



545 WHISMAN ROAD • MOUNTAIN VIEW, CALIFORNIA • TELEPHONE: YORKSHIRE 8-8161

TO: All employees

Semiconductor Corporation
Administration
Employee Badges
October 21, 1959

As you are all aware, it has become necessary that we require all of our employees to wear identification badges while they are at work. This has become necessary because we have grown so large so quickly that immediate face to face recognition is no longer possible.

I hope that all employees will bear with this inconvenience and recognize that it is just one more indication of the successful growth of Fairchild Semiconductor Corporation. I am sure that as time goes by we will all get to know each other better, but in the meanwhile these identification badges will help to serve as a means of identifying each other.

A handwritten signature in dark ink, which appears to read "R. N. Noyce".

Robert N. Noyce
Vice-President and General Manager

TO: All Employees
FROM: Les Hogan
SUBJECT: Reorganization

DATE: August 14, 1968

CC:

It is with extreme pleasure that I take the opportunity of communicating with my new employees through this first memorandum on the job. I hope all of the employees will be as pleased with my recent change of affiliation as I am. I expect before long to take the opportunity of meeting every employee personally, but the pressure of the first few weeks I feel will keep me bound relatively close to my office in conferences with the key directors of the Semiconductor Division.

It is with extreme regret that I am forced to announce the resignation of Tom Bay as General Manager of the Semiconductor Division and I know each of you join me in wishing Tom the greatest success in his future endeavors. He has served Fairchild faithfully and well for many years. For the time being I shall act in the position of General Manager of the Semiconductor Division in addition to my duties as President of the Corporation.

In this position as General Manager of the Semiconductor Division, I would like to announce the following appointments:

Mr. George Scalise is appointed as Group Director of Manufacturing Services and will have reporting to him Bob Allen, Pat O'Haren, and Don Koller. In addition to the functions represented by these organizations, George Scalise will organize a centralized production scheduling operation for the Semiconductor Division.

Andy Procassini is appointed as Group Director, 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. Effective immediately, the following people are reporting to Andy: Gil Bowers, Steve Carmichael, Jim Corzine, Frank Durand, and Dick Staffieri.

Gene Blanchette is appointed Group Director, Integrated Circuits and will have reporting to him Jack Magarian, John Sentous, Paul Malloy, and Len Ornik.

Wilf Corrigan is appointed Group Director, Discrete Devices and will have reporting to him Ed Pausa, Trevor Law and John Schuck.

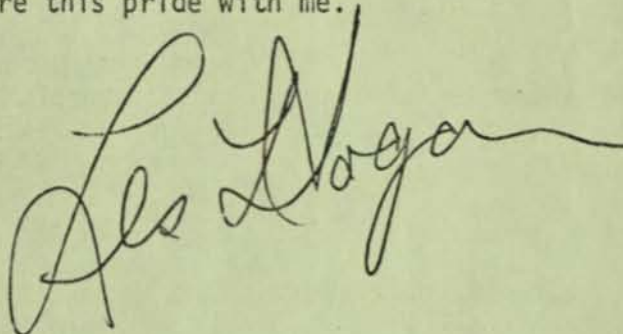
Page 2
August 14, 1968

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

Jerry Sanders is promoted to Group Director of Marketing reporting to the General Manager.

Harry Eser, John Ready, Paul Hwoschinsky and Julie Blank will continue to report to the General Manager.

I believe we now have the team which is capable of putting us in first place in the semiconductor industry within the next three years. We have a big job ahead of us and one that will require the complete dedication and effort of every person on the team. I personally am very proud to head such a team and I hope each of you are able to share this pride with me.

A handwritten signature in dark ink, appearing to read "Les Hogen". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

INTER-OFFICE CORRESPONDENCE

FAIRCHILD

CAMERA AND INSTRUMENT
CORPORATION

*To Staff
for your info -*
AUG 17 1977

August 15, 1977

To: Warren Bowles
Jim Bowen ✓
John Duffy
Jim Hazle
Fred Hoar
Tom Longo
Dave Marriott
Greg Reyes
Nelson Stone
John Sussenberger
George Wells

From: Wilf Corrigan

CURTAIL TRAVEL.....

Wilf
Wilf Corrigan

WJC:mb

FAIRCHILD
Systems Technology

AUG 18 REC'D

ADV. SALES PROMOTION

FAIRCHILD

A Schlumberger Company

D.W. Brooks
President and
Chief Executive Officer

April 13, 1987

TO: All Employees

RE: FUTURE OF FAIRCHILD

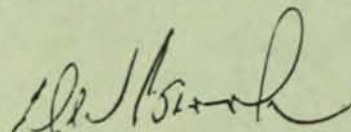
This weekend I was going through the latest issue of Horizons magazine. It made me reflect on the brilliant history of Fairchild and what a great company we have today. When I think about my past four years with Fairchild, I realize the accomplishments we have made together and the significant rebuilding job we have done.

Recently I have become angry after recognizing that many of our competitors are doing their utmost to convince our customers and employees to write off Fairchild as a future player in the semiconductor market. Even more disturbing is the thought that some of our customers and employees may begin to believe these obviously misleading, self-serving statements. If our competitors really believed we had no future and were not a threat, there would be no reason for them to say anything. Our competitors were the primary force behind the failure of the merger and can be our biggest obstacle in becoming a solid, aggressive, and profitable company in the future.

Whether they succeed or not depends on you and me. We have a plan in place to control costs and maximize efficiency, and with the continuing improvements in the semiconductor business we are back on the road to profitability. Only our lack of confidence and that of our customers can cause our competitors to succeed. I, for one, am not going to let that happen. I need your support by you aggressively capturing new business, developing new products, and doubling your overall effort.

Fairchild Semiconductor, formerly Fairchild Camera and Instrument Corporation, is in its sixtieth year of business. I have no doubt our proud history will continue well into the future. Frankly, I am very encouraged with the support we are receiving from the financial community that will allow Fairchild to move forward. There is no doubt in my mind that Fairchild will be a significant factor in the semiconductor market in the future. Just how fast we improve depends on you. Help me to keep things moving forward and to continue making progress by maintaining a positive attitude. The next time a customer, fellow employee, or competitor casts doubt about the viability of our company, do as I do and challenge their misleading statements. No matter how eloquently these statements are presented, they cannot be backed up by any evidence or fact.

I am proud to be President of Fairchild and to be working with you now and will enjoy doing so in the future.



Memorable Memos

Andy:

As usual, I never write a speech or a testimonial until after I've given it — so this one was done so late that it could not even be typed.

In fact, a word of caution is: Be careful or you will smudge the ink & not be able to read it. The ink is probably still wet.

I really don't know how many years we have been together, but I know it has been more than 21 years.

My first memory of you
was when you walked into
my office in Phoenix — off the
street — and asked for a job
and within a month you
were one of the key individuals
that made it possible for ~~the~~ the
big M to knock T & I out of
the saddle — get the entire
guidance system component
in Minuteman I for a
group of brash young men
who believed they could
do the job even though
no one in the world had
ever achieved such lofty
goals before.

That was the beginning
of a long, fruitful, & happy

friendship in which this first "impossible goal" was just a stepping stone to one hundred or more even more exciting steps.

Now you have chosen to take one of the most exciting steps in your career — that of starting a business for yourself.

Certainly no one can fault a man for this kind of decision. We are fortunate to live in a country where that option is always open to men of courage.

The events of the past that bind our friendship can never be forgotten. It is my sincere hope and my real

expectation that you
shall succeed in this
great adventure as you
~~have~~ have succeeded in
the past.

Everyone here tonight
wishes you the good
fortune you deserve &
hold ~~is~~ deeply within
our hearts the fond
memories which you
have helped us create.

With all our best
wishes,

Les Hoga

Memo from the Desk of:

JOHN STRINIC

Hi Harry!

Read all
attachments -
Does it bring
back memories?

John
#2250

HARRY NEIL

NOV 6 1969

FAIRCHILD
SEMICONDUCTOR
A DIVISION OF FAIRCHILD CAMERA
AND INSTRUMENT CORPORATION

INTERNAL CORRESPONDENCE

TO: John Strinic
FROM: Harry Neil
SUBJECT: Requests

RECEIVED
DEC 13 1967
TRANSISTOR MFG.

DATE: December 13, 1967
CC: Bob Valentine
Jack Harris

Somewhere I read that the reclaimable value of the chemicals in the human body is worth about \$0.97. The value of the parts that I asked you for is about the same. Please send me 100 washers and nuts for Novatronics, sales order M03293C04, TXP6206MBX, S6918, entry date 11-7-66. The problem is that some boob forgot to include them in the order.

1. Now if it's possible, please avoid the expense (approximately \$25.00) of all the paperwork, change orders, etc. by getting the material requested out of the stockroom, and mail it to me so that I can give it to the customer.
2. Either be more customer oriented or have your body turned into a couple bars of soap so that you will be of use to someone.

Regards,

Harry Neil

Harry Neil

HN/jrh

Enclosure

100 washers & NUT - oversight in Box Stoek
OK 100 sent 12-18-67
followed by TWX JJS

FSC MV 88 TO FSC FTLA

12/02/67

HARRY NEIL

RE TWX MSG # 3 11/30/67

MR. NEIL #1. DICK JONES DOES NOT HANDLE POWER PRODUCTS
#2. YOUR TWX IS THE WORST I'VE EVER SEEN! I'M SURE IF YOU WERE IN
INQUIRY SLOT YOU WOULDN'T APPRECIATE INFO ON A TWX SUCH AS YOURS!

YOU DEFINATELY HAVE TO INCLUDE THE CUSTOMER, SALES ORDER #, PRODUCT
CODE, DEVICE TYPE, ENTRY DATE & THEN EXPRESS YOUR PROBLEM. THINK ABOUT
THAT HARRY! I'M SURE IN THE FUTURE YOU WILL GET ANSWERS MUCH FASTER THAN
YOU HAVE IN THE PAST. LETS WORK TOGETHER NOT AGAINST EACH OTHER.

SINGERLEY
J. STEINIC
M.S. 4-286
RETZ1335

FSC FTLA TO FSC MTV

11/30/67

MSG 03

ATT: DICK JONES

DICK, WE SHIPPED AN ORDER TO A CUSTOMER OF MINE WHO USES A TO-59
PACKAGE THAT REQUIRES MOUNTING HARDWARE. SOMEHOW WE LEFT THE
HARDWARE OUT. COULD YOU GET ME 100 SETS?

REGARDS,
HARRY NEIL

JRH/4:20

*of what?
what's the prod.
what's the package?
what's the device?
help*

November 7, 1979

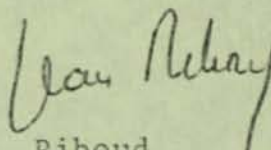
The Board of Directors of Fairchild Camera and Instrument Corporation today accepted the resignation of Wilfred J. Corrigan as President and Chief Executive Officer. Mr. Corrigan remains Chairman of the Board and will assist his successor in the assumption of his new responsibilities. He will also counsel Schlumberger Limited in the semiconductor and electronic equipment fields.

In announcing Mr. Corrigan's resignation, the Board of Directors thanked him for his contribution during his 11 years with Fairchild, and particularly his 5 years as President and Chief Executive Officer.

Effective today, the Board of Directors of Fairchild has appointed Tom Roberts as President and Chief Executive Officer of Fairchild.

Mr. Roberts was previously General Manager of Schlumberger's Measurement and Control operations in the United Kingdom. In July, 1978 he was appointed Vice President of Schlumberger Limited and Chief Financial Officer.

Effective today, Mr. Roberts is promoted Executive Vice President of Schlumberger Limited. He reports to Roland Genin, Executive Vice President-Operations.


J. Riboud

G. Hadley

FAIRCHILD
CAMERA AND INSTRUMENT
CORPORATION

RECEIVED

JUL 13 1971

L.S.I. MARKETING

TO: All Operational Vice Presidents
FROM: Roger Borovoy
SUBJECT: Publication Releases for Applications Notes
DATE: July 2, 1971

It has come to my attention that applications notes are being published without first being cleared by the Fairchild patent department. To protect the company's position in any possible proprietary information contained in these notes, each note must be first submitted to the patent department for approval prior to its publication.

Please take appropriate steps to insure that this is done.

*R. Borovoy***RECEIVED**

JUL 8 1971

B. T. MARREN

jk

cc: *A. Heller*
J. Duffey
B. Marren
N. Doyle

F4I
9 7/7

GENERAL INFORMATION

History:

Fairchild Semiconductor Corporation was organized in October, 1957, by a group of scientists and engineers who had developed a new process in solid state diffusion. The initial objective of the company was to adapt the process to volume production of advanced silicon semiconductor devices. Financial backing for the enterprise came from Fairchild Camera and Instrument Corporation.

At WESCON, in August of 1958, the first product was formally presented, an NPN double diffused silicon Mesa transistor. The "Mesa" has become the byword for advanced types of transistors and Fairchild the "state of the art" leader in the field.

After the first product introduction, Fairchild presented in rapid succession a PNP "mirror image" equivalent type, low storage types, and ultra high speed saturated logic types... each a significant breakthrough in semiconductor technologies.

In March of 1960, at the I.R.E. Convention, another "state of the art" breakthrough was presented by Fairchild. The newly developed "Planar" structure representing the "Universal" in both transistors and diodes signalled Fairchild's most recent advances and also the company's entrance into the diode market.

The Semiconductor Corporation became a wholly owned subsidiary of Fairchild Camera and Instrument Corporation in October of 1959.

Facilities:

Fairchild Semiconductor Corporation's facilities are organized in four main groupings, each centering on a specialized activity. The main transistor plant (and home office) is located in Mountain View on the San Francisco peninsula in a 68,000 square foot building which is scheduled for expansion to 144,000 square feet in the Autumn of 1960.

Research and Development activities are centered in the Palo Alto plant, also on the San Francisco peninsula. The original plant site, this building is now 32,000 square feet.

Diode operations are located in Marin County, just north of the Golden Gate, in two locations totalling approximately 9,000 square feet. A new plant, now under construction, is scheduled for completion in 1960 and will provide 67,000 square feet in addition.

Reliability Evaluation Division's activities are centered in a separate building of 8,000 square feet located between the Mountain View and Palo Alto locations.

Staff:

The nature of Fairchild's activities has attracted a large number of highly skilled personnel in all fields related to semiconductor devices. The present Research and Development staff of more than one hundred scientists, engineers and technicians is a strong concentration of skills in all phases of semiconductor technology.

More than one-third of the Reliability Evaluation Division personnel hold graduate engineering degrees.

Fairchild's challenging programs and scientifically and creatively oriented management have continued to attract the highest caliber of scientific and technical personnel.

Procurement:

The products of Fairchild Semiconductor Corporation are sold through Direct Factory Sales Offices and Franchised Fairchild Semiconductor Distributors. A complete list of both groups is on the next page.

cc'd 8/10/80

TO: WARREN BOWLES, JIMMY LEE, TOM LONGO
GEORGE WELLS

DATE: JULY 10, 1980

FROM: JOHN HATCH *[Signature]* M/S: 20-2260 CC:

RE: TOM ROBERTS
ANDY PROCASSINI
JOE RIVLIN
KEN DAUB
JOHN SALAZAR
BILL STRICKLAND
BOB DAVIDSON

The Fairchild image projected in some of our recent advertisements is not what we would like it to be. I am referring to ads that use a "cute" or "offbeat" approach to make a point. In some instances, these ads are actually demeaning to Fairchild and they certainly don't reflect a serious, high technology company.

The image we should be trying to build for Fairchild is one of a no-nonsense, highly capable organization dedicated to providing the best in semiconductor and test equipment technology and products.

To insure that Fairchild is portrayed in this way, Tom Roberts has asked that I review all company communications to the public. This includes recruitment advertising, product advertising, employee publications, sales literature, newsletters and any other company statements. This procedure has always applied to speeches, technical papers and publicity and will continue.

This review may be for a limited time, depending on how well the procedure works. Please make sure that the proper people in your organization are informed of this. If you have any questions, please call me on extension 3533.

km

FAIRCHILD
CAMERA AND INSTRUMENT
CORPORATION

To: Group Directors, Directors,
Department Heads, Section Heads,
Supervisors

October 21, 1968

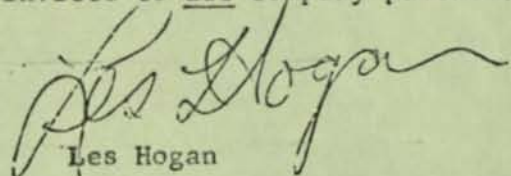
Subject: Christmas Parties

cc: Recreation Council Members

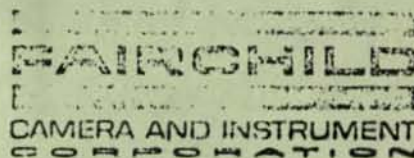
By: Les Hogan

We are rapidly approaching the Christmas season and preparations are probably underway for the customary departmental and sectional Christmas parties. These affairs provide an excellent opportunity for each of us to visit with our people in a relaxed non-work setting. I am happy that the Company is able to contribute financial support through the Recreation Council for such affairs.

As you are aware, office parties in general have, over the years, acquired a degree of notoriety because of the stag aspects of some parties. Fortunately, at Fairchild Christmas parties have been prudently planned as family affairs. I want to keep it that way. Accordingly, I expect the Managers and Supervisors to insure that the spouses of employees are invited to all company parties.


Les Hogan

Dan



TO: GENERAL DISTRIBUTION

DATE: January 23, 1974

FROM: Wilf Corrigan

SUBJECT: ORGANIZATION

The year of 1973 was the most outstanding in Fairchild's history, with new records in sales, earnings and earnings per share. These records will soon be exceeded as we move into 1974 with a momentum which makes a half billion dollar year quite realistic.

Many factors have contributed to the strong performance of Fairchild. However, in looking back over the past several years none stands out more sharply than the organizational strategy developed in 1971.

The first action taken was a major reorganization in November of 1971 of which the primary thrust was decentralization of semiconductor components into operating divisions. The purpose was to sharpen management accountability and develop greater focus upon product line for growth opportunities.

The organizational changes below are a full year ahead of what we anticipated in 1971, but are necessary at this time in view of our transition from a medium size company to a large one.

First, a new office of corporate marketing is established headed by John Duffy who has been elected a Fairchild Vice President. In this new role John will have responsibility for providing leadership and coordination of worldwide marketing functions for the Component and Commercial Systems Group.

Second, Semiconductor Components will now consist of two groups, the Discrete Group reporting to Greg Reyes and the Integrated Circuits Group reporting to Tom Longo. Each group will have full profit and loss responsibility for its products worldwide, including the management of assembly plants, both offshore and domestic.

Third is the establishment of an International Division under Dave Marriott which consolidates our international sales activities and market penetration plants.

Fourth is the creation of a Consumer Products Program headed by Chuck Smith whose charter is the development of new consumer electronic end products with high semiconductor content.

