager; Roberto Reyes, Administration Manager; and Jaime Podolsky, Product Support Manager; and, of course their skillful staffs which they count as the company's greatest asset.

As for the future, growth seems inevitable for the city, for Mexico, and for Fairchild Mexicana, S.A.





Girl Talk

Haven't you ever heard a voice over the phone and wondered what the person looked like? Well, so many of us talk with Fairchild operators from day to day, and so few of us ever have the chance to meet them; so just for fun we'd like to introduce to you Fairchild's operators, from Maine to California.

Contrary to popular opinion, these women don't just sit around all day waiting for you to place your WATS call. In addition to manning the switchboard, some handle paging or serve as receptionists.

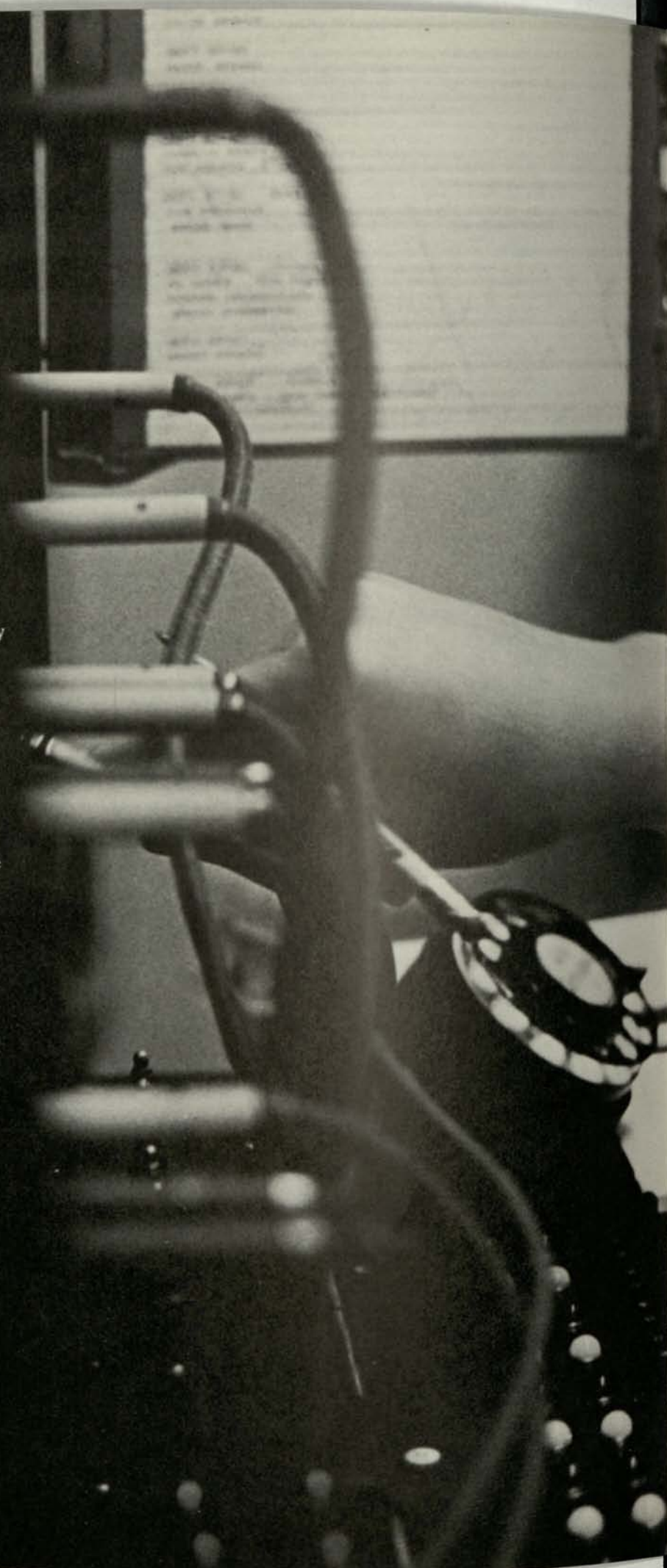
Mountain View's operators handle more than 700 ticketed calls a day, up from 400 just three months ago. They also fill out data processing cards used in billing departments for long distance calls. Their accuracy saves both time and money for the company.

Ruth Encinias, Shiprock's PBX operator, doubles as receptionist. Marilyn Meadow handles two switchboards and twelve tie lines for the Los Angeles Sales Office, Fairchild's largest. In her spare time she doubles as a big help to Ed Turney's secretary. Betty Hagedon keeps San Rafael's phone directory updated as part of her operator duties.

Dorothy Saunders, Instrumentation's operator, gets some welcome assistance from Beth Litton who maintains TWX, Telex, and Dataphone services for the division. Dorothy calculated their hardest day was when they handled 85 WATS line calls, and even on slow days the average is about 70 or 75 calls.

As could be expected, operators get their share of crank calls and cranky people, but there is humor, too. Betty Vanzin, R & D, is forever being apologized to as people "drop her" when they drop their receivers. Susan Louwerse, who subs on the switchboard and is R & D's receptionist, has fielded a number of funny calls, but was taken back when a caller asked for "Lone Eagle" Gunderschaug, referring to John's first solo flight. Kitty Christensen, an R & D operator since 1962, remembers the time she accidentally left the page microphone on and it monitored her "Good Morning Fairchild" all over the building.

And the girls at South Portland? Well, sometimes they must think they are working for the weather bureau. They are forever being quizzed about the temperatures or snow conditions at South Portland. Still, they, like the other operators throughout the Fairchild system, enjoy doing their jobs, and take great pride in doing their jobs well — even if it is quoting the local weather report.





Ruth Encinias
Shiprock



Marilyn Meadow
Los Angeles Sales Office



Betty Hagedon
San Rafael



Dorothy Saunders
Instrumentation



Beth Litton
Instrumentation



Betty Vanzin
R & D



Susan Louwse
R & D



Kitty Christensen
R & D



Dorothy Kinney
South Portland



Paula Deasey
South Portland



Catherine McIntyre
South Portland



Marilyn Kloes
Supervisor, Mountain View



Vera Gleim
Mountain View



Eleanor Coomes
Mountain View



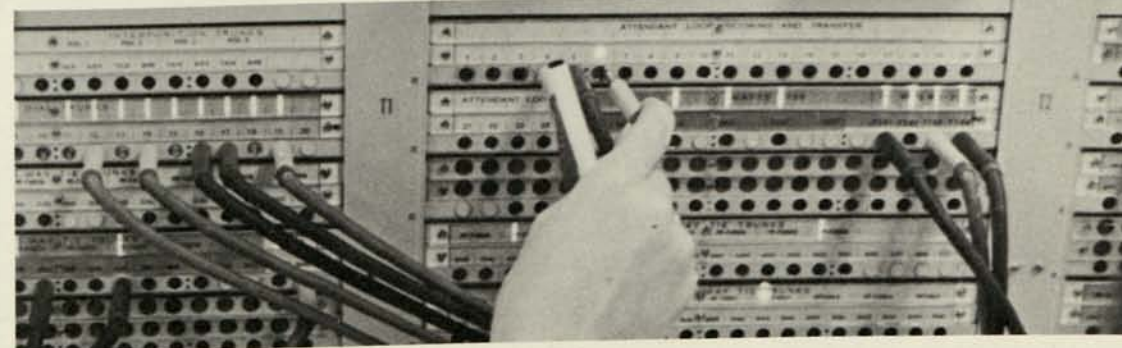
Mary Peters
Mountain View

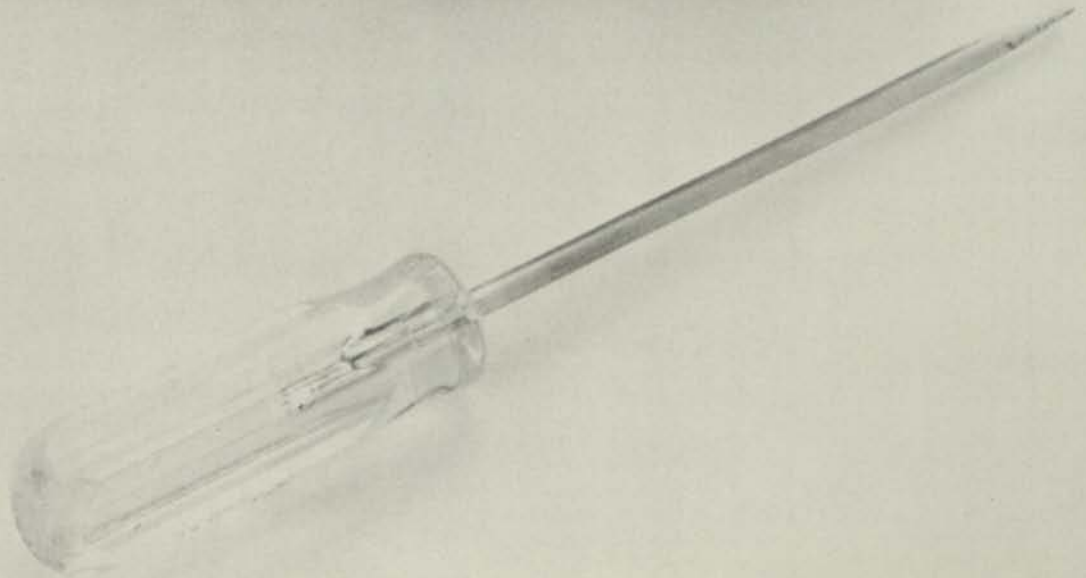


Thelma Dawson
Mountain View



Bessie Arvidson
Mountain View





Introducing the 8050

Recently Fairchild Instrumentation introduced a new low priced compact digital frequency meter that is a cost/performance counterpart to the Model 7050 Digital Voltmeter introduced about one year ago. The new instrument is a 5-digit 30 MHz frequency/period meter, the Model 8050. It exemplifies the current Fairchild Instrumentation intent to provide high quality compact effective instrumentation where price and complexity have previously precluded their use and effectiveness. These are the people who made it all possible.



John Dour, Project Engineer, following suggestions supplied by the Marketing Department, works on the design of the new line of digital counters. Principal objectives spotlighted by Market Research were reliability of operation, low cost and compact design.



Jack Vossler, left, Associate Engineer, checks out engineering prototype of the Model 8050 he is constructing. Jack, assisted by John Dour, uses an oscilloscope to monitor circuit operation of the counter.



Peter Ebbing, Mechanical Engineering Supervisor, examines high impact plastic cabinet for compact instruments. Peter also designed rack mounting hardware and tilt stand/carrying handle accessories.



After approval of the engineering prototypes, a small number of meters are produced for sales evaluation and manufacturing studies. Here, Carean Bigner, Chassis Wirer, is assembling a pre-production Model 8050 in the Instrumentation Model Shop.



Schematics, parts lists and mechanical drawings of the engineering models are prepared by (left to right) Leo Steinkeller, Supervisor, Drafting, Barry Kirihara and Rich Portillo, Draftsmen, and Thomas Kramer, Design Checker.



The small size of the instruments and their shipping containers preclude use of the usual 8½" x 11" technical publications. Bob Smith, Supervisor, Technical Publications, left, and Ruth Zabel, Technical Typist, check the new "mini" manuals prepared for the meters.



James Tantillo, left, Senior Product Engineer, and Gus Meyer, Senior Manufacturing Engineer, plan mass production of the instruments. They are responsible for assembly line aids, assembly standards and the maintenance of the specifications exhibited by the pre-production units.



Mass production takes place at assembly line "roundabout." Printed circuit boards attached to an endless belt move between loading stations where electronic assemblers insert pre-formed components into plated-through holes. "Stuffed" boards are removed and dip-soldered at another location.



After assembly each instrument is carefully tested and aligned to ensure that it is operating correctly and meets specifications. Herbert Louie, Electronics Technician, is busy at this task.



Left, Gaylon Patterson, New Products Manager, and Ib Larsen, Public Relations Manager, confer on campaign to effectively introduce new instruments to the electronics industry. Ib holds 4th of July issue of *Electronics Design* magazine that featured a cover story on the new meters.



A Toast To Number 10,000

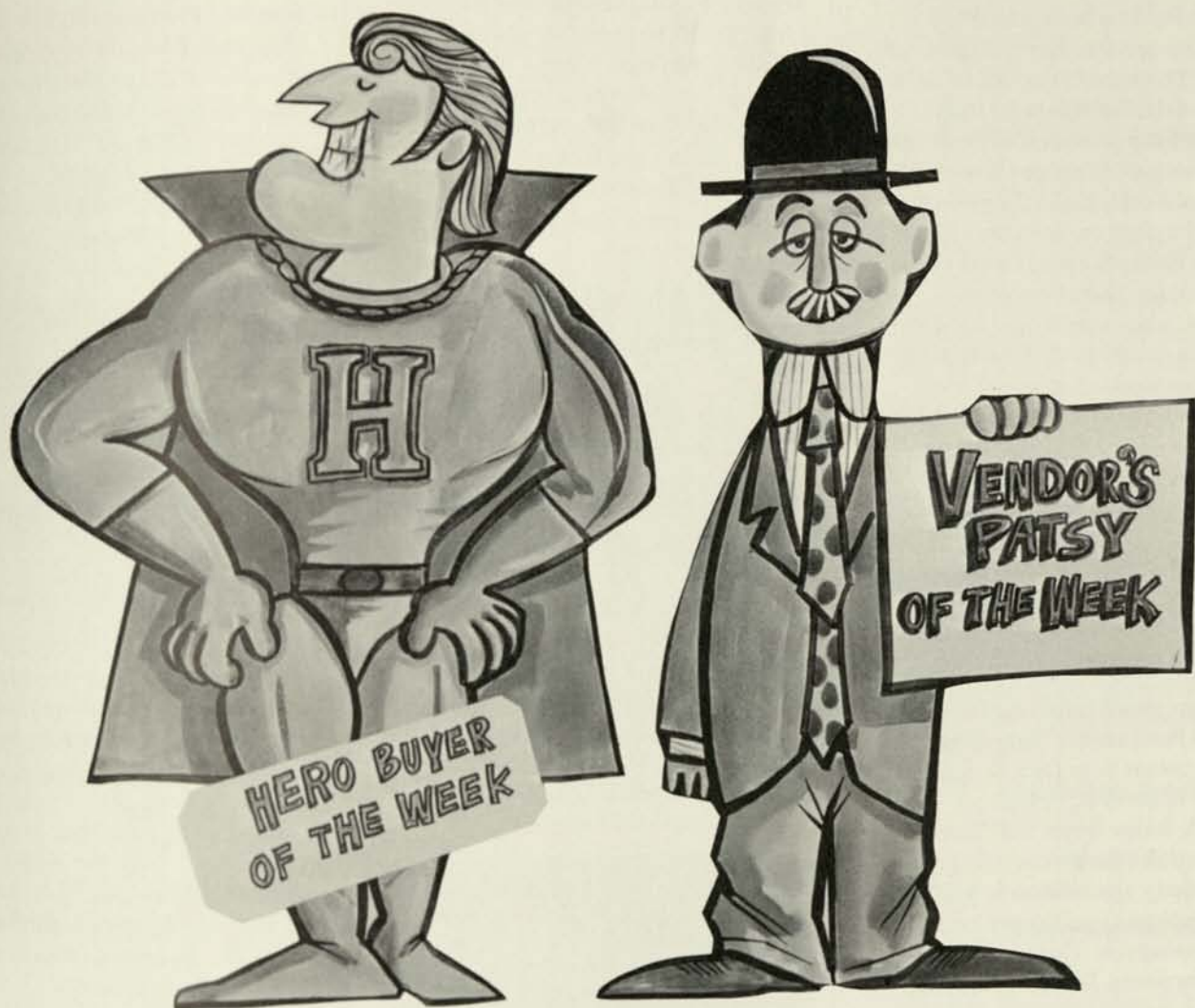
Champagne was in order for people in the Electron Microscope section at R & D to celebrate the 10,000th photographic plate taken on their electron microscope. In five years, the microscope's primary function has been to provide in-plant service work, but many of the 10,000 plates were used in a variety of scientific publications and won numerous scientific photographic contest awards. One photo has been on display in the New York Museum of Modern Art for the past year.

To those unfamiliar with electron microscopy, a brief explanation may be in order. Unlike the conventional light microscope which uses light waves to magnify objects to a limit of about 2000 times, the electron microscope operating at voltages near 100,000 volts uses electrons in a high vacuum column to magnify objects up to 200,000 times. Also, through electron diffraction, the electron microscope is able to identify material types, internal structure, and defects.

Through the electron microscope, the microcosmic world of nature mirrors the same beauty and symmetry normally observed in our daily lives. Photographic plate number 10,000 provides a good example. What appeared to be a smooth surface of ceramic turned out to be a striking panorama of mountains, valleys, and plains when magnified 13,000 times.

And in the mountains, valleys, and plains nearby the R & D facility, those people who have made regular use of the microscope for their particular problem solving needs toasted photographic plate number 10,000 and the past five years at a champagne luncheon. They included (seated) Jutta Schoeffler, Gene Meieran, Geoffrey O'Keefe, Carl Fender, Don Henderson, and (standing) Ilan Blech, Bob Jiminez, Ross Tucker, Mike Barry, Bob Waits, and Doug Mattern.





WINNERS !?

The Instrumentation Division purchasing staffers have two new awards to contemplate. These are weekly presentations made by Dick Trevisan, Materials Manager—Hero Buyer of the Week and Vendor's Patsy of the Week. Based on each buyer's percentage of pending orders which are delivered on time, the buyer is either the Hero or the Patsy, and receives an appropriate award to display the measure of his effectiveness in controlling vendor deliveries. The awards, conceived jointly by Dick and Pete Madison, Purchasing Agent, took a humorous turn when Pete earned the dubious distinction of being the first recipient of the Patsy award. First Hero is Lyle Jordan, buyer with the mechanical commodities group; Pete (left) and Lyle are pictured with their awards and appropriate emotions.



Mountain View

A new award has been initiated by Marketing Services' Repro Department. It's the "Pressman of the Month" prize, won the first time in June by John Boswell. Each person in the department is rated on such things as attendance, quality of work, first on the job each day, and overall co-operation. Shown here are Randy Shearer, Shop Foreman; Stan Goobich, Sales Promotion Manager, who made the presentation; Pressman of the Month John Boswell, and Reproduction Supervisor Vic McDonald who's mighty proud of John.



In another award ceremony Jim Pulliam received Purchasing's "Buy of the Month" award from Dick Fouquet, Director of Services, as Indirect Materials Senior Buyer Bob Smith looks on. Jim's hard work will save the company approximately \$18,750 on expenditures for Quartz Crucibles in the coming year. Concerned about increasing prices, Jim initiated a cost reduction program between Materials and Purchasing to locate, evaluate, and approve another source. With help from Silicon Materials' Wayne Kway International Quartz was added as a new supplier, and the result was a sizable cost reduction. Quartz Crucibles are items used only once and then thrown away. Therefore any cost reduction means a large savings to Fairchild, due to high purchase volume.



Aloha!

These people were members of Fairchild's first Hawaiian Holiday trip, June 22-30. Enjoying the sun and sand and surf were Nancy Coleman, Instrumentation; Oleta McVeigh, Mountain View; Becky Real, Mountain View; Becky's son Richard; Viola Gonzales, Mountain View; Louise Arias, Mountain View; and Jan Cantrell, Sunnyvale.



And in the Far East, Joe Malone, new Industrial Relations Manager for the Far East stopped over in Korea to visit Semikor. Hosting his visit were D. H. Choi, Industrial Relations Section Chief; Mrs. K. S. Kang, Employment Section Chief; and D. K. Chun, Personnel Manager.



San Rafael

Standard Products Die Fab set a new plant record in July by shipping 27,138,600 die to Hong Kong. A large cake was presented to the girls in recognition of a job "well done." On hand to help Utility Operator Marietta Bowman cut the cake were John Schuck, Plant Manager, and General Foreman Ed Reed.



Shirley Wallace is taking all bets in the Finish area, adding to the Monte Carlo atmosphere surrounding Dan Murray's latest innovation. Flashing lights and buzzers signal the shipment of 100,00 diodes. It's almost better than a check pool guessing what hour and minute the next bell will ring. But amid the "fun" atmosphere there's lots of hard work by both day and swing shifts (shown here) who have broken record after record in recent months.



It was just an idea, but Doris Belle decided to see what George Parrish thought of it. She suggested putting a safety cover over the lead straightener machines to protect operators' eyes from broken glass. George grabbed the idea and adapted it for the Finish Area. It was a great idea, thanks to Doris, and thanks to her some very significant safety progress has been made.



And in another area, Hybrid Products Material Handler Tomoko Middleton was recognized for her perfect fifteen-month attendance record. Foreman Grattan Betancourt presented Tomoko with a corsage.



It may be old news but it's good news. Joel Lazarus and his wife Susan have a new son, born July 14th. Fab 2 girls showered Joel and son Jason David with many, many gifts. And this last vital statistic, Ed Browder, bachelor engineer is no longer. He's Ed Browder the married man as of June 29th.

From The Field

Top salesmen for June were Ray Jodoin, Computer; Dave Okamoto, Military; Ken Parsek, Consumer/Industrial; and Mike Byrne, Field Sales. In the future the Salesmen of the Month Awards will be given in only two categories, Commercial and Military. This is in line with reorganization plans announced recently by Marketing.

Of Interest

464's A Winner!

Fairchild Semiconductor's headquarters building has won an American Institute of Steel Construction Award of Excellence for 1968. One of fifteen top steel framed buildings in the United States, the headquarters was cited for its "imaginative and superior use of fabricated structural steel." Certificates of Commendation will be presented to the structural engineer, general contractor, and structural steel fabricator. The architects will receive a stainless steel plaque and a similar plaque will be given Fairchild.



Moving Up

Jean Balzan was promoted to Buyer at San Rafael. She was previously an Assistant Buyer.

George Higgins, Plant Personnel Manager at Shiprock was named Plant Industrial Relations Manager at San Rafael.

Bob Hodges, Divisional Manager of Compensation, is now Employee Relations Manager for Mountain View.

Don Koller was named Materials Manager for Manufacturing Services. He will be responsible for Purchasing, Stores, Materials Engineering, Incoming Inspection and Traffic. For the past three years Don has been Section Head in Materials Control.

Jerry Larkin was promoted to Market Manager, Digital Circuits. His most recent position was LSI/MOS Product Marketing Manager.

Paul Mahan was named Divisional Manager of Compensation for Industrial Relations. He was Plant Industrial Relations Manager at San Rafael before the appointment.

Joe Malone has been promoted to the newly created position of Far East Industrial Relations Manager. Headquartered in Hong Kong, he will be responsible for Industrial Relations activities in Korea as well. Joe was formerly Employee Relations Manager for Mountain View.

Dave Rosprim was named Product Manager of Proprietary Integrated Circuits. He had been a Supervising Engineer before the promotion.

Chuck Wojslaw, previously with Instrumentation, joined Electronic Services at Mountain View as a Design Engineer and was recently promoted to Engineer B.

Production Maintenance announced the following promotions:

Ron Bruder from Mechanic to Senior Mechanic.

Rich Cunningham from Mechanic to Senior Mechanic.

Willie Jew from Mechanic to Senior Mechanic.

Lynn Henley from Senior Mechanic to Mechanic Specialist.

Dale Liedorff from Senior Mechanic to Mechanic Specialist.

New Faces

Norman Bartell joined Mountain View as Foreman, supervising employees in the Epitaxial and Oxidation processes. He was formerly with Consolidated Mutual as a Supervisor.

Gilmore Bowers joined Semiconductor as Manager of Reliability, a newly created position with responsibilities for establishing uniform policies relating to quality and reliability. He was previously Manager of Reliability and Quality Control for Philco-Ford's Microelectronics facility in Santa Clara.

Alexander Liu has recently joined Control Applications as an Applications Engineer. He has worked for Tektronix, Redcor Corporation, Electro-Optical Industries and most recently with Applied Magnetic Corporation of Goleta.

James Pfeiffer joined Mountain View as a Materials Engineer. He previously worked for Philco-Ford Microelectronics as an Engineer in Failure Analysis.

Robert Van Dick recently joined the Test and Measurement Group in Control Applications as an Applications Engineer. Bob has worked for the U. S. Army, Douglas Aircraft, General Dynamics, Beech Aircraft and Lucius Pitkin (A.E.C.) on projects ranging from missile systems to nuclear instrument design.

Five Year Anniversaries

Verna Graham, A & D Test Room and Data Check, celebrated her five year anniversary in typical fashion. Bill Woodard gave her the five-year bracelet.



Gala Davis, assisted by Foreman Tom Baluch, receives her five-year pin. Gala works in the A & D Test Room.



Doris Freitas, Material Handler on Swing Shift in DIC Die Fab received her award from Joe O'Brien.



Patsy Atwood, of San Rafael's Finish Area, received her five-year pin and a corsage from Plant Manager John Schuck.



Sara Hernandez, Master Mask Making Specialist, received her five-year award from Joel Sorem, Mask Making Manager, as General Foreman Ivan McCracken looked on.



Donna Humphreys and Ellen Deyfeyter, both of PIC received their five-year pins on the same day. Lucky guy in the middle is Foreman Floyd Maxwell.



