

PACIFIC CIRCUIT

APRIL 1980

Fairchild honors its Key Technologists at technical seminar and awards banquet



Doug Peltzer and Bill Herndon claim they were amazed — and extremely happy — about winning the Key Technologist Program's top award for their years of work on Isoplanar, a proprietary Bipolar technology.

Fairchild's top engineers gathered in Palo Alto last month for the first major events in the one-year-old Key Technologist Program: the Sherman Mills Fairchild Memorial Technical Seminar, and the presentation of the program's prestigious awards and promotions.

The two-day seminar featured 21 papers on the company's most recent advances in processing, circuits and systems technologies. The seminar was followed by a banquet and awards ceremony honoring 35 winners of Technical Achievement Awards, who shared more than \$100,000 in cash prizes; and five Key Technologists who were promoted to Scientist, one of two new advanced grade classifications.

Bill Herndon, Design Engi-

neering Manager, and Doug Peltzer, Technical Director, both of the Bipolar LSI Division, shared the company's highest award — the Sherman Mills Fairchild Founder's Award, and a cash prize of \$20,000. They were honored for work in the early and mid 1970's on Isoplanar, a proprietary Bipolar technology.

Dr. Tom Longo, Vice President and Chief Technical Officer, who acted as master of ceremonies at the banquet, presented the award to Doug and Bill. "Their work has allowed Fairchild to produce some of the fastest Bipolar RAMs and PROMs on the market today," he said. "Isoplanar technology will help Fairchild remain a leader in the Bipolar market for many

years to come."

Fairchild's Technical Development Committee, which is headed by Tom Longo, awarded the Scientist promotions to individuals who have made significant technical contributions to Fairchild. Scientist, and the higher grade classification, Senior Scientist, are titles intended for people who are judged to have earned top level compensation and status, but who do not wish to leave technical work for management positions. Candidates may not supervise more than one level of exempt personnel.

Rudy Dyck, from CCD Imaging, and Ramesh Varshney, from MOS/CCD, were named Scientists, along with Bob Berry, Bill Herndon and Bill Owens, all from the Bipolar LSI Division.

Fairchild President Tom Roberts was the featured speaker at the awards banquet. Comparing technology in industry to the heartbeat in the human body, he said, "The heartbeat of Fairchild is still sound, and . . . there exists in Fairchild the base to build for a stronger future."

"We have no desire to be the largest," he said. "We want simply to be the best . . . in terms of technology . . . in quality of manufactured product and customer service . . . and in terms of profitability. It's not by accident that I list technology as the first criteria for measurement. That is the beginning . . . from which the rest will flow if we manage properly."

Tom Roberts emphasized that fundamental, long-range research will play a key role in re-establishing Fairchild as a leader in the semiconductor industry and extend leadership in automatic test systems. During coming years, engineering and product development will be centered in the company's business units, and basic, long-range research will be revitalized at the Palo Alto facility.

Guest speakers opened the technical sessions each day with far-reaching looks at

Employees' profit sharing fund receives \$7.7 million contribution

On April 2, Fairchild President, Tom Roberts, announced a contribution of \$7,700,000 to the employees Profit Sharing Plan Fund as a result of the company's performance during 1979. This is an increase of more than \$5 million over the amount contributed last year.

Fairchild employees become eligible for profit sharing on the first day of the quarter following the completion of one year with the company. This benefit applies to all eligible employees except those covered by collective bargaining agreements which

provide different benefits.

Profit sharing allocations are credited to a participant's account and do not go directly to the employees until he or she retires or leaves Fairchild. The amount that's 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 shares of this year's contribution have been posted to participants' accounts, and show on the year-end report that was sent to each participant this month.

Technical Achievement Awards

Sherman Mills Fairchild Founders Award

Cash prize of up to \$20,000 awarded for achieving technical excellence.

Bill Herndon, Design Engineering Manager, Bipolar LSI Division

Doug Peltzer, Technical Director, Bipolar LSI Division

President's Award

Cash prize of up to \$10,000 awarded for an outstanding technical achievement.