All of these organizational activities will report to me, as follows:

Integrated Circuits Products Group

| | |
|--|-------------------|
| Vice President and Group General Manager | TOM LONGO |
| General Manager, Digital Products Division (includes Mt. View, DIC, South Portland & Singapore) | Paul Reagan |
| General Manager, Analog Products Division (includes Shiprock plant) | John Sussenberger |
| General Manager, MOS Products Division (includes Wappingers Falls plant) | Phil Thomas |
| Manager, Bipolar Memory Strategic Business Unit | Bill Baker |
| Director, Research and Development | Jim Early |
| Special Products (includes Mask Shop) | John Husher |

Discrete Products Group

| | |
|--|--------------|
| Vice President and Group General Manager | GREG REYES |
| General Manager, Diode Division | George Wells |
| General Manager, Transistor Division | Dave Heck |
| General Manager, Opto-electronics Division | Bud Frye |
| Operations Manager, Offshore Assembly (includes Korea, Hong Kong) | Don Brettner |

Don will also have responsibility for
Central Production Control for both product
groups.

Additionally, Greg will have responsibility for Latin
America, including the Mexico plant and planned
expansion in Brazil.

January 23, 1974

Consumer End Products Program

General Manager

CHUCK SMITH

In addition to his assignment to lead the end-user product effort, Chuck will retain central responsibility for Purchasing, Facilities and Materials including the Healdsburg plant and for startup operations in Jakarta. Also, he will assume responsibility for Inland Manufacturing.

Corporate Marketing

Vice President

JOHN DUFFY

In this new role John will have overall marketing responsibility on a worldwide basis for Components and Commercial Systems Marketing, and will have direct responsibility for domestic sales and sales support for the Integrated Circuits and Discrete Products Groups.

International Division

General Manager

DAVE MARRIOTT

In this capacity Dave has responsibility for sales and market penetration efforts of all markets outside the U.S. and Canada except Latin America. The division is organized into three geographic areas: Europe, headed by Art Massicott; Japan, including the TDK joint venture, headed by H. Sato; Rest of World, including Australia and the Far East marketplaces (Hong Kong and Taiwan).

Commercial Systems Group

Vice President and Group General Manager

EUGENE WHITE

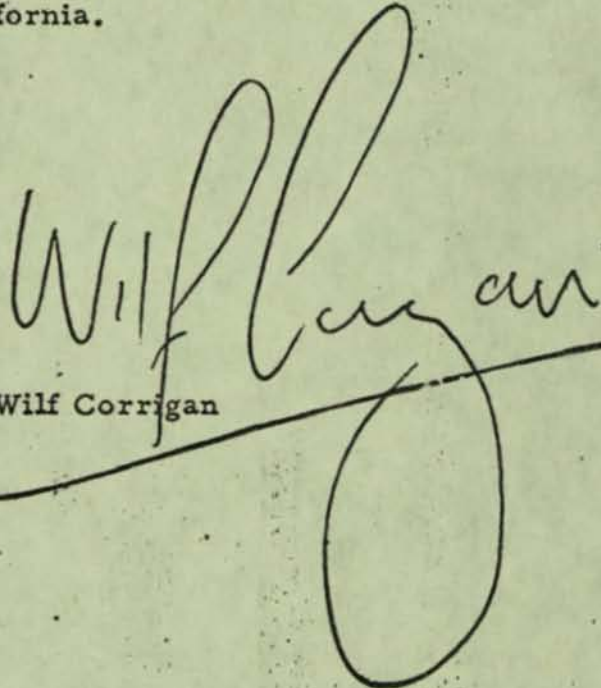
General Manager, Systems Technology Division

Jim Bowen*

Vice President, General Manager, Industrial
Products Division

Ray Hennessey

*Jim Bowen recently joined Fairchild, having been
General Manager and Vice President of Data
Technology in Santa Ana, California.


Wilf Corrigan

WJC:btc

TO: ALL LOCATIONS: SEMICONDUCTOR DIVISION
FROM: F. J. Van Poppelen, Jr. *Joe*
SUBJECT: ORGANIZATION ANNOUNCEMENT

DATE: 12 March 1970

CC: C. L. Hogan
Corporate Staff

It is my pleasure to announce that at the last Board of Directors meeting, Gene Blanchette, Wilf Corrigan, and George Scalise were elected vice presidents of the corporation. I am sure you all join me in congratulating Gene, Wilf and George.

FJVP:rb

TO: GENERAL DISTRIBUTION
FROM: F. J. Van Poppelen, Jr.
SUBJECT: ORGANIZATION ANNOUNCEMENT

DATE: 13 March 1970

CC: All Locations Worldwide

Over the preceding eighteen months, the management structure in our division has served us well in building our production capability and in tying all of us together in a common effort. It is now time to modify and augment our organization to accomplish the next phase of our growth, emphasizing three key areas, namely:

1. INTERNATIONAL

The international area is a marketplace that is expanding more rapidly than the United States. To respond to this expansion, I have assigned Doug O'Connor as European General Manager, reporting to me, with the following organization:

| EUROPE | GENERAL MANAGER | DOUG O'CONNOR |
|---|-----------------|---------------|
| Wiesbaden | Plant Manager | Norman Miller |
| Marketing | Director | Dedy Saban |
| Controller (reports on dotted line to Division Controller) | | Rolf Hess |

All other International Operations will report to George Scalise as Vice-President, International Operations, with the following organization:

| INTERNATIONAL OPERATIONS | VICE PRESIDENT | GEORGE SCALISE |
|----------------------------|----------------|-----------------|
| Far East Operations | Director | Chuck Smith |
| Korea | Plant Manager | Dave Heck |
| Singapore | Plant Manager | Art Francis |
| Okinawa | Plant Manager | Jim Perry |
| Australia | Plant Manager | John Baldwin |
| Mexico | Plant Manager | Lew Silverstein |
| Central Production Control | Manager | Warren Davis |
| Far East Marketing | Director | Terry Jones |
| International Support | Manager | Hank Carbajal |

2. NEW PRODUCTS AND BUSINESSES

To effectively maximize our future growth, increasing emphasis must be placed on new technologies, new processes, and new products. With this in mind, I am reorganizing these areas under Gene Blanchette and Tom Longo.

| OPERATIONS | VICE PRESIDENT | GENE BLANCHETTE |
|---------------------------|----------------|---------------------------------|
| LIC New Products | Director | Len Ornik |
| LIC Production | Director | Gene Ladomato |
| MOS and Memory Operations | Director | Jack Gates |
| Bipolar Arrays | Manager | Dave Rosprim |
| Technical Support Group | | John Lawrence, Len Bernstein |
| San Diego | Plant Manager | Buck Rogers |

| OPERATIONS | GROUP DIRECTOR | TOM LONGO |
|--|------------------|-------------------------------|
| DIC, Mtn. View | Director | Paul Reagan |
| Integrated Microsystems | Director | Geoff Winkler |
| Shiprock | Plant Manager | Paul Driscoll |
| Integrated Circuits Production Control | Manager | Jim Lynch |
| Engineering | Manager (Acting) | Tom Longo |
| Central Engrg. Specifications | | Colin Knight, Bill Sievers |

3. HIGH VOLUME STANDARD PRODUCTS

In our current and future marketplace, we will continue to respond to the demand for high volume products at ever-decreasing prices. To this end, I am consolidating the high volume standard products group under Wilf Corrigan as Vice President, Operations, with the following organization.

| OPERATIONS | VICE PRESIDENT | WILF CORRIGAN |
|--------------------------------|----------------|---------------|
| Plastic Transistor Operations | Director | Dick Bohnet |
| Small Signal Metal Transistors | Director | Greg Reyes |
| Silicon Materials | Director | John Crosby |
| Power Transistors | Director | Joe Bailey |

(Continued on next page...)

13 March 1970

| | | |
|--|----------|-------------------|
| South Portland Integrated Circuits Operation | Director | John Sussenberger |
| Integrated Circuit Support and Engineering, World Wide | Director | John Husher |
| Procurement | Director | Connie Pasqua |
| Production Control | Manager | Hank Mahler |
| Diode Operations | Director | Dave Marriott |

To support and sustain the new organization, certain other functions have been redefined as follows.

| | | |
|--------------------------------------|----------|-------------|
| CONTROLLER | | JIM HAZLE |
| Management Information and Logistics | Director | Pat O'Haren |
| Logistics | Director | Will Willis |

The balance of the controller function will remain the same.

| | | |
|-----------------|----------------|--------------|
| PLANNING | GROUP DIRECTOR | BILL BERG |
| Market Research | Manager | Andy Liersch |

The balance of the planning function will remain the same.

| | | |
|-----------|----------------|-----------------|
| MARKETING | GROUP DIRECTOR | ANDY PROCASSINI |
| No Change | | |

| | | |
|------------------------|----------------|-------------|
| EQUIPMENT & FACILITIES | GROUP DIRECTOR | BILL LEHNER |
| No Change | | |

| | | |
|-------------------|----------------|------------------|
| QUALITY ASSURANCE | GROUP DIRECTOR | JOE VAN POPPELEN |
| QUALITY CONTROL | (Acting) | |
| No change. | | |

| | | |
|----------------------|----------------|-------------|
| INDUSTRIAL RELATIONS | GROUP DIRECTOR | DAVE HAYNES |
| No Change. | | |

| | | |
|------------------|----------|--------------|
| FAR EAST AFFAIRS | DIRECTOR | BOB FRIEDMAN |
| No Change. | | |

TO: GENERAL DISTRIBUTION
FROM: F. J. Van Poppelen, *FJVP*
SUBJECT: ORGANIZATION ANNOUNCEMENT

DATE: 13 March 1970

CC: All Locations World Wide

I am pleased to announce that Dr. Thomas A. Longo is joining us as Group Director, Operations, effective March 16, 1970, and will be elected a Vice President of Fairchild Camera and Instrument Corporation at the next Board of Directors meeting.

For the past six years, Tom has been with Transitron Electronic Corporation of Wakefield, Mass., most recently as Vice President and General Manager of Semiconductor World Wide Operations, where he pioneered both bipolar memories and high-input impedance operational amplifiers. From 1958 to 1964, he served with General Telephone and Electronics Corporation, his last position being Director of Research and Engineering for the Sylvania Semiconductor Division in Woburn, Mass. At Sylvania, he was responsible for the development of TTL integrated circuits as well as the elimination of purple plague with the introduction of aluminum to aluminum wire bonding systems in planar transistors and integrated circuits.

Tom received his PhD in Semiconductor Physics from Purdue and served as Assistant Professor of Physics there during 1957 and 1958. While at Purdue, he pioneered research on the effects of nuclear radiation on silicon and was active in tunnel diode research.

I am sure you join me in extending him a warm welcome.

FJVP:rb

RECEIVED

APR 22 1971

B. T. MARREN

DATE April 19, 1971

TO EXECUTIVE STAFF*

FROM Wilf Corrigan

SUBJECT OFFICE PROCEDURES

CC:

APR 21 1971

We have a vast and expensive array of secretaries and clerks, telephone answerers, etc. I find, on a continual basis, that a large percentage of our key people cannot be reached or found when they are needed. Please instruct your people that if they have a secretary, that she should know where he is at any moment in time so that he can be reached. I put myself in the position of customers or people with crucial problems and I continually find that I just can't reach these people, and the casual answers from the girls that answer the phones are - they just don't know where he is.

Please fix.

Wilf

Wilf Corrigan

WJC:btc

*Jack Bogan

Leo Contois

Jim Hazle

Dick Henderson

Tom Longo

Hank Mahler

Andy Procassini

Bob Seeds

FAIRCHILD

SEMICONDUCTOR

A DIVISION OF FAIRCHILD CAMERA
AND INSTRUMENT CORPORATION

INTERNAL CORRESPONDENCE

Geri

TO: ALL GENERAL MANAGERS, DIRECTORS AND
DEPARTMENT HEADS OF SEMICONDUCTOR COMPONENTS
GROUP OPERATING AND SERVICE DIVISIONS
DATE: 29 November 1971

FROM: WILF CORRIGAN
CC:

SUBJECT: MAINTENANCE OF UNIFIED SEMICONDUCTOR IMAGE

While we have reorganized internally into five separate operating divisions, each having a charter, resources and responsibility to demonstrate its profit-making capabilities independently, it is essential that we avoid any actions that would make our customers feel they are dealing with five different semiconductor companies when they do business with our Group.

At this time in particular, the generation and use of uniquely identifying designs in stationery supplies, business cards, product literature or advertising on the part of the newly established divisions is to be discouraged. Except where it has previously existed (as in MOD or the new Made in Fairchild mark), variations of or additions to the Fairchild Semiconductor logo are expressly forbidden without my prior written approval.

The Purchasing and Marketing Services Departments in particular are advised, by copy of this memo, to return to their originators all purchase requisitions or design requests not in conformance with it.

WC:vh

Wilf Corrigan



JB
K4 I
me

To: Corporate Vice Presidents March 2, 1971
Division General Managers
Group Directors, Semiconductor Operations

From: C. Lester Hogan

Subject: Organization Announcement

I am pleased to announce the promotion of Dick Henderson from Vice President and Director of Market Development to Vice President and Director of Marketing for the Corporation.

In this new capacity, Dick will report to Wilf Corrigan, Vice President and General Manager, Semiconductor Domestic Operations, and will also have direct responsibility for Semiconductor Marketing.

Les Hogan
Les Hogan

CLHC
CLH:mb
JOHN
W. H.
CUSU
PHH
Bob B.
Nick
Geni
Betty
BB
NP
Q.H.
BB

TO: DISTRIBUTION

FROM: Wilf Corrigan

SUBJECT: MOS/MEMORY OPERATIONS

DATE: March 2, 1971

CC: Les Hogan

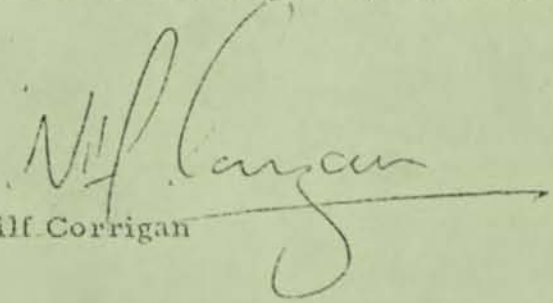
As a follow-up to the announcement made last week regarding the consolidation of MOS and Memory activities with Domestic Operations, the following organization changes are to take effect immediately.

A new MOS Operation is established, reporting to me. I will serve as Acting Group Director of this operation. Reporting to the Group Director/MOS will be Gene Ladomato as Manager, MOS/Manufacturing; and Jim Downey as Manager, MOS Design Engineering.

Other functions and individuals will be assigned as follows. Bob Schreiner as Manager MOS Marketing will report directly to Dick Henderson. Jim Koford is appointed Manager, CAD Engineering and will report to Jim Downey. The Bipolar Memory Operation under Bill Baker will now report to Tom Longo, Vice President and Group Director, Operations. The Memory Systems component under Rex Rice will transfer to the Systems Technology Division, and will report directly to Eugene R. White, General Manager of that Division. Colin Knight will now report to Gene Ladomato.

The managers of the support function, and their people are assigned to the director of the appropriate support function in Domestic Operations. Accordingly, Jim Lynch will report to Hank Mahler, Director of Production Control. Maurice O'Shea and Jerry Hutchinson will report to Jack Bogan, Group Director of Equipment Engineering and Facilities Operations.

Dr. Robert Seeds will report to me directly as Technical Director of the division. In this capacity he will have staff responsibility for our Divisional Engineering strategy in all product areas. Dr. Hugh Mays will report to Bob Seeds.


Wilf Corrigan

WJC:btc

DISTRIBUTION:

Corporate Vice Presidents
Division General Managers
Group Directors, Directors

TO: The MOS/Memory Marketing People
FROM: Harry Neil *HN*
SUBJECT: THANKS

DATE: October 23, 1970

CC:

I would like to take this parting shot --- thank you. In the six years I've been at Fairchild, this job has been the most fun, and I believe that you comprise the best marketing group at Fairchild. I also think that over the next year you'll prove it.

I'm leaving for no reason other than I feel that I can take advantage of some unusual opportunities. I'll miss you and wish each of you individually, all of you collectively, the best of everything. And thanks again, you've been a great help.

HN:JM

Hadley

TO ALL MOS/MEMORY MARKETING PERSONNEL

DATE: December 10, 1970

FROM R. J. Schreiner

CC: B. Baker G. Ladomoto
G. Blanchette J. Lynch
M. Bowman H. Mays
J. Downey M. O'Shea
L. Dwork R. Walker
C. Knight

SUBJECT: CUSTOM PROGRAMS OFFICE

The nature of our custom MOS business has placed demands on our marketing function quite different than what we have been accustomed to in dealing with standard products. In many instances, the customer has made a very major business decision involving new product programs committed to using our LSI technology. The inherent risks involved, the sole-source nature of the business, and the exposure of normally proprietary designs and product plans result in very close and frequent contacts plus involvement of a higher level of management than is customary for standard products available from several vendors. It is quite possible that if we fail in our commitments on some of these programs, we can cause irreparable damage to our customers. Since we engage the customer almost from the time he conceives his new product idea (as opposed to working out a production procurement of standard parts), our commitments have a way of changing on an almost daily basis. Without some reasonably efficient means of monitoring these custom programs and communicating with the customer, we can easily create an erroneous impression on the customer's part that we are unresponsive to his needs or don't care about his problems. Obviously, our entire future is predicated on creating the opposite impression.

For these, and other reasons, we have decided to establish a Custom Programs Office reporting directly to the undersigned. Conceptually, Jack Balletto's organization will continue to handle the initial customer contacts and presentations and will continue to prepare formal quotations. At the quotation stage, the programs office will be contacted to allow them the opportunity to participate in the quote review. When we reach the point where the customer wishes to negotiate a contract, a program manager will be assigned to the account and he will take over responsibility from the product marketing engineer. Once a contract is negotiated, the programs manager will, for all practical purposes, become the customer's personal representative at our plant. It will be his responsibility to insure that every effort is being made to meet all our commitments to the customer and that the program runs as smoothly as possible.

In order to accomplish this, the program manager will:

- ° Participate in the contract negotiations and the establishment of initial specifications.
- ° Negotiate all changes in specifications, delivery dates, quantities, pricing, etc., and insure affected operation groups are promptly notified of such changes.
- ° Monitor progress on the program and make periodic written status reports to the customer.
- ° Notify the customer of any actual or anticipated problems that might affect deliveries in order to assist our customer in his own internal planning activities.
- ° Interface directly with our internal operation groups (Engineering, Production, Production Control, etc.) on problems identified by the customer; insure that corrective action is being taken; and inform the customer of that action.

In order to make the program manager concept workable, it is imperative that he become the key communication link with the customer for information flowing in both directions. We wish to encourage the free flow of technical interchange between the customer's engineer and our own, but once the threshold is crossed into the area of commitments (a specification change, for example), the program manager must be brought into the picture. If we, as a group, permit multiple communication paths to the customer to continue, there is no way on earth to provide a consistent story or to exercise any real control over our custom programs. A little time, patience, and self-imposed discipline will be required as we transfer program responsibility from the 15 or so people now engaged in this activity to the people we really want to have do it.

It is my intention that the program managers have direct access to Gene Blanchette (and vice versa) on unresolvable problems within operations. My role will be primarily one of reviewing the problem and trying to get a resolution without going "upstairs." You are all aware, by personal experience, that once we lose control of the program, the customer himself will park the problem on Gene's doorstep. One of our major objectives is to reduce the number of times that such a situation occurs.

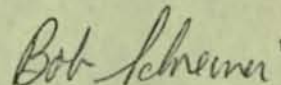
Three program managers have been named: Tom Dyer, John Buchanan, and Dave Okamoto. Their program assignments are listed on the attached sheet.