Ten Year Celebrations

Mountain View
Helen Fisher
Lena Jobe

R & D
George Cooper
Jean Parry

Instrumentation
Tom Regul

Five Year Celebrations

Mountain View
Elizabeth Baker
Charles Botsford
John Farley
Maida Jimenez
Gerard Matthews
Raymond Miccotti
Manny Robles
Robert Van Antwerp
Carole Warner
Gordon Wothe

R & D
Brownie Boyd
Robert Harrington
John Vincak

Instrumentation
Don Baumann
Helen Bond
Alice Joyce
Rudy Toledo

South Portland
Geraldine Bagster
Shirley Bowen
Roland Collomy
Frances Corey
Marjorie Emerson
Doris Furrow
Joseph Gallagher
Daisy Goodell
Victor Gould
Sara Jordan
Freda Kneeland
Carol Merritt
Rose Ann Normandin
Jennie Provencher
Norman Seavey
Gracia Watson

San Rafael
James Blore
Bernice Humphrey
Florida Orowell
Robbie Shanks
Nancy Spencer
Jellea Thomas
Mary Trotter
Jim Williams

Controls
Everett Solen

Leadwire

Vol. 10, No. 9

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

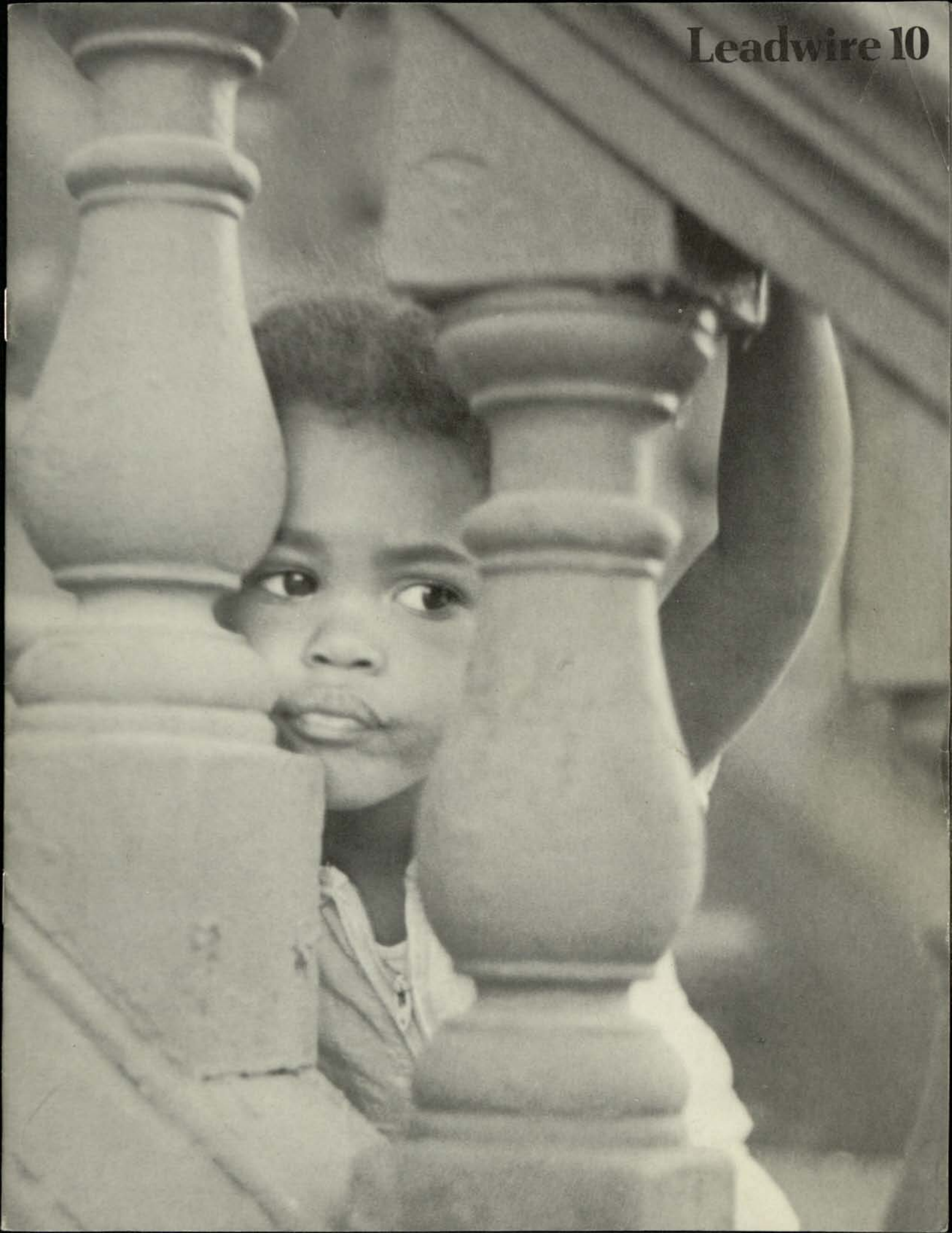
RESEARCH & DEVELOPMENT—
Janet Jones, Terri Mead, Adrienne
Juliano, Janet Lumley, Sheila Bantillo.

INSTRUMENTATION—Jack Ramon,
Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen,
Bob Tetrault.

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

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0349-88 9M





To All Employees:

October 14, 1968

Once each year those of us who have jobs and health are given the opportunity to help our less fortunate friends and neighbors through our United Fund Campaign.

At the same time we are helping ourselves, because the United Fund makes possible many other worthwhile services in addition to those pertaining to charity and health. You or members of your family probably have benefited from some of them. For example, recreational and educational opportunities are provided for children and teenagers throughout the community, and special services are provided for veterans and servicemen, thanks to your contributions.

In short, the United Fund helps make this a better community for all of us. It is the one major community fund-raising program that we urge you to support — with your mind and your heart, as well as your pocketbook.

One of your fellow workers will contact you regarding your contribution to this year's drive. How much you can pledge is, of course, something only you can decide. But remember, when you make your pledge, what you give will be shared by many worthy agencies. To make it easier for you to contribute the sum you wish to give for next year, on your authorization, we shall be glad to handle your contribution through regular payroll installments.

I have always been proud to be part of an organization of men and women who so readily accept their community responsibilities. I am sure that in this year's campaign to make others happy, Fairchild Semiconductor will set a record for kindness.

Sincerely,

Les Hogan

If You Haven't Got Time

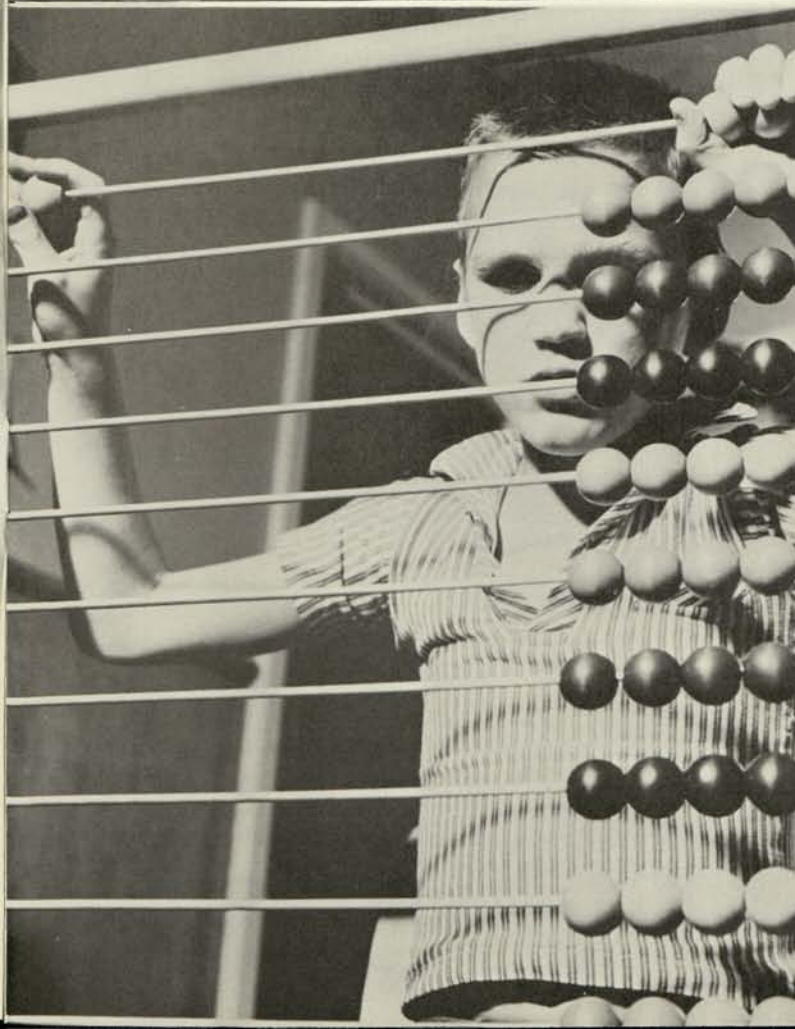


These are times when many people are becoming aware of the complex problems of our cities, the trying problems of our youth, the bleak futures faced by many of the aged, and the growing need for increased medical research and facilities.

We all wonder how we can bridge these crises, and more than ever before each of us is asking "What can I as one individual do?"

Some people have time. Some of you work with youth groups or in hospitals. Others work politically. There are, however, many of you because of your own family demands, who just don't have the time to spare right now but who are deeply concerned. One way you can become involved, and one way that we can all "build bridges" is by giving generously to the United Fund.





Human Involvement

Remaining detached is virtually impossible these days. Our society leaves little room for desert islands or Walden Ponds, for they soon become inhabited.

More than ever before, people are asking what can I do? how can I become involved? The answer is simple — by doing, by finding what it is you can lend to improve the situation whatever it is, and then following it up with a commitment.

"I feel that it's about time I spent some of my time helping others. It's about time I got involved working with youngsters, maybe at the hospital, maybe in a YWCA program. I'm just not sure where I could help out, but I'd like to find out."

On Volunteering

Marie Hochman of Fairchild's Industrial Relations Group is married and her husband recently became a "buddy" to a thirteen-year old boy. "Howie gets so much enjoyment spending time with Kim that I began to realize there were similar programs I could get involved with if I just knew where they were."

Marie asked around and sorted through a number of ideas. She went to the Volunteer Bureau in Palo Alto and spoke with Mrs. Eileene Hancock, its director. They decided she'd make a very good "Big Sister" for an 8-10 year old girl.

For Mrs. Hancock, Marie's query was just one of the ten or twenty she handles a day. The Volunteer Bureau, established ten years ago, is one of 22 in California and 160 throughout the United States. There's a Volunteer Bureau in each Bay Area County, and South Portland's is a very new one.

Volunteer Bureau's recruit and interview individuals and groups interested in doing volunteer work, register requests for volunteers from health, welfare, recreational, civic, cultural, and educational agencies and organizations, and then match the right persons to the right projects and bring them together.

Mrs. Hancock reports that all kinds of volunteer work is needed: office work, hospital work, hostessing and receptionist work, work with handicapped, visiting the sick or aged, teaching, and even driving people to medical appointments or special schools.

"One of our most pressing needs is for housewives or people with time during the day to help in a teaching program directed to Mexican-American mothers and sponsored by the Mountain View Community Council. Campfire Girl and Girl Scout groups need leaders in Mountain View."

Volunteering is big business now. What was once thought of as a "do-good" attempt at helping has become a requirement of most agencies and organizations. Agencies depend on volunteers with great regularity. "We are getting many professionally trained volunteers, very busy people who can still find time to help someone else. A great number of volunteers that we see have been teachers, and many during the summer are high school and college students. Many bring specialized skills, but our most typical volunteer is the one who wants to help but is generally unaware of his or her particular talent."

"Everybody has something — they relate well with people, they like children, they love music. If they have time on their hands, we're here to place them in some very rewarding work. And, in this day and age there's lots of work to be done."

The Volunteer Bureau, too, in many communities depends upon the United Fund.





Reaching Out

There are many youngsters who, because of economic or cultural conditions, don't have a chance to see what's outside their own neighborhoods. To them the world is a housing project, a vacant lot filled with broken bottles, a fist fight next door. They live there twenty-four hours, and then some.

Other children may have only one parent or no one in their family to share their interests. They, too, may lack enriching personal experiences because that parent is just too tired to do things with them or no one cares.

For all of these youngsters an interested adult could widen their horizons and just possibly redirect their lives, and that's what Big Brothers and a new organization, Bay Area Big Sisters, is all about.

For years Big Brothers and various Buddy programs have been helping young boys experience things outside their own environments, but until last year there was no program in the San Francisco Bay Area aimed at helping young girls in a similar way. However, in April 1967 Bay Area Big Sisters was founded by a Mountain View employee, Judy Horst, and several San Francisco friends who also believed the need for BABS existed, and that the need should be filled.

The idea was simple enough. A Big Sister is a woman who is a friend to a young girl who stands to benefit greatly from the experiences to be shared with her Big Sister—like going to the zoo or horseback riding, or going camping or to the museum, or just teaching each other how to sew or draw or cook.

Today there are more than 40 Big Sisters working with young girls in the Bay Area. Some are single, some are married and have children of their own. Naturally, some of the first Big Sisters were Judy's friends at Fairchild. Ginger Tygret and Geri Hadley, both Mountain View employees, were so en-

thused about BABS that they started a Peninsula chapter so they and their friends could work with youngsters living closer to Mountain View. Their first recruits were Fairchilders Mary Davis, Betty Philyaw, Paula Brown, and Priscilla Hickok as well as other women referred by local volunteer Bureaus.

One of the matches in operation in Mountain View is that between Ginger and her Little Sister, Wendy. Wendy was referred to BABS through the Mountain View Community Council. She is eight, comes from a broken home, and is one of five children being cared for by her grandmother. "Wendy was shy at first because she wasn't sure who I was, but after our first meeting we have had no problems communicating. We like to do the same things; that's because we were matched well. We've played miniature golf, fed ducks in the park, and gone to the beach. Wendy likes to draw, and since I do some painting and pastel work, I'd like to encourage her; so we'll probably be taking some sketching trips soon."

BABS has been a project drawing on individual talents and individuals' "not-so-spare" time from the very beginning. Operating right now without paid staff, board members hold orientation meetings in their homes for women who are interested in being Big Sisters. Top social workers in the Bay Area donate several hours a month to interview potential Big Sisters, and still others refer girls from their caseloads to BABS for matching with a Big Sister. In fact, Ginger, Geri, and Judy spend lots of time orienting future Big Sisters in addition to meeting at least twice a month with their Little Sisters. That's the way BABS has grown.

Many women have asked "why isn't there a group like Big Brothers for me to get involved with, one that might help young girls? Now they can rest assured that BABS is trying to make it so.





Roberta Edwards is the wife of Allen Edwards, Foreman of the Special Assemblies line at San Rafael. She's also a mother of two children, Karen, who's almost nine, and Keith, age seven.

Roberta Edwards

Volunteer Teacher Aides are new to the field of education, but they are setting the trend of things to come. As women find more time to volunteer to help projects and classroom demands upon teachers increase, Teacher Aides should serve as one positive solution to both situations.

Roberta Edwards is a Volunteer Teacher Aide at Pleasant Valley Grade School in Novato. She will be spending as many hours and days a week as she can afford working with a first grade class. She will be helping some students with their reading problems, she'll spend lots of time at the ditto machine, and she'll probably have yard duty, too. She may have to work on special projects or round up classroom materials for bulletin boards. Volunteers also bring their special talents to the classroom. There's no routine to the work.

"Last year my teacher was bound and determined to have sets of flash cards for all 32 children in her class. She was on set number five when I joined the class as a Teacher Aide. I completed 27 sets within a week, and every child was able to have his own flash cards. You see, that's the value of a Teacher Aide; she gives the teacher back to her class. It's unbelievable how much time teachers spend on projects or at the ditto machines. They should be free to teach."

Roberta was one of six volunteers at the school last year. Co-ordinator of the volunteer program at Pleasant Valley this year, Roberta hopes to be more successful in the job of recruiting and establishing orientation programs for both teachers and volunteers. "Many teachers aren't sure how to use volunteers and volunteers sometimes aren't sure of their roles in the classroom."

Roberta feels strongly about her role as a mother and a volunteer. Part of her reason for working so hard on the Teacher Aide program is for her children's benefit, though they attend another school; part of it is to use up her excess energy in a meaningful way. "Volunteering is the 'in' thing to do these days, but I feel it's also the grass-roots of America. I was a room mother for Karen's class last year, and I have been active in the PTA. I was sometimes discouraged by the slow progress PTA programs were making, and I decided while vocalizing my views I'd better start putting myself where my mouth was. And, I'd better start putting my voice where it could do the most good. Right now the Teacher Aide program is helping me broaden my scope of the school and the community and helping me communicate with both.

"Unfortunately, I never do anything without getting really involved." And, there's no doubt about it, Roberta is involved.

Bill Cook is Numerical Control Programmer in Equipment Fabrication at Mountain View, he's just 23, married, and has one son. He currently attends San Jose City College where he is finishing an engineering degree.

Bill Cook

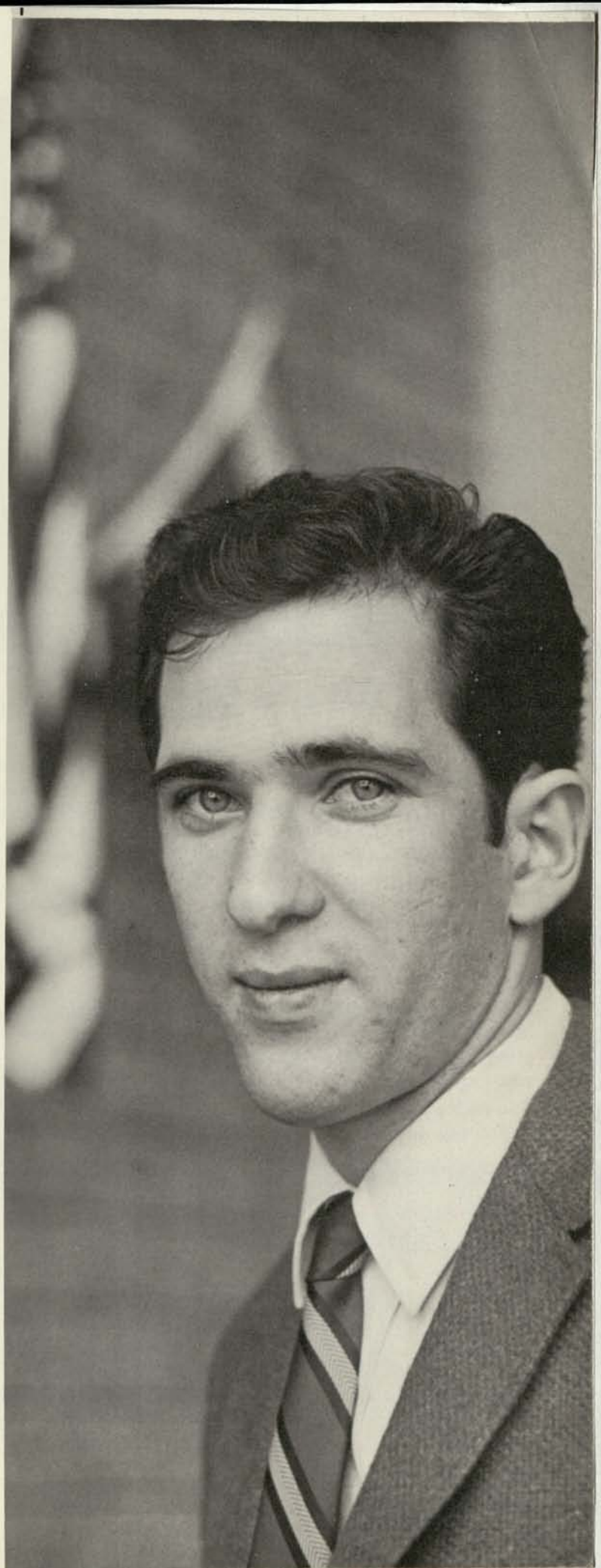
Bill Cook stood little if any chance to win a selection to the City Council of San Jose when a member resigned. He was one of about 50 vying for the spot on the seven-member non-partisan Council. But, that made little difference to him this time. His entry put him just that much ahead of the game come election time next year. And, next year, he plans on winning.

Bill, rather quiet fellow, explodes when it comes to politicking. He's decided that holding public office is a better solution than the "dropping out" approach, and that, though he may be inexperienced, he has sound, practical solutions to some of San Jose's pressing problems.

He's particularly interested in the problems of East San Jose's Mexican-American community. Schooling and housing are uppermost on his list. He's currently researching "foam" housing, quick, durable, attractive housing that might alleviate the growing demands of East San Jose. He's concerned about parks — the lack of them in housing developments, city zoning, excessive taxation, and lining up political power with people power. "Certain groups of people just aren't represented on the council, and I'd like to see that changed."

Though he's short on political background, he's planning to pick that up in the interim period between elections working in various civic and political action programs in the San Jose area.

"I've got a long hard road to go before I can realize any of my goals, but I'm prepared to take my chances. After all someone has to."





Who's Worried About Today's Youth?

While the headlines are full of unbelievable stories about what's happening to today's young people, a far greater segment of the young population don't claim headlines but demonstrate their desire to be a part of society and to work well within the framework of the so-called "establishment." Many of these youngsters work in volunteer programs, and many are active in group activities like "Y" programs, the Campfire Girls or the Girl Scouts and Boy Scouts.

Take Scouting for instance. It has long been one of the world's greatest activities for youngsters.

In South Portland, Maine, youngsters are surrounded by lots of opportunity for developing within many Scouting programs, and many adults work hard to see that South Portland's children can take advantage of that opportunity.

Two such people are Pat Roberts and Jerry Roy, both active in Scouting. Both work at Fairchild's South Portland plant.



Pat has worked with Cub Scout Pack #10 as Secretary/Treasurer for almost two years. The pack is sponsored by the Washington Avenue Methodist Church.

Pat's primary duties are to keep the group "organized," and though she could just stay home and keep the books, she finds she can't stay away from some of the troop's activities. "I think the great value in being associated with Scouting is that my boys can benefit from a group experience like this where they learn to get along with others and learn the value of healthy competition, and where they are exposed to other people's viewpoints. The skills they learn are important, but the intangibles really count. I suppose that's why I enjoy helping out, and besides, I think parents should be interested in things their children are interested in."

Jerry Roy is Scoutmaster of Troop 112, sponsored by the Knights of Columbus Council #5358 of Auburn, Maine. He's been in Scouting for the past seven years serving as Assistant Scoutmaster for four years before becoming Scoutmaster three years ago. He holds Council with 35 boys each week throughout the year.

To him Maine is the ideal place for Scouting with its many lakes, rivers, mountains, and camping facilities, and it's his goal to make sure these boys experience the great outdoors and perhaps better know about themselves through exposure to it and through the Scouting process. His troop climbed Mt. Washington (the highest point east of the Mississippi), spent a weekend on a canoe trip, and went on an all-day cruise on the U.S. Navy Destroyer Escort USS Tills this year. Why Scouting? "It's a tool for channeling all the energy and enthusiasm these kids have into constructive activities. All Scouting is designed to develop character and skills through an enjoyable process. Sure, it's time consuming, but it's fun and when you believe in something, there's always time."

Scouting, too, in many communities depends upon the United Fund.

The Importance Of One Vote...Your Vote

To Americans, voting is a simple thing, voting is something Americans take for granted, and like those things taken for granted, the privilege is often abused. Consider this fact: In 1964, Lyndon Johnson scored the greatest landslide victory in national history. Not only did more people vote for him than any other candidate in any election, but he also garnered a higher percentage of votes from those who turned out to vote. Yet, despite the magnitude of his triumph, less than 38% of all voting age Americans voted for him. More people actually didn't vote at all than voted for the winner (Johnson: 37.8%; Goldwater 23.9%; Not Voting: 38.3%) Additionally, only about 75% of America's potential voters ever bother to register. Only 78% of the registered voters cast their ballots in the 1964 elections; in 1962, only 62% voted.

Too often people underestimate the importance of their one vote. It is interesting to note that Thomas Jefferson was elected President by one vote; so was John Quincy Adams.

Rutherford B. Hayes was elected President by one vote, and when his election was contested and referred to an electoral commission, the margin of one vote put him into the Presidency. The man who cast that deciding vote for Hayes was a Congressman from Indiana, a lawyer who was elected to Congress by a margin of just one vote. That one vote was cast by a client of his who, though desperately ill, insisted on being taken to the polls to cast his vote.

And, too, it was just one vote that gave statehood to California, Idaho, Oregon, Texas and Washington.

How important is one vote? How important would it be if you couldn't vote?!



Mountain View

Dr. C. Lester Hogan, President and Chief Executive Officer of Fairchild Camera and Instrument, presented Purchasing's Dave Owen with July's Buy of the Month Award. Also shown in the picture are Don Koller, Materials Manager; Jim Ballard, Inventory Control; and George Reh, Packaging.



A metallized ceramic part was being purchased from a sole source because of the proprietary metallizing process. The part cost \$30 per thousand. At Don Koller's request an investigation was made by Jim Ballard and George Reh on the possibility of in-house metallizing. They found it could be done for \$6 per thousand parts. Dave Owen developed a competitive source for the raw ceramic parts, and strengthened by this competitive situation, Purchasing renewed its negotiations with the original vendor. The supplier of the sole source metallized parts has now reduced his price from \$30 per thousand to \$20 per thousand.

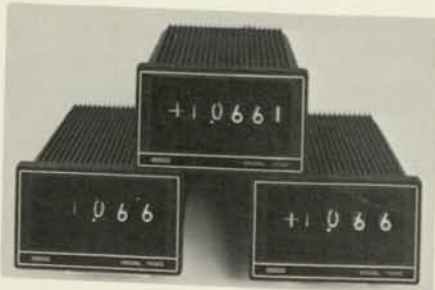
The new cafeteria at the Ellis Street building was officially opened in ribbon cutting ceremonies held August 9th. Dick Fouquet, Operations Services Manager does the honors as Jim Adcock, Cafeteria Manager for ARA Food Service; Eric Bergtraun, Facilities Manager; and Bill Snyder, also with ARA, watch.



Instrumentation

The Instrumentation Division is displaying its small instrument products on the EDN Caravan, a mobile trade show operated under the auspices of Cahners Publishing Company, publishers of EDN Magazine. The caravan is touring the U.S. exhibiting at major electronic and industrial OEM plant sites from August through October. The display is staffed at exhibit locations by sales engineers from Instrumentation's sales representatives. Initial reception of the exhibit has been excellent with average attendance in excess of 130 visitors per location. After the tour, the caravan can be seen at Instrumentation on November 8th, from nine until noon.

Hal Mullery, who is with Systems Marketing, achieved the distinction of being the leader of his class in a recent Dale Carnegie Sales Course in Professional Selling. The class elected him president and awarded him the Human Relations Plaque for having contributed much to the class. In addition, the Dale Carnegie group awarded him a \$250 scholarship so that he may take another one of its courses. So how come he has to take another course?! The addition of a new instrument line consisting of three digital panel meters and two panel mounting readout units has been announced by Robert Hart, Director of Marketing for Instruments at Fairchild Instrumentation. The 7020, 7030, and 7040 all offer a wide range of applications to the system and OEM manufacturer.



San Rafael

Paul Mahan received many "gifts" and well-wishes from the people assembled at a luncheon in his honor. Paul, formerly Industrial Relations Manager, left the San Rafael plant to assume his new job as Divisional Manager of Compensation at Mountain View.



South Portland

Big event of the season for South Portlanders was the annual outing held at Thomas Point Beach. The crowds gathered early and many headed for the "a-go-go" band, though some of the children preferred the pony rides. The caterer prepared barbecued chicken for the hungry crowds, and they really dug in.



On the social scene, the latest news is "Sheldon has gone and done it!" Sheldon Auger, swing shift Sanitation Engineer, took the big step September 27th, marrying Evelyn Dahl. The couple was honored at a bridal shower given by the Mark and Pack area. Miss Dahl was presented with a corsage and then the couple proceeded to open many gifts. Included in the gifts was a money purse from the Wafer Fab area and a big kiss for Sheldon from Linda Beck.



Jackie Cote, Industrial Relations Secretary, was named Secretary of the Day by a local radio station and was showered with flowers and gifts. Rumor has it that boss George Manolakis was the instigator.