Andy Adamian, Design Engineering Manager, Linear Division

John Chu, Product Engineering Manager, Linear Division

Ludwig Arndt, Design Engineering Manager, Bipolar LSI Division

Bill Owens, Manager — Design and Test, Bipolar LSI Division

John Muschinske, Senior Member of Research Staff, Advanced Technology/R&D

Dave Maxwell, Manager — VLSI Development Line, Advanced Technology/R&D

David Wen, Senior Member of Research Staff, Advanced Technology/CCD

Don Baylis, Process Engineering Manager, Advanced Technology/CCD

Douglas Debs, Product Engineer, Advanced Technology/CCD

Visuamohan Yegnashankaran, Senior Design Engineer, Advanced Technology/CCD

Eugene Conley, Engineering Manager, Advanced Technology/R&D

Harold Short, Mask Making Engineer, Advanced Technology/R&D

Harold Chase, Mask Making Engineer, Advanced Technology/R&D

Technical Achievement Awards

Cash prize of up to \$500 awarded for a notable technical achievement.

Keith Riordan, Product Engineering Manager, Discrete Products Division

Andy Adamian, Design Engineering Manager, Linear Division

Jim Holt, Consumer Design Manager, Linear Division

John Conover, Staff Engineer, Linear Division

Phil Burlison, Product Marketing Manager, Xincor Division

Ed Chang, Engineering Hardware Manager, GP-LSI Division

Brad Seward, Staff Design Engineer, GP-LSI Division

Allan Futterman, Department Manager, GP-LSI Division

Bert Graeve, Engineering Manager, GP-LSI Division

Anthony Taylor, Engineering Applications Manager, GP-LSI Division

Joe Fincutter, Supervisor Engineer — Masking, Bipolar LSI Division

Dave Pilling, Senior Staff Engineer, Bipolar LSI Division

Steve Radigan, Supervising Engineer, Bipolar LSI Division

Howard Murphy, Senior Member of Research Staff, Advanced Technology/CCD

Don Baylis, Process Engineering Manager, Advanced Technology/CCD

Lloyd Walsh, Senior Staff Process Engineer, MOS Products Group

Reda Razouk, Member of Research Staff, Advanced Technology/R&D

C. L. Chen, Process Staff Engineer, MOS Products Group

Kalyanasondaram Venkateswaran, Design Engineering Manager, MOS Products Group

John Seto, Process Development Engineering Manager, MOS Products Group

Kamal Aggarwal, Product Manager, MOS Products Group

Tony Bell, Microprocessor Design Manager, MOS Products Group

Jim Gordon, Product Engineering Supervisor, MOS Products Group

the future of electronics. Dr. James Meindl of Stanford University talked about "Scaling the Limits in VLSI" (very large scale integration), and Dr. Gerry Maley of IBM Corporation spoke on "Componetry versus Systems."

Dr. Bruce Deal, Director of Device Technology in the R&D Division, served as Chairman of the Seminar's program committee. Rudy

Garcia, Manager of New Engineering Programs in the GP-LSI Division of the Test Systems Group, and Peter Verhofstadt, Director of Advanced Logic Development in the Advanced Products Group, acted as Co-Chairmen of the committee. Herb Dessling, Technical Development Program Manager was responsible for coordinating arrangements for the seminar and awards. ■

Year of growth ahead for Automotive Division

Fairchild's Automotive Division, which for six years has grown at a slow, steady pace, has suddenly swung into the fast lane.

Development and process engineers are creating new products for General Motors, one of the division's major domestic customers, and an array of new international users. Architects, carpenters and electricians are scurrying around Building 19, constructing almost entirely new work areas within those old walls. And Industrial Relations people are looking everywhere for new employees.

The division is fueling its growth with new products. "We were making a product that was unique in the semiconductor industry, and that, for a time, only GM was using," says Trevor Smith, Process Development Manager. "As auto engines have had to become smaller and lighter, our hybrid technology has become attractive to auto manufacturers around the world. Right now we're designing modules for cars in Germany, Australia, Britain and Spain."

"Our international customers were attracted by the high reliability, relatively low cost and small size of our ignition module," says Rodney Smith, Division Vice President. "Their business is a significant new market that is helping to offset the slump in sales of American cars, but our U.S. business will be strong this year, too. Taking domestic and international together, our ignition business will double in 1980."

To help accommodate the increased production vol-

umes, Automotive is reconstructing much of its Mountain View and Hong Kong facilities. Top priority, says Operations Manager Travis White, is a new thick film area in Building 19 that will have the most modern equipment available and operate under clean room conditions.

("Thick" is a relative term. The metallic film used in Automotive's products is about one-thousandth of an inch thick, and is applied to a ceramic base in a silk-screening process.)