One of the functions of the program manager is to prevent us from inadvertently making a commitment we don't really want to make. The operations people must help to educate us in this area. On the other hand, the program manager must insure that we honor the commitments we have made.

I think you can appreciate that the program manager has a tough job balancing the customer's needs against our own capabilities and constraints. But the custom business is really one of selling service. Many other suppliers can offer technology, some possibly better than our own. But the winners in this business are going to be the suppliers that can offer the best service. The quality of service the program manager can offer the customer is almost completely determined by the kind of cooperation he can get from Operations.

I will apologize for writing what is probably the world's longest organizational announcement, but I can see a never-ending hassle over schedules and priorities --- a normal part of being in a custom business. It should be a little easier to work through our problems if we have at least a general idea of what we are trying to accomplish with this new organization.

Please feel free to route this note to anyone in your organization you feel should know about the change.



R.J. Schreiner, Manager
Product & Program Marketing
MOS/MEMORY OPERATIONS

nw

| | | |
|--------------|---------------|--------------|
| Info Copies: | W. Corrigan | G. Scalise |
| | B. Duca | G. Selven |
| | J. Duffy | B. Skinner |
| | B. Gentles | B. Skurko |
| | T. Knight | B. Ulrickson |
| | A. Massicott | |
| | J. Oberly | |
| | A. Procassini | |
| | J. Richardson | |

PROGRAM MANAGER ASSIGNMENTS

| DAVE OKAMOTO | TOM DYER | JOHN BUCHANAN |
|--|--|--|
| <p>CASIO</p> <p>MOD - Calculator</p> <p>MATSUSHITA</p> <p>PHILIPS Poisson</p> <p>TEL - Calculator</p> <p>HEWLETT-PACKARD Custom Register</p> | <p>XEROX Pogo Delta</p> <p>POTTER INSTRUMENTS</p> <p>BUNKER-RAMO</p> <p>VICTOR LCS ECS</p> | <p>BURROUGHS B478 C2000 C5200</p> <p>HICKOK</p> <p>HDL</p> <p>SANDIA</p> <p>BECKMAN</p> <p>WILCOX</p> <p>SANDERS</p> <p>UNIVAC</p> |

12.10.70

Geri

TO: ALL GENERAL MANAGERS, DIRECTORS AND
DEPARTMENT HEADS OF SEMICONDUCTOR COMPONENTS
GROUP OPERATING AND SERVICE DIVISIONS

FROM: WILF CORRIGAN

SUBJECT: MAINTENANCE OF UNIFIED SEMICONDUCTOR IMAGE

DATE: 29 November 1971

CC:

While we have reorganized internally into five separate operating divisions, each having a charter, resources and responsibility to demonstrate its profit-making capabilities independently, it is essential that we avoid any actions that would make our customers feel they are dealing with five different semiconductor companies when they do business with our Group.

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WC:vh

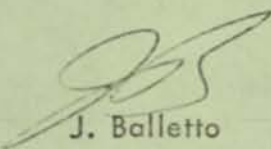
Wilf Corrigan

TO ALL FIELD SALES
FROM J. Balletto
SUBJECT PERSONNEL ANNOUNCEMENT

DATE May 10, 1971

Doug Usher has recently joined the MOS Product Marketing Group in Mt. View after completing a two-year assignment in Product Marketing at Wiesbaden. Phil Lulewicz, the PME for the Western and Central sales areas, and Bob Bennett, the PME for the Northeast and Southeast sales areas, both report to Doug. Doug will also handle Distributor Sales, internal transfers, and all FCI divisions.

I feel that Doug is a valuable addition to the Product Marketing Group and that his impact will be felt very shortly.


J. Balletto
Manager
MOS Product Marketing

nw

cc: D. Deardorf
J. Downey
R. Henderson
J. Luke
B. Marren
R. Pollack

All MOS Marketing Personnel

FAIRCHILD
CAMERA AND INSTRUMENT
CORPORATION

TO: Distribution
FROM: Fred Hoar
SUBJECT: Organization Announcement

June 24, 1977

I am pleased to announce the appointment of Gordon Daggy to the newly-created position of Director of Advertising and Promotion, reporting to me.

Gordon will have responsibility for all advertising and promotion activities of the company, including group and divisional marketing services functions.

Gordon has been with Fairchild since 1969 in various advertising management positions. For the last four years he has been Marketing Services Manager for the Instrumentation & Systems Group in San Jose, and previously headed this function for the Optoelectronics Division.

Gordon's experience, prior to joining Fairchild, includes twelve years with RCA as Advertising and Promotion Manager, and subsequent service as an account executive with a major advertising agency. He is well qualified for his new assignment, and I know you will join me in supporting him.

Fred Hoar

Fred Hoar

FMH:ms

INTER-OFFICE CORRESPONDENCE

FAIRCHILD

CAMERA AND INSTRUMENT
CORPORATION

TO: General Distribution
FROM: A. A. Procassini
SUBJECT: Organization Announcement

February 28, 1979

Effective today, Hal Mumma is appointed Division Vice President - Domestic Sales, reporting to me. The present staff of that function will report to Hal. He replaces Bill O'Meara, who has resigned to join another company.

Hal's organization of Industry Marketing, which has had a successful beginning during 1978, will continue to report to him. Hal brings to his new position extensive experience in the semiconductor industry, in OEM, distributor and headquarters marketing and sales functions.

Also effective today, John "Jack" Jordan is promoted to Division Vice President - Asia/Latin America. Jack will continue to report to me and his present organization remains unchanged. Jack, who joined Fairchild in 1978, also brings a wealth of experience in marketing and manufacturing to this fast-growing marketplace.

In addition, Bob Blair is appointed Director, Headquarters Marketing, a new position, also reporting to me. Bob and his staff will focus on those worldwide marketing factors that require semiconductor products group coordination -- namely, pricing, merchandising, product selection and second sourcing decisions.

I congratulate the people promoted in this memo and I know that their efforts, as in the past, will contribute to the success of our business.

A. A. Procassini
Division Vice President
Worldwide Marketing - Semiconductor Product Groups

AAP:ms

TO: DISTRIBUTION

DATE: September 17, 1979

FROM: Hal Mumma

M/S: 14-1054

CC:

RE: ORGANIZATION ANNOUNCEMENT

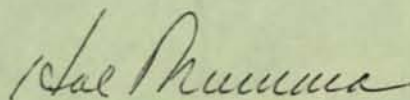
As we enter the 1980's, we recognize the need to develop an efficient and manageable way to correct our service deficiencies and help Fairchild become one of the industry leaders in providing effective sales coverage, together with fast, accurate and reliable customer service. With this in mind, I am pleased to announce the following organization change:

Over the next 18 months, we will begin to establish Area Business Centers to meet our stated goal. These Business Centers will be headquarters for all sales groups, technical lab, order entry, tactical marketing, customer service and area financial control. It will serve as a business communication center for satellite regional offices located in the same area, and give Fairchild a presence in major market areas.

To provide management direction for these Area Business Centers, I am pleased to announce the appointment of Jim Johnson to the position of Director, Business Center Operations, reporting to me.

Jim will be responsible for establishing these Area Business Centers. He will be responsible for the detail planning to effectively implement the systems and procedures required to make these Area Business Centers operational. In addition, he will be responsible for staffing, equipment and budgets for these Area Business Centers.

An 18 year Fairchild employee, Jim has been with the North American Sales group in various management positions for 10 years. He brings this wealth of sales and sales administration experience to his new role. Your help and support of Jim in this new role will be greatly appreciated.



HAL MUMMA
Division Vice President
North American Sales

HRM:wj



December 23, 1970

To all employees:

I wish I could shake hands with each of you during this holiday season. But since this is impossible, I must try to express my feelings in a letter.

For two reasons it seems particularly appropriate to send a personal greeting during the holidays this year: it is the 50th anniversary of our company, and the past several months have been a period of serious, but not unprecedented, problems. These problems are testing the mettle of us all.

This is the time of year to review the past and look ahead to the future. During the last 50 years we have prevailed as a company through the 1929 depression (infinitely more punishing than the present recession), three wars, and many other ups and downs. But decade after decade the company has grown, and has been able to do progressively more for its people, its customers and its stockholders. Our growth was interrupted during 1970, but it will be resumed.

I am proud of the way all of you, under Les Hogan, have responded to our problems. You have acted to meet today's difficulties without losing sight of the future. In 1970, you made tremendous progress in building improved efficiency, new facilities and a technical competence which I consider second to none in the world. Because of the foundation which has been laid, I see an expanding future for Fairchild in the electronics technology of tomorrow.

Looking to the future, I wish I could name the quarter when the economy will turn back upward. I can't--but turn upward it will, and when this happens, we will be prepared to take full advantage of it with the finest people, technology and facilities anywhere.

Regardless of what the rumor mill says, Fairchild Camera is not for sale, and the company has the financial muscle necessary for future growth. We have weathered much tougher periods than this. There is not the slightest doubt that with the best efforts of all of you, and the leadership of Les Hogan, we will weather this one, and emerge from it a stronger company.

Please accept my heartfelt thanks for your exceptional efforts during these difficult times, and share my optimism for the future. May 1971 be pleasant and prosperous for you and your families.

Sincerely,

Sherman M. Fairchild

Sherman M. Fairchild
Chairman of the Board

TO: GENERAL DISTRIBUTION
FROM: F. J. Van Poppelen, *FJVP*
SUBJECT: ORGANIZATION ANNOUNCEMENT

DATE: 13 March 1970

CC: All Locations World Wide

I am pleased to announce that Dr. Thomas A. Longo is joining us as Group Director, Operations, effective March 16, 1970, and will be elected a Vice President of Fairchild Camera and Instrument Corporation at the next Board of Directors meeting.

For the past six years, Tom has been with Transitron Electronic Corporation of Wakefield, Mass., most recently as Vice President and General Manager of Semiconductor World Wide Operations, where he pioneered both bipolar memories and high-input impedance operational amplifiers. From 1958 to 1964, he served with General Telephone and Electronics Corporation, his last position being Director of Research and Engineering for the Sylvania Semiconductor Division in Woburn, Mass. At Sylvania, he was responsible for the development of TTL integrated circuits as well as the elimination of purple plague with the introduction of aluminum to aluminum wire bonding systems in planar transistors and integrated circuits.

Tom received his PhD in Semiconductor Physics from Purdue and served as Assistant Professor of Physics there during 1957 and 1958. While at Purdue, he pioneered research on the effects of nuclear radiation on silicon and was active in tunnel diode research.

I am sure you join me in extending him a warm welcome.

FJVP:rb

JAN 12 1970

R. GENTLES

TO: GROUP DIRECTORS, DIRECTORS,
OPERATIONS & PLANT MANAGERS

FROM: F. J. Van Poppelen, Jr.

SUBJECT: ORGANIZATION ANNOUNCEMENT

DATE: 12 January 1970

CC: Field Sales (by TWX)
Foreign Plants " "

During the past year we have made monumental gains in improving our production capabilities. At the same time, we have made even greater strides in restructuring our Marketing organization. However, as we look ahead to the next several years, I believe that our real opportunity and challenge lies in the marketing area on a world-wide basis. If we are to achieve our ambitious goals, we must not only devote strong management attention to the development of our domestic marketing organization, but also determine and implement a world-wide marketing strategy that encompasses our product plans.

To achieve this, Doug O'Connor is appointed Group Director, Marketing - World Wide, and Andy Procassini is appointed Group Director, Marketing - U.S. Both Andy and Doug will report to me.

Doug will have responsibility for determining our world-wide market strategy and business development. In addition, he will implement this strategy outside the U.S. Reporting to Doug will be Terry Jones, Director of Marketing - Far East, Dedy Saban, Director of Marketing - Europe, Hank Carbajal, Manager, International Support, and Andy Liersch, Manager, Market Research and Planning. Doug will also have marketing cognizance over Mexico, South America, and Australia. Norm Miller will also report to Doug as Plant Manager - Wiesbaden, thereby centralizing the overall direction of European marketing and manufacturing.

Reporting to Andy will be Bernie Marren, Larry Scaglione, Art Heller, Reed Neddermeyer, Harry Neil, Bob Gentles, Bob Ulrickson, George Perris and Jim Johnson.

Until a replacement is named for the Group Director, Reliability and Q.A., I will be acting in that position.

All changes are effective immediately and I am sure that all of you will offer your personal cooperation in making our realigned organization capture more business on a world-wide basis.

FJVP:rb

TO: CARL STEFFENS' PERSONNEL
PRODUCT MARKETING PERSONNEL

FROM: Jerry Sanders

SUBJECT: STANDARD PRICING PROCEDURES

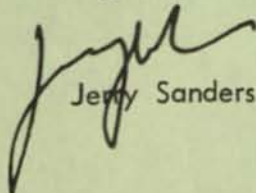
DATE: February 15, 1967

CC: Ben Anixter
Floyd Kvamme
Carl Steffens
D. T. Valentine

Please refer in the future to our Price Control Procedures as our "Standard Price Procedures." This program is officially endorsed by the Division and the Corporation. The program has been reviewed by Division legal staff and Corporate legal staff.

This program is extremely important to our profit and growth. I urge that you support it to the utmost. If there are any questions on the procedure, please contact your supervisor.

Regards,



Jerry Sanders

JS:lm

FAIRCHILD

SEMICONDUCTOR

A DIVISION OF FAIRCHILD CAMERA
AND INSTRUMENT CORPORATION

INTERNAL CORRESPONDENCE

TO: Distribution

FROM: T.H. Bay

SUBJECT: New Product Group

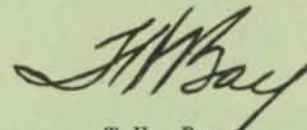
DATE: May 18, 1967

CC:

I am pleased to announce that Joe Spaziani has become New Product Group Manager responsible for both the Memory and Microwave groups. He will report to Bob Noyce in these areas.

This new group has been formed on a autonomous basis in the belief that such autonomy will help achieve its high goals. Due to the inseparability of many functions jointly shared, the New Product Group will continue to receive significant staff support from our Finance, Industrial Relations and Management Information Services.

Our continued success is dependent upon maintaining cooperation among all of our operations, not just those within Semiconductor.



T.H. Bay
General Manager

THB:vg

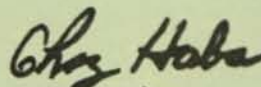
September 22, 1967

TO: ALL AEROSPACE & DEFENSE FACILITY PERSONNEL

The month of August was a record month for shipments from the Aerospace & Defense Facility. "A record month" meaning that you shipped more products to our customers than in any other month in the history of your facility. Your individual efforts and attitudes in satisfying our customers have been breathtaking.

In my five and a half years with this company I have never been as optimistic or enthusiastic about our future as I am today. To give you an example of how your individual efforts have paid off, from one of our recent customer visits we have received word that the National Aeronautics and Space Administration, one of our key customers, were so impressed with the facility that they have committed that on all Manned Flight Missions that Fairchild UNIQUE parts will be used.

You are the guiding light of our company. Keep up the good work.



Chaz Haba
Aerospace & Defense Marketing Manager

CH:cls

TO: Aerospace & Defense Personnel

DATE: October 16, 1967

FROM: John Ready

CC:

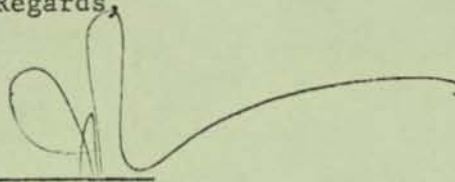
SUBJECT: PERSONNEL ANNOUNCEMENT

We have recently concluded successful negotiations on a Service Contract with Autonetics. The results of our service under contract will be several million dollars of additional business to Fairchild, in the coming months.

I have appointed Lou Lyons to head up our efforts, as Minuteman Programs Manager reporting to me. Lee Highlund will be the Product Assurance and Reliability Engineer; George Compton will be the Production Engineer. Gil Gilmore will continue as Production Controller.

This new organization will become effective on November 1, 1967. Your continued support and cooperation will insure its success in making Fairchild more profitable.

Regards,


John Ready

JR/bj

CORPORATE HEADQUARTERS
464 Ellis Street
Mountain View, California 94042
Frederick M. Hoar: (415) 962-2452

FOR IMMEDIATE RELEASE

FAIRCHILD CONSOLIDATES TOP MANAGEMENT ORGANIZATION;
ESTABLISHES CENTRAL PLANNING AND TECHNOLOGY GROUP

MOUNTAIN VIEW, Calif., Oct. 4 - - Fairchild Camera & Instrument Corporation today announced a realignment of its top management organization, consolidating 15 product divisions into two operating groups and creating a corporate office of planning and technology.

The action reduces from 14 to seven the number of executives reporting directly to Wilfred J. Corrigan, chairman and president.

Named senior vice president in charge of the Semiconductor Products Group is George D. Wells, previously vice president and general manager - Components Group. Mr. Wells will be responsible for the existing Components and LSI (Large-scale Integration) Groups as well as the Time Products Division.

The Systems and Equipment Group, under Mr. Corrigan as acting manager, will encompass the present Federal Systems and Instrumentation Systems Groups, and the Industrial Products and Video Products Divisions. A senior vice president will be named to head this group in the near future.

The Strategic Planning and Technology Group, under Dr. C. Lester Hogan, vice chairman of the board, will have direct responsibility for long-range planning and business development, company-wide technical research, and advanced product programs.

Corporate vice presidents Warren J. Bowles - Industrial Relations, A. James Hazle - Finance, Frederick M. Hoar - Communications, and Nelson Stone - General Counsel and Secretary will report to Mr. Corrigan, in addition to the above.

Within the Semiconductor Products Group, John A. Duffy, Jr., previously vice president and general manager - International Division, was named to the new post of vice president - Worldwide Semiconductor Marketing, reporting to George Wells.

David J. Marriott continues as vice president and general manager-LSI Products and John Sussenberger as division vice president and general manager - Time Products, both reporting to Mr. Wells.

Vice presidents and general managers within the Systems and Equipment Group are James D. Bowen - Instrumentation Systems, Raymond G. Hennessey - Industrial Products, Louis H. Pighi - Federal Systems, and Greg Reyes - Video Products. All held the same positions previously and will report to the group head.

Dr. Thomas A. Longo, vice president and chief technical officer, will continue to be responsible for the company's overall technological capability, reporting to Dr. Hogar

"This new structure is a major step in strengthening Fairchild for its long-range Corporate growth," Mr. Corrigan said. "We believe it will improve our flexibility for strategic management and significantly expand our market and technical position in the future."

FAIRCHILD
CAMERA AND INSTRUMENT
CORPORATION

TO: Distribution

FROM: Wilf Corrigan

SUBJECT: Organizational Changes

September 16, 1976

I am pleased to announce two key appointments which I believe will both strengthen our position in the vital, high-technology marketplace and give added impetus to our growth as a worldwide corporation.

David J. Marriott, Vice President - International Division and an 11-year Fairchild executive, is appointed Vice President and General Manager of the newly formed Large Scale Integration (LSI) Group.

This group will consolidate responsibilities for engineering, manufacturing and marketing of our full range of state-of-the-art memory and logic devices. Reporting to Dave in his new capacity will be the Bipolar Memory & ECL Products Division under Dick Abraham, the MOS Products Division under Alan Gregory, and the Strategic Marketing Organization under Bill O'Meara.