And moving on to the sports scene, sixty-four South Portland golfers recently completed their season at the Willowdale Golf Club in Scarborough, and then followed that up with a tournament at the world famed Poland Springs Country Club. Trophies were presented to the three top teams in both flights. A Flight winners were: Ray Pelchat/Bob Anderson, 2nd place; Gene Gunthrie/Ron Mallory, 1st place; and Jerry Roy/George Manolakis, 3rd place. In the B Flight winners were: Tony Parvin/Jim Steele, 2nd place, Wayne Marquis/Andy Desmarais, 1st place, and Bob Meyer/Lloyd Johnson, 3rd place.



Meanwhile back at that tournament, Phil Haskell winds up on a drive, and Jerry Legere, Don Spear and Roland Collomy plead with scorers Gene Pelletier and Paul Gaillard to be kind to them when they draw the blind bogie holes.



And, as South Portland's Slow Pitch Softball League comes to an end, the Fairchild team can happily claim 2nd place in the league. The Fairchild team won nine games and lost only three. Members of the team are Ralph Foster, Mel Parsons, Steve Mixer, Jim Poore, Colin Buxton, Doug Dufour, Gerry McCormick, Roland Collomy, Chip Gerry, and in the front row, Frank Jackson, Ray Dumont, Andy Orr, and Earl Pennell. Tom Holman, President of the Recreation Council, received the 2nd place trophy from Andy Orr, Manager of the Slow Pitch Softball League, while Plant Manager John Sussenberger offers his congratulations.



From the Field

June's Salesmen of the Month were Ray Jodoin, Computer, Detroit; Ken Parsek, Consumer/Industrial, Syracuse; Mike Byrne, Field Sales, Los Angeles; and David Okamoto, A & D, Los Angeles.

In commenting about Mike Byrne, John Richardson, Regional Manager credits Mike with improving Fairchild's image in the San Fernando Valley. "Because of changes within the sales staff, customers in Mike's area have never been too sure who the next salesman would be, with a resultant lack of continuity and confusion. Mike's drive and persistence

have re-established Fairchild Semiconductor as the major semiconductor supplier for all their needs."

Likewise, Colman Daniel has this to say about David Okamoto. "David has achieved quota for the first half of 1968 and is on his way to a banner year. Product knowledge, customer understanding and penetration, a sound business comprehension, personal integrity, and the ability to communicate are acknowledged qualities of a successful salesman. These are just a few of the reasons why David is an excellent team member and has earned the award of Salesman of the Month for June."

In July, and in months to come, only two Salesman of the Month awards will be given. Winners for July were Chuck Stauss, Commercial Market, and Jerry Ingram, Military Market.

According to Regional Manager Ron Hammer, "During the past year Chuck has more than doubled Fairchild's billings at Hewlett Packard, while raising our backlog at HP to the highest level in history. During July Chuck continued his previous outstanding performance by booking a multiple diode order in excess of \$160,000. Chuck also obtained an order for a dual μ A741 hybrid which exceeded \$300,000. This is the largest commercial order ever booked for hybrid circuits."

"Jerry has booked the first 4700 Micromatrix order for Fairchild," commented Colman Daniel. "He has obtained a 20,000 piece order for the new monolithic diode array, and he has dominated the new computer design at his major account which will insure our future position there. The above is indicative of the caliber of man we have in Jerry. His positive pursuit of new business, his sincere customer empathy, and his tenacious attitude are only a few reasons for naming him Salesman of the Month for July."

Of Interest

Employee's Son Receives Bronze Medal

Major Robert Kyle, son of Richard Kyle, a mechanic at South Portland, was recently awarded the Bronze Star for meritorious service in Vietnam. Excerpts from the citation read: During Major Kyle's tour of duty in Vietnam, his outstanding work at the 36th Evacuation Hospital is more than equally matched by his participation in the Civic Action Programs of the 36th. He helped to begin two of the four civic action medical clinics which provide regular medical care to the more than 3,000 dependents of the 6th Vietnamese Airborne Battalion and the Junior Military Academy. On August 19th, Major Kyle was awarded the Vietnamese Medal of Honor for "elevating the hearts of the unfortunate dependents of our military and bringing the two countries closer together." Major Kyle also volunteered on one occasion to fly 600 miles over hazardous territory with a seriously ill five year old child to Da Nang, where he used his own initiative to find transportation to the hospital ship Repose to deliver the child for cardiac surgery to correct a congenital heart defect.

You, Too, Can Buy A 7050 Digital Multimeter

Arrangements have just been made for all Fairchild Camera and Instrument employees to purchase Instrumentation's 7050 Digital Multimeter at a reduced cost on a time-purchase plan. The 7050 normally sells for \$349, but those employees wishing to buy one can purchase it for \$250. The time payment plan requires 10% down with the balance to be paid in weekly installments of \$15 if an employee is paid weekly or semi-monthly payments of \$30 if paid semi-monthly. To order the 7050, employees should call Tom Edel on extension # 5127 at Instrumentation. The 7050 would make a unique Christmas gift.



CMA Receives New Series 5000

Keeping technically "ahead of the Joneses," Custom Micromatrix Array has just received Instrumentation's new Series 5000 Test System. The system, designed to test arrays and IC's, is four times faster than the standard 4000M series. It is equipped to test 60 pin arrays with modular expandability to 100 pins or more. A unique feature of this new generation Series 5000 is the capability to time share programming with testing. This virtually eliminates program "down time." Up to five individually controlled test stations can be added to the system. Len Gilmore, Manager Inter-Divisional Marketing demonstrates the Series 5000 system to Bob Ulrickson, Manager CMA Systems Engineering; Bob Kickling, CMA Systems Engineer; Bob Schreiner, Manager Custom Micromatrix Array; and George Wardwell, CMA Engineering. The system was installed in the new headquarters building and accepted as operational in a record-breaking three days.



Departmental Changes

In several departmental reorganizations the Equipment Engineering and Facilities Group under William Lehner is now operating with Eric Bergtraun as Manager of Mountain View Facilities; John Thomas, Staff Assistant, Facilities; Jay Trepanier, Manager, Services; Jack Lane, Manager Equipment Engineering; Don Visger, Manager, Equipment Fabrication; Jack Bogan, Staff Assistant, Test Equipment.

In George Scalise's Manufacturing Services Group, Pat O'Haren has added Production Scheduling at Mountain View to his Management Information Operation responsibilities. Tom Peardon is in charge of DIC Scheduling; Jim Krehbiel, LIC Scheduling; Bill Stansbury, Discretes/Mountain View Scheduling; Tom Chen, Power Scheduling; Hank Mahler, A & D Scheduling; Gordon Morrison, IC Scheduling; John Flanigan, Foreign Discretes Scheduling; and Lou Lovotti, MOS/FET Scheduling. Dick Fouquet has assumed the position of Director of Inventory Control and Plating Operations.

Moving Up

Loretta Burke was promoted to Senior Material Processor in the Packaging Department.

Bill Curtis has been promoted to Senior Financial Analyst in the Profit Planning Department. Bill was previously a product Specialist in Production Control.

Ken Gates was named Product Manager of Small Signal Wafer Fabrication. He was formerly responsible for Production Control of Small Signal Wafer Fabrication and Hi-Speed Wafer Sort.

Nick Goldey has moved up from IC Sales Liaison Engineer to the Distributor Sales Group.

Arnold Levy was named Marketing Manager for Hong Kong, responsible for directing all sales and marketing in Hong Kong, Taiwan, India, Pakistan, Philippines, Thailand, and Indonesia. He was previously an A & D Sales Engineer working at the Jericho sales office.

Cloyd Marvin transferred to the Instrumentation Division as Manager of Business Planning for the Instruments Group. He was previously A & D Programs Manager for Semiconductor.

Bea Sanford was promoted to Material Processing Technician in the Packaging Department.

Gerry Schoonhoven was named to head Production Control of Small Signal Wafer Fabrication and Hi-Speed Wafer Sort.

Chuck Smith was appointed Operation Manager for the San Rafael plant. He was most recently Assistant Director of Discrete Devices, and had been plant manager of the Semiconductor operation in Hong Kong.

Dr. Charles Sutcliffe has been named Instruments Group Manager at Instrumentation. Formerly with the Semiconductor Division, Chuck was Product Group Manager of the Power and SCR operations.

New Faces

Charles Goolsby is a new member of Instrumentation's Los Angeles Sales Office.

Frank Kelliher, formerly with Spectra Physics where he was Product Manager, joined Instrumentation as Product Manager for IC Test Systems.

Conrad LaGrasta is a new name at the Los Angeles Sales Office for Instrumentation.

Lu Ross is rejoining Fairchild as Military Products Manager for the Instruments Group at Instrumentation. Lu was formerly with Core Memories where he was Operations Manager. Core Memories was at one time Fairchild Memory Products.

Fred Scholes is now Instrumentation's Western Regional Sales Manager for Instruments.

Manny Teitlebaum is a new Sales Engineer for Systems of Instrumentation. He will be working in the New York area.

Bill Templeton was named A & D Programs Manager. At one time with Fairchild as New Products Marketing Manager for Devices and Sales Engineer in Los Angeles, Bill most recently work for IBM as an Account Rep.

George Thomson is Chief Engineer for Microwave Products at Instrumentation. He was formerly Section Head with Airborne Instruments Laboratory in charge of the Communications Department of the Engineering and New Products Division.

October Five Year Anniversaries

Mountain View
Geraldine Bishop
Charles Ellenberger
Marie Gonzales
Al Hirotsu
Paul Hopkins
Peter Johnson
Scott Kameda
Richard Lamborn
Richard Lapointe
Beatrice Leglu
Kenneth Loveland
Vic McDonald
William Seifert
Mary Silva
Frances Torres
Mary Ward

South Portland
Gordon Burger
Anna Calendine
Constance Dunlop
Florence Lozier
Barbara Menard
Marilyn Murphy
Sheila Proctor
Pauline Van Dine
Sherlie Welch
Sharon Woodman
Gladys Yankowsky
Rita York

San Rafael
Bernice Antonio
Carole Caldwell
Geraldine Dollar
John Ford
Audrie Graxiola
Betty Hagedon
Lula Hicks
Mary Mannies
Stan Manning
Regina Melott
George Parrish
Galan Ullner

Controls
Brian Duncan

R & D
Paul Hopkins
Gladys Van Polanen
Bruce Wenniger

Instrumentation
Paul Chadwick
Russell Mannix
Ira Pressnell

October Ten Year Anniversaries

Bill O'Keefe, Mountain View
Lois Paddock, R & D

Five Year Celebrations

Mary Alvarez, Metal Can Product Support, Mountain View, was feted at a party in honor of her fifth anniversary with Fairchild.



Bertha Lewis and Delia Martinez, from Quality Assurance and Quality Control (MV), received their five year pins from Dick Staffieri, QA Manager, and Ed Mello, Swing QA Foreman, at a luncheon at Plateau 7 in San Jose.



Helen Bond received her five year pin from her Supervisor, Roger Crosby. Helen works in Systems Incoming Inspection QA at Instrumentation.



Alice Joyce celebrated her five year anniversary, and received her pin from Supervisor Bob McKenzie. Alice works in Reproduction at Instrumentation.



Don Baumann sports his five-year service award. Western Area Sales Manager for the Systems Group at Instrumentation, Don was awarded his five year pin by National Sales Manager Frank Burge (left). Also congratulating Don is Gordon Westwood, Director of Marketing Systems.



Sally Hansen, of the Group Insurance Office at Mountain View, was guest of honor at a luncheon on her fifth anniversary with the company.



Ray Toledo (right) gets hearty congratulations from Microwave Machine Shop Supervisor Ray Crumb. Ray is an Experimental Machinist with Microwave and Leadman of the prototype group.



Hilda Walters, Experimental Assembler in Electronics Lab and Testing at Mountain View, received her five-year award from Jim Rierison, Section Manager as Hilda's Supervisors Ralph Born and Bob Trabucco look on.



Robbie Shanks, San Rafael, is the center of attention as her General Foreman Ed Reed presents her with a corsage, and Industrial Relations Manager George Higgins makes the five years official presenting her with her service award.



Jim Williams, Production Controller at San Rafael, is flanked by George Higgins and Don Brown, Manager Production Control and Planning on the occasion of Jim's five year anniversary.



Emily Edmonds, Production Control grave shift at A & D, received her five year award from her Foreman, Howard Hickok. Afterwards the whole graveyard shift joined in a cake and coffee celebration.



Hal McGee, Storekeeper of Applications Stores, received his five-year service award from Section Head Jim Rierison. Hal was honored at a luncheon afterwards.



Ten Year Celebrations

It would be difficult to find many assembly foremen or operators at Mountain View who haven't met Bette Cameron. For many operators, Bette was their first contact with Fairchild as she spent "their" first two weeks training them. And, many a foreman can be thankful to Bette for those Efficiency and Effectiveness reports. In her ten years with Fairchild she's moved from Die Attacher, through Assembly, served as a QC Operator, Training Tech, Efficiency and Effectiveness Report Clerk, and today is a Methods Analyst. Asked what was her most memorable experience, Bette claimed there were too many, but if forced to pick out the happiest time it was when she was promoted to Training Room Technician. Wearer of badge #92 (assigned when badge numbers meant she was the ninety-second person hired by Semiconductor), Bette was given a surprise luncheon to celebrate her tenth anniversary. Attending were all the members of her Industrial Engineering section and some of her closest Fairchild friends. The luncheon was highlighted by a dozen long-stemmed red roses and telegrams of congratulations—both of which Bette has earned and long deserved.



And, at another luncheon, Tom Regal (center) received his ten year service award from Bram Kool, head of Mechanical Systems of Advanced Systems at Instrumentation. Skip Mattson, Industrial Relations Manager was on hand to offer his congratulations to Tom, who is Manufacturing Supervisor of Mechanical Systems.



Twenty Year Celebration

Believe it or not, Bill Zingaro of Instrumentation has been with Fairchild twenty years! Bill started with DuMont Labs in Clifton, New Jersey twenty years ago, and when DuMont was bought by Fairchild, Bill remained with the company. He transferred to the Instrumentation group in May, 1967. Bill received a twenty-year tie clasp, the only one in captivity on the West Coast, September 10th. Gus Meyer and John LaPorta are shown congratulating Bill, as his wife Marguerite looks on.



Leadwire

Vol. 10, No. 10

Published by and for Employees of Fairchild Semiconductor/Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

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

INSTRUMENTATION — Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen, Bob Tetrault.

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

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0410-88 9M

Leadwire 11



The Greater Portland area: A study in contrasts.

It's old and new buildings squaring off against each other. It's a lobsterman breaking the early morning stillness as he puts out to sea with his traps, and it's a giant oil tanker from the Persian Gulf unloading crude oil to be piped to Montreal. It's a ferry-boat commute from one of the nearer of 365 Calendar Islands that dot Casco Bay, and it's a screaming jet bringing businessmen or scientists from California. It's skiing two hours to the north or enjoying Boston just an hour and forty minutes to the south.

This is the Portland area, largest urban area in Maine and northern New England. Encompassing thirteen cities and towns with a combined population of more than 160,000, its sprawling eight-mile stretch of wharves and loading docks serve as second largest oil port in the United States.

Long a distribution and shipping center for the North Atlantic, the Portland area is becoming a fast-growing industrial center. South Portland, itself, accounted for one-half of all industrial growth in the state of Maine last year.

Henry Wadsworth Longfellow immortalized his city in the poem "My Lost Youth". Today's Portland still resembles "the pleasant streets of that dear old town" in many ways, but the streets are heavily trafficked now. Downtown, students hurry to the University of Maine's Portland campus, and artists scurry up the stairs of the Portland School of Fine and Applied Arts. A white Georgian building houses the Portland Museum of Art, and behind Victorian doors, a 72-piece symphony orchestra is being worked hard by director Paul Vermel. During the summer artists and tourists flood the city's streets, finding they share a common interest, and as summer stock gives way to the Portland Players and the Lyric Theater, it's time to start racing snow-mobiles or head for nearby ski slopes.

This, then, is the Portland area, growing and enjoying every minute of it.





Speaki



On Growth Governor Kenneth Curtis, a staunch Fairchild supporter, is the youngest governor in the United States. He typifies the energy and youthful spirit that is Maine today. "Maine is on the move. Industrial growth is unparalleled, and the keystone of this growth is the fantastic industrial development that has occurred in South Portland in the last few years. In fact, South Portland accounted for half of all industrial growth in the state during 1967. We are faced now with both a challenge and great opportunity, and so are giving top priority to programs like housing and education and manpower development to match the momentum that is Maine today."



On The Community Walter Spallholz is President of the Greater Portland Chamber of Commerce. "The whole face of Portland and surrounding communities is changing, mostly because of new industry moving into the area. This means new jobs and opportunities for our people, and these companies are drawing top talent into the area as well. In turn, we've got lots to offer, too. No other city our size supports a 72-member symphony orchestra. By 1970 no building in the entire Greater Portland public school system will be more than ten years old. A new graduate program in engineering has been started at the University of Maine's Portland campus. A brand new shopping center, 42 stores, is under construction and will bring many Boston stores to the Portland area. This is the type of change I'm talking about!"



On South Portland Bernal Allen is City Manager of South Portland and one of the most important men in South Portland's great industrial progress. He worked hard to get companies like Fairchild to locate in South Portland. "The major achievement in the City of South Portland during its entire history was the locating of the Fairchild Semiconductor plant on Western Avenue. In six years, this company has expanded its work force to almost 2000 employees. That's 2000 new jobs for our community and leverage for attracting other companies. Back in 1962 our unemployment rate was one of the highest in the nation; today it's less than .8%, greatly due to Fairchild's existence here. In 1964 South Portland was selected as an All American City by the National Municipal League and Look Magazine. A major factor for the selection was the improvement in the economy of the community. For this, we can all thank Fairchild."

ng Out



On Government Services All businesses in Maine work directly with the state's Commissioner of Labor and Industry. Marion Martin has served for more than 20 years in this capacity, and in addition to being the only woman to hold this job in North America, she is also the most senior Commissioner in point of service in the Northern Hemisphere. "Our department has had to wrestle with this industrial change that has occurred in Maine during recent years. Working with many new companies, we act in the public's interest on such matters as minimum wage and salary, safety, labor relations, discrimination, and vocational training. Fairchild has been a good company to work with. They have a fine plant and ideal working conditions, and their co-operation engenders co-operation from us."



On Industry George Manolakis is President of the South Portland Board of Industry, and he is also Industrial Relations Manager at Fairchild's South Portland facility. He looks at South Portland industry from both sides. "The industrial and commercial growth of our community during the past six years is a tribute to our state and local leaders. What was once considered 'conservative' Maine is now effervescing with dynamic and enthusiastic leadership. It makes Maine a healthy climate for industry. We know that first-hand."



On Fairchild John Sussenberger is Plant Manager at Fairchild's South Portland plant. Recently Plant Manager at Fairchild's Hong Kong operation, John is taking on the high-speed, modernized operation that dominates the South Portland manufacturing composite. "We plan to keep adding many new people in the months to come, and we are seeking the technical talent that goes with our expansion program. We hope to draw many of our new employees from the local and New England areas, but we are also conducting a nationwide search for people who want to grow with Fairchild and the state of Maine. There's going to be more and more work demanded of the South Portland facility, a very positive commitment on the part of our Corporate management and its faith in the capabilities of the people of Maine."

The South Portland facility is undergoing change — a shift in emphasis — from what was thought of as “flat out production” to “flat out production with technical competency to meet customer needs.”

The man quoted here is John Husher, Director of Integrated Circuit Production for both the South Portland and Shiprock Fairchild Semiconductor plants. He's the one who knows what's in store for South Portland, for he's been taking a close, hard look at South Portland's future and the demands to be made on its personnel in the next few years.

“We're out to capture a great deal of business from the system houses located on the East Coast, and in order to meet this challenge, we essentially have to change our total thinking to meet their needs. We've got to be able to change designs or circuits or processes to meet their specs. In the past South Portland was responsible for taking masks and processes generated at Mountain View to produce devices. There was little room for innovation. Well, from today on, there's plenty of room for it, and we're going to have to depend on it.”

At Husher's instigation a Mask Making facility is to be installed at South Portland in the very near future. This will allow, and demand, that engineers make changes in circuits so that Fairchild's products fall in the center of the distribution called out by customer specs.

“In addition, as we expand the various lines and require new products, South Portland will essentially do all of the IC design and mask making for East Coast production.”

“Lack of evaluation gear will also be remedied at South Portland. We will be adding equipment that will permit better characterization of our process and product. This will allow better measurement of our process to determine where our technical problems occur and how to take subsequent constructive steps to correct the situation.”

Husher plans to add competent engineering personnel to the already technically sound South Portland organization to pick up these added responsibilities as well as the increase in technical interface with customers.

“In addition to increasing the overall technical content,” Husher added, “production capabilities will be increased to the point where South Portland will be responsible for 75% of the Integrated Circuits billings for the year 1969.”

South Portland's role will also expand from the standpoint that additional IC facilities will essentially be satellite assembly areas for the South Portland facility. Both Quality Control and Reliability aspects will be greatly broadened from the standpoint of increased attention given to providing the customer with the best product available.

At present Husher is putting together a team of people at Mountain View which will be responsible for interfacing with South Portland and transferring products now made in Mountain View with a minimum amount of technical and administrative problems, and without “shocking the system” at either Mountain View or South Portland.

Things are happening at Fairchild South Portland like they've never happened before . . . challenging both the skills and innovative talents of the men and women who work there.

As I See It





Fairchild South Portland: Action Company in an Action Community

In South Portland industrial circles, the action began, exists, and no doubt will continue to center around Fairchild's Semiconductor facility. Here, nearly 2000 people work in a scientific, super-charged environment that represents one of the leading semiconductor companies in the world.

Originally established in July 1962 as a vital East Coast link in Fairchild's network of semiconductor facilities, South Portland currently maintains Digital Integrate Circuit assembly and wafer fabrication operations around the clock.

The original 48,000 square foot facility burst its "proverbial" seams in late 1965, and so by April 1967 the plant was more than tripled in area. It will definitely be needed as a projected 40% growth in employment is expected over the next year.

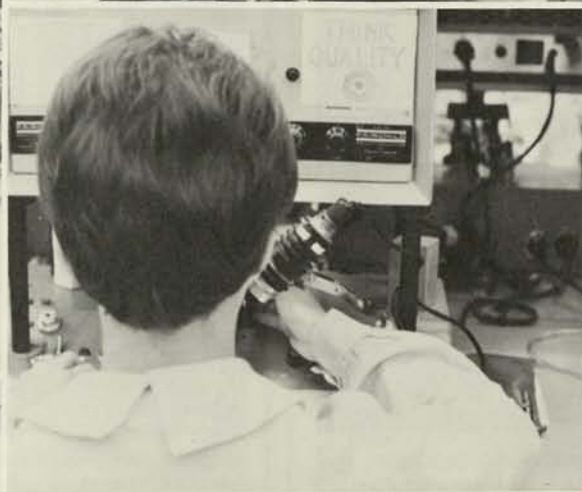
Fairchild people come from local communities, and many are recruited from universities and colleges from all parts of the United States. Their products ultimately wind up as integral parts of computers or in space projects like the Apollo program and communication satellites, or in sound systems like H. H. Scott stereo equipment.

Why Fairchild? Why such growth? Fairchild has a good product and the best technology in the industry to go with it. But, growth depends on people and their enthusiasm, their freedom in exercising judgment, their ability to work as a team, and at South Portland the climate is just right.

"We're working with challenging, demanding and exciting problems." "Here, we can learn by doing, not just observing." "If I want to talk with my boss, there's no problem, and there's no red tape." There's terrific interfacing of all parts of the company." And therein lies the key. Co-operation is a by-word and while the climate outside might be readily changeable (as evidenced by last year's shirt-sleeve Christmas), the climate inside is one of constant compatibility.

Why South Portland? The climate's ripe for discussion; the people are well trained; and besides, actions speak better than words.





Emphasis on Training

Don Blanchard heads South Portland's Training Department. An innovator, he bases training on a unique two-part formula.

For the first ten to twelve days, a new production employee learns bonding or die attach or any one of fifteen job skills using scrap materials; this is production for practice. When she's ready to work on good parts, usually at the end of those ten to twelve days, she's moved to the IPL line (that stands for Intermediate

Production Line). This is production for real, and this closely supervised production actually contributes to Fairchild inventories.

Don's approach to training is a very paternal one. It's designed to, of course, teach skills, but its emphasis is on "softening the transition from training to production for new operators."

IPL's the secret ingredient, and so far test results have all been positive.



A group of new employees is briefed by Personnel man Jack Carter.



It's their first day on the job, and their first stop is the Training Department. They will be spending the next three to fourteen weeks as part of the Training Department, but for now John Skillings, Day Shift Training Supervisor, and Trainer Mary Cady just familiarize them with the training facility.



For the first ten to twelve days, a new production employee learns bonding or die attach or any one of fifteen job skills. She uses scrap materials and receives individual instruction as she masters her job. Here, Skip Davis and his Swing Shift trainers brush up on training performance goals.



Alice Webster checks out a critical factor of the ultra sonic bonding machine Shirley Turkewitz operates.



Carlene Berthume, IPL trainer explains production goals to new IPL operators. IPL stands for Intermediate Production Line where trainees work on good parts and their production contributes to Fairchild inventories.



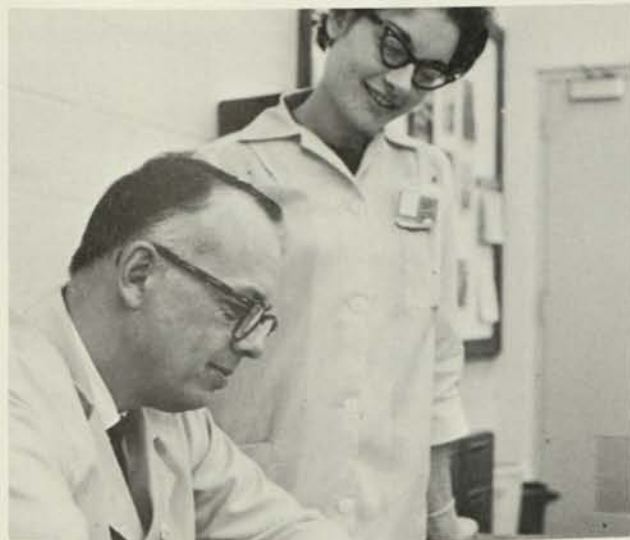
John Skillings, Day Shift Training Supervisor, goes over new quality criteria with his training staff. All in all, there are two supervisors and eleven trainers working around the clock.



An audio-visual set up enables Judith Moore to brush up on Fairchild technology at her own speed.