"Later this year, we plan to rearrange the packaging area, in effect regrouping the machines and people according to the different processes used for each module," Travis says. "The test area also will be laid out differently and expanded to accommodate new equipment. By the end of the year, we'll have a clean operation with machinery that can produce high volumes very efficiently."

In January, Automotive assumed responsibility for the wafer fab that produces a transistor that goes into every ignition module and voltage regulator. Known generally as the "power fab" because it makes chips for power transistor applications, this area was a part of Transistor until that division was consolidated with the Diode operation in San Rafael.

"Last month we had the best yields we've ever run," says Wafer Fab Manager Paul Newkirk. "We're in a good position to increase capacity as the rest of the division grows: most of our people are highly exper-



All 1980 Volkswagen Rabbits sold in California will use a Fairchild ignition module for the first time.

enced, and we're able to concentrate our engineering effort on basically one product."

The fab, which is located in Building One, also will host construction crews in the latter part of this year. "The layout of the entire area will be improved," Paul says. "A modern fab will help us reach our quality and productivity goals for 1980 and 81."

All of the division's managers emphasize that they urgently need additional people. "To accomplish our goals we'll need to increase the assembly, test and packaging workforce by 30 percent in Mountain View and by 20 percent in Hong Kong," Rodney says. "The growth in sales, the new equipment and the upgraded work areas are all positive factors leading to new challenges and opportunities for people in the Automotive Division."

Save gas: join a vanpool

Before May 15, the date a proposed 10-cent-gallon gasoline tax takes affect, you can take a positive step to reduce the money you spend at the gas pump.

Fairchild has teamed up with RIDES, a non-profit agency funded by CalTrans and the California State Energy Commission, to help organize van and car pools for employees in Santa Clara County. Near the end of April, you will receive a letter that explains the details of vanpooling and urges you to apply for the program.

When your application is received, your commuting needs will be fed into RIDES' computer. It will produce a list of people who live and work near you, and who usually travel at the same hours as you. RIDES will help new van-

People in the news

Healdsburg

Fred Clemons to Plant and Facilities General Supervision.

Rich Valente to Plant Manager.

Mountain View

Judy Blades to Staffing Specialist, Corporate Professional Staffing.

Bob Blair to Director — Industry Marketing, Worldwide Semiconductor Marketing.

Dan Borders to Manager — Corporate Financial Control, Corporate Finance.

G. Clapshaw to Production Supervisor B, Linear Division.

Sharon Davies to User Support Analyst, Corporate MIS.

Dorothy Ferguson to Quality Control Circle Facilitator, Bipolar LSI Division.

Tom Goodman to Product Manager — Bipolar Gate Arrays, Bipolar LSI Division.

Al Graf to Product Marketing Manager B, Linear Division.

Rick Grihalva to Manager — Financial Systems Planning, Corporate Finance.

V. Haelbaker to Factory Planner B, Optoelectronics Division.

Bill Hamrick to Production Supervisor B, Bipolar LSI Division.

Jim Hazle to Vice President and General Manager — Components Group.

D. Hubbard to User Support Coordinator, Linear Division.

Scott Irby to Contract Administrator Sr., Semiconductor Finance.

J. Marley to Material Control Supervisor, Manufacturing Services Division.

Gerilyn Mathews to Product Engineer Associate, Components Group Tactical Marketing.

Jose Mora to Product Manager — Standard ECL LSI, Bipolar LSI Division.

T. Norrington to Office Services Supervisor, Bipolar LSI Division.

Thanh Nguyen to Accountant, Optoelectronics Division.

Naomi Pascale to OEM Marketing Manager — Bipolar RAMS, Bipolar LSI Division.

Devereux Rice to Manager — Bipolar Logic Marketing, Bipolar LSI Division.

Steve Scialabba to Product Manager — Standard TTL LSI, Bipolar LSI Division.

Raj Sengottaiyan to New Product Logic Development, Bipolar LSI Division.

Kirsten Smith to Staffing Specialist, Corporate Professional Staffing.

Colleen Swartz to Customer Support Representative, Worldwide Semiconductor Marketing.

Robert Werner to Financial Analyst Senior, Semiconductor Finance.

San Jose — GP-LSI Systems Division

Dale Broich to Senior Systems Engineer.

Dave Hanssens to Financial Analyst.

Roger Thompson to Buyer A.

Tom Wieske to Staff Engineer.

South San Jose — MOS Products Division

Ron Smith to Senior Product Engineer.

John Woodhouse to Production Supervisor Group Leader.