John A. Duffy, Vice President - Marketing and a six-year employee, will succeed Dave as Vice President and General Manager of the International Division. All existing activities within this division will now report to John -- including European marketing, Asia Pacific marketing, Latin American operations and our TDK-Fairchild joint venture in Japan.

The semiconductor Field Sales Force, headed by Jack Ordway, will report to George Wells, Vice President and General Manager - Components Group. The Distributor Sales Organization under George Perris will report to Jack.

These changes reflect the growing importance of LSI products in our semiconductor business and the need to focus management and resources on this emerging market. Similarly, our Components divisions -- representing the bulk of semiconductor volume today -- demand closer liaison between operating management and the field sales force.

TO: Distribution

FROM: Wilf Corrigan

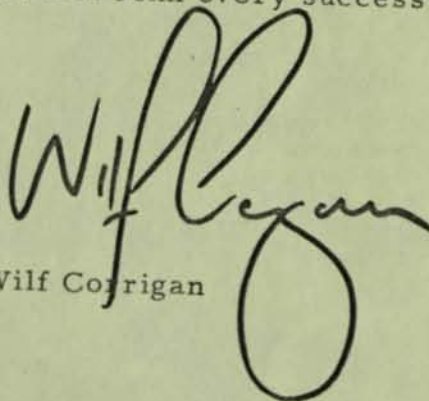
Dave Marriott joined Fairchild in 1965 and from 1969 to 1971 was manager of the company's Diode Division in San Rafael, Calif. Prior to becoming a Vice President in 1974, he served for two years as General Manager of European operations.

A native of England, Dave graduated from Northampton College in that country and held management positions with Texas Instruments, Microwave Associates and General Instrument Corporation.

John Duffy joined Fairchild in 1970 as Director of National Sales for Semiconductor Components. He was elected a Fairchild Vice President in 1974, with primary responsibilities for commercial and component marketing.

John holds a B. S. degree from the U. S. Merchant Marine Academy. For 10 years prior to joining Fairchild he served with Texas Instruments, Inc., in positions including Eastern Area Manager and Marketing Manager for Central Europe.

I know you join me in wishing both Dave and John every success in their new assignments.


Wilf Corrigan

WJC:ms

FAIRCHILD
SEMICONDUCTOR
A DIVISION OF FAIRCHILD CAMERA
AND INSTRUMENT CORPORATION

INTERNAL CORRESPONDENCE

RECEIVED

JUN 3 1971

JACK BALLETT

J. Balletto

TO All Group Directors, Directors
and Managers

FROM Dick Henderson

SUBJECT ORGANIZATION ANNOUNCEMENT

DATE June 3, 1971

CC: W. Corrigan
G. Scalise
Corporate Staff

Effective immediately, Reed Neddermeyer, Director of Customer Service, assumes additional responsibilities for sales to distributors. This will result in distributor sales and service being combined into one organization.

Distributors are both key customers and a vital marketing arm of the division. Recognizing this, we intend to place increased emphasis on supporting our distributor family.

1
Dick

RH/alg

*Circulate
to PME'S*

~~*C. ...*~~
~~*B. ...*~~
~~*L. ...*~~
~~*Phillon*~~
~~*W. ...*~~
Hadley.

TO: All Group Directors, Directors
and Managers

FROM: Reed Neddermeyer

SUBJECT: ORGANIZATIONAL ANNOUNCEMENT

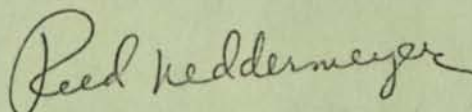
DATE: 3 June 1971

CC: W. Corrigan
G. Scalise
Corporate Staff

I am pleased to announce the promotion of Bob Skinner to the position of Director of Distribution reporting to me.

All personnel formerly reporting to Tom Knight and associated with the activity of selling to the distributors will now report to Bob. The area Sales Engineers will be transferred to John Luke giving John the complete responsibility of Fairchild Sales to the customers.

This change to a more functional organization will hopefully eliminate some of the confusion and lead to a closer relationship between Fairchild and our distributors.



Reed Neddermeyer
Director, Customer Service

RN/mmb

TO Group Directors, Directors & Managers

FROM John Luke

SUBJECT PERSONNEL APPOINTMENTS


DATE June 3, 1971

CC: W. Corrigan
G. Scalise
Corporate Staff

We are pleased to announce the appointment of Jack Ordway to Central Area Manager, succeeding Bob Skinner who has accepted the position of Fairchild's Director of Distribution.

Jack has been with Fairchild for a period of six years, all of this time has been with the sales organization. For the first two years Jack was a Sales Engineer in Minneapolis calling on C.D.C. and Univac; the next two years were spent at Poughkeepsie, New York as the Manager of Sales IBM Programs; these last two years Jack has been the Regional Manager in Minneapolis. Jack is a graduate of Lowell Institute of Technology, Lowell, Massachusetts, where he received his B.S.E.E. degree.

I'm sure you join me in wishing Bob and Jack the best in their new positions with Fairchild.


JOHN LUKE

JL:sjp

| | | |
|----------------------------------|------------------|---------------------------|
| <u>V.P. COMPONENTS SALES</u> | - Jack Ordway | <u>CODE:</u> |
| <u>SALES SUPPORT MANAGERS</u> | - TBA | FSE: Field Sales Engineer |
| | - Jim Johnson | DAE: Distributor Acct. E |
| | John Davies | FAE: Field App. Engineer |
| <u>BUSINESS DEVELOPMENT MGR.</u> | - Al Enamait | DM: District Manager |
| <u>REP PROGRAM MANAGER</u> | - Barbara Prince | A/E: Account Executive |
| <u>DISTRIBUTOR SALES MANAGER</u> | - George Perris | A/R: Account Representa |
| | | (*): Co-Op Sales |
| | | Components & LSI S |

WESTERN AREA SALES MANAGER -- JOEL FRIEDMAN (20-69) Encino

DAVE BOWMAN 20-94 Santa Clara Regional Manager

| | |
|----------------|---------------------|
| *Roger Wentzel | Santa Clara DAE |
| Paul Novak | Santa Clara Sr. FSE |
| John Hardy | Santa Clara Sr. FSE |

TED FRIEDLAND 20-95 Albuquerque Regional Manager

| | |
|---------------|--------------------|
| Terry Kilduff | Phoenix Sr. FSE |
| * Mike Banks | Phoenix DAE |
| * Al Fogel | Albuquerque Sr. SE |

BOB HOFFMAN 20-91 Encino Regional Manager

| | |
|-----------------|----------------|
| Larry Bradfield | Encino Sr. FSE |
| Dick Hirsch | Encino Sr. FSE |
| * Don Shaffer | Encino A/E |
| Bill Straus | Encino A/E |
| * Ernie Abeytia | Encino DAE |
| Steve Borochoff | Encino DM |

BRUCE CAHILL 20-93 Santa Ana Regional Manager

| | |
|--------------|-------------------|
| * Sue Votaw | Santa Ana DAE |
| Bill Edwards | Santa Ana Sr. FSE |
| Al George | Santa Ana Sr. FSE |

DAVE ROSEN 20-72 Wellesley Regional Manager

| | |
|--------------------|-------------------|
| Howie Cohen | Wellesley Sr. FSE |
| * Vinny Sundra | Wellesley A/E |
| * Bob Taliento | Wellesley DAE |
| Steve Troscianecki | Wellesley FSE |

GUS LEBKUECHER 20-68 Melville Regional Manager

| | |
|-----------------|------------------|
| Mike Berwin | Melville Sr. FSE |
| * Dan Rappaport | Melville DAE |
| * Stan Schiller | Melville DAE |
| Charles Kreysig | Wayne Sr. FSE |

BILL EDLUND 20-80 Fairport Regional Manager

| | |
|------------------|----------------------|
| * Jim Malinowski | Fairport DAE |
| Hal Clausen | Poughkeepsie Sr. FSE |

BOB PETTIT 20-76 Philadelphia Regional Manager

| | |
|----------------|--|
| * John Alpaugh | Bladensburg Sr. FSE |
| * Stan Charles | Bladensburg DM |
| Ed Weimer | 20-15 Philadelphia (reports to Al Enamait) |
| Gerry Swoben | 20-15 Bladensburg (reports to Al Enamait) |
| * Don Brase | 20-76 Philadelphia DAE |
| Dick Geyer | Philadelphia Sr. FSE |

PAUL ZUK 20-87 Canadian Regional Manager

BOB ERGOLI 20-70 Detroit Regional Manager

| | |
|----------------|-------------------------|
| Chuck Sanback | Detroit A/E |
| * Bill Busby | Detroit DAE |
| * Bob Albrecht | Dayton DAE |
| Bob Hitchens | Detroit Auto Specialist |

| | | |
|----------------------|--------------|-------------------------------------|
| <u>BOB HAND</u> | <u>20-83</u> | <u>Dallas Regional Manager</u> |
| * Dan Kelly | | Dallas DAE |
| * Jim Sanders | | Houston DM |
| * TBA | | Tulsa DM |
| | | |
| <u>HOOT GIBSON</u> | <u>20-81</u> | <u>Huntsville Regional Manager</u> |
| Ralph Laughlin | | Huntsville Sr. FSE |
| * Bob Powers | | Dixie States DAE/Huntsville |
| * TBA | | Florida DAE/Ft. Lauderdale |
| Jim Hawkins | | Florida AE/Home |
| | | |
| <u>MEL ZIVKOVICH</u> | <u>20-88</u> | <u>Minneapolis Regional Manager</u> |
| Pete Onstad | | Minneapolis A/E |
| Doug Hermanson | | Minneapolis Sr. FSE |
| Don Callen | | Minneapolis Sr. FSE |
| * Ron Carlson | | Minneapolis DAE |
| * Ron Rossie | | Kansas DM |
| | | |
| <u>JIM BRYE</u> | <u>20-86</u> | <u>Chicago Regional Manager</u> |
| Bill Deuchler | | Chicago Sr. FSE |
| Norm Miller | | Chicago A/E |
| Scott Beauprie | | Chicago FSE |
| * Frank Gorski | | Chicago DAE |
| Max Marsh | | Indianapolis A/E |
| Russ Desserich | | Indianapolis FSE |
| John Franz | | Ft. Wayne Sr. FSE |

LSI MARKETING

| | | |
|------------------------------------|---|--------------|
| <u>V. P. LSI SALES</u> | - | Bill O'Meara |
| <u>LSI MARKET DEVELOPMENT MGR.</u> | - | Jack Konrath |
| <u>SR. FINANCIAL ANALYST</u> | - | Janis Farmer |
| <u>DISTRIBUTION MARKETING MGR.</u> | - | John Siemens |

WESTERN AREA SALES MANAGER--Dave Okamoto (20-05) Santa Ana

| | |
|---------------|------------------|
| TBA | Santa Ana DM |
| Ross Hayden | Santa Ana FSE |
| Carl Eggert | Los Angeles FAE |
| Bill Mankin | Los Angeles FSE |
| Rich Lee | Los Angeles FSE |
| TBA | San Diego FAE |
| Lloyd Peltier | Bay Area FAE |
| Dick Bambrick | Bay Area Sr. FSE |

MID-WESTERN AREA SALES MANAGER--Dave LaRock (20-06) Minneapolis

| | |
|--------------|-----------------|
| Jim Jasin | Minneapolis FSE |
| Karl Kulp | Minneapolis FAE |
| Paul Ode | Minneapolis FSE |
| Dick Parks | Minneapolis FSE |
| Ross Hendrix | Phoenix FSE |
| James Kidd | Denver FAE |

SOUTHERN AREA SALES MANAGER--Phillipe deMarchin (20-03) Dallas

| | |
|------------------|-------------|
| Chris Lynes | Dallas FAE |
| TBA | Huntsville |
| Rich Christopher | Florida DM |
| George Smallwood | Florida FAE |

MID-ATLANTIC AREA SALES MANAGER--Perry Constantine (20-04) Chicago

| | |
|---------------|-------------------|
| TBA | Chicago FAE |
| Paul Gasparro | Chicago FSE |
| TBA | Dayton |
| Bill Densham | Detroit FAE |
| Tom Bialik | Detroit FSE |
| Don Buccini | Philadelphia FSE |
| Miles Circo | Bladensburg FAE |
| Jim Carr | Philadelphia DM |
| Jim Keim | Ft. Wayne Sr. FSE |

NORTHEASTERN AREA SALES MANAGER--Dan Barrett (20-02) Boston

| | |
|----------------|--------------|
| Bob Ravenstein | Boston FAE |
| TBA | Boston FSE |
| Al Bargoot | Boston FSE |
| Al Morretti | Fairport FAE |
| Ron Wenger | Wayne DM |
| TBA | Poughkeepsie |

V. P. LSI SALES
LSI MARKET DEVELOPMENT MGR.
SR. FINANCIAL ANALYST

- Bill O'Meara
- Jack Konrath
- Janis Farmer

WESTERN AREA SALES MANAGER-- Dave Okamoto (20-05) Santa Ana

| | |
|------------------|--------------------------|
| John Siemens | Santa Ana DM |
| Ross Hayden | Santa Ana FSE |
| Carl Eggert | Los Angeles FAE |
| Bill Mankin | Los Angeles FSE |
| Rich Lee | Los Angeles FSE |
| TBA | Los Angeles FSE |
| Marshall Sherman | c/o His Home (Santa Ana) |
| Lloyd Peltier | Bay Area FAE |
| TBA | Bay Area FSE |

MID-WESTERN AREA SALES MANAGER-- Dave LaRock (20-06) Minneapolis

| | |
|-----------------|-----------------|
| Jim Jasin | Minneapolis FSE |
| Dave Hollinbeck | Minneapolis FAE |
| Paul Ode | Minneapolis FSE |
| Dick Parks | Minneapolis FSE |
| Ross Hendrix | Phoenix FSE |

SOUTHERN AREA SALES MANAGER--Phillipe deMarchin (20-03) Dallas

| | |
|------------------|---------------------------|
| Chris Lynes | Dallas FAE |
| TBA | Dallas DM |
| Jon Colt | c/o His Home (Huntsville) |
| Jim Hawkins | c/o His Home (Altamonte) |
| George Smallwood | Florida FAE |
| Rich Christopher | Florida |

MID-ATLANTIC AREA SALES MANAGER--Perry Constantine (20-04) Chicago

| | |
|---------------|-----------------------|
| Ray Rundquist | Chicago FAE |
| Paul Gasparro | Chicago FSE |
| TBA | Chicago DM |
| Stuart Jones | c/o His Home (Dayton) |
| Bill Densham | Detroit FAE |
| TBA | Detroit FSE |
| Don Buccini | Philadelphia FSE |
| Miles Circo | Bladensburg FAE |
| TBA | Indiana FSE |

NORTHEASTERN AREA SALES MANAGER--Art Massicott (20-02) Boston

| | |
|----------------|----------------------|
| Bob Ravenstein | Boston FAE |
| Jim Summers | Boston FSE |
| Al Bargoot | Boston FSE |
| Al Morretti | Fairport FAE |
| Ron Wenger | c/o His Home (Wayne) |
| Chuck Biondi | Brighton FSE |

EASTERN AREA SALES MANAGER -- JIM YOUMANS 20-66 Wellesley

DAVE ROSEN 20-71 Wellesley Regional Manager

Howie Cohen
Vinnny Sundra
* Bob Taliento
Steve Troscianecki

Wellesley Sr. FSE
Wellesley A/E
Wellesley DAE
Wellesley FSE

GUS LEBKUECHER 20-68 Melville Regional Manager

Mike Berwin
* Dan Rappaport
* Stan Schiller

Melville Sr. FSE
Melville DAE
Melville DAE

BILL EDLUND 20-80 Fairport Regional Manager

* Stan Charles
Hal Clausen

Fairport DAE
Poughkeepsie Sr. FSE

BOB PETTIT 20-76 Philadelphia Regional Manager

* John Alpaugh
* Fred Hammett
Ed Weimer
Gerry Swoben

20-15
20-15

Bladensburg Sr. FSE
Bladensburg DAE
Philadelphia (reports to Al Enamait)
Bladensburg (reports to Al Enamait)

PAUL ZUK 20-87 Canadian Regional Manager

Dave Goulding

20-84

Canadian Warehouse Manager

BOB ERCOLI 20-70 Detroit Regional Manager

Chuck Sanback
* Bill Busby
* Bob Albrecht

Detroit A/E
Detroit DAE
Dayton DAE

CENTRAL AREA SALES MANAGER -- LES WELBORN 20-82 Dallas

BOB HAND

20-83

Dallas Regional Manager

* Dan Kelly
* Jim Sanders
* Terry Wilkinson

Dallas DAE
Houston DM
Tulsa DM

HOOT GIBSON

20-81

Huntsville Regional Manager

Ralph Laughlin
* Bob Powers
* Tom King

Huntsville Sr. FSE
Dixie States DAE
Florida DAE

MEL ZIVKOVICH

20-88

Minneapolis Regional Manager

Pete Onstad
Doug Hermanson
Don Callen
* Ron Carlson
* Ron Rossie

Minneapolis A/E
Minneapolis Sr. FSE
Minneapolis Sr. FSE
Minneapolis DAE
Kansas DM

JIM BRYE

20-86

Chicago Regional Manager

Bill Deuchler
Norm Miller
Scott Beauprie
* Frank Gorski
Max Marsh
Russ Desserich
John Franz

Chicago Sr. FSE
Chicago A/E
Chicago FSE
Chicago DAE
Indianapolis A/E
Indianapolis FSE
Ft. Wayne Sr. FSE

V.P. COMPONENTS SALES

- Jack Ordway

CODE:SALES SUPPORT MANAGERS

- Bev Freitas

FSE: Field Sales Engineer

- Jim Johnson

DAE: Distributor Acct. Exec

John Davies

FAE: Field App. Engineer

BUSINESS DEVELOPMENT MGR.

- Al Enamait

DM: District Manager

REP PROGRAM MANAGER

- Barbara Prince

A/E: Account Executive

DISTRIBUTOR SALES MANAGER

- George Perris

A/R: Account Representative

(*): Co-Op Sales

Components & LSI Sale

WESTERN AREA SALES MANAGER --- JOEL FRIEDMAN (20-69) EncinoDAVE BOWMAN

20-94

Santa Clara Regional Manager

* Roger Wentzel

Santa Clara DAE

Paul Novak

Santa Clara Sr. FSE

TBA

Santa Clara Sr. FSE

DAN BARRETT

20-95

Phoenix Regional Manager

* TBA

Phoenix DAE

Jim McCall

Phoenix FAE

* Ted Friedland

Albuquerque DM

BOB HOFFMAN

20-91

Encino Regional Manager

* Howard Teich

Encino Sr. FSE

Dick Hirsch

Encino Sr. FSE

* Gary Corbin

Encino A/E

Bill Straus

Encino A/E

* Ernie Abeytia

Encino DAE

Steve Borochoff

Encino DM

Bruce Cahill

20-93

Santa Ana DM

Al George

Santa Ana Sr. FSE

* Sue Votaw

Santa Ana DAE

Bill Edwards

Santa Ana Sr. FSE

LSI MARKETING

V. P. LSI SALES

LSI MARKET DEVELOPMENT MGR.