All slides for audio-visual presentations are edited by Don Blanchard and his two supervisors, Skip Davis and John Skillings. More than 1500 slides and 200 minutes of tape supplement the training program.



Training Foreman Don Blanchard explains a new standards chart to Trainer Janet Emery.



Behind the scenes, Training Room Mechanics like Walter Perry, make sure all the equipment runs smoothly. More than 80 training stations keep these mechanics hopping.

Those Necessary Extracurriculars

These are the things that round out a company; the sort of things like credit unions and cafeterias, softball teams and bowling leagues, safety committees and health service, insurance and community involvement like Junior Achievement programs.

Bill Banks heads up the Fairchild Semiconductor of Maine Federal Credit Union. To date this year, Semiconductor's Credit Union has almost a quarter of a million dollars in assets and has loaned out more than one-half million dollars in the past two years to employees. Presently the Credit Union is paying a dividend of 5% semi-annually. Is it doing the job? Well, in September, a three-day membership drive netted 500 new members!

Kathy Gillian and Alan Phillips, acting Secretary and President of South Portland's Recreation Council make same notations on this year's Christmas Party. The fifteen members of the Council plan a variety of dances and activities including a ski weekend, Casco Bay cruises, trips to the Ice Follies, Red Sox baseball games, hockey and basketball games. They

also organize men's and girls' softball, several bowling leagues, a golf league, and many other sports events.

Jean Lopez handles all South Portland insurance claims.

Phyllis Pelosi serves as Day Shift Nurse.

An expanded cafeteria facility can handle 350 people at one time.

Dave Stachnic, Financial Advisor, and Jim Vaughn, Production Advisor for Fairchild's Junior Achievement company, JABCO, help local youngsters run a successful JA business. Their's is a rather unique experiment that has been very successful for the past two years. The group designs a question/answer television program, bargains with local station WGAN for time, sells the time to local sponsors, and produces the programs and the commercials. The half-hour programs, dealing with community affairs and teenage issues, run for 13 weeks, of ten with local celebrities and business leaders participating.

These are benefits and chances for involvement, and at South Portland, they do round out a company!



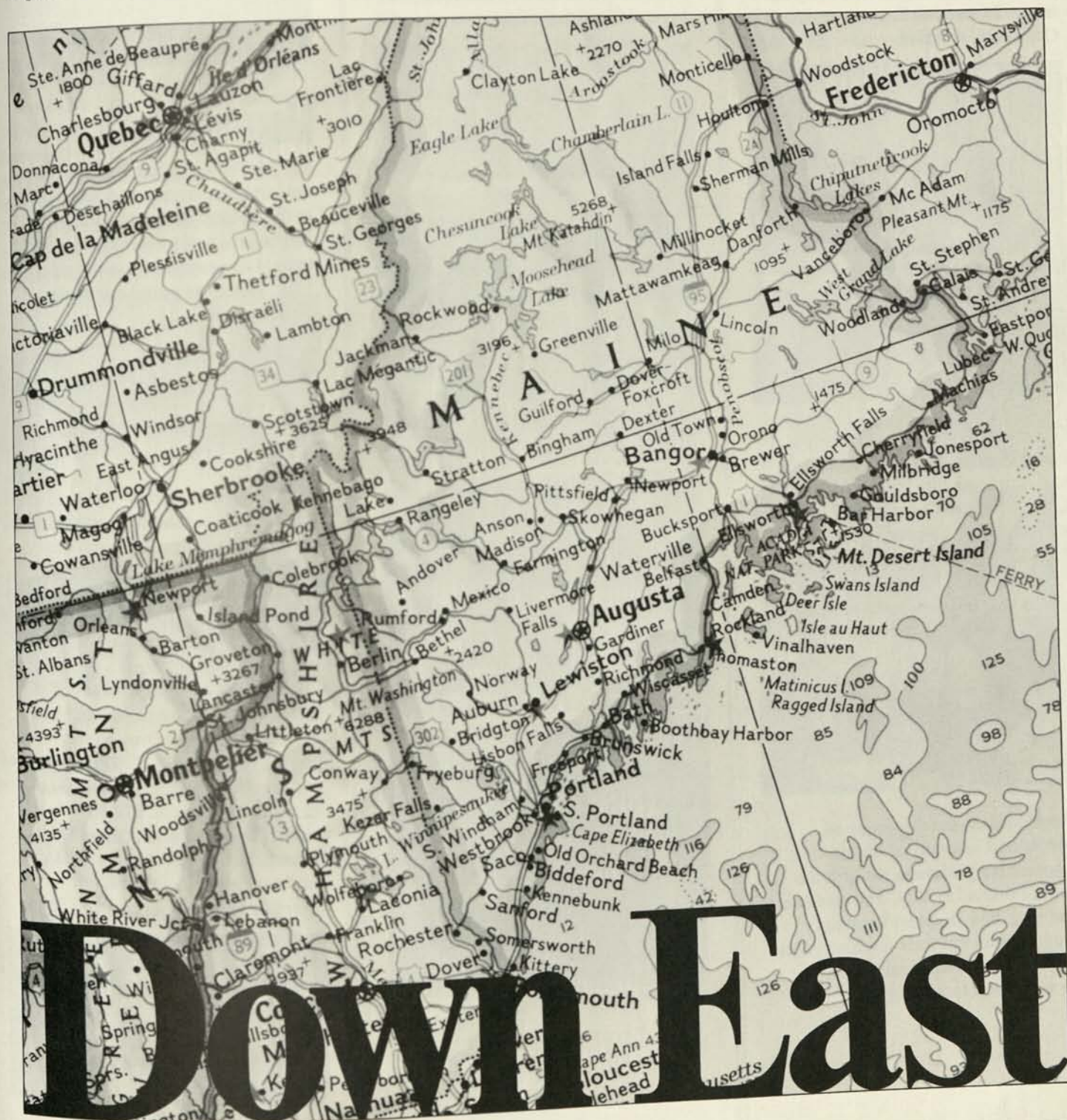
To read about Maine and Mainers, you'd learn that according to old chronicles, lobsters were at one time so plentiful along the Maine coast that early settlers and Indians caught them only "to bait hooks and eat when they could get no bass."

You'd also find out that the Maine Woods in Maine's north country is 10,000 acres of unorganized territory open to hunter, fisherman and outdoorsman alike; that Sugarloaf is some of the best skiing in the world; and that the shoreline of Maine winds for 3478 miles. Did you know that the state's residents have been building ships longer than any other Americans? . . . aye, since 1607!

You'd also read about Music in Maine, a unique traveling troupe introducing the arts to practically all Maine children in grades three to eight during the past two years.

Mainers have words all their own, too. "Backing and shifting" means a person's really undecided, and "to callate" means to figure or figure out. And, "down east" refers to the northern New England coast where, because of prevailing southwesterly winds, sailors going North are sailing downwind, and since most of Maine's coast lies in an easterly direction they are also sailing downwind to the East.

It has been said that Maine was built by fishermen and farmer's, but today's Maine is being shaped by tourists and industrial development. Maine is a million people with growing room, and that's just what's happening in Maine. Industrial growth, cultural growth, academic growth . . . but you can't really learn about it by just reading. You've got to be there, feel it, and be part of it. That's what makes Maine exciting; and to see it is to believe it!



South Portland

A typical day in the life of a Fairchild South Portland Industrial Relations Manager who happens also to serve as President of the South Portland Board of Industry finds him helping open a new restaurant and motel complex, The Steer Inn, ably assisted by Maine's Governor Kenneth Curtis (to his left) and city dignitaries, and then driving to the University of Maine to participate in an evening telecast discussing the employment opportunities for the young people in Maine. The very energetic man just happens to be George Manolakis.



Governor Curtis also paid a visit to Plant Manager John Sussenberger to discuss with him and IR Manager George Manolakis Fairchild's increased hiring and to bring the Fairchild men up to date on recent industrial development in Maine.



Dan Giordano led this group of interested University of Maine Engineering professors through the South Portland facility. The professors find that these frequent Fairchild tours supplement their teaching efforts as well as enabling them to keep up with latest technology.



Joan Neithercut, secretary to Zack Brown, South Portland's Manager of Material Control, was selected "Secretary Of The Day" recently by Portland radio station WGAN. She received one dozen long stem roses to go along with the title.



Fairchild's women's softball team also came home with the prizes as they won the South Portland Women's Softball League Championship for 1968. Winners were: (front row) Diane Withee, Bonnie Smith, Bonnie Morabito, Shirley Dillon, Pam Withee, Vickie Watts, and (back row) Jennie Cook, Sheila Proctor, Linda Lokkin, Sally Craft, Alsenia Smith, Josaphine Merchant, and Coach Larry McDonald.



The Fairchild Couples Bowling League, which meets every Thursday night, stopped action temporarily to pose for this shot. The Buxton/Dufor, McCormick/Gerry, and Hackett/Stehling teams were fighting it out for the lead as of mid-October.



Meanwhile, at the Monday night Women's Bowling League, things resembled a masquerade party. Priscilla "Pete" Pennel was intent on advertising the Halloween season.



Mountain View

Vic McDonald's Repro group once again swept almost every award given at the Society of Reproduction Engineers, Santa Clara Chapter No. 1, annual competition held October 11th. Here, the group celebrates their victories.



After a year of searching for additional sources and evaluating competitive products from ten different manufacturers, Bob Smith, Senior Buyer in Purchasing and Hap Layher, Senior Engineer in Packaging, struck gold and Fairchild now has three new approved suppliers of Gold Metalizing Pastes. Along with adding new qualified sources the price of Gold Paste was lowered \$10.70 per troy ounce. At our present usage rate of 3,000 troy ounces per year their gold strike resulted in an annual savings of \$32,100. As a result, George Scalise, Group Director Manufacturing Services, presented the "August Buy of the Month" award to Hap Layher and Bob Smith.



Instrumentation

The 7050 and 8050 survived the Mt. Whitney test conceived by an adventuresome Instrumentation trio. Don North, Ed Moore, and Art Krueger, all of the Small Instruments group, bearing the Small Instruments flag designed by Julian Acebedo and colored by Johnnie Cordero and the two small instruments, started the climb to the top of Mt. Whitney, 14,495 elevation, early Saturday morning, September 14th. They set up camp for the night half way up the mountain, and finally reached the summit at 11:00 a.m. Sunday morning. To mix business with pleasure (maybe it should be termed strenuous exercise), the trio took pictures of the two instruments they took along. They made it down the mountain in time to gain the praises of fellow workers Monday morning, but the flag still remains atop Mt. Whitney for the next adventurers to retrieve.



R & D

Trick or treat? That was the question Thursday evening, Halloween night, at El Camino Bowl. If the alleys looked a little strange that night, it was because R & D bowlers showed up in costume. The somewhat cumbersome clothing affected the bowlers' performance as could be expected, but the fun of it all more than compensated for the extra high, well, actually low, scores. Enjoying the festivities were Joe Ruiz; Terry Harper and Bryant Brown, vice president; Clara Caul and Jim Watson; and Ray Fagan, Ed Harmon and Bob Herring. A post-bowling party followed at the Eichler Swim Club in Palo Alto.



Hong Kong

On September 17th the Hong Kong facility was visited by a group of touring officials from England, many of them senior military officers from Britain, Australia and Canada, and many of them members of various British Government agencies. The group was passing through Hong Kong as part of a "1968 Far East Tour", and was led by Air Vice Marshall Michael Lyne and Mr. Alex Sun, Assistant Director of the Federation of Hong Kong Industries. The group met with General Manager Jim Diller where after an initial briefing, a short question and answer session took place. Following the meeting, the group was split and given comprehensive plant tours by Jim; C. B. Lee, Production Manager; and Dave Heck, Production Control Manager.



San Rafael

They raised the flag pole at San Rafael October 9th and the stars and stripes completed a successful maiden run up the brand new flag pole adorning the front entrance to the San Rafael plant. The project, conceived by Plant Services Manager Sig Kulka and pushed by Maintenance Section Head Wayne Snodgrass was ultimately built and designed by Jim Garaventa and Maintenance Foreman Bob Amen. The pole is 33 feet high, made of welded section of pipe, and epoxy coated. Its welded steel framework and pole socket is buried in two cubic yards of concrete four feet deep. It was rumored that the pole was placed in position by a helicopter hovering overhead which released the pole to fall directly into the hole made for it, but that just isn't true. The Plant Facilities Maintenance crew figured out an easier way. Shown here are Jim Garaventa, Bob Amen, and Wayne Snodgrass.



Another new addition is the new patio furniture.



Jerry Callaway has been collecting a few trophies this year in Northern California NASCAR-sanctioned races. He was recently runner-up in the sportsman semi-main in Petaluma.

The Golden Broom Award for good housekeeping was awarded the Class Area, their first win. Shown here are swing shift members responsible for the achievement.



This year's family picnic was held at Crow Canyon Park October 5th. The pictures speak for themselves.



From The Field

Four men took top honors as Salesmen of the Year. They were Bob Vulgar, Consumer; Tony Macaluso, Industrial; Ron Smith, A & D; and Herb Criscito, Computer.

Bob Vulgar was selected because of his fantastic bookings. In March, for instance, he booked 100,000 MT 1060's (microwave transistors) and 400,000 VHF tuner kits. He followed that with 500,000 μ A737 color demodulators and one million discrete devices in April. Every one of these orders has a complete customer release schedule for the total quantities, an accomplishment generally not found in the Consumer Market, also, testimony to Bob's top performance.

Tony Macaluso was chosen because of his outstanding job at Varian, Lenkurt and other accounts he manages in the large sales area he covers. He's not only extremely capable of working successfully with the factory to get products shipped after the order has been placed, but he is notorious for putting in twelve hour days seven days a week just to keep on top of his accounts.

Ron Smith's billings at Sandia are only part of the reason for selecting him as Salesman of the Year. His billings during the first half of 1968 represented 35% of the Northwest Region and 7.8% of A & D billings. These are projected to nearly double during the last half of the year. For 1969 he is projecting record volume with Sandia, Collins and Bendix.

Herb Criscito was named top Computer Salesman primarily for his rapport with all phases of the Univac group which he services. He designed almost every Fairchild product into the many systems that Univac is releasing. This he accomplished through his work at the Univac Design Center and the many hours he spent working with the manufacturing at Utica. In fact, the image of Fairchild at Univac, while achieved through all who contribute to Fairchild efforts there, has long rested on the professional representation Fairchild has had in Herb Criscito.

Of Interest

"Micromatrix" Array Named One Of Top Technical Products Of The Year

The 4500 Bipolar Micromatrix Array, which Fairchild Semiconductor introduced to the industry early in 1968, was named one of the 100 most significant technical products of the year in the annual National Research Week Competition.

Fairchild's winning entry is a unique large scale monolithic integrated circuit array—the first available to the industry—which incorporates two-layer metalization for low cost customization of logic requirements. Micromatrix is a new trademarked design technique that entails fabrication of standard IC circuit substrates (complete except for deposited metal interconnects), which can be stockpiled and later customized for fast delivery on orders.

The 4500 Micromatrix Array, the only integrated circuit among the 100 products selected, was developed with Computer Aided Design facilities. It consists of eight distinct cells on a 80 x 100 mil silicon chip and contains 352 components. Each cell is divided into quarter cells equivalent to four-input NAND gates with diode-transistor logic.

The 4500, as well as subsequent Micromatrix arrays made by Fairchild, can be custom interconnected for a wide range of complex subsystem logic functions. It features exceptional reliability and a high degree of logic compatibility with other circuits.

Rescue Team

Mr. Kyu Sim, Assistant Engineering Manager at Fairchild's South Korean plant, Semikor, Ltd., recently spent seven weeks at Mountain View becoming familiar with the T500 test system. As weeks went by, Mr. Sim began to miss his native Korean food, and his weight started to drop. Alarmed, John Reinhardt, began searching for someone who might be able to prepare a "good, home-cooked meal" for Mr. Sim. Three women came to the rescue. They brought Mr. Sim a jar of some special Korean delicacy to tide him over and whet his appetite, and they ultimately wound up cooking him a complete

meal. Eminating true "California hospitality" were Yong H. Ransbottom, Choong Duame, and Soon Clark, all members of the Mountain View manufacturing group.



Falcons Take Home Loot

The Fairchild Falcons were honored at a banquet October 19th, as Fairchild Camera and Instrument President, Les Hogan, and Team Manager, Pat Campagna passed out the many trophies.



New Faces

Charles Desmond, formerly with Motorola as a Senior Design Engineer, recently joined Fairchild's Equipment Engineering group at Mountain View.

John Huffman joined Fairchild as Foreman in DIC assembly. He was previously with Gorman-Rupp Company as a Lab Tech.

Moving Up

Tom Balluch was named General Foreman at A & D. He was previously Test Room Foreman.

Rudy Bartneck was promoted to Senior Engineer in Electronic Services at Mountain View.

Jack Boone was promoted from Technician to Foreman in the QA group. He will head the QA Test Room on Swing at Mountain View.

Roger Borovoy was named Corporate Patent Counsel by Fairchild Camera and Instrument. He was formerly West Coast Patent Council serving all west coast divisions for the corporation.

Scott Christiansen, formerly with Purchasing, now heads up the Distribution Services group of Marketing Services as its new Supervisor.

Richard Cline was promoted from Assistant Engineer in Microtool Fabrication to Foreman. The group is located at Mountain View.

Dan Danko was promoted from Engineer A to Engineer B at A & D.

Dave Deardorf moved up to Product Manager of Radiation Resistant Integrated Circuits. He was previously Supervising Engineer.

Bill Dunaway was promoted to Technical Supervisor in the Electronics Services group at Mountain View.

Ron Hammer was promoted from Sales Engineer to Western Regional Sales Manager for Marketing. He will be in charge of consumer and industrial accounts in the eleven-state area.

Tom Henderson was named Assistant Manager of Administrative Services for Marketing. He was formerly in charge of the Order Service operation.

Anita Heydeck of Package Development was recently promoted from Assembler to Senior Material Processor.

Ralph Jassen was named Eastern Regional Sales Manager for consumer and industrial accounts from Maine to Florida on the eastern seaboard. He was formerly a Sales Engineer in the Jericho office.

Paul Kauffman has become Canadian Sales Manager with responsibility for all Canadian accounts and supervision of Fairchild warehouse facilities in Toronto. He had been Senior Sales Engineer for the same territory working out of the Toronto sales office.

Ted Marlborough moved up to Technical Supervisor in Electronic Services at Mountain View.

Ed Mello was promoted from Foreman to Engineer A and will be working on special programs for the QA department.

Bill Morris moved up from Technician to Engineer A in the QA Department. His responsibilities will involve coordination and Test Room support of all Digital products in the QA test area.

Gene Porcari was promoted from Assistant Engineer to General Foreman in the Equipment Fab group at Mountain View.

Manny Robles was named to the Corporate Public Relations staff as Manager of Information Services, moving up from Manager of Public Relations for the Semiconductor Division.

Joe Short is now Manager of Discrete High Reliability at A & D. He was formerly a General Foreman at A & D.

Jim Soldani moved up to become Customer Liaison Engineer. He was formerly Data Check Foreman for A & D.

Elliott Sopkin has been promoted to Manager of Public Relations for Marketing Services. He has been a member of the Public Relations Department for two and a half years.

Keith Thomson was named Product Manager of Special Products. He was formerly Supervising Engineer of Equipment Engineering.

Ray Warneck was named Order Service Manager; he has been involved with that operation for over two years.

November Five Year Service Awards

Mountain View

Andrea Anderson
Claudia Beck
Joseph Campton
John Carey
Lenora Chatman
Mary Davis
Rita Dyer
Kenneth Frost
Jesse Huffman
James Kentzel
Alber Kotyuk
Trevor Law
Ivan Pfennig
Harold Rundberg
Joe Stanistic

Instrumentation

Helen Foreman
Edwin Seeley
Bruna Stone
John Verga

South Portland

Barbara Archer
Carleen Berthiaume
Sherman Dawley
Carol Dennis
Constance Frasier
Marie Le Vecque
Beulah Linscott
Phyllis Pelosi
Doris Robinson
Veronica Shay
Harold Snow
Eunice Wallace

San Rafael

Karen Callaway
Marie Hill
Alice Parrish
John Pori
Betty Richards
Isadoria Thomas

Five Year Celebrations

Parties and celebrations honored many five-year employees. Some are shown here.

Shirley Welch, Document Control, South Portland.



Ken Loveland, Hybrid Design and Engineering, Mountain View.



Evienne Chariott, then secretary in Large Geometry and now secretary to Bill Lehner, Group Director of Equipment Engineering and Facilities.



Ray Micotti, (right) A & D Environmental Lab, Mountain View.



Gerri Bishop and Al Hirotsu, Plating, Mountain View.



Mary Wad and Fran Torres, A & D, Mountain View.



Karen Callaway, San Rafael.



John Ford (center), San Rafael.



Carol Caldwell, San Rafael.



Audrie Graxiola, San Rafael.



Stan Manning (left), San Rafael.



Betty Hagedon (left), San Rafael.



Jim Blore (left), San Rafael.



Regina Melott, San Rafael.



Ina Presnell, Model Shop, Instrumentation.



Gloria Welch, South Portland.



Rose-Anne Normandin, QC, South Portland.



Bob Van Antwerp, Plant Maintenance, Mountain View.



November Ten Year Service Awards

Jo Ann Kolbo, R & D
George Reh, San Rafael
Bernie Yurash, R & D

Ten Year Celebrations

Jean Parry was R & D's first woman to receive a ten year service award. A Senior Technical Assistant in Mask Making, she received her pin from her supervisor, Ron Ivancich.



Lena Jobe, Incoming Inspection, at Mountain View, was honored on her tenth anniversary. Officiating at the ceremonies were Harry Chadwick, her foreman, and Richard Burzycki, Manager Materials QC.



Helen Fisher, Inventory Control Mark and Pack at Mountain View, received her ten year pin from Bill Birnie, Production Manager, DIC, as Mark and Pack Foreman Bob Kozen offered hearty congratulations.



Bill O'Keefe, Licensee Manager at Mountain View, holds his ten year award and eyes the bottle of champagne that Dick Fouquet, Director of Inventory Control and Plating, is about to present him on the occasion of his ten-year anniversary. Bill has served as head of Process Development and contributed much in those early days to getting new processes documented and under good control. He was also Supervising Engineer of the NPN Production organization, and for the last several years has been associated with Fairchild's Licensee Program.



Leadwire

Vol. 10, No. 11

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

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

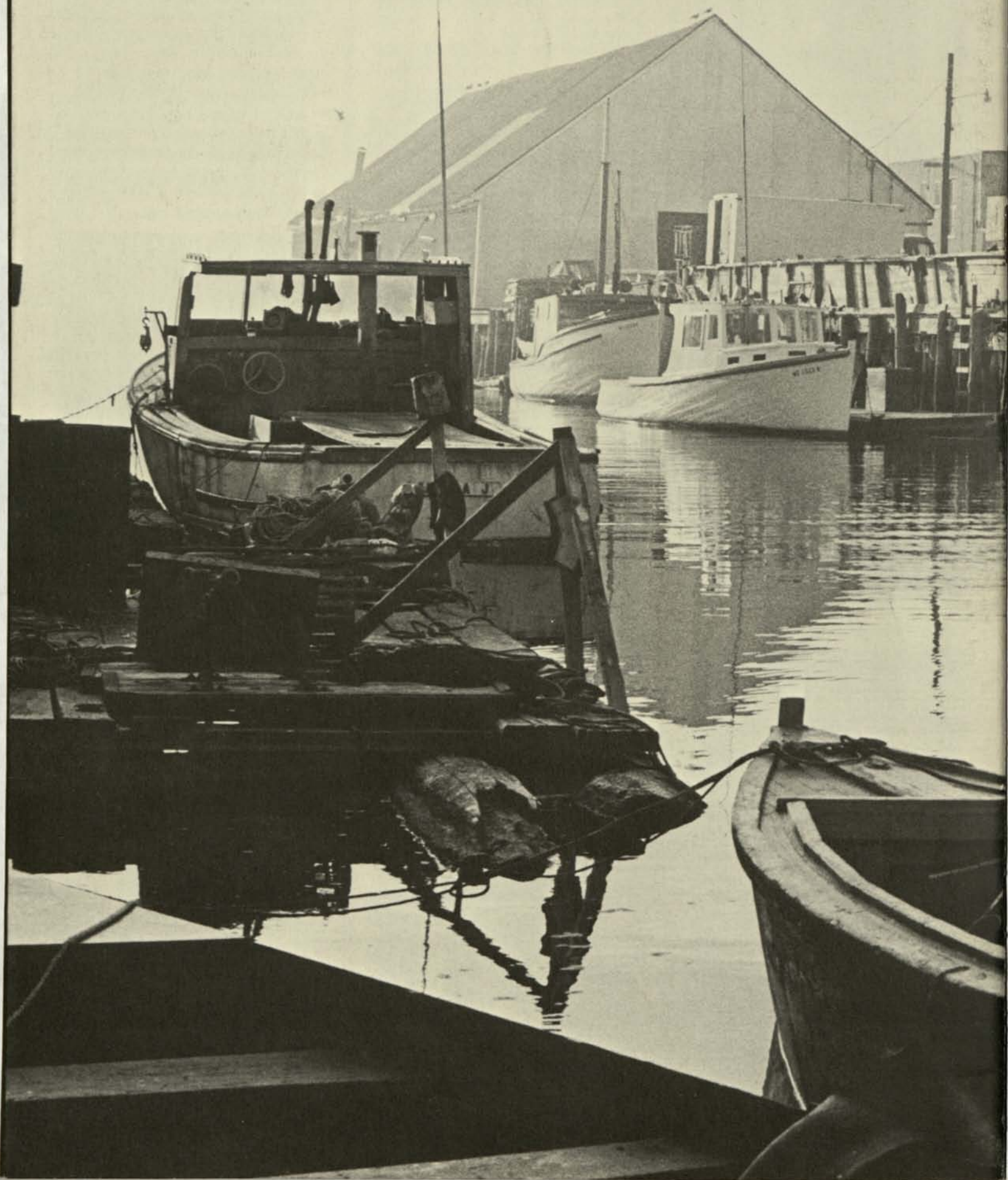
INSTRUMENTATION — Pat Cam-
pagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen.