Xincom Division — Test Systems Group

Moises Hernandez to Associate Engineer.

Mark Snow to Module Test Supervisor.

Bob Snyder to Accounting Manager.



The thick film area in Building 19 is receiving new equipment every day. Working out the installation details are, from left: a contractor; Mike Roffe, Thick Film Development Engineer; Trevor Smith, Process Development Manager; and Mike Schneider, Manager — Automation.

REAL ESTATE

FOR RENT: 1-1/2 year old house in Almaden Valley. Immaculate cond. 4 bdrms, 2 ba., family room, fireplace, carpets, drapes, dishwasher, huge patio, quiet street, \$600/mo. Call 268-0902 or Ext. 2482 (Mountain View).

WANTED: Long distance commuter desires small studio apartment or cottage, reasonable distance to Palo Alto R&D. Call Peter at Ext. 2457.

FOR SALE: Attractive 2 bdrm, 2 ba. Cupertino cluster home. W/W carpet, fireplace, AEK, security system, water softener, 2 car garage, front & back enclosed patios, landscaping. Club pool. Schools within walking distance. \$145,000; assume 8.5% VA loan. Call Lyn, Ext. 3048 (Mountain View) or 253-9788 eves.

VEHICLES

FOR SALE: 1977 Dodge power wagon. 22,000 original miles, many extras. Call Ed at Ext. 2583 (Mountain View) or 738 4372 after 6 p.m.

FOR SALE: 1979 Datsun 280ZX, 4K mi, GL package, PS, PB, AC, cruise, 5-sp. AM/FM stereo cassette, pwr windows, mags, 6 month warranty left. \$11,500 or best offer. Call Travis White, Ext. 4023 (Mountain View) or 733-6806.

MISCELLANEOUS

FOR SALE: Beautiful black Persian Lamb jacket with 3/4 sleeves, size 8. Asking \$200. Call Shirley at Ext. 2791 (Mountain View).

FOR SALE: Canon 310XL movie camera. Has macro as well as telephoto lens. Case. Call Mickie at Ext. 4212 (Mountain View).

FOR SALE: Nikon F-T3. All black body. 35mm 50mm lens. Paid \$300. Selling \$170. Call Ed at Ext. 2583 (Mountain View) or 738-4372 after 6 p.m.

FOR SALE: 20 watt power megaphone (new), \$70-offer. Sun Dwell Tachometer (new) in box, \$60. Call Ed at Ext. 556 (San Jose) or 739-3795.

WANTED: Car pool partner(s) from Santa Cruz to Fairchild (Mountain View). Call Sharon at Ext. 3094 or 2439.

Flea Market cards can be obtained from Corporate Communications, M/S 20-2260, from Pacific Circuit reporters, and from all Industrial Relations Managers. Deadline for ads is the 20th of each month for the next month's paper. ■

They use more than muscle to move 125 tons a week

Back when transistors were designed in engineers' garages, the finished products were probably delivered in borrowed pick-up trucks. Today, however, the semiconductor industry demands sophisticated systems for distributing supplies, equipment and products all over the world.

Fairchild is on its way to having "one of the best distribution organizations in the valley," says Tom Adams, Manager of Distribution Operations for the Semiconductor Products Group. During the past year, his three departments have steadily pared down turn-around time and improved systems that monitor their performance.

"We don't lose things much anymore," says Shipping and Receiving Manager Roy Burkett, "but when we do, we determine the cause and correct it. People have a lot more confidence in the reliability of our service than they did just a few months ago."

Keeping track of things is definitely a challenge, given the size and complexity of Distribution Operations. Shipping and Receiving (S&R) handles 90 percent of the raw materials and purchased goods that arrive in Mountain View, plus all of the Fairchild products that move between fabrication and assembly plants. Together with Com-



The world seems small to Tom Adams, Distribution Operations Manager, and Gwen Lai, Traffic Operations Supervisor. They start their work days solving distribution problems in Europe and end them talking to employees, vendors and customers in the Far East.



When Shipper/Receiver Stacey Arnold finally packs a customer's order with styrofoam "popcorn," he and his co-workers in Distribution Operations will have handled it at least three times: from Mountain View to an overseas assembly plant; back to Mountain View as a finished product; and to the customer as a complete order.

ponents Forwarding, the department that assembles and ships customers' orders, S&R handles 250,000 pounds of goods in an average week.