SR. FINANCIAL ANALYST

- Bill O'Meara
- Jack Konrath
- Janis Farmer

WESTERN AREA SALES MANAGER--Dave Okamoto (20-05) Santa Ana

| | |
|------------------|--------------------------|
| John Siemens | Santa Ana DM |
| Ross Hayden | Santa Ana FSE |
| Carl Eggert | Los Angeles FAE |
| Bill Mankin | Los Angeles FSE |
| Rich Lee | Los Angeles FSE |
| TBA | Los Angeles FSE |
| Marshall Sherman | c/o His Home (Santa Ana) |
| Lloyd Peltier | Bay Area FAE |
| Dick Bambrick | Bay Area Sr. FSE |

MID-WESTERN AREA SALES MANAGER--Dave LaRock (20-06) Minneapolis

| | |
|-----------------|-----------------|
| Jim Jasin | Minneapolis FSE |
| Dave Hollinbeck | Minneapolis FAE |
| Paul Ode | Minneapolis FSE |
| Dick Parks | Minneapolis FSE |
| Ross Hendrix | Phoenix FSE |
| James Kidd | Denver FAE |

SOUTHERN AREA SALES MANAGER--Phillipe deMarchin (20-03) Dallas

| | |
|------------------|---------------------------|
| Chris Lynes | Dallas FAE |
| TBA | Dallas DM |
| Jon Colt | c/o His Home (Huntsville) |
| Jim Hawkins | c/o His Home (Altamonte) |
| George Smallwood | Florida FAE |
| Rich Christopher | Florida |

MID-ATLANTIC AREA SALES MANAGER--Perry Constantine (20-04) Chicago

| | |
|---------------|-----------------------|
| Ray Rundquist | Chicago FAE |
| Paul Gasparro | Chicago FSE |
| TBA | Chicago DM |
| Stuart Jones | c/o His Home (Dayton) |
| Bill Densham | Detroit FAE |
| TBA | Detroit FSE |
| Don Buccini | Philadelphia FSE |
| Miles Circo | Bladensburg FAE |
| TBA | Indiana FSE |
| Jim Carr | Philadelphia DM |
| Jim Keim | Ft. Wayne Sr. FSE |

NORTHEASTERN AREA SALES MANAGER--Art Massicott (20-02) Boston

| | |
|----------------|--------------|
| Bob Ravenstein | Boston FAE |
| Jim Summers | Boston FSE |
| Al Bargoot | Boston FSE |
| Al Morretti | Fairport FAE |

CENTRAL AREA SALES MANAGER -- LES WELBORN 20-82 Dallas

BOB HAND

20-83

Dallas Regional Manager

* Dan Kelly
* Jim Sanders
* Terry Wilkinson

Dallas DAE
Houston DM
Tulsa DM

HOOT GIBSON

20-81

Huntsville Regional Manager

Ralph Laughlin
* Bob Powers
* Tom King

Huntsville Sr. FSE
Dixie States DAE
Florida DAE

MEL ZIVKOVICH

20-88

Minneapolis Regional Manager

Pete Onstad
Doug Hermanson
Don Callen
* Ron Carlson
* Ron Rossie

Minneapolis A/E
Minneapolis Sr. FSE
Minneapolis Sr. FSE
Minneapolis DAE
Kansas DM

JIM BRYE

20-86

Chicago Regional Manager

Bill Deuchler
Norm Miller
Scott Beauprie
* Frank Gorski
Max Marsh
Russ Desserich
John Franz

Chicago Sr. FSE
Chicago A/E
Chicago FSE
Chicago DAE
Indianapolis A/E
Indianapolis FSE
Ft. Wayne Sr. FSE

EASTERN AREA SALES MANAGER -- JIM YOUMANS 20-66 Wellesley

DAVE ROSEN

20-72

Wellesley Regional Manager

Howie Cohen
Vinny Sundra
* Bob Taliento
Steve Troscianecki

Wellesley Sr. FSE
Wellesley A/E
Wellesley DAE
Wellesley FSE

GUS LEBKUECHER

20-68

Melville Regional Manager

Mike Berwin
* Dan Rappaport
* Stan Schiller
Charles Kreysig

Melville Sr. FSE
Melville DAE
Melville DAE
Wayne Sr. FSE

BILL EDLUND

20-80

Fairport Regional Manager

Jerry Jantzi
Hal Clausen

Fairport DAE
Poughkeepsie Sr. FSE

BOB PETTIT

20-76

Philadelphia Regional Manager

* John Alpaugh
* Stan Charles
Ed Weimer
Gerry Swoben
Don Brase
Dick Geyer

20-15

20-15

20-76

Bladensburg Sr. FSE
Bladensburg DM
Philadelphia (reports to Al Enamait)
Bladensburg (reports to Al Enamait)
Philadelphia DAE
Philadelphia DAE

PAUL ZUK

20-87

Canadian Regional Manager

Dave Goulding

20-84

Canadian Warehouse Manager

BOB ERCOLI

20-70

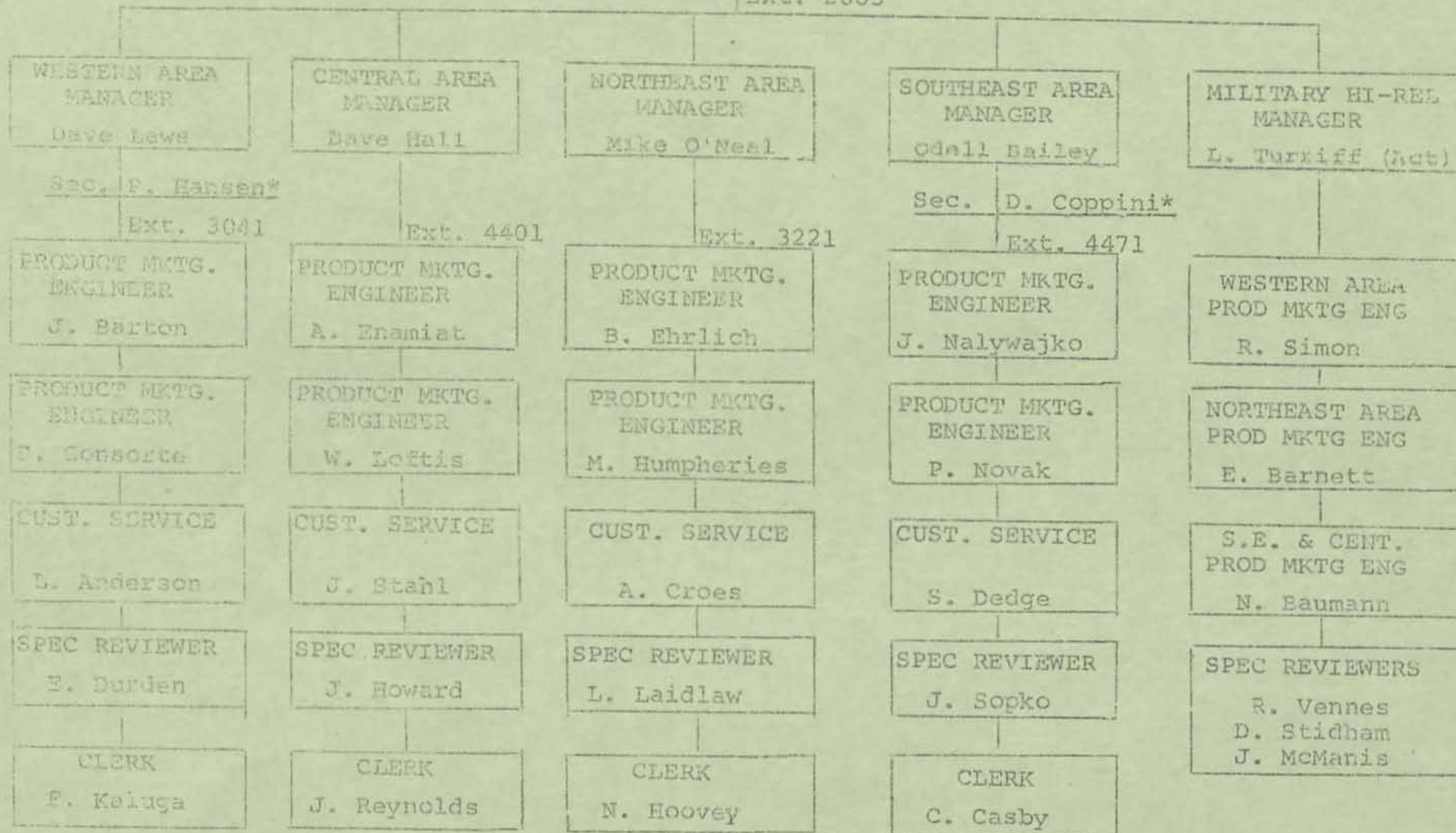
Detroit Regional Manager

Chuck Sanback
* Bill Busby
* Bob Albrecht

Detroit A/E
Detroit DAE
Dayton DAE

DIC
Lowell Turriff

Sec. Mary Linstrom
Ext. 2003



NP. Hansen shared by D. Hall & M. O'Neal
D. Coppini shared by Military Hi-Rel

3/11/71

Lowell

| | | | |
|----------------------------------|------------------|--------------|------------------------|
| <u>V.P. COMPONENTS SALES</u> | - Jack Ordway | <u>CODE:</u> | |
| <u>SALES SUPPORT MANAGERS</u> | - Bev Freitas | FSE: | Field Sales Engineer |
| | - Jim Johnson | DAE: | Distributor Acct. Exe |
| | John Davies | FAE: | Field App. Engineer |
| <u>BUSINESS DEVELOPMENT MGR.</u> | - Al Enamait | DM: | District Manager |
| <u>REP PROGRAM MANAGER</u> | - Barbara Prince | A/E: | Account Executive |
| <u>DISTRIBUTOR SALES MANAGER</u> | - George Perris | A/R: | Account Representative |
| | | (*): | Co-Op Sales |
| | | | Components & LSI Sales |

WESTERN AREA SALES MANAGER -- JOEL FRIEDMAN (20-69) Encino

DAVE BOWMAN 20-94 Santa Clara Regional Manager

| | |
|----------------|---------------------|
| *Roger Wentzel | Santa Clara DAE |
| Paul Novak | Santa Clara Sr. FSE |
| John Hardy | Santa Clara Sr. FSE |

DAN BARRETT 20-95 Phoenix Regional Manager

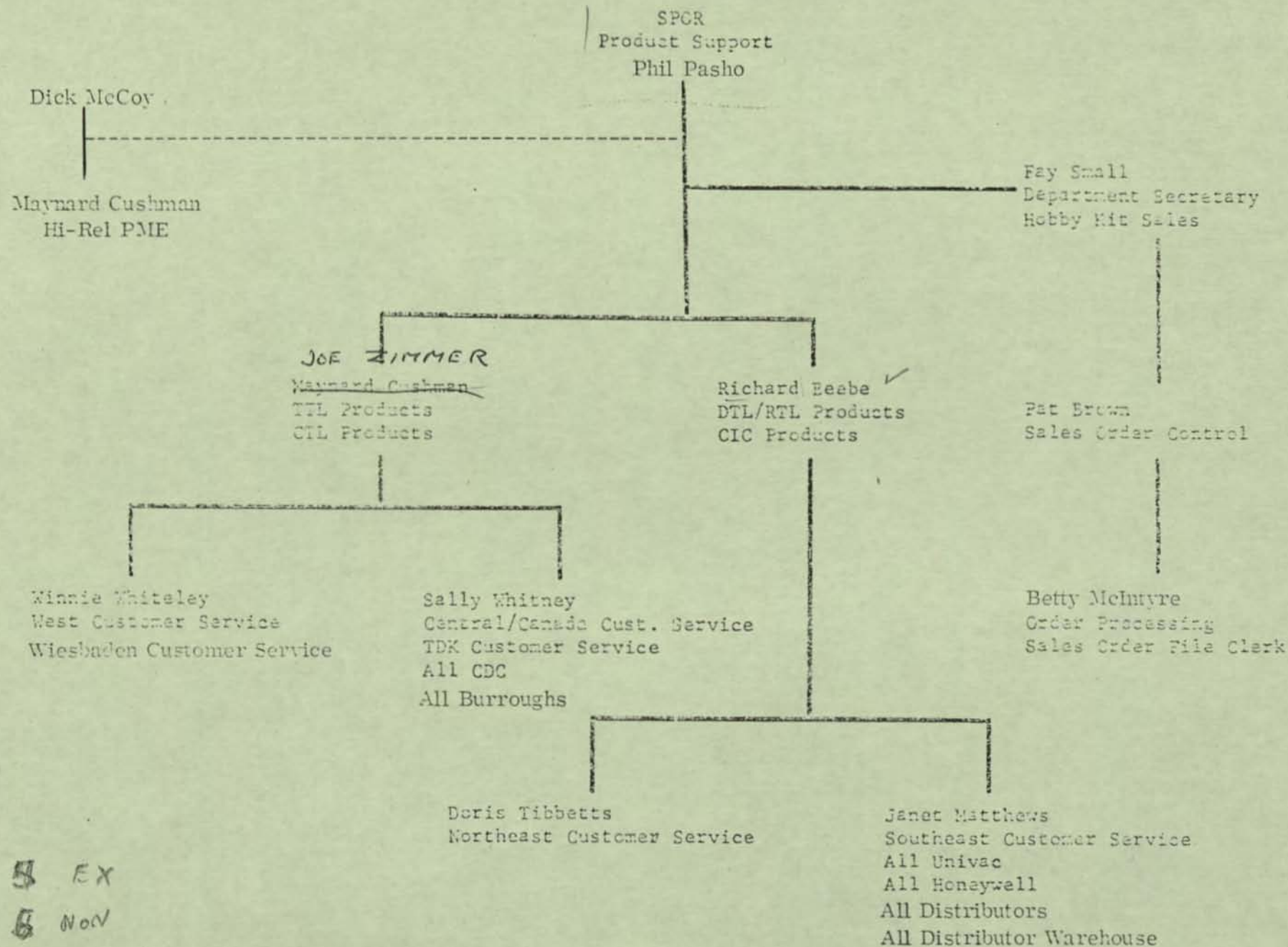
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|-----------------|----------------|
| * Terry Kilduff | Phoenix DAE |
| | Phoenix FAE |
| * Ted Friedland | Albuquerque DM |

BOB HOFFMAN 20-91 Encino Regional Manager

| | |
|-----------------|----------------|
| * Howard Teich | Encino Sr. FSE |
| Dick Hirsch | Encino Sr. FSE |
| * Gary Corbin | Encino A/E |
| Bill Straus | Encino A/E |
| * Ernie Abeytia | Encino DAE |
| Steve Borochoff | Encino DM |

| | | |
|--------------|-------|-------------------|
| Bruce Cahill | 20-93 | Santa Ana DM |
| Al George | | Santa Ana Sr. FSE |
| * Sue Votaw | | Santa Ana DAE |
| Bill Edwards | | Santa Ana Sr. FSE |

EFFECTIVE: October 1973



5 EX

6 NOV

MANAGER
DIGITAL MARKETING
L. TURRIFF

MANAGER
APPLICATIONS
P. ALFKE

MANAGER
PRODUCT PLANNING
R. WALKER

HI-SPEED/SCHOTTKY
C. ALFORD

CCD/ROMS
R. DAVIS

CONSUMER/DISPLAY
E. BREEZE

COMPUTER
K. RALLAPALLI

INDUSTRIAL
COMMUNICATIONS
W. HARMON

OPEN REQ
SR. APPL ENGR

CCD

MANAGER
PRODUCT MARKET DEV

TTL
R. McCARTHY

CMOS
R. WALKER (Acting)

Secty. - K. Price
PAT,
ECL
E. BOHN

F. Wittman - Sr. Elect. Tech.

SR CLERK (ART MASON)

TTL
HC SPEED

TTL
SR PMR *

CCD
(HAVE REQ)

CMOS *

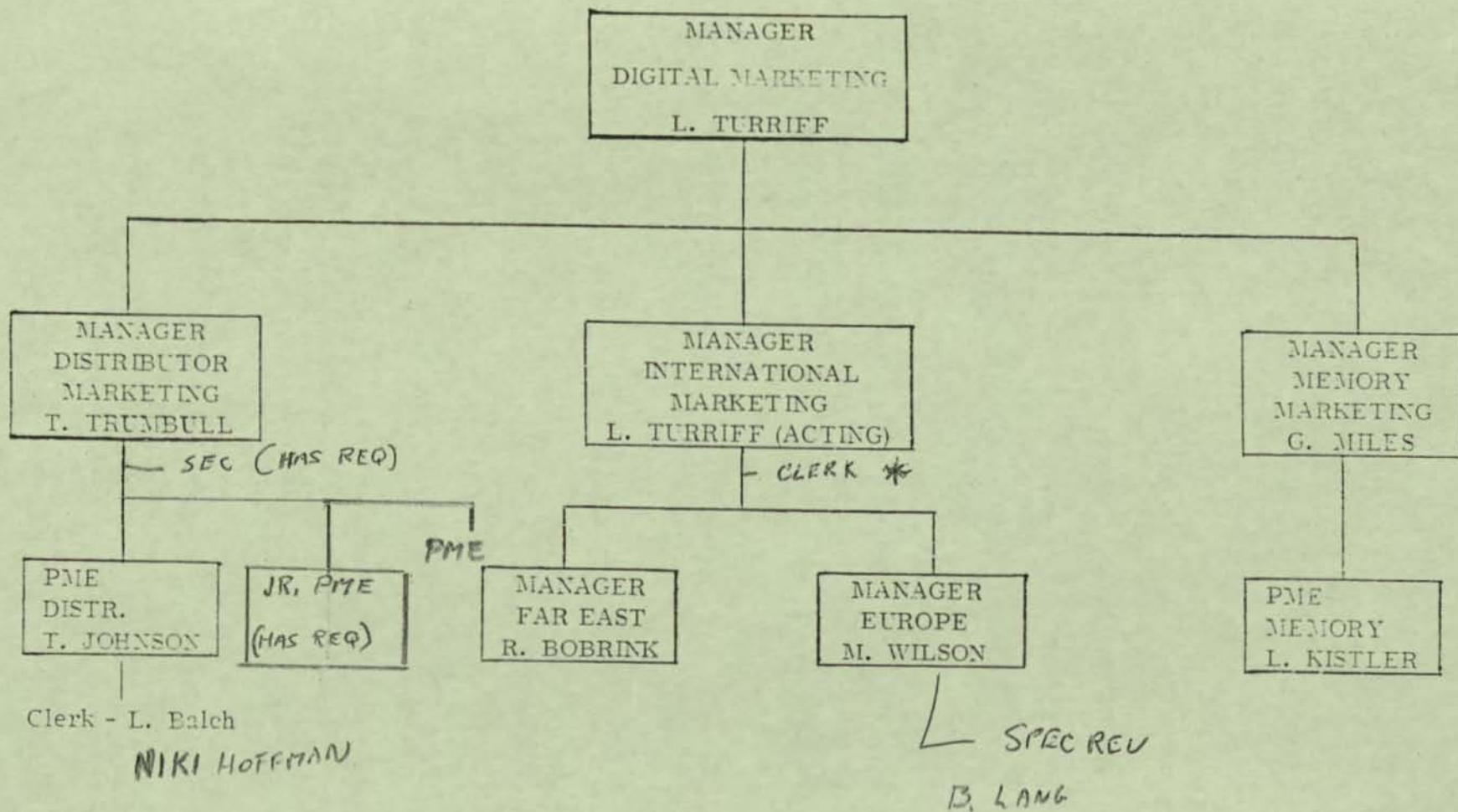
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* COMPANY PRIVATE
NOT TO BE REPRODUCED