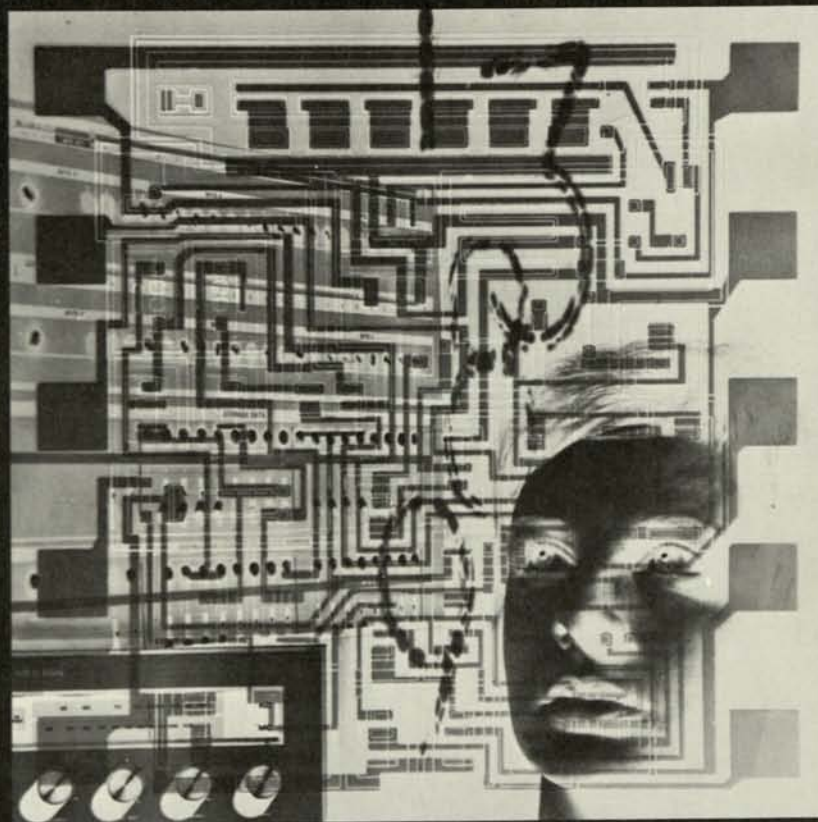
μL is a registered trademark of
Fairchild Semiconductor, a Division of
Fairchild Camera and Instrument
Corporation.

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0496-108 9M

Qui Hadley
650-327-4224



Leadwire 1



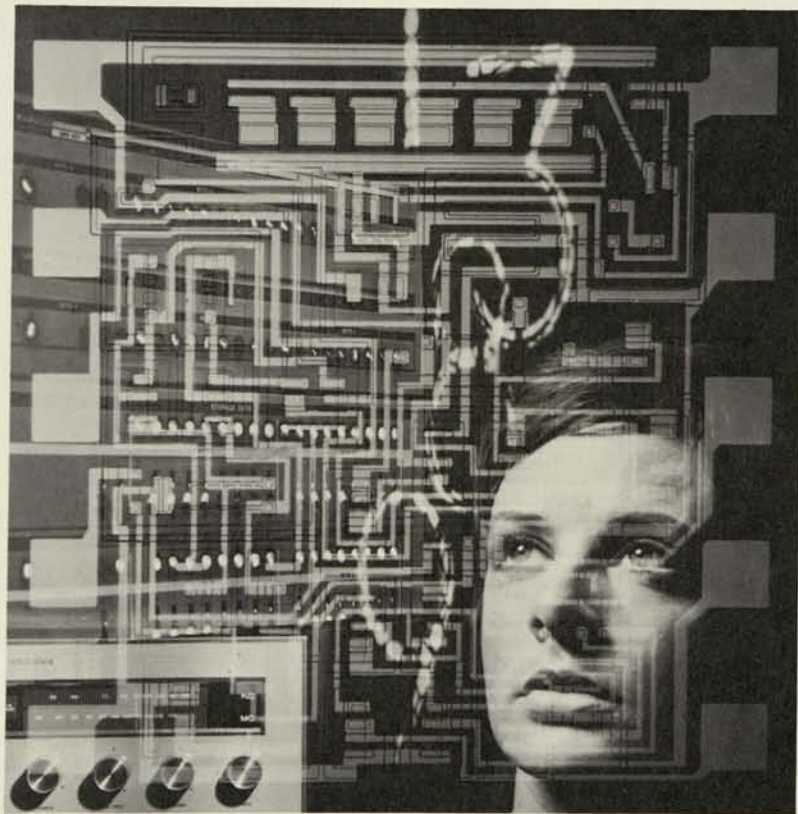
What Is Fairchild?

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

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

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

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



people

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

Dale Jackson Senior Personnel Administrator

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

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

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

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



Claire Seals Executive Secretary

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

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



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

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

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

Dave Rosprim Product Manager

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

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

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



"I say 'yes' or 'no' on what I know about my resources. It's tough to say 'no'. Marketing says it's needed, engineering says it's possible, I'm convinced it would be right, but we just have too many other projects going." The greatest reward of his job is its visibility. "There's so much that I can see happen. This month we have a circuit design; next month we're shipping products out the door. I just hope my people can see this and understand his or her importance. We have great impact on the industry, like allowing Burroughs to put out a complete line of products or making a space program a success or failure because we delivered or didn't deliver on time."

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

Cruz Salcido Assembler

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



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

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

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

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

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

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



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

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

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

John Sentous
Director of Integrated Circuits Systems and
Support Operations

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

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

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

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

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

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



Chuck Stauss Senior Sales Engineer

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

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



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

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

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

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

Bill Walker Foreman

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

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

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

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



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

technology and applications

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

what is a semi·con·duc·tor?

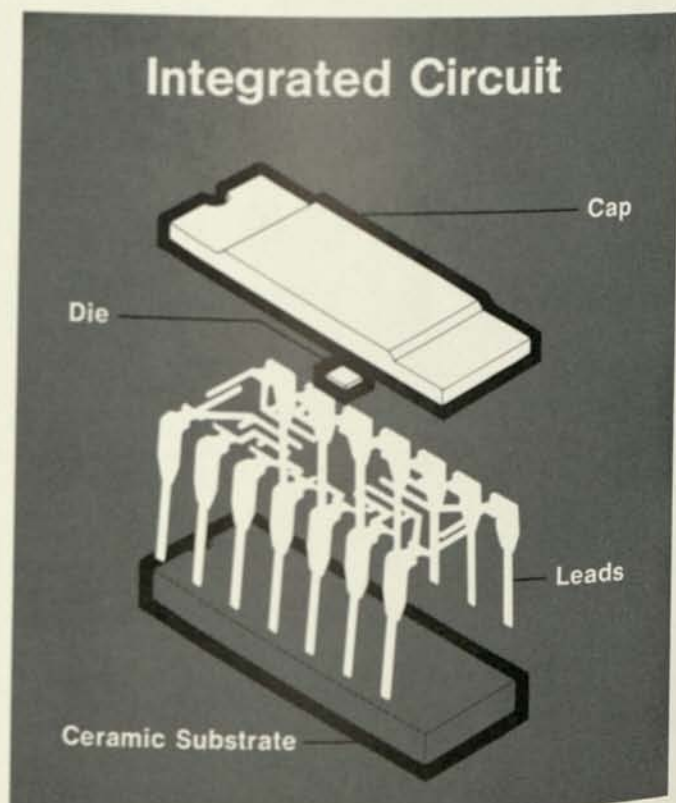
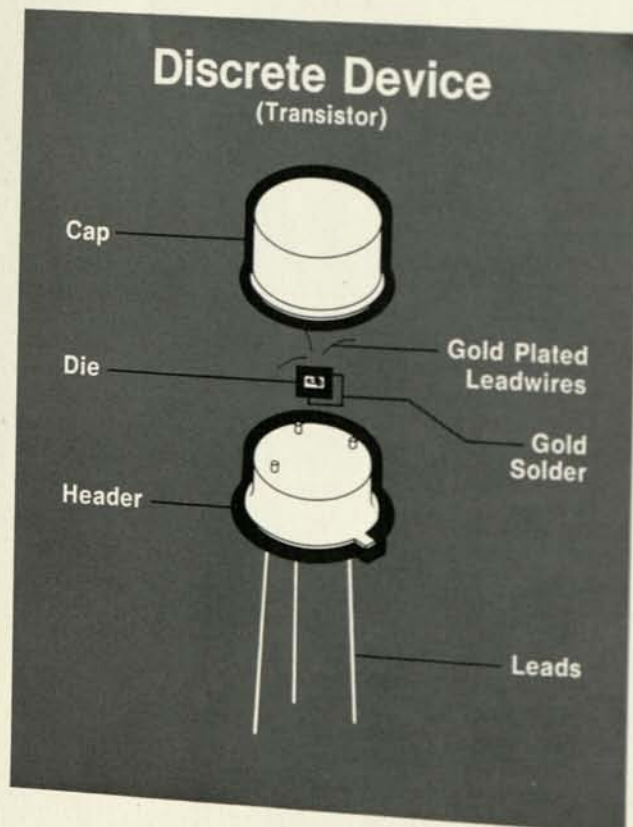
At Fairchild, semiconductors are made of a material called silicon which is prepared into thin chips or dice about one-sixteenth of an inch square. Certain impurities are added to the silicon by a process called Planar* diffusion, so that the semiconductor acts to control the flow of electrical power.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

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


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

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

*Planar is a patented Fairchild process



The Space Age Semiconductor...



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

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

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

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

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

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

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

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

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

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

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



...And Everyday Applications

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

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

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

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

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

Mixers and blenders using transistors which allow smooth speed control.

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

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

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

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

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

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

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

FAIRCHILD
SEMICONDUCTOR



World-Wide Capability

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mountain View

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



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



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



Instrumentation

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



R&D

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

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



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

South Portland

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



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



Hong Kong

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



San Rafael

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

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



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



Australia

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



Moving Up

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

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

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

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

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

Ray Phillips was promoted to Manager, Chemical Services.

Zack Brown was named Procurement Manager at South Portland.

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

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

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

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

Len Ornik was promoted to Director, Linear Integrated Circuits.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

William Strickland was appointed Professional and Technical Recruiter. He was most recently Supervisor of General Employment.

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

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

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

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

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

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

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

New Faces

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Of Interest

Christmas Greetings From Fairchild

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



Corporate Appointments

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

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

Field Sales

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

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

December Five Year Service Awards

Mountain View

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

R & D

Joe Flood
Nancy Griffith
Dave Richardson

South Portland

Maynard Cushman
Joan De Veau
Marie Fernandez
Dan Giordano
Robert Houde

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

Instrumentation

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

San Rafael

Beatrice Cleveland
Helen Halkovich
Virginia Washington

Five Year Celebrations

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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



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



December Ten Year Anniversaries

Mountain View

Lorene Baughman
Catherine Musser
Lupe Navarro
Don Visger

Ten Year Celebrations

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



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



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



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



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



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



Leadwire

Vol. 11, No. 1

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

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

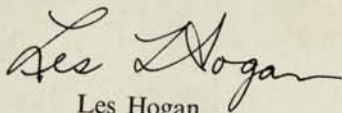
INSTRUMENTATION — Pat Cam-
pagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen.

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

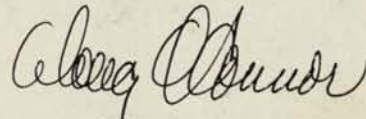
Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0624-118 9M

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



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

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



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

Opie Stadley
650-327-4224

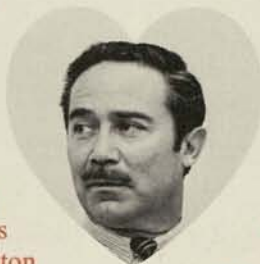


Closing the Credibility Gap

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

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

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



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

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

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

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

This is the way it's got to be.



The Customer's Always Right

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

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

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

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

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



FAIRCHILD

Customer Satisfaction
Above All

Frank -
Thanks for
a job well done
Les Hogan

Think Customer Satisfaction

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

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

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

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

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

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

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

We're Putting Jack Cooper Out Of Business

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

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



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



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



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



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



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



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



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

Mountain View

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



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

R&D

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



San Rafael

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



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



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



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



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



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

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

Instrumentation

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



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



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



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



Hong Kong

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

Moving Up

Mountain View

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

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

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

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

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

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

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

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

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

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

South Portland

Zack Brown has recently been named Procurement Manager.

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

Far East

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

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

Shiprock

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

New Faces

Mountain View

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

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

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

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

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

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

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

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

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

R & D

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

Shiprock

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

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

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

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

Vera Morgan joined Shiprock as Personnel Clerk.

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

Robert Shendo came to Fairchild as a Production Assistant.

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

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

Departmental Changes

Marketing Reorganization

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

Bernie Marren will assume the responsibility as Director of U.S. Marketing. He will be in charge of the entire OEM marketing effort for all U.S. markets. Gordon Russell has been appointed A&D Marketing Manager, Jack Gifford has been named Computer Marketing Manager, and John Richardson has become Commercial Marketing Manager. These three will report to Bernie Marren.

Dedy Saban is appointed Director of International Marketing. His activities will include marketing throughout the world, except Europe, and the establishment of an international support base in Mountain View for worldwide marketing activities including Europe.

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

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

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

Electronic Services Regroups

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

Of Interest

New Corporate Officers Named

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

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

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

Instrumentation Appoints New General Manager

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

Five Year Celebrations



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

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

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

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

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

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

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

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

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

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

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

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



Edith Hathorn, PIC Engineering, displays the five year necklace she just received.

Ed Seeley, Quality Control Manager for Military Products at Instrumentation, received (not presented, as last month's issue erroneously stated) his five year award from Lu Ross, Manager of Military Products as Dr. Chuck Sutcliffe looks on.

Ben Mellott made the five-year presentation to Wanda Duer of San Rafael.

Geraldine Dollar of San Rafael received her five year service award in January. Making the presentation were Allen Edwards and Ben Mellott.



At San Rafael, Lula Hicks Range received her five year service award from Del Forrester.

Sandy Johnson passed her five year mark recently and was presented her award by Jimmy Nelson, her Foreman at San Rafael.

Mary Trotter of San Rafael accepted her five year service award and congratulations from Allen Edwards.

Al Briones, Senior Tech in Military Products Engineering at Instrumentation, received his award from Dean Van Zuuk, Manager of the department.

Art Briard, Electronic Technician at Instrumentation, received his five year award from Tom Shillingurg, Systems QA Manager.



Foreman John Huffman pins Alice Nishijima's five year service award on her smock. Alice is part of the Mark and Pack group for DIC.

Charles Johnson of San Rafael is congratulated after receiving his five year service award from Industrial Relations Manager George Higgins.

Dave Hall, Metal Fabricator in the Materials and Components Manufacturing Prototype Shop at Instrumentation, gets a hearty handshake from Shop Supervisor Guy Tessier after receiving his service award.

Naomi Redlin of San Rafael received a corsage in addition to her five year service award from Del Forrester.

Ten Year Celebrations



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



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



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



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

January Five Year Service Awards

Mt. View

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

San Rafael

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

Controls

Mary Richardson

R & D

David Courtis
Ben Curiel
David Duncan

South Portland

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

Instrumentation

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

February Five Year Service Awards

Mt. View

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

R & D

Avis Cherry
Gilman Chesley
Douglas Mattern

South Portland

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

San Rafael

Charles Johnson
Naomi Redlin

Instrumentation

David Hall
Leo Howe
Rolf Kahle
Patrick McGrath

March Five Year Service Awards

Mt. View

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

South Portland

Betty Aquino
Jeita Denbow
Elizabeth Doughty
Nancy Fitzgerald
Dorothy Hicks

Erlene Hill

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

San Rafael

Thelma Chestnut
Jeanne Harris
Flora Hutchison
Sandra Medeiros
Georgia Weners

Instrumentation

Lyle Brune

Controls

Marian Oswald

January Ten Year Service Awards

Mt. View

Myra Landolfi
Esther White

Far East

John Ronald

February Ten Year Service Awards

Mt. View

Betty Hawkins
Linda Julian
Gladys Newman
Marcia Park
Ethel Trautwein

R & D

Harold Beam
Wendell Lafky
Milford Oliver

Instrumentation

Norman Nelson

March Ten Year Service Awards

Mt. View

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

R & D

Edna Baker

Instrumentation

Eugene Shao

Leadwire

Vol. 11, No. 2

Published by and for Employees of Fairchild Semiconductor/Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

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

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

INSTRUMENTATION — Pat Campagna, Anna Ackerson.

SOUTH PORTLAND—Linda Allen.

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

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

LEADWIRE 3

All I know is what I read in the papers.—Will Rogers

Paul Pronos Is Missing

Super-sleuth Paul Pronos, Traffic Manager at Mountain View, once again took out after a missing shipment. This time his travels took him to the snowy East Coast in search of six crates of electronic testing machines destined for South Portland. His mission? To find those crates!

His first stop was in Baltimore, then Newark—all of this just to get to Kennedy Airport. After a five-hour ride from Newark to Kennedy (mid-town traffic is terrific), he talked to officials at Kennedy and gained permission to search the Kennedy warehouse. One of the warehouse guards, however, suspected him of being an international spy, and ushered Paul out onto the cold, snowy airfield at gunpoint. Once again Paul gained permission to make the search, and this time he made sure all the guards were notified of his mission. He searched the warehouse, couldn't find the missing shipment, and headed for Boston.

The next morning he arrived at Boston's Logan Airport, gained the shipper's permission to search the warehouse there, and tried to catch a cab to take him to his destination across the airfield. Cabbies at Logan don't believe in short hauls from one side of the airport to another, and Paul had difficulty convincing any of them that they should take him to the warehouse. Using an old spy trick, Paul bribed a cab driver. The taxi proceeded across the airfield, got lost in the snow and wound up on the icy crust of the Massachusetts Bay. The driver panicked, and the cab slid into a dump. It finally settled in three feet of slush, and its occupants were unable to get out of either the dump or the car. A fire engine was sent to rescue them, and Paul was escorted to the warehouse. It took him only five minutes to find the shipment.

A very tired and cold super-sleuth raced to catch the next plane home to warm and friendly California.

Time and tide wait for no man.
English Proverb

Auf Wiedersehen



Gardner DeSpain was given a real send-off by Marketing Services people at Mountain View when he left for Europe to head up the Marketing Services part of Fairchild's European Marketing effort.

Getting Down To Brass Tacks



Fairchild's new Management Council listened to Les Hogan, President and Chief Executive Officer of the company, explain Fairchild's current posture at one of its initial meetings. The Council, comprised of General Foreman, has recently been formed at Mountain View. Its area of interest encompasses all aspects of company policy and practice affecting the people who work at Mountain View, and its role is to generate new ideas and programs that will enhance the working environment as well as realize the maximum productive potential of all Fairchild employees.



Lady And The Tigers



Mary Jane O'Brien, a staff member of Fairchild Semiconductor's distribution services department, displays a unique collection of 70 stuffed animals and dolls that have been given to her by Fairchild field salesmen during the past three years. Ranging from apes to zebras, the gifts are tokens of appreciation for Mary Jane's prompt service in answering requests for samples of semiconductor components made by the company. Mary Jane who styles herself as the "Keeper of the Zoo," handles 40 to 60 requests a day from her Mountain View offices and has access to a stockpile of thousands of different semiconductor products.

The O'Brien "zoo" consists of many exotic species including a cow, a turtle, several tigers, a Daisy Duck, a calico cat, a raccoon, a grasshopper, Pluto the dog, a Saint Bernard with keg, several poodles, a number of mice, a hippo, a skunk, a seal, a bloodhound, many kinds of cats, a kangaroo, a drunken reindeer, a bulldog and a kuala bear. The zoo also contains Smokey the bear, a once living alligator, a chipmunk, a four-foot reptile, a seal, several monkeys, a teddy bear, a dachshund, a spider, different sized elephants, several donkeys, many lions, a one-hump camel and several unidentified "things."

Mary Jane is also the mother of five girls and four boys, including a son in the U.S. Army and another son who is a Navy veteran.

Fairchilders March To Futurama Bowl

On the morning of Sunday, April 20th, the first league of 200 people had arrived at the Futurama Bowling Lanes by 11:00 a.m. By 1:00 p.m. there were at least 300 more people, and by 6:00 p.m. more than 850 Fairchilders had shown up, not for a protest meeting, but to participate in the first annual all-Fairchild Bowling Extravaganza staged by Mountain View's Recreation Council. Was it a success? Well, for \$1, each person bought a chance to compete for bowling trophies, to win one of sixty door prizes, and to gorge one's self with some of the best food cooked this side of the San Andreas fault. And, if there isn't a similar tournament next year, more than 800 people will probably march "en masse" to Recreation Council Director Mike Gate's office and stage a real-for-sure sit-in.

Hank Wins A Gold Star



Hank Mahler, Small Signal Discrete Production Control Manager, was awarded a special gold star from Roger Place of the Bendix Corporation, Aerospace Systems Division, Ann Arbor, Michigan. The certificate, on which the star was affixed, was presented by Jack Cooper, head of Customer Satisfaction. It read, "Awarded to Hank Mahler, Fairchild Semiconductor, who on Friday, January 31, 1969, pulled the strings which miraculously resulted in the locating, screening, stripping, re-marking, and packaging for pick up within a period of five hours a quantity of 770 pieces of a particular transistor urgently required by us."

The Way To A Customer's Heart...



Although Hybrids had already won Myron Schwartz's heart, Hybrids Marketing groups sealed the friendship with a cake honoring not only Myron's birthday but the maiden flight of the Boeing 747. Myron is Vice President of Materials for Instrument Systems Corporation which is building the TV-stereo music entertainment and airconditioning systems for the SST. Helping Myron celebrate were Madhu Desai, Marty Weisberg, Linda Carruthers, Pat Donoho, Dan Haur, and Gordie Russell.

Names In The News

Dr. Irv Solt, Fairchild Microwave Products, served as Master of Ceremonies at the keynote banquet during the 1969 IEEE G-MTT International Microwave Symposium held May 5, 6 and 7th in Dallas, Tex.

Myra Landolfi, Procurement Manager for Fairchild Semiconductor at Mountain View, has been appointed to a national committee post by the National Association of Purchasing Management. She is to serve as vice-chairman of programming of its professional development committee which promotes the field of purchasing management. Mrs. Landolfi is the first woman purchasing manager ever to hold such a high-level position in the 54-year history of the association.

New Reporter Named For Shiprock

Paul Gaudette, Engineer, has graciously consented to represent Shiprock as a reporter for the Leadwire. Keep him posted on Shiprock happenings so he can keep the Leadwire posted.

San Rafael TV Celebs

Irene Beers of Fab 2 and her husband Dick were winners on the television show "Anniversary Game." They won a "second honeymoon trip" to Catalina and many other prizes.

San Rafael Employees Answer Plan



When Erma Woodrow's son, Ernest, wrote from Vietnam requesting soap and toothbrushes and clothing for villagers and orphaned children, the response from Fairchild employees was overwhelming. All three shifts contributed what's shown here and more, and Fairchild donated the packing and shipping necessary to send the articles to Ernest.

HYBRIDS WINS CRITICAL CONTRACT



The purchase agreement just signed by Medtronics for the order of Fairchild hybrid devices represents a matter of life and death for many people as the Fairchild devices will be used in Medtronic's heart pacemaker. On hand at the "signing" were Gordy Peterson, Sales Engineer for the Minneapolis area; Madhu Desai, Manager Product Support; Ron Marfil, Product Marketing Engineer; Ed Cheatham, Chief Engineer for Medtronic; and Dan Haur, Hybrids Product Manager.

Money Is A Girl's Best Friend



The Quality Control Department, Small Instruments Group, Instrumentation Division, recently concluded its Workmanship Standards Incentive Program. All Assembly and Test personnel, on a volunteer basis, challenged an examination covering quality standards for the group. The conscientious winners were Jo Haunfelder, first prize of \$50; Wanda Ross, second prize of \$25; Dorothy Klug, third prize of \$15.

I'll Buy That!



Lyle Jordan, electrical components Buyer at the Instrumentation Division, was recently awarded the "Professional Designation Purchasing Management Certificate" issued by UCLA in conjunction with the Southern California Purchasing Management Association. Lyle completed 24 units in such purchasing courses as Negotiations, Contract Legal Aspects, and Management Organization Theory. He completed the course in December 1968. Richard Trevisan, Materials Manager at Instrumentation, congratulates Lyle after the award presentation.

Yea! Wafer Fab! Yea! Die Fab!



Both of these San Rafael groups, Wafer Fab and Die Fab, boosted their previous production records way out of sight during the month of February when die shipment hit 52 million die for the month. Quantity was matched by quality, according to General Foreman Dan Murray and Line Foremen Grant Hudlow, John Brown, Jerry Ritcher, John Cox, and Jim Woodard, all very proud of their girls.

'Men work together'
I told him from the heart,
'Whether they work together
or apart.'

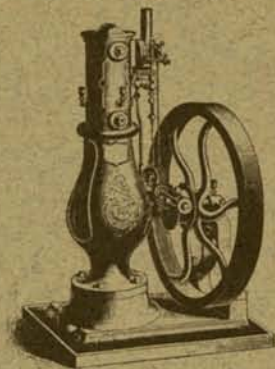
Robert Frost

Flash Fire Hits Syracuse Sales Office

In late February a three-alarm fire swept through the building housing Fairchild's Sales Office in Syracuse, sending all occupants of the building scurrying. Members of the Fairchild staff returned to the charred office to salvage only a water-soaked file cabinet and to find typewriters and phones melted in to plastic heaps on the floor. The office has moved to new quarters and is now doing business as usual.

14-YEAR OLD WINS TOP SCIENCE PRIZE

Fourteen-year old Richard Yarnold, son of Mena Yarnold, Department Assistant in Quality Assurance at South Portland, won first prize in his grade level at the Jack Junior High School Science Fair in March. One of sixty-three entries, Richard's exhibit was entitled "Integrated Circuits—How Are They Made."



Wedding Bells

Those wedding bells are breaking up that old gang at the Jericho Sales Office. Nina DeLucia, distaff member of the sales team, has set the date for May 18th. The groom is Robert Otremba, an engineer at Grumman Aircraft, Bethpage, New York.

YEA! TEST AND FINISH!



San Rafael's Test and Finish area, not to be outdone by any other department, set a new plant record in March by shipping over 23½ million diodes. This outstanding achievement topped the previous high by over five million devices. In February this same department set a new four-week record of 17½ million diodes. Since this was a new shipping record for the plant all employees shared in the coffee and cake to celebrate the occasion.

Leadwire Wins Awards



Judy Horst, Editor of the Leadwire, received three awards at the fourth annual United Bay Area Crusade's Company-Military Publications contest awards dinner held recently 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.



He laughs best who laughs last.
—Old English Proverb

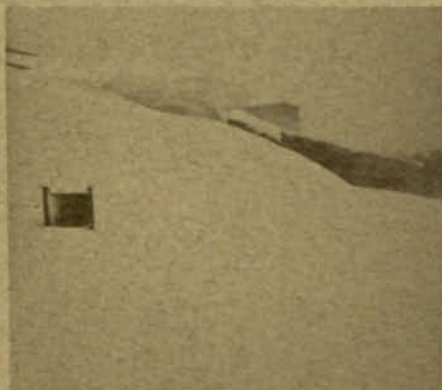
SEE THE SNOW



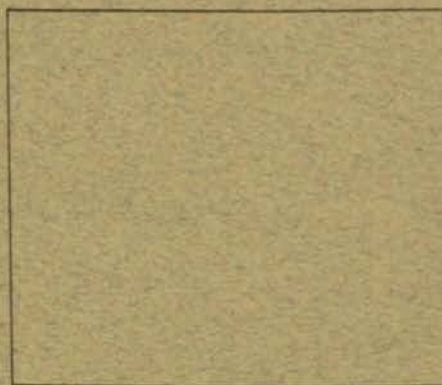
See the snow pile up at South Portland.