Traffic, the third department in Distribution Operations, manages the logistics of all this activity. In addition to arranging transportation and export documents for products, they monitor and pay the company's multimillion dollar annual freight bill. They also keep in touch with Purchasing and Production Control people to expedite the worldwide movement of raw materials and equipment.

Training to be professionals

"It's my goal to create a team of distribution professionals who handle everyday problems efficiently," Tom says. "In the past, these people were overburdened with 'putting out fires' every day. Now we're doing training and planning so they can analyze the problems that start those fires in the first place."

One major problem neither created nor solved by Tom's people hampered their efforts to reduce overtime. A crunch of shipments on the last weekend of each month forced S&R to work until very late on Sunday evening. "We tried to include as many shipments as possible in each division's month-end sales," he explains, "but to do it, we were shipping about 25 percent of the work in the last few days of the month.

"Fortunately, when Fairchild was acquired by Schlumberger, the month-end was changed so our system would be compatible with theirs. Beginning in January, we started closing the doors on Friday instead of on Sunday. Shipping is now able to shut down by about eight o'clock Friday evening. Everyone appreciates the change — morale is way up — and it's helped us eliminate a lot of costly overtime."

Tom believes that morale is also improving because the employees are now taking a broader view of the services they provide. "Traffic needed to understand what happens in the warehouse, and the shipping people needed to know what happens to goods once they leave the dock," he says. "We're cross-training between departments, and I've encouraged several people to take classes in transportation and distribution management. With the right training and knowledge, they can take advantage of opportunities for life-time careers in the distribution field."

Gary Killen, who supervises Components Forwarding, agrees that he and his co-workers are more aware of their performance as a

team. "We watch the monthly reports that have been set up. I never used to think about the cost of things. Now I like having responsibility for tracking our output, turnover and so on, against our goals. I'm back in school studying management. Tom has let me see what I can accomplish."

Better communication is solving problems

In addition to formal cross-training, Distribution employees say that communication on every level has improved. "Tom's door is open," Roy says. "Nobody's overdoing it, but it's good to feel free to walk in there when we have a problem that won't wait for the staff meeting."

"It works in reverse, too," says Gwen Lai, Operations Supervisor in Traffic. "All of us are talking more to each other, and we're avoiding a lot of problems because of it."

The openness between Distribution people extends to their non-working hours, too. They are planning to repeat last summer's management versus warehouse crew softball game this year, and all three departments enjoy occasional potluck lunches together. "Now we have the time and energy to have fun as well as work together," says Candy Brown, Tom's Secretary.

"Usually we get everyone in on the fun things," Gwen says, "But last month we left Tom out on purpose. Everyone pitched in for a singing telegram for his birthday, and I tell you, all 44 of us were packed into the office when it arrived. We all care about this place now — about doing our jobs well, and about the people we work with. It shows." ■

Safety volunteers always on the job

Pete Rehm laughs when he says, "I got drafted." He takes his assignment seriously, however, and puts in the needed hours on top of his full-time job as a Senior Packaging Engineer.

"After all," he says, "what we do could save someone's life."

Actually, Pete wasn't drafted — just asked to serve on the Linear Division's exempt safety committee. Eventually he was also asked to chair it, which he's done willingly for two years. His committee and Linear's hourly representatives, who call themselves the "Safetyettes," are among the most active safety volunteers at Fairchild.

The company's 30 safety committees extend the reach of a relatively small professional safety staff into every work area. Volunteers learn how to deal with hazards and emergencies, but they are most valuable for the accidents and injuries they help prevent.

"These people keep their eyes open for potential problems while they work every day," explains Safety Engineer Ben Patrino. "They become our eyes and ears, helping prevent accidents instead of helping us just react to them."

Many of the committees meet monthly to discuss everything from the quality of work gloves to the company's policy on prescription safety glasses. A Safety staffer and a Registered Nurse usually sit in to answer questions and advise the volunteers. Committee members also may accompany Safety personnel on quarterly inspections of each work area.

"They're learning all the time," Ben says, "during our discussions, on inspection tours and while they're explaining safety policies to co-workers. We help them be better watchdogs and they help us get the safety message across to the people they work with every day."

Safety committees measure their effectiveness against Accident Reduction Goals that Safety and division Industrial Relations departments set at the beginning of each year. Seven West Coast divisions and depart-

ments beat their 1979 goals and sent their safety committees to an awards luncheon on April 15.