SCHEDULERS

COORD
COORDINATOR
SR CLERK *

EFFECTIVE: October 1973

* NEW
7 EX
3 NON EX

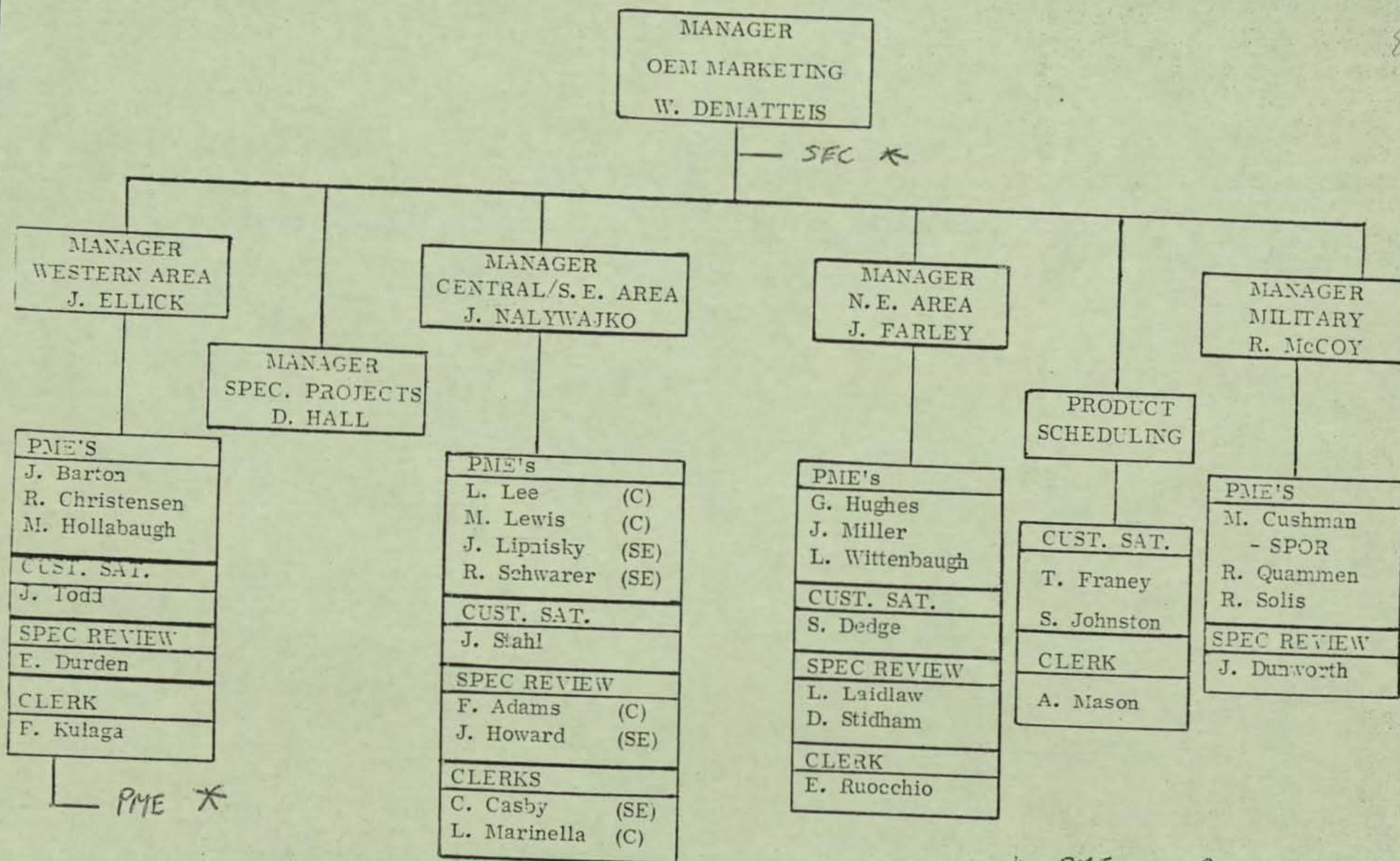


COMPANY PRIVATE
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EFFECTIVE: October 1973

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1 EX

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COMPANY PRIVATE
NOT TO BE REPRODUCED

EFFECTIVE: October 1973

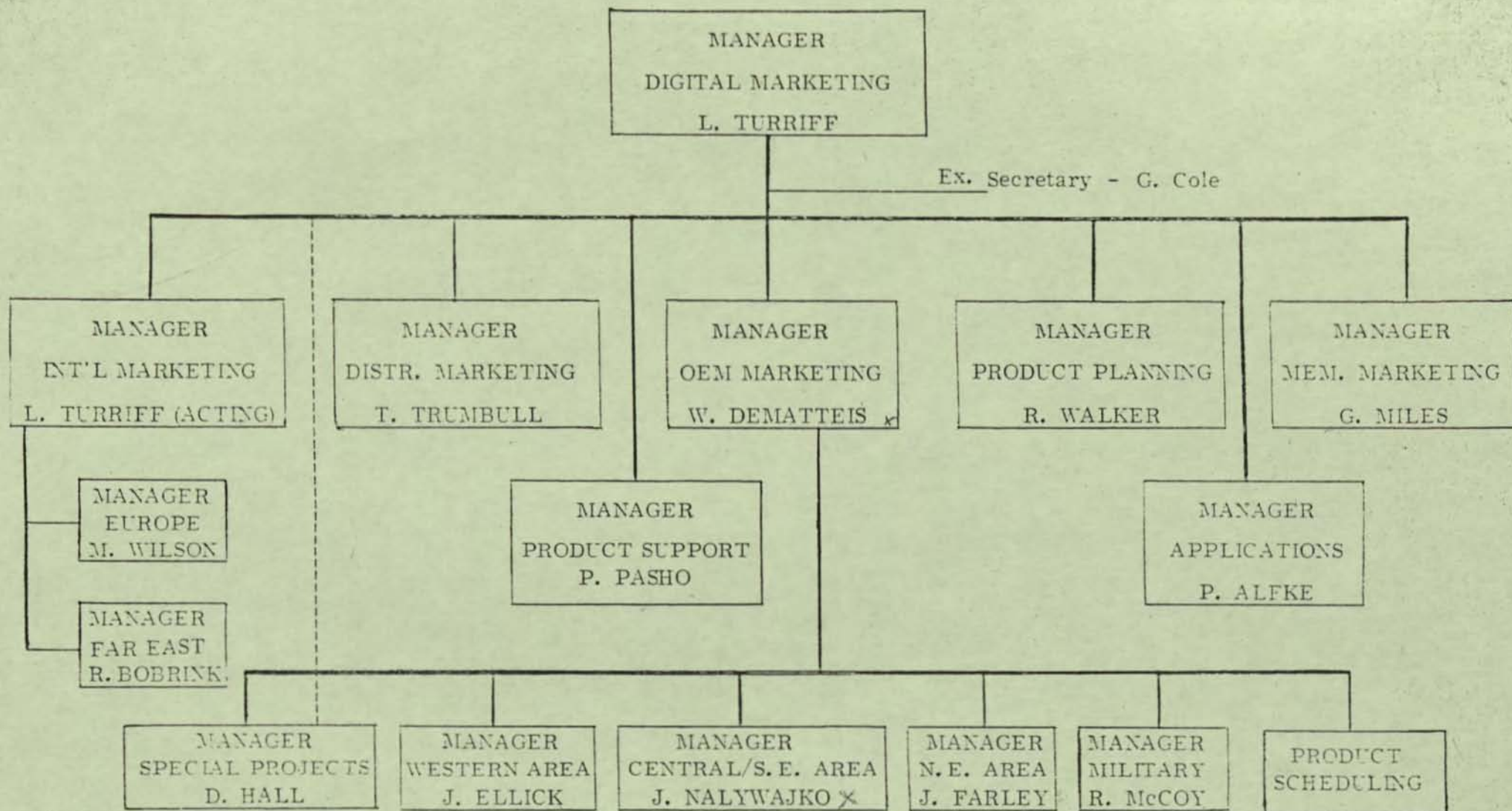
18 EX

11 Nov

7

| | |
|------------|-----------|
| * PME | 2 |
| * SR. PME | 5 |
| * CLERKS | 4 |
| * SEC | 1 |
| * CUST SAT | 1 |
| * MGR | 1 |
| * SPECREV | 1 |
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COMPANY PRIVATE
NOT TO BE REPRODUCED

EFFECTIVE: October 1973

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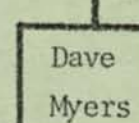
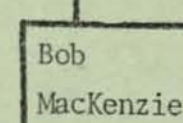
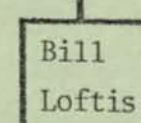
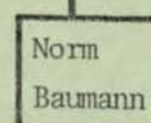
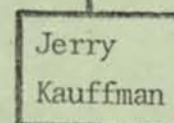
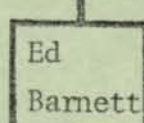
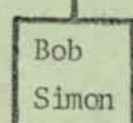
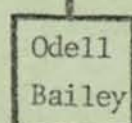
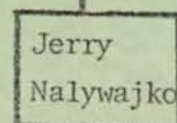
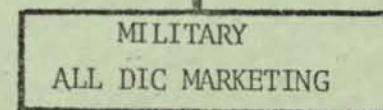
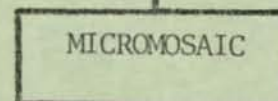
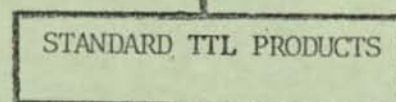
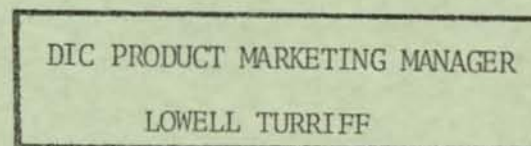
1 NON

TOTAL

44 EX

25 NON EX

68



Lucy
Laidlaw

June
Olsen

Julie
McManus

Julie
McManus

June
Olsen

Ruth
Vennes

Donna
Stidham

Joan
Sopko

Joan
Sopko

Carol
Casby

Carol
Casby

Eileen
Mareello

Eileen
Mareello

Vivian
Huddleston

Vivian
Huddleston

Donna
Mowry

Donna
Mowry

FAIRCHILDCAMERA AND INSTRUMENT
CORPORATION

INTERNAL CORRESPONDENCE

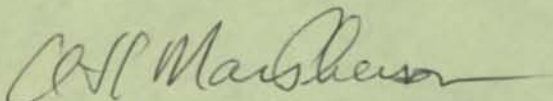
TO: Geri Hadley ✓
Van Lewing

DATE: January 15, 1979

FROM: Alan H. MacPherson M/S: 20-2486 CC:

RE: PROPER TREATMENT OF F3870 AND F8.

A review of the December 1978 "Productliner" shows that this Fairchild internal publication again is combining the F8 and the F3870 for the purpose of instructing our field sales people. The F3870 was obtained by Fairchild from Mostek and was independently developed by Mostek. Thus, this product should be listed and dealt with independently in both our internal literature and that literature which we make available to third parties. For example, in the table of contents under Item 7, entitled "LSI Microcomputer", sub-heading "G" should be limited to "F8 Availability" and the next sub-heading "H" should be identified as "F3870 Availability". Adherence to this procedure internally is necessary to ensure that all our employees properly understand that the two products are to be treated separately when dealing with third parties.


Alan H. MacPherson

**PRIVILEGED LEGAL
COMMUNICATION**

NOT TO BE COPIED OR DISTRIBUTED TO
THIRD PARTIES.

TO: All Subsystems Personnel
FROM: Harry Neil *HN*
SUBJECT: CUTBACK

DATE: May 15, 1970
CC: A. Procassini

The specific reasons for today's cutback are as follows:

"Through March, we, as well as the industry as a whole, had experienced slow, steady growth. Orders were slightly ahead of last year and then suddenly in April our markets declined dramatically. People just weren't buying and our sales dropped well below our forecast levels. Most of this effect is attributable to an overall decline in the economy and the inability of many of our customers to anticipate it. These factors have affected orders in all of our divisions.

Due to the pressures of our national economy and changes within our industry that none of us could foresee, we are now forced to reduce costs world-wide. Unfortunately, a portion of this cost reduction will be labor cost which will be accomplished through reduction of our overall world-wide employment.

No one likes to cut back a labor force. It hurts many people; it looks like poor planning or that as managers we have no foresight. But, very often, particularly in our industry, there are pressures from the economy and changes within our industry that none of us can foresee. Then all the plans and forecasts in the world don't mean a thing, and that is what has just happened here. Sales aren't living up to our predictions, many of our customers have sufficient inventories, and for the short term we do not need all the manufacturing capability we had anticipated.

The success of Fairchild Camera and Instrument Corporation is not immune to trends in the general economy. History has shown that the sales and profits of the semiconductor industry are closely related to the business health of the nation. The current business slowdown has been reflected in a softening of semiconductor orders and shipments, particularly in the aerospace and defense markets.

These are economic realities. Despite these negatives, our overall outlook for this year is positive and we look forward to improvement during the second half of this year with a resultant upturn in employment. We hope that all of you will bear with us during this very difficult time so that together we can share in the positives that the future is sure to bring.

In the interim, we will protect our employees' seniority and other rights and, more importantly, do the best we can to preserve the opportunity for all of you to continue as Fairchild employees.

May 15, 1970

"While a relatively small percentage of our overall work force will be directly affected by the lay-off, each of us has a very significant role to play in the recovery process. Fairchild's ability to recover quicker and better than its competition is dependent upon each employee's personal commitment to our common goal of reducing operating costs while increasing quality and efficiency."

As you know, we have not been required to reduce our subsystems' marketing payroll in the past. This time we must.

In deciding who had to be cut, I have tried as best as I know how to balance the needs of the subsystems' marketing group with fairness to the individuals involved. This decision is as hard as any I have ever had to make because I believe in a personal working relationship with the people in the department and a personal responsibility to each of them. It is therefore with very intense regret that I have to inform you that Fran Krch, JoAnne Breitmeyer and Mary Shaffer have been laid off.

I ask each of you to support these people with your understanding and any assistance you can provide in helping them secure alternative employment. I'm sure that everyone of us hopes that the business improves dramatically in a very short time and that these people will choose to return to Fairchild when that time comes.

In order to absorb this loss, we will have to make some minor organizational readjustments. These will be discussed with the Product Marketing Managers Monday and you will be informed. We, of course, know that this shortage will put an extra load on everyone and ask your special understanding and continued help in making our group one of the best at Fairchild.

HN:jm

FAIRCHILD

SYSTEMS TECHNOLOGY
A DIVISION OF FAIRCHILD CAMERA AND INSTRUMENT CORPORATION

974 E. Arques Ave., Sunnyvale, Calif. 94086

INTERNAL CORRESPONDENCE

July 31, 1970

To: ALL EMPLOYEES

From: R. J. Schreiner

I don't know how to find the right words to tell you how badly all the managers of this Division feel about the necessity for a major layoff.

It is long overdue and has been put off from month to month, partly because it is the most difficult of all decisions to make and partly because of hopes that we would land some very major orders we have been working on. But finally it becomes necessary to face the facts of life and do what must be done to protect the future of the Division. Although it is pitifully little in the way of consolation to the people affected by the layoff, I still believe we have a toe-hold on what should become a major industry in the next decade. Every source of market research data we have studied indicates dramatic growth for what I would term "factory automation." If any of us are to realize the potential that lies ahead, we are going to have to take the necessary steps, no matter how painful, to allow us to weather the current storm. There are far too many good people here to consider, even for a second, the possibility of abandoning the ship.

As is usual in these times, the Division is rampant with rumors and questions. I would like to attempt to answer some of the more popular ones.

Question: WILL THERE BE MORE LAYOFFS?

Answer: I hope not but I honestly don't know. I believe we are near the bottom of the recession and that the general business situation will not get much worse. On the other hand, I do not expect to see a recovery this year. The purchase of capital equipment shows signs of remaining sluggish until the middle of next year. This means we have to tighten the belt as much as possible and keep it tight for 6 to 12 months.

Question: WILL WE GO TO A 4 OR 4 1/2 DAY WEEK?

Answer: We have looked at all possible ways of avoiding a layoff including reduced workweek and plant shutdowns. It was decided that it was best to reduce our payroll to a level reasonably consistent with current business and save the reduced workweek as a safeguard to avoid a future layoff if business gets worse. Thus, we have no immediate plans for a reduced workweek but will very likely use it if the economy continues to slide.

(Over)

To All Employees
July 31, 1970

(2)

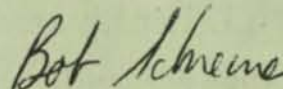
Question: ARE WE GOING TO HAVE A TWO-WEEK PLANT SHUTDOWN?

Answer: There are no plans for a plant shutdown affecting Engineering or Marketing. It has been considered by Manufacturing in lieu of additional layoffs as a means for holding inventories down. I believe Manufacturing management should have some leeway in deciding which is the best method of adjusting their output with the least hardship on their people.

Question: ARE WE GOING TO BE BOUGHT BY PHILIPS?

Answer: Every company and every division or subsidiary of every company is available at some price. I have no way of knowing whether Philips has any interest in buying all or any part of FAIRCHILD CAMERA & INSTRUMENT CORP. Since FCI is a public corporation, full public disclosure is required by law before any agreement can be reached. Since I have not seen a disclosure of any type, I would tend to discount this rumor. As you know, Fairchild has signed a cross-licensing agreement with Philips and you can expect to see Philips visitors from time to time in connection with technical knowhow interchange.

If you have any other questions that are troubling you, please bring them to my attention and I will try to get answers for you.



R. J. Schreiner
General Manager

TO: BOB ULRICKSON

FROM: ART HELLER *AH*

SUBJECT: DIC SOFTWARE "PROBLEMS"

DATE: 26 Feb 1973

CC: J. Duffy
R. Walker
J. Courtice
D. Barnhart
J. Barrite

I am getting tired of reading Rob Walker's written brick-bats about lack of support from Marketing Services....and more than that.... very much concerned about their effect on the morale and productivity of my department.

I am obliged to investigate Rob's steady flow of complaints. This is rather difficult to do without my people learning of their existence, and, ultimately, their source. When, after the facts are in hand, the complaints turn out to be unjustifiable in almost every instance, a lot of rather hard feelings are created.

I've come to the conclusion that Mr. Walker is developing a considerable smoke screen to cover the rather consistent failure at his end to meet committed input dates. He has also consistently failed to supply (whether on time or not) that minimum quality of input (in terms of both clarity and completeness) that is required to minimize the time between its receipt and the time it is clean enough to go into Graphics for production.

Bob....I don't know whether Rob's "literary" efforts originate with him or are instigated by you, and I don't care, except for my annoyance at the high incidence of pure and unadulterated bull they contain.

For example, without going into the smoke of Rob's memos to you (with copy to me), why don't you dig out of your files your joint memo to me of February 5, 1973 (copy attached) which is a straight listing of DIC First Quarter software requirements.