See John Kenfield work while the snow grows outside his window.



Goodbye, South Portland.



Goodbye, John Kenfield.

The Upperdog

by Jami Vaughn (9th grade daughter of South Portland Personnel Manager Jim Vaughn, as her essay appeared in her school paper).

By Jami Vaughn

So much newspaper space has been devoted to the problems of the underdog that one would think that most Americans are so classified. Luckily, that is not so. Underdogs do exist in America, but so do upperdogs, and they deserve equal space, equal time.

Therefore, these few words of praise are to those who strive and achieve, those who are successful. These people have also earned commendation. These people are not necessarily the rich or the gifted but the doer, the achiever regardless of his social status or native endowment.

The underdogs will continue to receive help and support until they themselves learn how to become upperdogs too. For this opportunity is one part of the American dream.



Tee'd Off



San Rafael golfers competed in the plant's annual tourney held at the Oakmont Golf Course in Santa Rosa. Winners were: Ron Ostertag, second low net; Don Brown, first low net; Jimmy Nelson, third low gross; Jim Bell, first low gross; George Reh, second low gross; and Chuck Smith, third low net.

130 Safe After Skiing Fiasco



More than 130 South Portland employees and their families headed for the ski slopes of Mt. Orford in Quebec Province. They all came back safe and sound.



Case Of The Missing Sales Office

In case you're looking for the College Park Sales Office or the Wakefield Sales Office, the former is now known as the Hyattsville Sales Office, and the latter is now called the Wellesley Hills Sales Office.

Semikor News Flashes



Joe Chong Hong has been named chief editor of Fairchild's newest employee publication, the **Semikor News**. The publication reports the following:

Dave Heck, new General Manager of Semikor, visited with John Ronald, one of Fairchild's Far East Managers.

Training course for new employees.

Lou Magne, Construction Supervisor from Mountain View, visits Semikor to help with work on the new addition to Semikor's plant.

The publication also reports on a visit by Dr. and Mrs. Les Hogan, President and Chief Executive Officer of Fairchild Camera and Instrument . . . and that in January Semikor recorded its production capacity as more than one million transistors a week . . . and that Semikor celebrated its second anniversary recently . . . and that President Park visited the Semikor plant and spoke with employees. . . . Yes, things are happening at Semikor, and Editor J. C. Hong is reporting them.

A POEM



I'm a little substraight, yeah that's me
Into a unit I'll grow, wait you'll see,
Come along, watch me while I grow,
The hardships I endure you should know.

I'm picked up, turned over, put on a bolt,
Never treated easy always with a jolt.
When by mistake I'm on in reverse
My you can hear, the ladies curse,

Then they put me on a machine
Watch, to believe it has to be seen.
It squeezes little me into a frame
Heavens, I'll never feel the same.

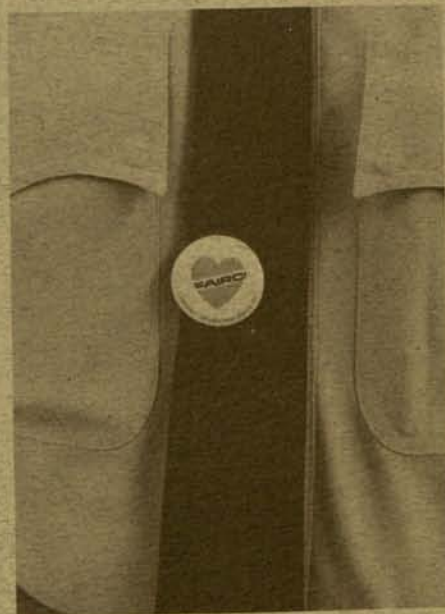
Now to a machine called the Die-Attach
It's a monster so hot, I thought I'd hatch.
It tightened my frame and melted my glass.
Scrubbed on a die, will this I surpass?

I made it, Now on to the inspection
If I pass this I'll then be perfection.
Because all deformities are thrown away.
"The perfect ones we keep," I heard them say.

I held my frame straight and tightened
my die.
Any faults they may find I'll try to deny.
You're a little too young, I told myself,
To land in a box on the rejection shelf.

I realize to brag is considered a sin,
But after surviving the hell I've been in
I want you to know, I'm proud to say,
I became a Fairchild Unit this very day.

Ruth Hanson, South Portland



I like work: it fascinates me. I can sit
and look at it for hours.

—Jerome K. Jerome

Fairchild Forming Another Division

Formation of a new division, to be known as the Microwave & Optoelectric Div., concentrating on microwave and photodevices market, was announced yesterday by Dr. C. Lester Hogan, president of Fairchild Camera & Instrument Corp.

At the same time Dr. Hogan announced that Dr. John Atalla, most recently director of the solid state laboratory of Hewlett-Packard Laboratories, will join Fairchild on May 15 as a corporate vice president and general manager of the new division. Nucleus of the new division will be the microwave products division and complex optical array and photo device departments of the semiconductor division. Consolidation of these operations is effective May 1.

ACADEMY AWARD TO LES HOGAN



Les Hogan, President and Chief Executive Officer of Fairchild Camera and Instrument, has been chosen by the American Academy of Achievement as one of 50 extraordinary leaders in America today. The academy, a non-profit organization of more than 500 prominent Americans, annually honors leaders in the sciences, professions, industry, arts and service to fellow man. Past honorees include Dr. Michael E. DeBakey, Dr. Edward Teller, Bob Hope, Professor Harold Urey, Astronaut James Lovell, Louis Nizer, Allen Drury, General Douglas MacArthur, Dr. Joyce Brothers, and Dr. Denton Cooley.

Meet The Graduate(s)



Behind any diploma goes lots of blood, sweat, and tears, and such was the case for the Fairchilders taking a course in Introduction to Radiation Safety. Completing the two-day AEC required course sponsored by Radiation Detection Company were these members of the IC R & QA group at Mountain View and two members of the Discrete R & QA group. During the two-day course, class members learned the proper handling of radioactive materials and devices, radiation detection, and general radiation safety measures. This was the first time in the history of the course that women had enrolled in the course and Fairchild can boast the first women to successfully complete the course. Charlie Gray, Director of IC's R & QA group passed out the diplomas to Charles Miller, Alice Long, Mary Rush, Shirley Perry, Bob Dixon, and Doug Teeter. Others who passed the course were John Warrick of Integrated Circuits R & QA and Mary Hutchinson and Esther Fisher of Discrete's R & QA group.



IR Managers Stage Fly-In

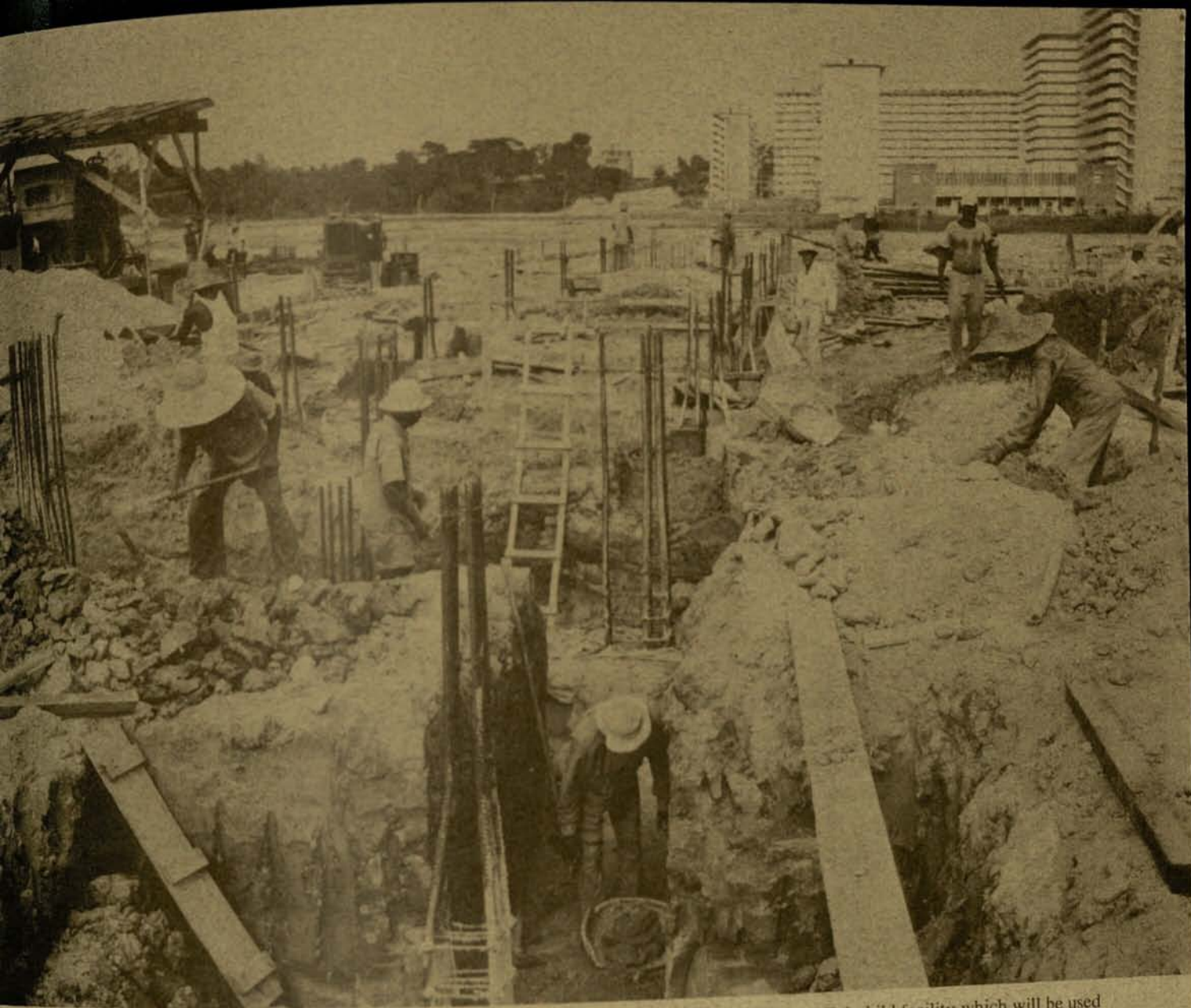
They came from all corners of the world. Joe Malone from Hong Kong, John Jollie from Shiprock, Roberto Reyes from Mexico City, George Manolakis from South Portland, and they came to discuss Semiconductor's Industrial Relations policies and programs. They came to talk safety and salaries, to discuss job evaluation and communication, and to work on new policies and new programs. They came to learn about an everchanging Fairchild as portrayed by many guest speakers including Doug O'Connor, Group Director of Marketing; George Scalise, Group Director of Manufacturing Services; and Ed Pausa, Group Director of Planning.



Heading up the three-day conference was Harry Eser, Semiconductor's Acting Group Director of Industrial Relations and newly named Corporate Director of Industrial Relations. Others attending were John Arthur, R & D Industrial Relations Manager; George Higgins, San Rafael Industrial Relations Manager; Paul Mahan, Compensation Manager; Bob Hodges, Mountain View Industrial Relations Manager; Norm Zalfa, Security Manager; Gil Lampner, Management Development and Training Manager; Bob Ferris, Staff Assistant; Jack Sheets, Staff Assistant; Dave Haynes, Corporate Director of Professional Personnel; Herb Greenberg, Corporate Director of Executive and Professional Employment; Mike Hawkins, Corporate Manager of College Relations; Paul Hicks, Corporate Director of Labor Relations; Jack Sheehan, Corporate Director of Safety and Security; and Skip Mattson, Instrumentation Division's Director of Industrial Relations.







Singapore laborers prepare site for foundation. Low building in upper right is temporary Fairchild facility which will be used for training production employees. Other buildings are low-cost housing for Singapore residents.

New Singapore Plant Construction Under Way

Fairchild Semiconductor's latest addition will be a new 40,000 square-foot manufacturing facility in Singapore. Construction, under the direction of the Equipment Engineering and Facilities group, began January 1st of this year and is scheduled for completion by August. Plant Manager, currently directing a pre-manufacturing operation in a temporary facility there, is Art Francis.



Key men in the construction of the plant are Mr. Zee, General Contractor; George Ho and James Ferrie, Architects; John Thomas, Director of Plant and Facilities Engineering for Semiconductor; and Obie O'Brien, Construction Engineer for Semiconductor.

Moving Up

Carol Benjamin has been named Inspection and Test Supervisor in the R & QA Packaging and Plating section.

Gary Bishop moved up to become a Product Marketing Engineer for the Power group. He was formerly a Production Controller.

Gil Bowers was appointed Director, Reliability and Quality Assurance, Discrete Devices, Mountain View.

Frank Burge was named Director of Marketing for Instruments at Instrumentation. He was formerly Sales Manager for the Semiconductor Test Systems Group.

Margaret Coulbourn was promoted to the position of Senior Buyer at R & D. She will continue servicing to the electronic materials requirements of the Lab.

Patricia Curtis was named Laboratory Technician for New Product Engineering at R & D.

Gerry Deimer moved to Shiprock to head up the Procurement Department there. He had been an Indirect Materials Buyer at Mountain View.

Tom Dyer was promoted to Market Development Programs Manager for the Commercial Sales Department. With Fairchild since 1962, Tom's most recent assignment was that of Senior Product Marketing Engineer in charge of developing the Radiation Resistant DIC product line.

John Farley was named Assistant Product Marketing Manager. Prior to the new appointment, John had served as District Sales Manager for Military Sales in Los Angeles.

George Fiegl was promoted to the position of Production Manager, Crystal Growing, Mountain View.

Gil Gilmore was designated Program Manager for the Integrated Circuits Hi-Rel Line which is being established at Mountain View.

Julie Hendriks was promoted to Mask Designer for Digital Integrated Electronics at R & D.

Lee Highlund was named Program Manager for the Raytheon Poseidon Program. He will be responsible for the program's operations at both Mountain View and South Portland.

Hettie Hunter has just been promoted to Administrative Specialist and will direct the eight-girl Procurement Control Group handling all incoming and outgoing purchase documents. She was formerly an Expediter for Procurement.

Chizu Ichikawa was named Senior Technical Assistant for Device Development at R & D.

Dennis Key was promoted to General Foreman for DIC Assembly grave and swing shifts. He had been DIC Assembly Foreman.

Ed Krumwiede was promoted to Manager, Mountain View Test and Finish for Plastic Devices. He has held a series of positions in Product Marketing, Product Support and Operations.

David Kutty was promoted to Foreman in Device Development at R & D.

John Larum, formerly with the R & D Print Shop, has joined Mountain View's Print Shop as first shift Foreman.

Duncan Loop was named Program Manager for the Sandia/Bendix captive line.

Lou Lyons was designated Program Manager for the Sandia SS-I program.

Joe Malone was named to the position of Group Director of Industrial Relations for the Semiconductor Division. Currently in Hong Kong on assignment as Far East Industrial Relations Manager, Joe was formerly Employee Relations Manager for Mountain View.

Jim McCarthy was promoted from San Rafael Cost Manager to Central Cost Accounting Controller at Mountain View.

Vic McDonald was appointed Section Head of Distribution Services for the Marketing Services operation at Mountain View. He was formerly Supervisor of the Fairchild Print Shop.

Hank Merino was named Regional Manager for the South Central Region with an office in Dallas. He will have responsibility for all Fairchild Semiconductor sales in Texas, Oklahoma, New Mexico, Utah, Colorado, Kansas, Missouri and Wyoming.

Len Milauskas moved up to District Sales Manager, Commercial Marketing, and will be working out of the Elmwood Park Sales Office. His most recent assignment has been Sales Engineer for Consumer and Industrial accounts in the Chicago area.

Rosalee Norton was promoted to Senior Technical Assistant in the Physics Department at R & D.

John Osterloh was named Program Manager for the ISC Program and his responsibilities for the program cover all Fairchild operations.

Ken Pemberton was promoted to Department Manager of Information Systems for the Management Information group. Ken was formerly Section Manager of the Marketing Section for MI.

Steve Platt was named Group Manager of Management Information. He had previously been Department Manager of Information Systems for MI.

Joe Podolsky was promoted to Department Manager of Manufacturing and Engineering Systems in Management Information. Joe was formerly Section Manager of the Manufacturing Section of MI.

Doug Pung was promoted to Buyer for the Indirect Materials group in the Procurement Department. He had previously worked on a temporary basis for Indirect Materials.

Ron Reichert was appointed Section Manager of Facilities Planning. Ron had been a member of the Plant Engineering and Plant Maintenance team for several years.

Jane Scharfen was promoted to Mask Designer for the Digital Integrated Electronics group at R & D.

Randy Shearer was named to the position of Supervisor of the Fairchild Print Shop at Mountain View. He had previously been Day Shift Foreman for the shop.

Wayne Stewart was appointed Product Manager of Photo Devices at R & D. With Fairchild two and a half years, Wayne has been involved with setting up complex optical arrays on a production basis and recently with establishing a photo metal can capability at Mountain View.

Sam Uyeda was promoted to Engineer A and will be working with the CRIC group at Mountain View. He was formerly with R & D.

Gene Warter moved up to become a Product Marketing Engineer for the Power group. He had previously been a Production Controller.

Bill Watson was appointed Controller for the new Singapore operation. He has served as Controller for San Rafael and more recently as Central Cost Controller with the Finance group at Mountain View.

New Faces

Procurement Department— Mountain View

New employees joining the Direct Materials Procurement group are George Negrette and Jay Rockwood. Indirect Materials Procurement has recently welcomed new employees Janet Arnold, George Morones, Drew Odabashian, and Paul Luvisi.

Warren Davis has been named Manager of Production Control-Central Staff. Warren comes to Fairchild from Aerojet-General where he spent ten years in Manufacturing and Production Control.

Ken Hill has joined Fairchild as Section Manager of Janitorial Services. Ken comes from Sylvania Electronics where he held a similar position.

Andrew Mattus joined Production Control at Mountain View. He was formerly Material Controller at Sylvania.

Ray Mayer has joined the R & QA department as Manager of its Procurement section. Ray comes to Fairchild from Dalmo Victor where he was a Lead Senior Reliability Engineer.

Cliff Roe joins Fairchild and Silicon Materials as Engineering Manager. He was formerly with Sprague Electric Company where he was Manager, Process Department.

Sam Pearson has been named Project Manager for Instruments Systems Corporation. He joins Fairchild from TRW where he was manager of their hybrid group.

Mitchell Shaheen, Process Quality Engineer, joined Fairchild from Lockheed where he had ten years' experience in design and process engineering of electronic packaging, plating, and metallurgy.

Ted Woodley joined Cost Accounting as an Intermediate Accounting responsible for control of Packaging and Plating. He was formerly with the Grolier Society as Sales Manager.

Happy Anniversary

Celebrating their tenth anniversary with Fairchild were:



Myra Landolfi, Procurement Manager



Ethel Trautwein of Finance



Edna Baker, R & D Maskmaking



Rose Marie Lovelace, Junior Spec Writer with Hybrids



Liz Elstad, Senior Spec Writer Hybrids QC



Wendell Lafky, R & D



Aniko Szasz, Test and Measurement Development



Helen Iverson, Department Technician, Special Products



Minnie Figerola, Hi-Rel

Five Year Celebrations

Celebrating their fifth anniversaries were:



Avis Cherry, R & D QC



Chick Draper, San Rafael



Mary Martignetti, Order Processing



Chris Rodriguez, PIC Fab 3 Control Room Operator



Lupe Wilbur, Materials



Georgia Weners, San Rafael



Juanita Bolima, Intermediate Clerk Production Plating



Lillian Burkett, Hybrid QC



Flora Hutchison, San Rafael



Wilma Butigan, Customer Satisfaction



Maurice Chidlow, Production Manager, Semiconductor Memory Systems



Irene Mostek and Marge Padilla, Packaging QC

Ten Year Service Awards

April

Mt. View

Margot Johnson
Minnie Figueroa
Ruth Kameda
Ida Price
James Kilduff
Betty Kemper
Helmut Altman

Shiprock

Howard Larson

R & D

Ron Ivancich
Betty Van De Erve
Doris Hall
Harry Sello

Instrumentation

Tom Shillingburg
Robert Schaeffer
Henrietta Theile

May

Mt. View

Ed Mundwiller
Helen Basford
Dorothy Gallagher
Phyllis Fullan
Lucille Laidlaw
Robert Bauer

R & D

Mary Forrest
Douglas Tremere
Albert Ingram
Erma Stites
Frances McDonough

Instrumentation

George Lao
Roger Crosby

June

Mt. View

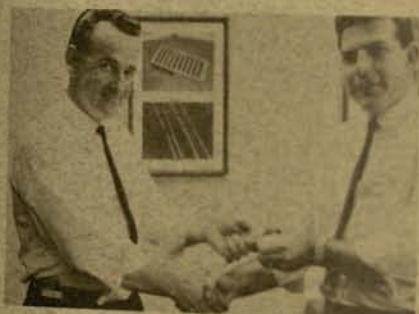
Ed Pausa
Ann Martin
Ursula Devries
Florence Boutcher
George Compton
Beverly De Los Santos
Inez De Los Santos

Kathy Phillips

Mary Hendrix
Sadako Tanaka
Mitsuye Hoshino
Edlina Howell
Marguerite Chappell



Harryette Johnson, San Rafael



Lee Rogers, San Rafael



Jeannie Harris, San Rafael



Helen Suan, Hi-Rel Tester

Five Year Service Awards

April

Mt. View

Tom Murph

Instrumentation

Leo Steinkellner

San Rafael

Lee Rogers
Wesley Draper
Harryette Johnson
Harriet Perkins
Rosetta Calloway

South Portland

Marie Miller
Pamela Taton

Betty Roberts

Stanley Whitney
Walter Webber
Ruby Morgan
Richard Collard
Louise McLean
Marilyn Cabot
Judith Sawyer
Gerald Roy
Norman Locke
Joyce Manship
Patricia Garland
Joan Drew
Sandra McCutcheon
Linda Allen
Becky Cummings

May

Mt. View

Virginia Griggs

South Portland

Norman Allen
Coleta Lucas
Yvonne Hodgkin
Ana Wilson
Gertrude Hanusek
Maxine Finley
Gloria Moody

San Rafael

Lessie Reynolds

R & D

Stanley Mazor

South Portland

Lillian Butterfield
Cliff Ashley
Theresa Gillespie
Jennie Nalbach
Gladys Earley
Virginia Hackett
Anne Dunbar
Roger Merrow

June

Mt. View

Paul Kauffman
Terry Jones
Walt Winlaw
Dave Rosprim

San Rafael

Richard Wick
Antonette Puccinelli
Virginia Forney
Frances Dilbeck
Eleanor Barnett
Kiyoshi Murakami

Instrumentation

George Rakonitz

R & D

Robert Robinson

South Portland

Blanche Binette
Mary Cady
Pauline Sturgeon
Janet Hamlin
Maria Brown
Rita Moreau
Edith Espeaignette
Sandra Aceto
Caryll Moore
Marilyn Compton
Albert Francoeur
Hazel Meserve
Marion Melvin
Lewis Henderson
Ruth Dyer
Rebecca Jones
Betti Lou Gray
Hazel Demeritt

Leadwire

Vol. 11, No. 3

Published by and for Employees of
Fairchild Semiconductor/
Instrumentation

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

Editor: Judy Horst
Art Director: Larry Bender

Reporters:

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

SAN RAFAEL—Cleatus Dunkley,
Audrey Graxiola, Margaret Queen,
Hilda Kaliczak, Ruthie Patterson,
Mickey O'Donnell.

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

INSTRUMENTATION — Pat Cam-
pagna, Anna Ackerson.

SHIPROCK—Paul Gaudette

SOUTH PORTLAND—Linda Allen.


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

Copyright Fairchild Semiconductor
Printed in U.S.A. XX-00-0201-39 9M

Leadwire
Year-End Review



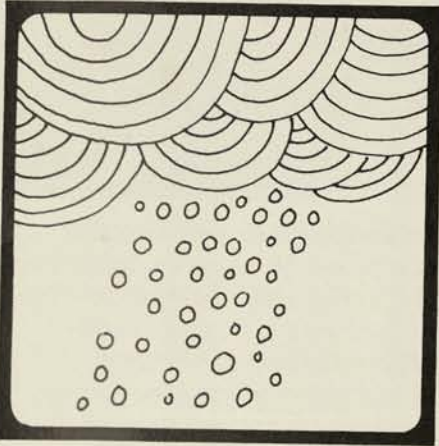
It's been a year of Apollo flights and successful lunar landings, of new division manager Joe Van Poppelen and reorganization for new goals, of expansion and construction, of parties and potlucks and department picnics. It was a year of new semiconductor devices, a second lady foreman, motivation and 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

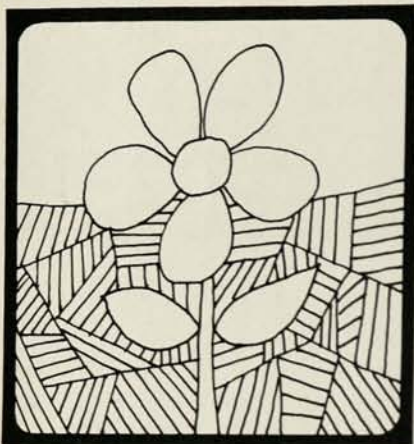


Pat Trongo, head of South Portland's new masking operation, used closed circuit TV to illustrate to his people what mask making is all about. With an eventual staff of fourteen, it was anticipated that Pat's group would supply South Portland's entire masking requirements by the second half of 1969.

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 Medtronic for a number of Fairchild hybrid devices to be used in Medtronic 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 Sooooh



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 Saha, 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 read/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

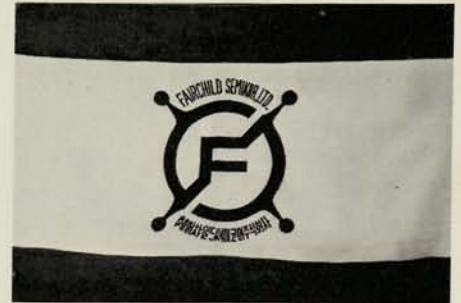
Dr. C. Lester Hogan, President and Chief Executive Officer of Fairchild Camera and Instrument Corporation, and Walter Burke, a member of Fairchild's Board of Directors and Executive Committee, attended a series of conferences with Fairchild managers and customers in Japan, Hong Kong, Korea, Singapore, 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

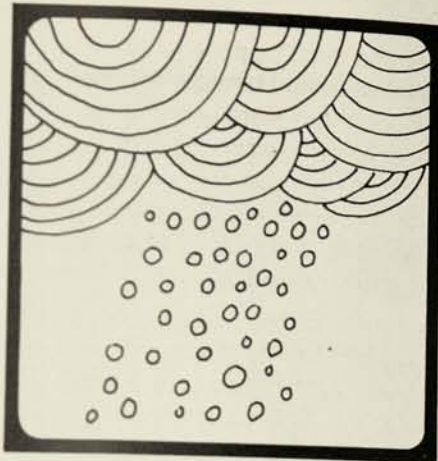
The race was on for all OEM semiconductor salesmen in the continental USA and Canada. The name of the game—promotion of PNP metal can transistors. For every sale of PNP Metal Can GPA's and Switches, the lucky salesman received a designated number of orange and purple certificates which he carefully tucked 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 accommodates an art department, reproduction services, photography and distribution services for the Semiconductor division.

Fairchild Semiconductor's re-organization 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 Controllershship for Semikor, Ltd.

Barrie Henderson was recently appointed to the Controllershship 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



Tatsue Joyce



Phyllis Perry



Carol Johnson



Pat Johnson



Dottie Ray



Rosemary Cabral



Maryanne Santiago



Lavonne Leimer



Les Gallagher



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



Dorothy Smith





Tomoko Middleton



Richard Wick



Virginia Forney



Albert Schmidt



Toni Puccinelli



Bert McNamara



Roy Adams



Kiyoshi Murakami



Al Wright



Rosetta Calloway



George Miller



Clara Mertz



Gandy Medeiros

Happy Tenth Anniversary

Mountain View



Mitzi Hoshino



Uli Hegel



Virginia Hall



Ron Ivancich



Thelma Roseborough



Irene Kolacia



Frank Ramos



Marguerite Chappell



Carmen Sullivan



Virginia Margettes



Lucy Laidlaw



Flo Boutcher



Ann Martin



Helen Basford



Ursula de Vries



Bev Delos Santos



Dorothy Gallagher



Helmut Altman



Nellie Covington



Phyllis Fullan



Mary Valmoja



Pat Alfred



Myrtle Jackson



Bill Sprinkle



Virginia Franklin



Karl Kent

Shiprock



Edna Louchs



Five Year Service Awards

September

Mountain View

Theodore Hollinger Ruth Vennes
Joseph Solinski

San Rafael

Audrey Coad

South Portland

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

Sales Office

Tom Murph, Dayton, Ohio

October

Mountain View

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

South Portland

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

San Rafael

Eleanor Polo Doris Chiaravalle

Controls

Patsy Carpenter

November

Mountain View

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

Foreign

Lyle Ronalds

South Portland

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

December

Mountain View

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

San Rafael

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

South Portland

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

Ten Year Service Awards

September

Mountain View

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

October

Mountain View

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

San Rafael

Allen Desmond

November

Mountain View

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

December

Mountain View

Helen Martinez Bill Sprinkle
Donald Thorn Donna Stidham

South Portland

Phil Perry

Leadwire

January 1970

Published by and for Employees of
Fairchild Semiconductor

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

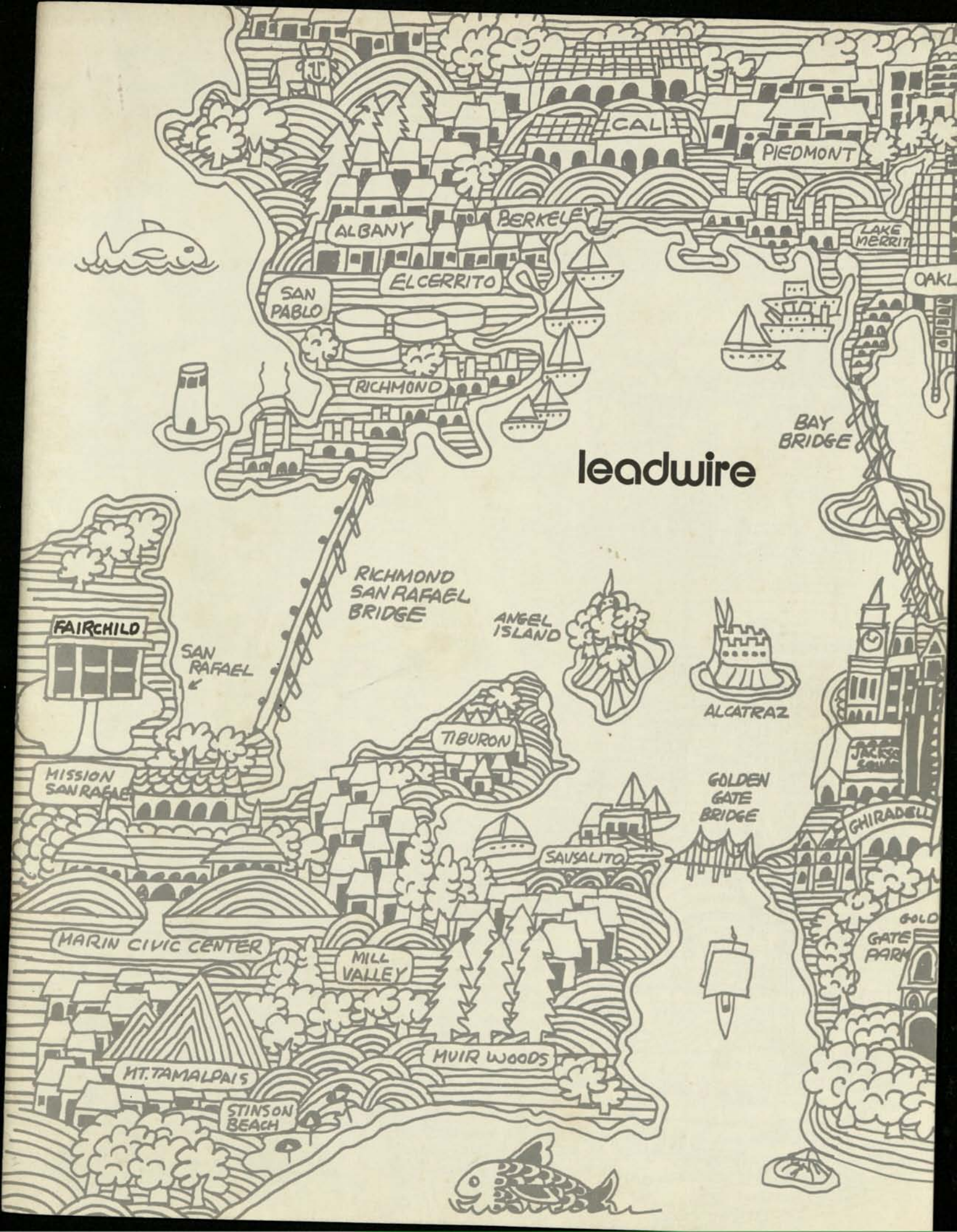
Editor: Vicki Heinsheimer
Editorial Consultant: Maggie Beebe
Editor Emeritus: Judy Horst
Art Director: Ray Murakami

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

Copyright 1970
Fairchild Semiconductor
Printed in U.S.A. XX-00-0730-109/9M



Devi Hadley
650-327-4224



ALBANY

BERKELEY

PIEDMONT

LAKE MERRIT

OAKLAND

SAN PABLO

EL CERRITO

RICHMOND

BAY BRIDGE

leadwire

RICHMOND
SAN RAFAEL
BRIDGE

ANGEL
ISLAND

ALCATRAZ

TIBURON

GOLDEN
GATE
BRIDGE

SAUSALITO

GHIRARDELLI

GOLD
GATE
PARK

FAIRCHILD

SAN
RAFAEL

MISSION
SAN RAFAEL

MARIN CIVIC CENTER

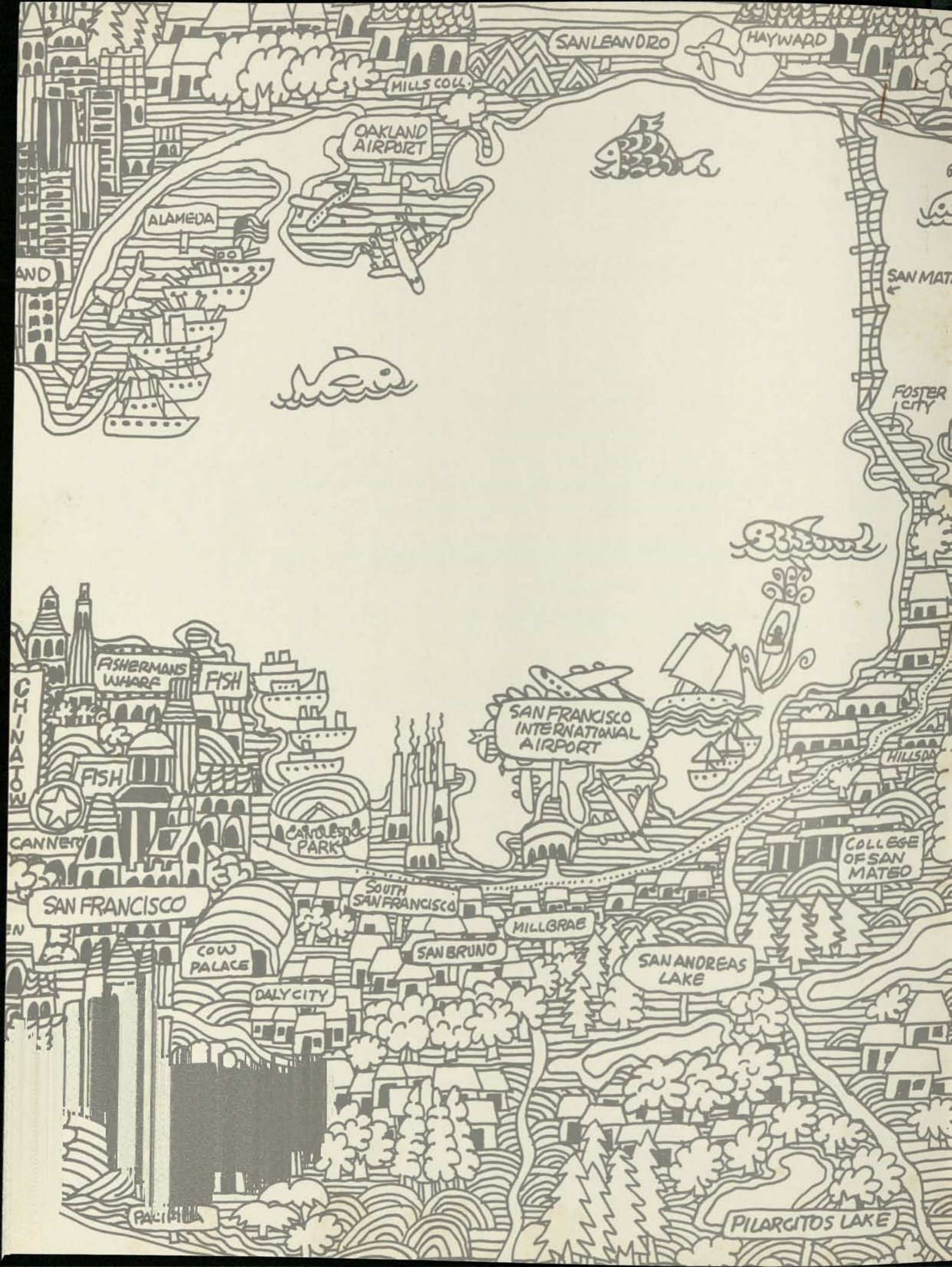
MILL
VALLEY

MUIR WOODS

MT. TAMALPAIS

STINSON
BEACH





SAN LEANDRO

HAYWARD

MILLS COLL.

OAKLAND AIRPORT

ALAMEDA

AND

SAN MATEO

FOSTER CITY

CHINATOWN

FISHERMANS WHARF

FISH

FISH

CANNERY

CANTON PARK

SAN FRANCISCO INTERNATIONAL AIRPORT

HILLSDALE

COLLEGE OF SAN MATEO

SAN FRANCISCO

SOUTH SAN FRANCISCO

MILLBRAE

COW PALACE

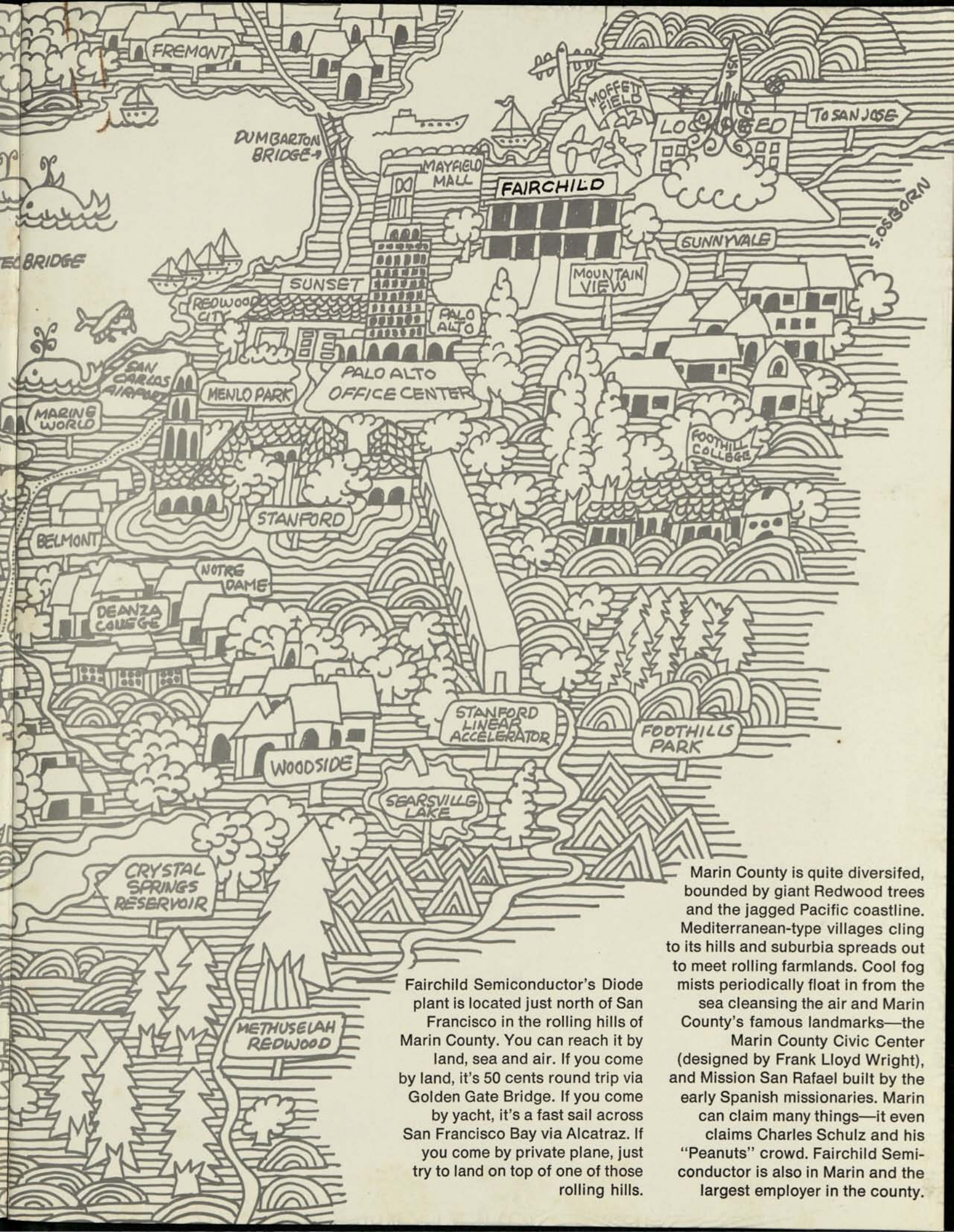
SAN BRUNO

SAN ANDREAS LAKE

DALY CITY

PACIFIC

PILARCITOS LAKE



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 diversified, 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.

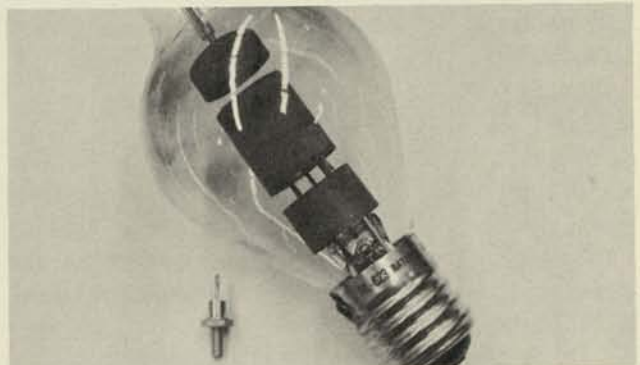
What's A Diode? What Do Diodes Do?

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

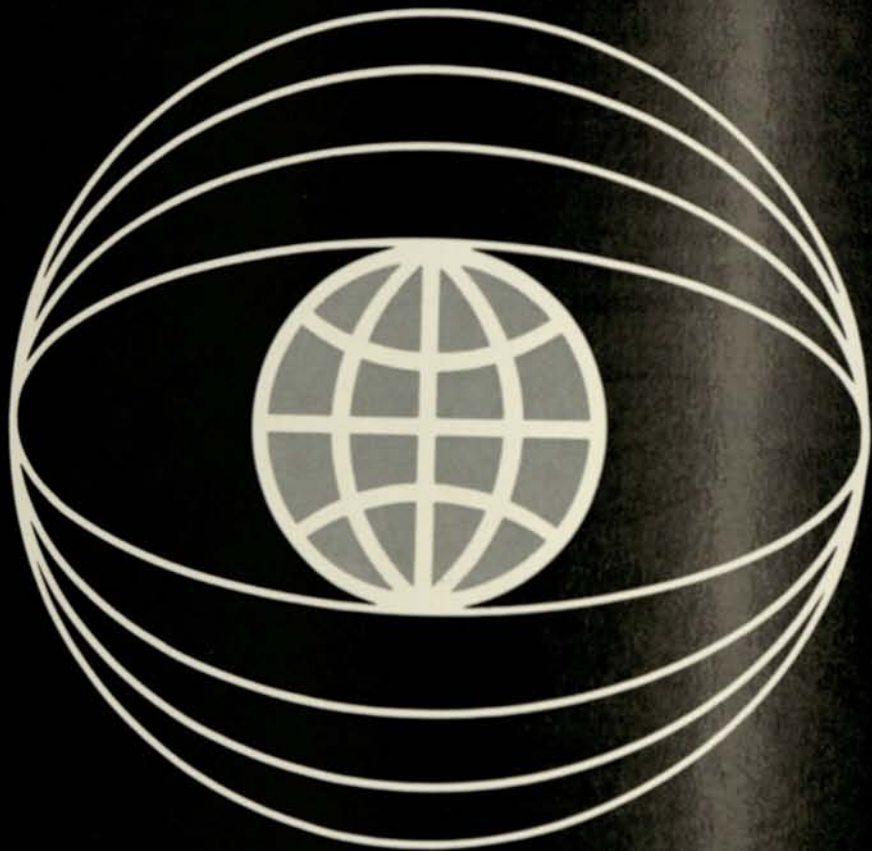
What Makes It All Click?

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, produc-

tion 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

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.



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



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



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



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



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



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



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



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



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

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 Kearnuff, 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



Mick Mikkelsen and Roy Walton



Juanita Crosby



Jo Ann Corter



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

people: jean balzan



You don't have to be a stewardess to travel; a Pearl Buck to write; or a Public Relations specialist to deal with people. This is Jean Balzan's philosophy of life. Jean is a Buyer for the San Rafael plant but also does a little traveling and writing on the side.

Jean's travels have taken her to many fascinating places — Europe, Hawaii, Tahiti, and Canada for the World's Fair. This spring Jean plans to go, where else, but the Far East (after all it's the only place left). According to Jean, "traveling opens your eyes to the problems of other countries and adds a little more knowledge to the cultural aspects of life at home. It doesn't matter whether I go to an exotic island in the South Seas or to San Francisco, it makes me appreciate life and people a little more."

When Jean isn't off somewhere in her spare time, she's wrapped up in her future best seller, "Inequities," which deals with the inequities of life, situations, and people. Even though she's been working on this book

for several years, Jean is determined to finish it and autograph copies for all her friends.

It sounds like all Jean does is travel and write, but actually she is involved in a very demanding and pressured job — that of a buyer. Jean interviews salesmen, places purchasing orders and does research for engineering and production requirements. She considers her job top-notch and enjoys being of service to people. Jean is definitely involved with her work and outside activities. As far as she's concerned, "when you stop getting involved, then you stop living."

Eight years ago Jean joined the Diode team as an Intermediate Clerk from Dumonte Aerospace Division, San Rafael. Later she was promoted to the Purchasing department as a buyer.

When you can't find Jean at her desk talking to salesmen — you might try the San Francisco International Airport, or she may just be sitting at home writing her best seller.

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 Shuemaker
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

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

Editor: Vicki Heinsheimer
Editorial Consultant: Judy Horst
Art Director: Ray Murakami

μL is a registered trademark of
Fairchild Semiconductor, a Division of
Fairchild Camera and Instrument
Corporation

Copyright 1970
Fairchild Semiconductor
Printed in U.S.A. XX-00-0052-10/9M

11
J

Gene Roddenberry
650-327-4224

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.

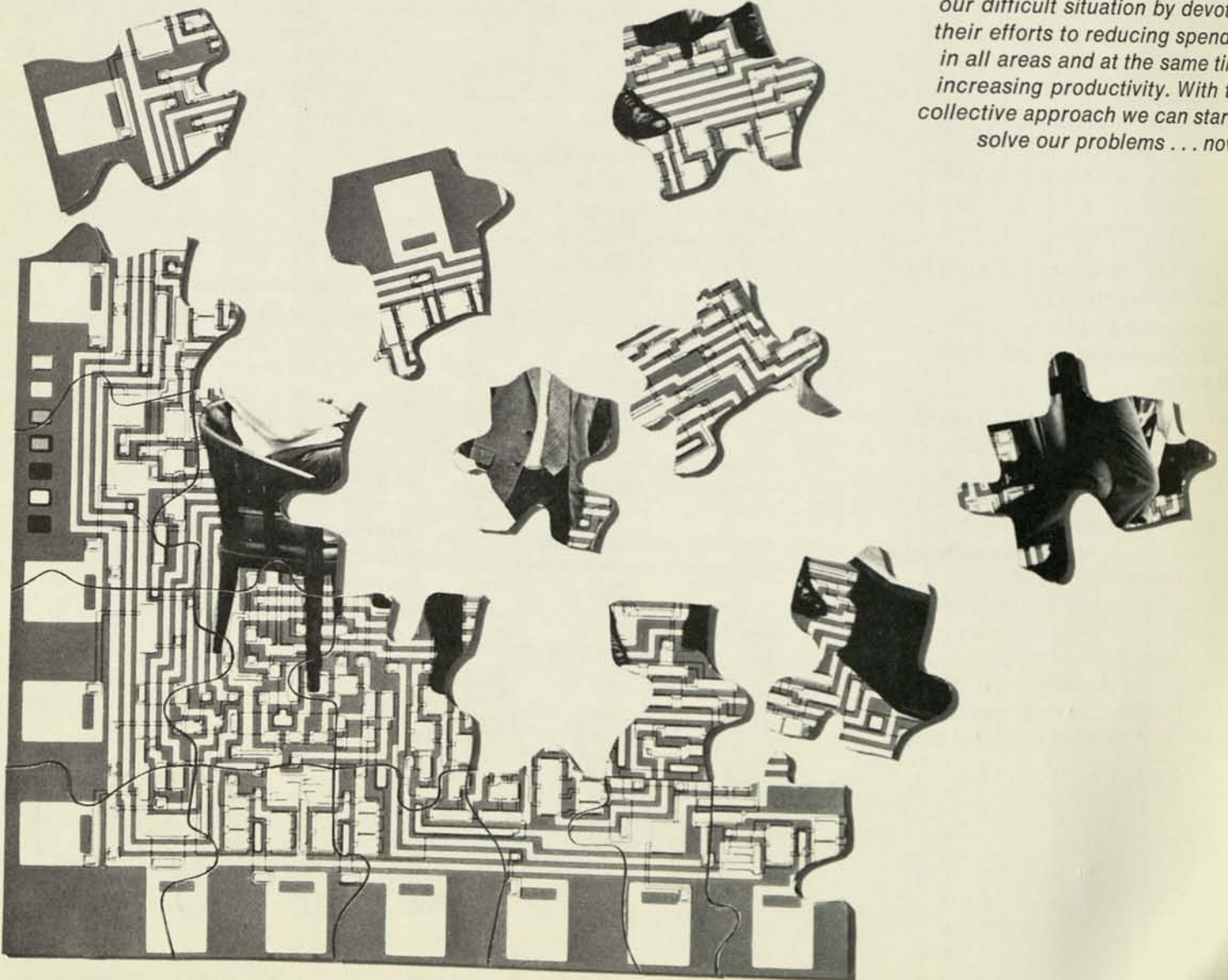
Joe Van Poppelen
Vice President and
General Manager
Semiconductor Division



"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.

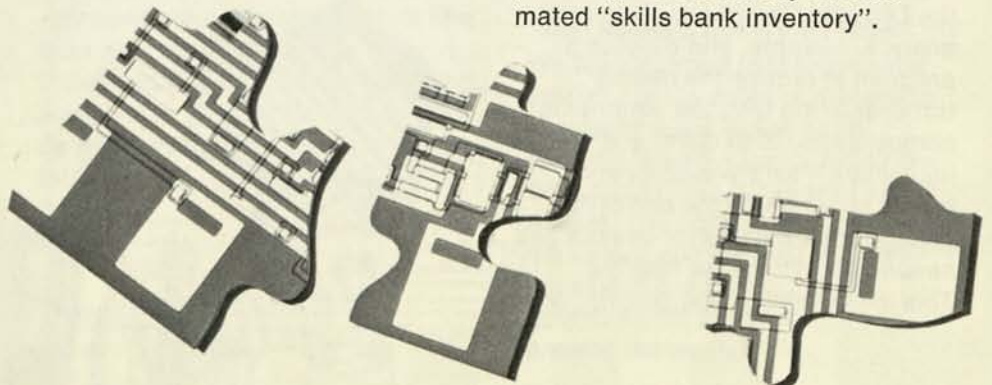
Security is responsible for the general security of all plants, equipment and people. They are also held accountable for the safeguarding of classified material, investigations and for maintaining constant vigilance with regard to any emergencies which may arise.