Item: ECL Composite Data Sheet #1 with first inputs scheduled November 1972 and last inputs due December 1972. Regardless of the "garbage" submitted over that period (which set some kind of record for sloppiness, unreadability and omissions....which I'll be glad to show you), the fact is that we are in our second xerox of the layout while Rob and Company are still making changes with respect to the original input. I mean changes....not corrections of our errors. Yes! We do make errors....but there is no way you or he can support the argument that you met your input commitment date when you're still changing data seven weeks after the cut-off date for a 50-page publication.

Item: ECL additional data sheets. With input stretched from March 19 to March 30 and a May 1 due date. Four weeks is not much time to design and print a 40-page composite data sheet....and based on your previous performance, I don't have a high degree of confidence that your May 1 date will be met no matter how well we perform.

Item: ECL User's Guide. First inputs February 16, last inputs February 28. WE HAVE RECEIVED NO INPUTS AS OF FEBRUARY 26, and you estimate a 75-page book with heavy graphics to be ready by May 1! Who the hell are you kidding?

Item: 95400 Data Sheet Revision "A" - input due February 2. NO INPUT RECEIVED AS OF FEBRUARY 26. Expected availability March 30. You can't even deliver a lousy 4-page data sheet revision input on time!

Item: 9368 Data Sheet - input due February 9. INPUT RECEIVED FEBRUARY 19. Expected availability March 19. Thanks a lot!

Item: Schottky Composite Data Sheet - estimated length is 60 pages. First input scheduled February 14 and last input March 15 with availability wanted March 30. The schedule is ludicrous, and it isn't made less so by the fact that NO INPUTS AT ALL HAVE BEEN RECEIVED AS OF FEBRUARY 26.

Item: Seminar Slides - inputs due March 15 to April 9, with availability of 160 slides (20 new drawings maximum) expected May 1. If anyone in DIC has been able to estimate the numbers indicated, surely that individual could give us a list of some of the existing artwork that will have to be converted to slides so that we could start before March 15. And why should the input stretch over 3+ weeks? It would also be helpful if we could have even a preliminary outline of the seminar so we could see how all these slides are going to be put together.

Item: 9369 Data Sheet - input starting February 16 and ending March 2. Why should the input for a 4-page data sheet stretch over 2 weeks? Besides, NO INPUT HAS BEEN RECEIVED AS OF FEBRUARY 26.

Item: 9370 Data Sheet - same facts as above.

Item: 95H90DM Data Sheet - input due March 5. Availability wanted April 16. You make your input date, we'll make the output date.

Now Bob....if we turn to Rob Walker's memo of February 14 complaining about Marketing Services non-support, I think it can be seen in somewhat better perspective. Rob is quite right in his concern for your May 1 seminar kickoff date. It would help considerably, however, if we were to receive inputs when he says we will. It would also help if those inputs were reasonably clean and complete. No amount of outside help will "turn the situation around" in the absence of DIC Product Marketing input performance....and there are no conceivable circumstances under which I will "commit" Marketing Services personnel to the exclusive service of DIC or any other division's needs. To divide up our graphics resources on a "dedicated" basis would be irrational and absolutely counter to the concept of flexibility in central services of any kind....to say nothing of the economic idiocy of the idea.

So far as I'm concerned, Bob, you've consistently taken the very inflexible position of wanting what you want when you want it. If your wants were rationally scheduled and if you met your commitments reasonably on time, and if you would stop your people from trying to make up for time lost through their miserable performance by squeezing that time out of my department's production schedules, they and you might suddenly find that our productivity on DIC projects leaves little to complain about.

You have said that you "don't give a damn about the other divisions" my department must serve. I've told you that I do, my people do, and we will continue to operate in a mode that provides, if not perfect service, at least optimum service, to all divisions large or small.

As for your May 1 date I would not guarantee it (based on DIC Product Marketing's erratic performance over the past 4 months or more) for a cool million dollars. And, as I said at the beginning, Bob, I'm getting tired of having your finger pointed at me or my department when the problem is so demonstrably centered squarely in yours.

If you really believe that "the problem" lies with me or my department, then I suggest that since you won't take it up directly with me, you take it up with my boss, your boss, or their boss....I'll just bring the documented facts to the party. But if, as you have said so many times in the past, "all I'm interested in is solving the problem" you might start by taking a positive attitude towards its resolution instead of throwing bricks in this direction. That kind of activity solves nothing.

AH:vh

Attachment

SEMICONDUCTOR
A DIVISION OF FAIRCHILD CAMERA
AND INSTRUMENT CORPORATION

*This is not a schedule. It's a
fantasy! But*

TO: Art Heller
FROM: Rob Walker/Bob Ulrickson
SUBJECT: SCHEDULE OF FIRST QUARTER SOFTWARE

DATE: February 5, 1973

CC: P. Alfke
C. Alford
J. Courtice
G. Hadley
R. McCarthy

*How about
YOUR GUARANTEEING
INPUT ON
TIME?*

The following is our schedule of DIC Software inputs and required availability. The May 1 dates on the Schottky and ECL material is required for a early May High Speed Seminar. If that date cannot be 100% guaranteed, then the Seminar dates must slip.

*STATUS
OF
FEB 26*

| | MATERIAL | FIRST INPUTS | LAST INPUTS | # PAGES OR SLIDES | DEGREE OF REDRAWING | REQUIRED FOR | REQUIRED DATE |
|--|--------------------------------------|-----------------|----------------|----------------------|--|---|----------------------------|
| <i>NEW INPUTS TILL REVIEWING</i> | ECL COMPOSITE DATA SHEET #1 | Nov. '72 | Dec. '72 | 50 | Heavy | Post Introduction | Feb. 19 |
| <i>?</i> | ECL ADDITIONAL DATA SHEETS | Mar. 19 | Mar. 30 | 40 | Medium | Seminar Introduction | May 1 |
| <i>NO INPUTS</i> | ECL USERS GUIDE | Feb. 16 | Feb. 28 | 75 | Heavy | Seminar | May 1 |
| <i>NO INPUTS</i> | 95400 DATA SHEET REV A | Feb. 2 | Feb. 2 | 4 | Medium | Introduction | Mar. 30 |
| <i>INPUT FEB 19</i> | 9368 DATA SHEET | Feb. 9 | Feb. 9 | 4 | Light | Introduction | Mar. 19 |
| <i>NO INPUTS</i> | SCHOTTKY COMPOSITE DATA SHEET | Feb. 14 | Mar. 15 | 60 | Medium (Stats Avail. on about 1/2) | Intro. 4 Products Post Intro. Ad | Mar. 30 <i>(Diocy!)</i> |
| | SEMINAR SLIDES | Mar. 15 | Apr. 9 | 160 | New Artwork 20 Slides Max. | Seminar | May 1 <i>DANGEROUS</i> |
| <i>NO INPUTS</i> | 9369 | Feb. 16 | Mar. 2 | 4 | Light | Introduction | Apr. 16 |
| <i>NO INPUTS</i> | 9370 | Feb. 16 | Mar. 2 | 4 | Light | Introduction | Apr. 16 |
| <i>?</i> | 95H90DM | Mar. 5 | Mar. 5 | 4 | Light | Introduction | Apr. 16 |

RW:kp

INTER-OFFICE CORRESPONDENCE

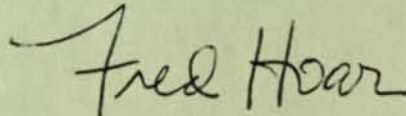
FAIRCHILD

CAMERA AND INSTRUMENT
CORPORATION

TO: Distribution
FROM: Fred Hoar
SUBJECT: Organization Announcements

February 26, 1980

Fairchild internal organization announcements should follow the concise format shown by the attached. Announcements should be made by the manager two levels above the reporting level of the person or unit involved.



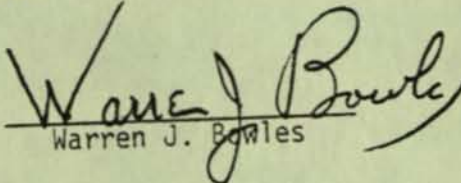
Fred Hoar

FMH:ms

February 20, 1980

Effective immediately Don Ramsey is appointed Industrial Relations Manager for the MOS Group headquartered in South San Jose. In this new position Don has reporting to him Gene Olan, IR Manager Wappingers Falls, and Joe Fazio, responsible for hourly and SNE Employee Relations and Training in South San Jose.

Don, who is also Acting Employment Manager for South San Jose, continues to report to John Salazar, Director of Industrial Relations, Semiconductor Products Division.


Warren J. Bowles

Schlumberger

SCHLUMBERGER LIMITED
277 PARK AVENUE
NEW YORK, NEW YORK 10017

JAN 10 1980

ROLAND GENIN
EXECUTIVE VICE PRESIDENT - OPERATIONS

January 11, 1980

Effective February 1, 1980, Luther Kersey, President of Macco, will assume the added responsibility of the management of Johnston and Johnston Testers. This follows the transfer of Mel Gray to Schlumberger of Canada as General Manager of this Wireline unit.

As of February 1, those previously reporting to Mr. Gray will report to Mr. Kersey.



DATE: 2/30/83

M/S:

CC

RE:

PLEASE CIRCULATE

George Smart has been placed in charge of Product Marketing and Advertising in New South Wales, Australia. He will report to Hiram Pockets. Hiram Pockets will report to John Pugh.

Ed S. Crew is now in charge of plant facilities in Campinas, Brazil. He will report to L. O. Ryder.

L. O. Ryder, formerly Sales Manager for Test Products in Bristol, England, will report to John Pugh.

John Pugh, formerly in charge of Small Ideas, will now report to Peter Angler. Peter Angler will report to Tom Finger.

Tom Finger, formerly in charge of George Smart's previous position as General Manager of Systemic Evaluations will replace Ed S. Crew's replacement as Vice President in Charge of Sales and Engineering.

Finger will report to Jack Hand. Jack Hand will report to Armand Hammer Smyth. Armand Hammer Smyth will report to Arnold Kneek.

Meanwhile, T. O. Bone will report to G. Ankle. The ankle is connected to the legbone the leg bone is connected to the kneebone the kneebone is connected to the thigh bone the thigh bone is connnnnnnnnnnnnnnnnnnnnnnnnnn!

FAIRCHILD

A Schlumberger Company

T.C. Roberts
President

January 5, 1981

The following organizational changes in the Analog and Components Group are effective immediately:

- o Doug Sullivan, formerly General Manager of the Linear Division, is appointed Technical Coordinator for the Analog and Components Group. In this capacity, Doug will be responsible for the coordination of technical development within the group. Located in Mountain View, Doug reports to George Wells, Executive Vice President and General Manager of the Analog and Components Group.
- o Rodney Smith, formerly General Manager of Automotive Products, is appointed General Manager of the Linear Division. Located in Mountain View, Rodney reports to George Wells. Those previously reporting to Doug Sullivan report to Rodney Smith.
- o Dick Belcher, formerly Business Development Manager for the Components Division, is appointed General Manager of Automotive Products. Located in Mountain View, Dick reports to Jim Hazle, General Manager of the Components Division. Those previously reporting to Rodney Smith report to Dick Belcher.

T.C. Roberts

RECEIVED

APR 03 1980

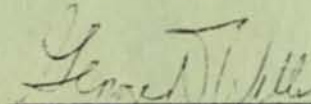
M. V. MAIL SERVICE

March 25, 1980

Effective immediately, Richard Valente is appointed Healdsburg Plant Manager.

Reporting directly to Richard will be, Ray Phillips, Operations Manager; Chuck Weaver, Engineering Manager; Carl Bindhammer, R & QA Manager and Dennis Stillman, Production and Inventory Control Manager,

Ray Carey, Controller, and George Coppinger, Industrial Relations Manager, will report to Richard on all administrative matters.


George D. Wells

FAIRCHILD

SEMICONDUCTOR

A DIVISION OF FAIRCHILD CAMERA AND INSTRUMENT CORPORATION

464 ELLIS STREET, MOUNTAIN VIEW, CALIFORNIA 94040 • (415) 962-5011 • TWX: 910 - 379-6435 • CABLE ADDRESS: FAIRSEMCO

March 20, 1980

Upon recommendation of Jim Youmans, Eastern Area Sales Manager, effective April 1, 1980, Hal Clausen is promoted to Regional Manager for upstate New York replacing Bill Edlund who has resigned to pursue other interests.

Reporting to Hal will be Ken Chojnacki, Distribution Manager, Arnold Karpel, Sales Engineer, and Tri-Tech Sales Company, our independent sales representative company in upstate New York.

Hal is a long-term Fairchild employee and was awarded the Sherman Fairchild award for sales professionalism in 1979.

Please welcome Hal to his new assignment.

Joe Williams

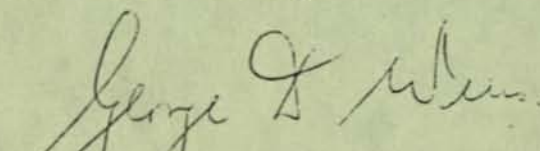
FAIRCHILD

CAMERA AND INSTRUMENT
CORPORATION

INTERNAL CORRESPONDENCE

Effective today, 2/20/80, Bob Blair is appointed Director of Industry Marketing reporting to A. A. Procassini, Vice President Worldwide Marketing.

Bob has been with Fairchild for 10 years, with service in Germany, the United Kingdom, and the United States. He has broad experience in engineering, marketing and sales, and management, which aptly qualifies him for this position. His experience will lend greater weight to our efforts in Industry Marketing.

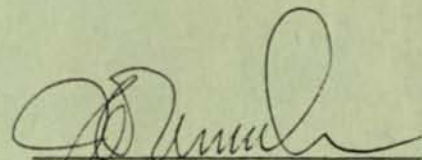

George Wells
Senior Vice President
Semiconductor Product Groups

GW:bln

March 17, 1980

Effective immediately, Dan Borders is appointed Manager, Corporate Financial Control, replacing Harvey Wagner who has accepted a new position in the Test Systems Group reporting to Ray Grammer.

Those previously reporting to Harvey Wagner will report to Dan Borders who reports to Jerry Taylor, Vice President-Corporate Controller.



J. A. Unruh
Vice President-Finance

FAIRCHILD

CAMERA AND INSTRUMENT
CORPORATION

INTERNAL CORRESPONDENCE

TO: General Distribution

DATE: March 14, 1980

FROM: Susan Bittel Kudlick

M/S: 20-2306

CC:

RE: FAIRCHILD IDENTIFICATION

It is necessary to clarify a misunderstanding about the use of the new Fairchild logo. In advertising and publications, Fairchild will be identified as "Fairchild, a Schlumberger Company".

That designation is not appropriate in any kind of document of a legal nature. In contracts, order and acknowledgement forms and so forth, the name of the corporate entity must be used; that is, "Fairchild Camera and Instrument Corporation".

There has been no change in Fairchild as a corporation from the legal point of view except for the fact that instead of a multitude of shareholders, Fairchild now has only one shareholder. No Schlumberger company is a party to any agreement involving Fairchild Camera and Instrument Corporation unless it is specifically intended that a Schlumberger company be involved. No reference, therefore, to Schlumberger should be made, in any form, when it is Fairchild which is engaged in the transaction being documented. Please contact the Legal Department for clarification in specific circumstances wherever a question may arise.

Susan Bittel Kudlick

SBK/mjw
A16

Poll

FAIRCHILD

CAMERA AND INSTRUMENT
CORPORATION

INTERNAL CORRESPONDENCE

TO: GENERAL DISTRIBUTION

DATE: March 13, 1980 /

FROM: Benefits Planning

M/S:

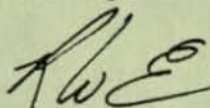
CC:

RE: Additional Holiday

The Company has adopted a tenth paid holiday starting in 1980.

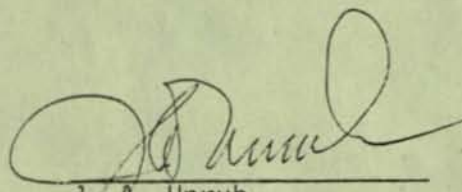
The tenth holiday is a floating holiday which shall be observed initially on Friday, December 26, 1980. The observance of December 26th along with the previously scheduled holidays of December 24th and 25th will provide a long "week-end" over the Christmas season.

Scheduling of the tenth day for future years shall be announced in the regular Holiday Schedule published the first of each year.



March 17, 1980

Effective immediately Rick Grihalva is appointed Manager, Financial Systems Planning, reporting to Jerry Taylor, Vice President-Corporate Controller. In this position Rick will be responsible for development of Financial Systems planning, including related internal controls and systems integrity. In addition, Rick will be coordinating the development of the overall Financial Systems decentralization plan within the Controller's organization.



J. A. Unruh
Vice President-Finance

March 17, 1980

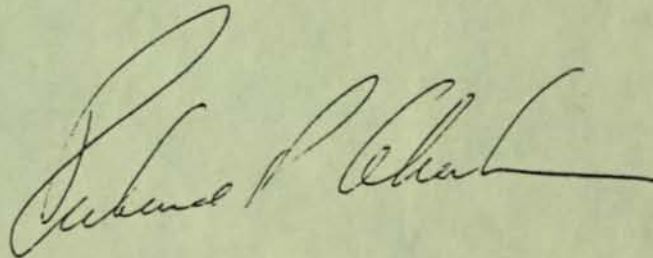
Effective immediately, Tom Goodman will assume responsibility for Bipolar LSI Gate Arrays as Product Manager reporting to Jim Hively, Bipolar Logic Business Unit Manager. Reporting to Tom will be; Bill Owens, Design Manager for Gate Arrays, Hem Hingarh, Manager of CAD Applied Development and Production Support and Bob Marshall, Manager of Gate Array Market Support.

Jose Mora assumes the position of Product Manager for Standard ECL LSI reporting to Jim. Reporting to Jose are; Dan Wong, Standard ECL Design, John Cartwright, Gate Array Product Engineering, and N.C. Lam with Standard ECL Product Engineering.

Steve Scialabba will take responsibility for Standard TTL LSI as Product Manager reporting to Jim with; Randy Ong, Standard TTL Design, Steve Barton supervising Standard TTL LSI Product Engineering, and Mark Markham, TTL Gate Array Product Engineering, reporting to Steve.

Raj Sengottaiyan assumes New Product Logic Development reporting to Jim.

Devereux Rice replaces Tom Goodman as Manager of Bipolar Logic Marketing reporting to Steve Jasper, Division Marketing Manager.



February 21, 1980

Effective February 21, 1980, Dr. John McCue joins Fairchild in Mountain View as Company Physician, replacing Dr. Bruce Dickerson who has resigned to pursue his career elsewhere. Dr. McCue will report to Ken Rohner, Manager of Labor Relations and Employee Health and Safety.

Dr. McCue has worked as a consultant with Fairchild over the past five years while maintaining a private practice in Palo Alto. He is a Board Certified Internist with a Masters degree in Public Health.

Walter J. Bowles

President Quits

Shakeup at Fairchild Camera

By Timothy C. Gartner

Wilfred J. Corrigan apparently was pushed aside as president and chief executive officer of Fairchild Camera and Instrument Corp. yesterday, less than five months after Schlumberger Ltd. acquired the Mountain View company for \$365 million.

Corrigan, 41, was unavailable for comment.

The brief Schlumberger release said Corrigan had resigned but would remain as chairman of the board to assist his successor, Thomas C. Roberts, 37, "in the assumption of his new responsibilities."