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. □

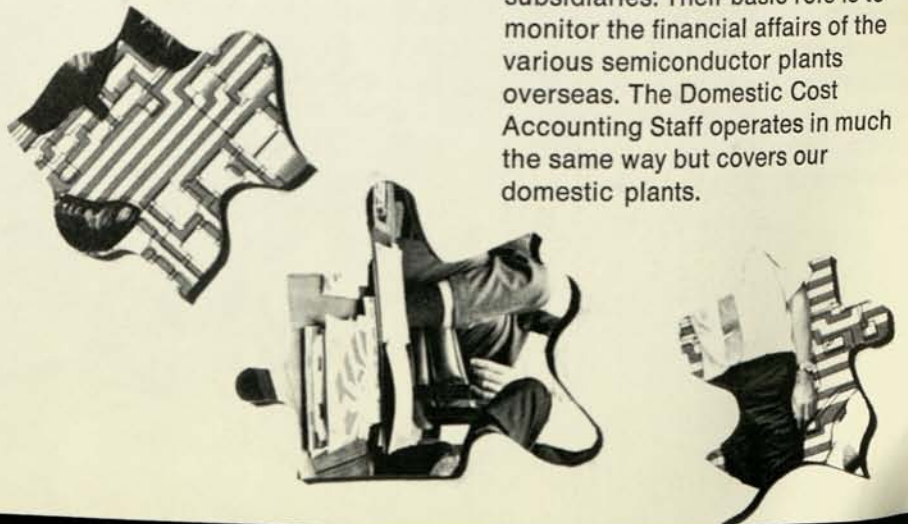
What Is The Role Of A Finance Department In A Growing Corporation?

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 marketing 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.

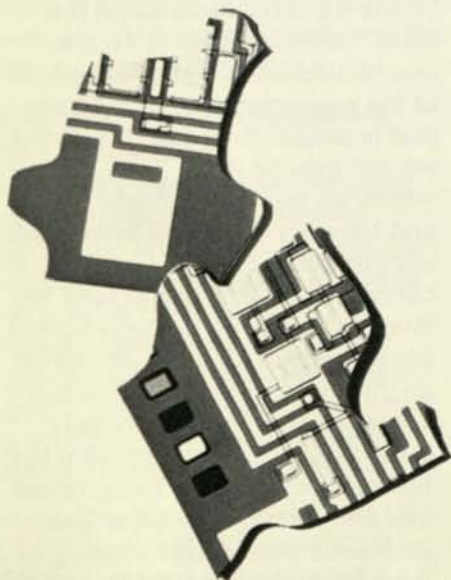
Where Does Your Strength In Marketing Lie?

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

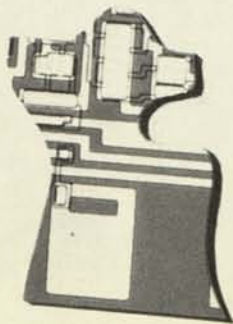


How Is The Softening Of The Market Affecting The Semiconductor Industry?

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

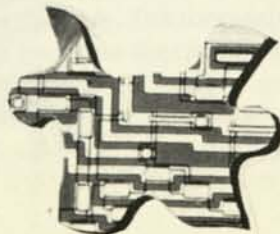
has the industry. One of the areas we will be working on is Crystal Growing. We have a lot of capacity today in this area, but we now need to sophisticate the equipment and the process to provide a feedback system of control while the crystal is being drawn. This produces better crystals with higher 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)

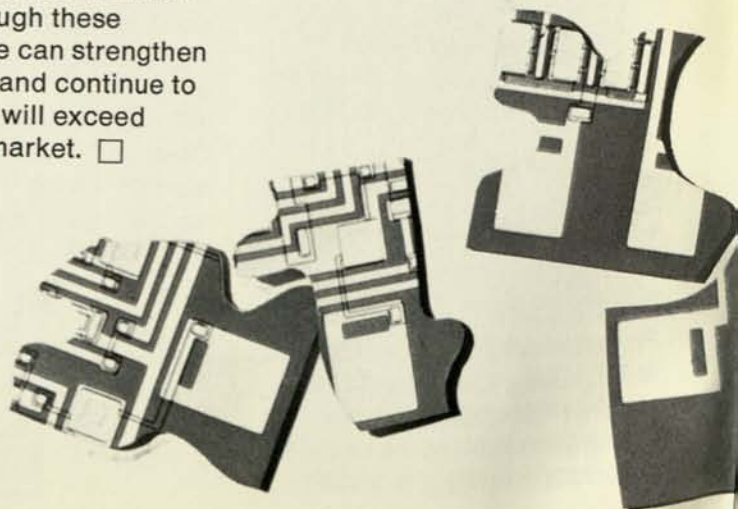


Just What Is The Scope Of Your Operation?

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?

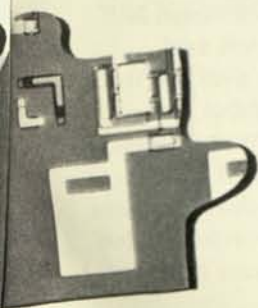
Literally all over the world. Some are produced here in Mountain View, Shiprock, Tijuana, South Portland, San Rafael, Singapore, Hong Kong, and Korea.

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?

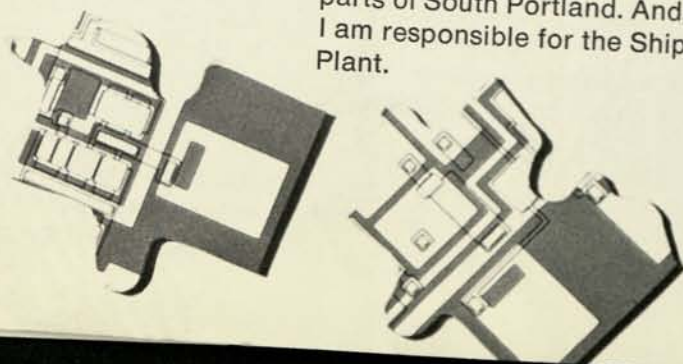
There are several activities currently assigned to my responsibility. First is the Mountain View Digital Integrated Circuit operation which includes all the proprietary MSI functions and TTL (but not the second sourcing of the 7400 family), current mode logic circuits and a number of custom lines with 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 T²L. 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 T²L 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 Microsystems 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?

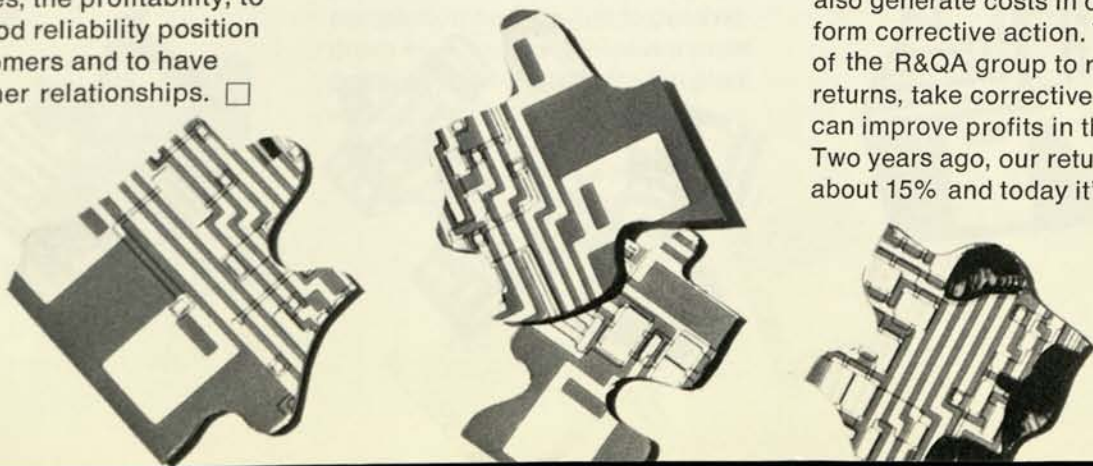
Reliability is a measure of the probability of a device working in its intended application over an extended period of time. Quality Assurance is a measurement to assure that the device meets a specification. In other words, QA says yes it meets its specification and Reliability says it not only meets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

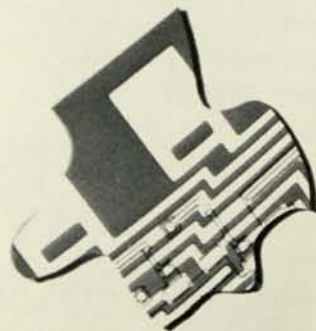
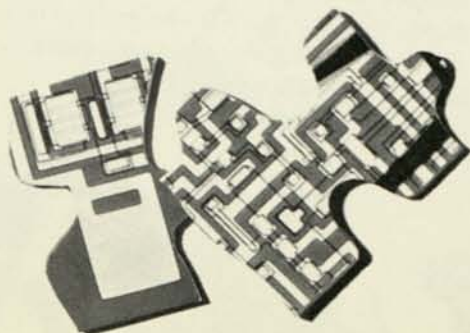
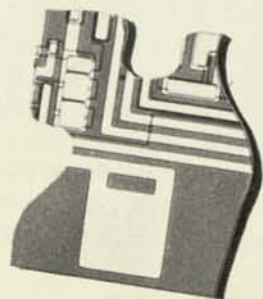
What Are Your Immediate And Long-Range Goals?

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 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 $\frac{1}{3}$ 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 $\frac{1}{3}$ 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?

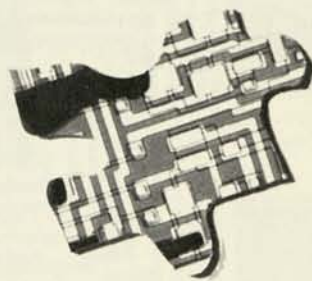
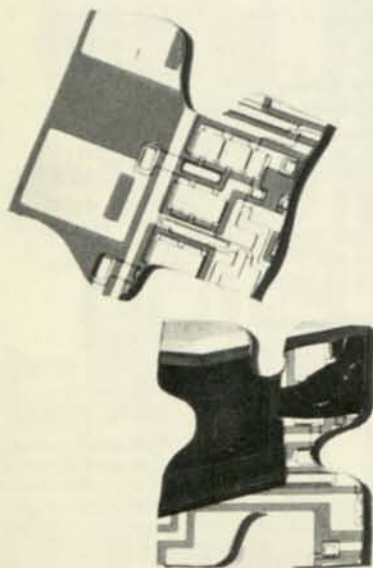
Our European marketing strategies include early market introduction of leadership products followed by a rapid manufacturing program. The Wiesbaden plant capacities will be committed to the manufacture of these leadership products as they are required by the European market place. We will also include 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.

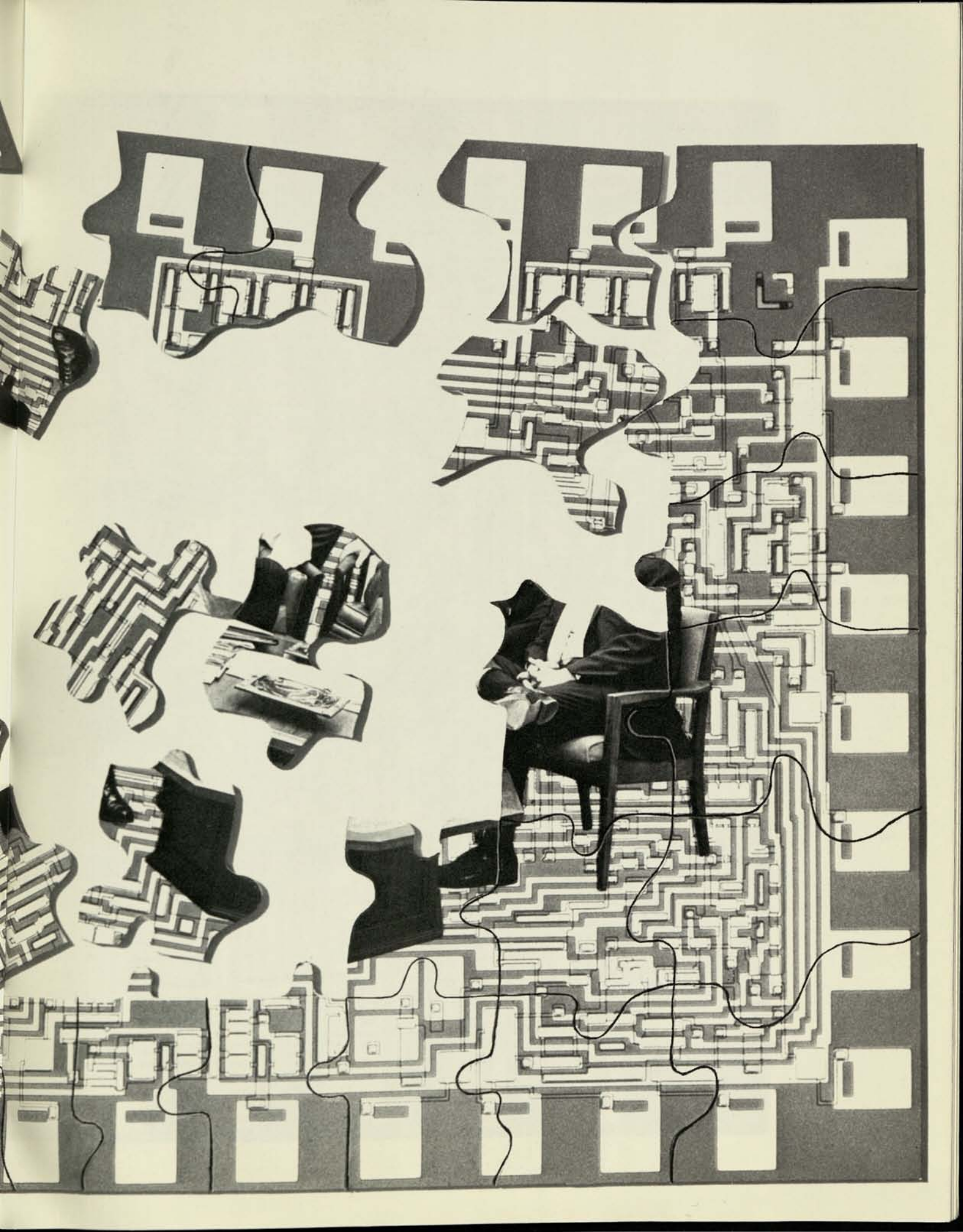


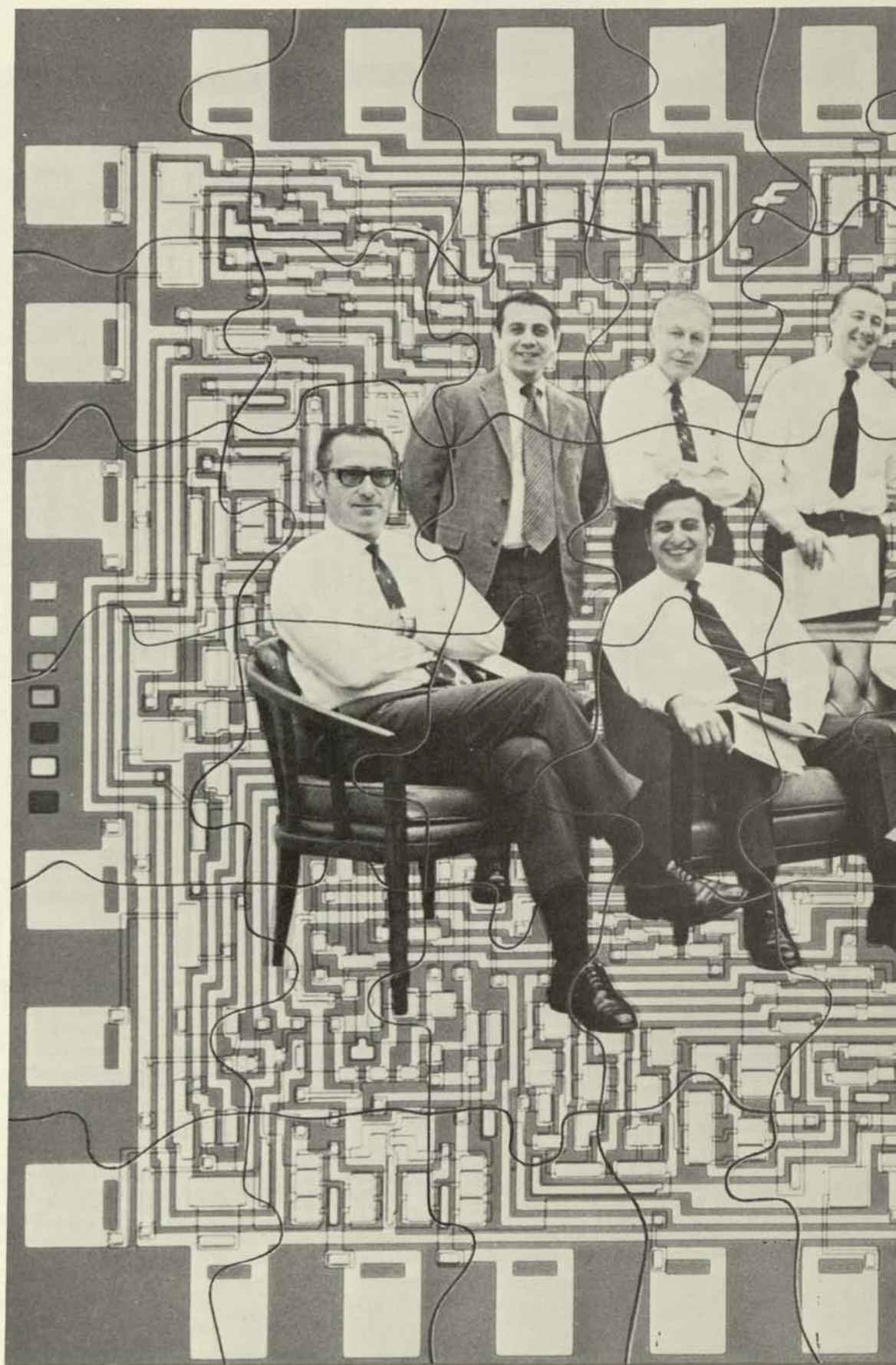
What Are Your Goals?

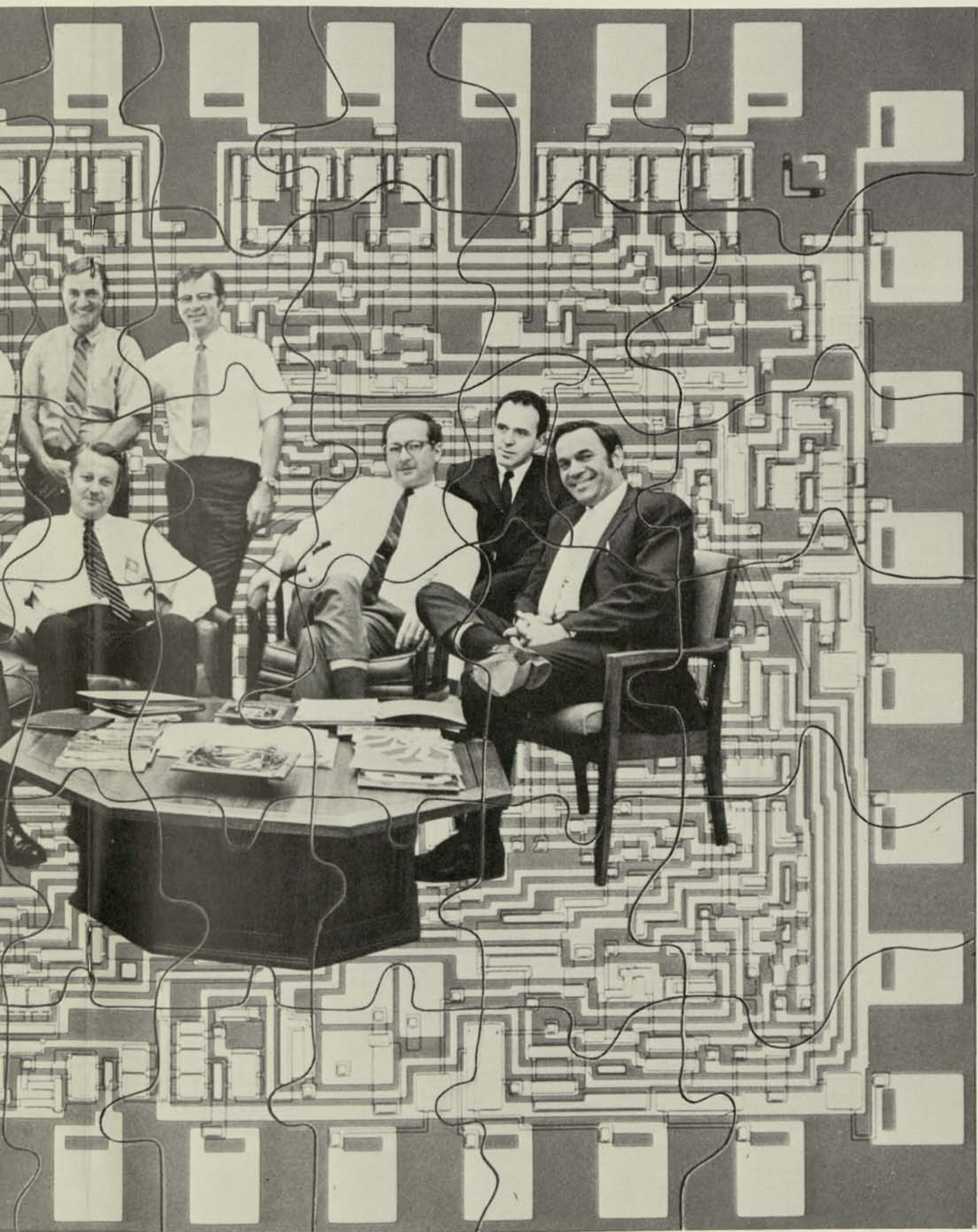
Our 1970 goal is to triple our 1969 volume and exceed a 5% share of the European market. The division's European marketing team is continuing to grow to meet this challenge. In fact, we are fortunate to have attracted some outstanding "nationals" to join our expatriates in the European marketing organization.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

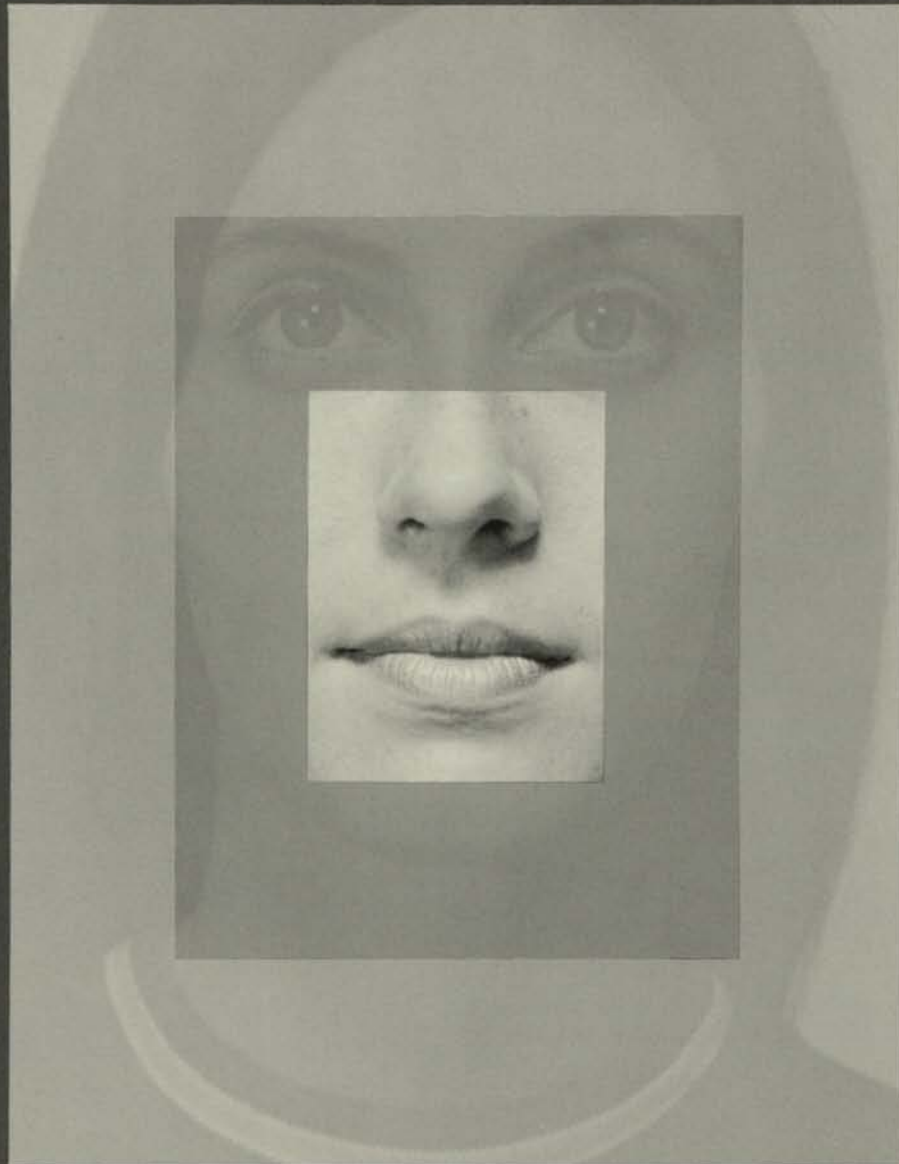








*"Communication
Is The
Beginning
Of
Understanding"*



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 T²L 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 Nakal, 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 Semi-conductor'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 Transatron 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



Vi Fugate



Mary Carvalho



Lloyd Marsh



Scotty Hamilton



Juanita Leyba



Gloria Kirby



Mary Zolotorow



Jack Wilm



Cleo Ferrell



Elena Legarbuto



Goldie Williams



Margie Salko



Artie Drinnon



Pat Kenyon



Tom Wallis



Laura Myers



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



Gerry Satterwhite



Ezzie Martin



Gene Annis



Frank Ellis



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 Luppó



Carol Arena



Gloria Johnson



John Clark



Loretta Hayes



Beth Vincent



Alyce Washburn



Dick Crippen



Gwen Williams

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

Address: 640 National Avenue
Mountain View, California 94040

Leadwire

April-May 1970

Published by and for Employees of
Fairchild Semiconductor

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

Editor: Vicki Heinsheimer
Editorial Consultant: Judy Horst
Art Director: Ray Murakami

μL is a registered trademark of
Fairchild Semiconductor, a Division of
Fairchild Camera and Instrument
Corporation

Copyright 1970
Fairchild Semiconductor
Printed in U.S.A. XX-00-0172-30/7.5M