Spokesman for Fairchild and Schlumberger declined additional comment. Officials wouldn't even say when Corrigan resigned, asking, "When was the release dated?"

In New York, Schlumberger spokesman Seth T. McCormick said he had no comment on 1) whether Corrigan's announcement was a surprise, 2) who asked whom to resign, 3) if there had been a great deal of discussion concerning the announcement, 4) how long Corrigan would remain as chairman, and 5) how did Schlumberger reconcile this development with statements that current management would remain in tact after the takeover.

On May 21, when Schlumberger's bid was accepted over one



WILFRED J. CORRIGAN
Apparently ousted

from Gould Inc., the French-Dutch oil-well services company said Fairchild would operate as a separate subsidiary with its present management.

Asked what became of this promise, McCormick again said, "No comment."

Corrigan's successor, Roberts, has worked for Schlumberger for the past ten years. In July, 1978, he was appointed vice president of the New York-based firm and chief financial officer. Previously, Roberts served as general manager

of Schlumberger's measurement and control operations, based in Farnborough outside London.

In the third quarter ended September 30, Fairchild's sales were up 28 percent to \$174 million. The new parent Schlumberger refused to break out earnings. But in the second quarter, ended June 30, before Schlumberger took the company over, Fairchild's profit almost doubled to \$12.5 million on a 32 percent increase in sales to \$168 million.

Fairchild is the nation's fourth largest producer of semiconductors. Schlumberger is a multinational company, with executive offices in New York and Paris, which provides technical services to the oil industry.

Corrigan was named president and chief executive in July, 1974, and he became chairman in May, 1977. He owns or controls 54,500 Fairchild shares, about 1 percent on the stock outstanding.

Last year, according to the Fairchild proxy, Corrigan received \$382,879 in total compensation, a 107 percent increase over last year's salary and bonus of \$185,280.

Schlumberger's \$66 a share offer staved off a takeover bid made by Gould, the Chicago battery maker and electrical company. Fairchild strenuously fought Gould, rejecting successively higher bids of \$54, \$57 and \$70 a share. Schlumberger offered all cash.

Business

At a Glance

Mervyn's maps expansion

Mervyn's, based in Hayward, will almost double in size over the next five years, according to an announcement made Wednesday by its parent company, the Dayton Hudson Corp. of Detroit.

The expansion of Mervyn's from 61 to 118 stores in that period will be part of Dayton Hudson's \$1.7 billion expansion, the company said.

The bulk of the capital investment will go toward the construction of new stores. The retail square footage of the Mervyn's stores will grow 17 percent a year, Dayton Hudson said.

Mervyn's, a chain of retail stores, was acquired by Dayton Hudson last year.

GM lays off 2,700

ATLANTA (AP) — General Motors Corp. laid off about 2,700 workers at two Atlanta area assembly plants Wednesday while many of the employees were returning from a strike.

GM announced that the second shift at its Doraville, Ga., plant and the second shift on the truck line at its Lakewood plant in Atlanta would be laid off indefinitely.

The affected workers will receive compensation at up to 95 percent of their take-home pay.

Business Scene

Corrigan resigns as Fairchild's boss

By Michael S. Malone
Staff Writer

Wilfred J. Corrigan has resigned as president and chief executive officer of Fairchild Camera & Instrument Corp. of Mountain View. He continues as the firm's chairman.

Fairchild's new owner, Schlumberger Ltd. of Paris and New York, announced that it has appointed Thomas C. Roberts president and chief executive officer. Roberts, who had been general manager of Schlumberger's measurement and control operations in the United Kingdom, also was named executive vice president of Schlumberger as part of the promotion.

According to Schlumberger, Corrigan will remain chairman of Fairchild "to assist Roberts in the assumption of his new responsibilities."

Corrigan's resignation met with little surprise in the investment community.

Ever since Schlumberger bought Fairchild for about \$400 million last summer, many felt that Corrigan's days in control of Fairchild's operations were numbered.

Vincent Glinski of Drexel Burnham Lambert Inc. of New York suggested that Corrigan's resignation may have been voluntary and out of a desire to make the best use

of the considerable amount of money he made on the Schlumberger sale. "Let's put it this way," said Glinski, "If you made a bundle, you'd be interested in moving onto other things, too."

As of last January, Corrigan owned, or had the right to buy, 54,550 shares of Fairchild stock. If all those shares were sold to Schlumberger at the firm's offering price of \$66 a share, Corrigan would have received \$3.6 million.

Many other industry analysts, however, believe the resignation had come at Schlumberger's suggestion.

Thomas Kurlak, assistant vice president of Merrill Lynch, Pierce Fenner & Smith Inc. in New York, said that the surprisingly short time that Corrigan stayed after the merger indicated that Schlumberger had taken a hard look at Fairchild's dwindling industry position, its succession of poor marketing position, and the grass roots dissatisfaction with top management and decided that Corrigan had to go.

The grass roots dissatisfaction, said Kurlak, has grown out of the feeling that Corrigan came out too well financially on the Schlumberger sale.

Kurlak was unsure whether Corrigan's move had been voluntary or forced. "If it was his idea to resign,

you would think that he would have wanted a longer period of overlap so that people wouldn't think he'd been fired," said Kurlak.

Kurlak also saw the Corrigan resignation as the first in a number of management changes at Fairchild to bring the company back in a competitive position with the rest of the market — particularly in those markets that have slipped the worst, such as microprocessors, computer memory and consumer products.

"I imagine that Corrigan's management cadre will be hacked up," said Kurlak. "That will be Robert's job."

Robert Harrington, vice president of Dean Witter Reynolds Inc. in Palo Alto, said he tended to agree with Glinski scenario. "Wilf probably has some substantial opportunity before him that will become public within a few months. He reaped a very handsome reward from the buyout."

According to Harrington, there are rumors that major Schlumberger-induced personnel and marketing changes already have begun. The most important of these, he said, is a shift in the responsibilities of company vice president Dr. Tom Longo.

Corrigan, 41, came to Fairchild from Motorola Corp. in 1968 as one



Wilfred J. Corrigan
... Remains chairman

of 'Hogan's Heroes', as the management team of Motorola's executive vice president Dr. Les Hogan was called. When Hogan was hired as Fairchild president, the team jumped with him. Starting as vice president and general manager of the company's semiconductor products group, by mid-1974 he had supplanted Hogan as president and chief executive officer. In May 1977, Corrigan further consolidated his position by also becoming chairman of Fairchild.

DATE

3/12/88

Please review the attached and
then route on to:

Marcia Booth

MB

Diane Ross

DR

Judith Spelman

JS

MaryJean Fleckenstein

mjf

When routing complete,

Return to me

Discard

Return to Marla

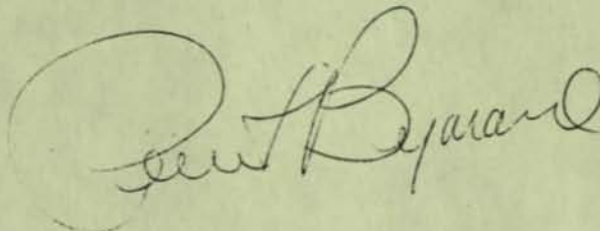
Magazine File

March 5, 1980

Effective immediately, Naomi Pascale is promoted to OEM Marketing Manager for Bipolar RAMs. In this new position, Naomi has reporting to her Tom Grossi, Product Marketing Engineer for the Western Sales Area and Bob Matthews, Product Marketing Engineer for the Northeastern Sales Area.

Naomi continues to report to Lou Williams, RAM Marketing Manager.

Ellen Duff and Brenda Gallow will continue in their current responsibilities and will report to Lou Williams.

A handwritten signature in dark ink, appearing to read "Lou Williams", is written in a cursive style. The signature is located in the lower right quadrant of the page.



464 ELLIS STREET, MOUNTAIN VIEW, CALIFORNIA 94042 (415) 962-5011 CABLE FAIRSEMCO MOUNTAIN VIEW, CALIF.

TO: Distribution
FROM: Thomas C. Roberts

March 11, 1980

I am pleased to announce that effective today Dr. C. Lester Hogan has been elected a Director of Fairchild Camera and Instrument Corporation.

A handwritten signature in dark ink, appearing to read "Thomas C. Roberts". The signature is stylized with a large, looped "R" and a horizontal line extending from the "T".

Thomas C. Roberts

FAIRCHILD

A Schlumberger Company

T. C. Roberts
President

March 13, 1980

Following the appointment of John Duffy as Corporate Manager, Communications, Jim Hazle is appointed Components Group General Manager. Located at Mountain View, Jim Hazle reports to George Wells, General Manager, Semiconductor Products.

The following individuals, who previously reported to John Duffy, report to Jim Hazle:

- o Dick Belcher - General Manager, Optoelectronics Division
- o Doug McBurnie - General Manager, Discrete Division
- o Rodney Smith - General Manager, Automotive Division
- o C. J. Stoll - Group Marketing Manager

In addition, Fairchild Mexicana, SA, Mexico City, Mexico and Fairchild Semiconductores, LTDA, Campinas, Sao Paulo, Brazil, are transferred from Semiconductor Marketing to the Components Group. The following report to Jim Hazle:

- o Jim Ballard - General Manager, Brazil
- o Efren Perez - General Manager, Mexico

T.C. Roberts

FAIRCHILD

A Schlumberger Company

T. C. Roberts
President

March 13, 1980

Effective immediately, John Duffy is appointed Corporate Manager, Communications, replacing Fred Hoar who has resigned to pursue other interests. Those previously reporting to Fred Hoar will report to John Duffy. John Duffy reports to me.

Fred Hoar has been Vice President and Director of Communications at Fairchild for the past ten years. We wish him the best of success in the future.

T.C. Roberts

TO: Distribution
DATE: February 25, 1980

FROM: Douglas R. Sullivan
M/S: 20-1022
cc: E. Browder

RE: REORGANIZATION OF LINEAR DIVISION

The Linear Division has experienced dramatic growth over the past year. However, in order to support our future growth plans and to focus on the advanced products in development, a reorganization of the Linear Division is required.

The Linear business will be divided into three groups: Standard Rel, under the direction of Mike Rosa; Hi Rel, under the direction of Mike Klyszeiko; and Advanced Products, under the direction of John Chu. Each of these departments will report to me and have P&L responsibility with the necessary support groups and authority to ensure success.

The Standard Rel Department will include: Bldg 2 Wafer Fab, Gidu Shroff; Bldg 20 Manufacturing, Jerry Pettigrew; Bldg 20 Process Engineering, Pei Chow; Production Control, Larry Thomas; Quality Assurance, Bipin Shah; Product Engineering, Barry Shiller; Test Engineering, Jim Chunn; and Packaging, Jim Kapnias.

The Hi Rel Department will include: Manufacturing Manager, Joe Steele; Production Control, Dick Harris; Quality Assurance, Bob Recko; Programs Manager, Dick Forrest; and Product Engineering, Dick Jewell.

The Advanced Linear Department will include: Santa Clara Manufacturing Manager, Jim Huff; Santa Clara Process Engineering, Saleem Shaikh; Production Control, Lorraine Cuilla; Quality Assurance, (open); Product Engineering, Walter Buchanan and Paul Autio.

Mike Klyszeiko's Division Logistics responsibilities will be assumed by John Marcus as LIC Central Production Control Manager, reporting to me. This department will include: Central Planning, Carol Wood; and Systems, (open).

Design Engineering, under Andy Adamian, will remain unchanged as will the support groups including Marketing, under Joe Baranowski; Finance, under Andy Campbell; and Industrial Relations, under Tat Blesch.

I am sure that you will join me in wishing all of these gentlemen success in their new assignments and that they will receive your complete support.

We now have the organization to grasp the future in terms of effectively meeting the dynamic business opportunities for Linear products. My entire staff joins me in soliciting your enthusiastic support and commitment in pursuing the opportunities we face in 1980.

:db

FAIRCHILD

A Schlumberger Company

RECEIVED

APR 08 1980

M. V. MAIL SERVICE

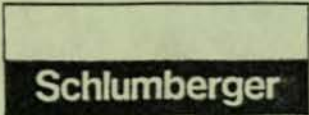
T.C. Roberts
President

April 1, 1980

Effective immediately, Paul Winters is appointed Patent Counsel replacing Alan MacPherson who has decided to enter private law practice. Those previously reporting to Alan MacPherson report to Paul Winters. Located in Mountain View, Paul reports to Nelson Stone, Vice President, General Counsel and Secretary.

Alan MacPherson has been Patent Counsel at Fairchild for the past five years, and prior to that was Senior Patent Attorney for seven years. We wish Alan the best of success in his new career.

T.C. Roberts



Schlumberger

SCHLUMBERGER LIMITED
277 PARK AVENUE
NEW YORK, NEW YORK 10172

ROLAND GENIN
EXECUTIVE VICE PRESIDENT - OPERATIONS

July 30, 1980

After thorough analysis by Fairchild management of the company's various business activities, a decision has been made to restructure the basic organization of the company. The new organization will provide the necessary framework for increasing the technological capabilities of the company; for clarifying and decentralizing management responsibility and for improving the efficiency of the company's operations.

The following organizational changes are effective August 1, 1980:

- 1 - Tom Longo, Chief Technical Officer of Fairchild, is elected Vice President of Schlumberger Limited. He is responsible for:
 - direction of long-range research programs at the company's laboratories in Palo Alto, California
 - coordination of technical activities and product development programs among the operating units of Fairchild
 - coordination of Fairchild's technical efforts with other parts of Schlumberger.
- 2 - Semiconductor products is organized into two business groups, the Analog and Components group and the LSI Products group:
 - George Wells is appointed Executive Vice President of Fairchild and General Manager of the Analog and Components group. Reporting to George Wells are:
 - Jim Hazle, General Manager - Components
 - Jerry Schoonhoven, General Manager - Optoelectronics
 - Doug Sullivan, General Manager - Linear Products.

Andy Procassini, in charge of Semiconductor marketing, and Chuck Smith, responsible for Semiconductor manufacturing services, continue to report to George Wells.

- Dick Abraham is appointed Executive Vice President of Fairchild and General Manager of the LSI Products group. Reporting to Dick Abraham are:

Gil Amelio, General Manager - MOS Products

Ed Browder, General Manager - Digital & Advanced Bipolar Products

Tom Popek, General Manager - CMOS Products.

- 3 - Automatic Test Equipment is headed by Jimmy Lee, Executive Vice President of Fairchild and General Manager of the Automatic Test Equipment group. Reporting to Jimmy Lee are:

Mike Chalkley, General Manager - Memory Test Systems

Joe Rivlin, General Manager - Sub-Assembly Test Systems

Lanny Ross, General Manager - General Purpose LSI Test Systems.

Tom Longo, George Wells, Dick Abraham and Jimmy Lee all report to Tom Roberts, President and Chief Executive Officer of Fairchild.



Roland Genin

DISTRIBUTION: Field Locations

DATE: July 9, 1979

WARRANTY & REPAIR INFORMATION

For Watches and Clocks

FAIRCHILD is no longer in the "Time Products" business and the repair facility has been sold to TEXAS TIME, INC. Effective June 15, 1979, the following procedure applies for watches and clock repairs:

REPAIRS

All watches or clocks should be send directly to TEXAS TIME, INC. for repair. The products will be repaired under the terms of your warranty and returned to you C.O.D.

Per the warranty, a \$3.50 charge plus COD charges will be billed to you.

All watches must be returned with PROOF OF PURCHASE (receipt), or they will be treated as "out of warranty."

The charges are significantly higher for "out of warranty" repairs.

We apologize for any inconvenience this may cause you, but we have been assured that employees will receive preferential treatment by TEXAS TIME, INC.

Any inquiries regarding repairs should be directed to:

TEXAS TIME, INC.
2909 Avenue E East
Arlington, Texas 76011
Phone: 817-460-6791

**THE
FAIRCHILD
COMPANY
STORE**

465 NATIONAL AVENUE
MOUNTAIN VIEW
CA 94042
(415) 962-2008

TO: General Distribution

DATE: April 2, 1980

RE: Profit Sharing

FAIRCHILD TO CONTRIBUTE \$7.7 MILLION TO PROFIT SHARING

Fairchild has announced a contribution of \$7,700,000 to the Fairchild employees Profit Sharing Plan Fund as a result of the company's performance during 1979. This is equivalent to 7.3 percent of each eligible plan participant's annual base salary up to \$25,000.

Individual shares of this amount will be posted to the accounts of Profit Sharing Plan participants by the First National Bank of Maryland, Plan Trustee, and will be shown on the year-end report sent to each participant in the near future.

Fairchild employees eligible to receive profit sharing must have been participants in the plan as of December 31, 1979. Employees become eligible as plan participants on the first day of the quarter following their completion of one year of service. This benefit applies to all eligible employees except those covered by a collective bargaining agreement whose terms and conditions provide different benefits.

Profit sharing contributions are credited to each plan participant's account, and do not go directly to employees. These funds go to participants when they retire or leave Fairchild. The amount distributed depends on the degree to which a participant is vested, based upon years of service, and the value of the share upon distribution.

Individual participants' shares are computed based on an employee's base salary up to a maximum of \$25,000. The allocation is determined by a formula which takes into account the number of eligible employees, their base salaries and the total contribution.

Questions regarding this year's Profit Sharing distribution or the plan in general should be directed to the Compensation and Benefits office at your location.

August 31, 1987

To: All Field Sales
Bob Blair
Ray Rees
Peter Turner
Jeff Lea
Horst Sandfort

KK Yawata
Sam Chiina
Mick Bohn
Perry Constantine
Brian Mackie
Francois LeCain

Fr: Geri Hadley

We just got news over BusinessWire that all of Fairchild was sold to National for \$122M. Below is a copy of the release.

BW060 AUG 31, 1987 9:52 PACIFIC 12:52 EASTERN

(BW) (NATL-SEMI/FAIRCHILD) (SLB) (NSM) National Semiconductor agrees to acquire unit of Schlumberger

Business Editors

SANTA CLARA, Calif.--(BW)--National Semiconductor Corp. (NYSE:NSM), announced Monday that it has signed a definitive agreement with Schlumberger Ltd. to acquire its Fairchild worldwide semiconductor business for approximately \$122 million in common stock and warrants.

The acquisition excludes certain unutilized Fairchild facilities and the related indebtedness.

Commenting on this transaction, National Semiconductor's President and C.E.O. Charles E. Sporck said, "We believe this acquisition provides complementary strengths -- broadening our product offerings, customer base and technology -- and further enhances our competitive position."

Fairchild's strength in semiconductor technologies for the mainframe computer business, coupled with National's strength in technologies for computer peripherals, makes the combination a major factor in supplying the data processing industry. Fairchild's military business rounds out National's military product offerings.

Sporck continued, "In acquiring Fairchild, National becomes America's best technologically balanced semiconductor supplier with leading-edge capabilities in CMOS and bipolar products across a broad line of proprietary offerings.

"This combination will assure a steady stream of leading-edge products for customers. Our first priority will be to insure continued service and support to both Fairchild and National customers worldwide.

"This consolidation will strengthen the American semiconductor industry, as well as National's competitive position in the worldwide marketplace," Sporck concluded.

National Semiconductor is a leading supplier of advanced proprietary semiconductor components and systems products. Its Semiconductor Group reported sales of approximately \$1 billion for fiscal year 1987.