This year's winners include: the Mask Shop (they beat their goal by 54 percent); the Plating Shop and Facilities, both part of the Manufacturing Services Division; the MOS Products Division; the GP-LSI and Xincom Divisions, both part of the Test Systems Group; and the domestic Semiconductor Marketing organization, including Field Sales.

The Mask Shop's excellent record reflects a large percentage of long-term employees in the department, according to George Damon, Staff Engineer. He and Harold Short, Senior Process Development Engineer, comprise the department's informal safety committee.

"Almost all our people have many years of experience in handling chemicals," George says, "and they hardly ever need reminding to be careful. Also, we

always consult the Safety staff before we make any procedural changes that might cause dangerous situations. Everyone in the Mask Shop works together on safety."

Pete's division didn't make its goal last year in spite of his committee's work. "We tried contests and training. Now we're going to give each committee member a copy of the reports made during inspections of his or her work area. They'll know which problems are solved and which hang around from month to month.

"Even though people try to work as safely as possible, there's a tendency to do the production things first and the safety things second," he says. "But these people are a lot more committed to their fellow workers than anybody out on the street is to his fellow man. I'm confident that they'll get the job done." ■

FEAA Calendar

The Fairchild Employee Activity Association is sponsoring the following events in coming months:

Discount tickets for *Circle Star Theater* are available in limited numbers. See Lou Rawls on May 15 (\$6 per ticket); Roy Clark on May 24 (\$8.75 per ticket); and Perry Como on July 17 (\$8 per ticket). Call Barbara Stevens on X3269 for information.

Attention all golfers: Sign up now for Fairchild's 15-week summer golf league at Dixon Landing Course in Milpitas. Beginning May 14, participants will play weekly on Monday or Wednesday evenings, and will finish the season with an 18-hole tournament and banquet. Open to all employees and their families. Cost: \$75 per person. Contact Terry Satre on X2694 or 4763.

Specially priced seats for the *1980 Giants baseball* season are going fast: Cincinnati on April 27, Houston on June 1, Los Angeles on June 29, Pittsburgh on July 27 and Montreal on September 7. All are Sunday games beginning at 1 p.m. Seats are \$3 each and must be paid for when reservations are made. Call Dee King, X3930.

Marriott's Great America will host Fairchild employees on June 7 from 3-11 pm.

Admission is \$6.25 per person, more than \$4 off the regular adult price. Kids under 3 admitted free. Tickets go on sale May 19. Watch bulletin boards and next month's FEAA Calendar for locations and times of ticket sales.

The next *trip to Lake Tahoe* is scheduled for June 21-22. Seats fill up fast, so call now to get on the reservation list. Details will be in next month's calendar. Call Dee King, X3930.

A Western hayride and barbecue and a day in the sun at the Santa Cruz Boardwalk are in the works for this summer. Watch for details in the calendar and on bulletin boards.

All Fairchild people are invited to participate in FEAA. If you are forming a club or planning an activity that is open to employees and their families, contact one of the people mentioned above for information on assistance the Association may be able to provide. Or come to the monthly meeting, held the second Thursday of each month at noon in Building 23 in Mountain View. ■



John McCue M.D. came to Fairchild's medical department in February with more than 25 years of experience in internal medicine and public health.

Consulting physician joins Fairchild's medical department

If you've visited one of Fairchild's medical offices recently, you may have already met the new company doctor.

John McCue M.D. joined Fairchild in February. He's no stranger to the company, however, as he's been a medical consultant here during the past five years. He replaces Dr. O. Bruce Dickerson who left Fairchild and relocated to the East Coast.

Dr. McCue will be available at the Mountain View dispensary Monday and Wednesday mornings and all day Fridays to see Fairchild patients. He is also available for telephone consultation throughout the week, and will travel to other Fairchild facilities periodically.

Fairchild's medical department serves all employees from the time of their pre-employment physicals through all medical problems that arise on the job. Dr. McCue emphasizes that he is a resource to the large nursing staff and to each division's management.

"The nurses play the key role in providing day-to-day medical care for our employees," he says. "I'm always available to answer medical questions that come up, and I help prepare guidelines for the safe handling of chemicals and machinery.

"I enjoy the challenge of industrial medicine because it is in large part preventive medicine. Our concern for creating a healthy environment for Fairchild employees extends beyond their jobs. So many health problems are based on personal health practices in the areas of nutrition, smoking and alcohol and drug abuse.

I hope to help employees develop good health practices," he says.

Dr. McCue's interest in preventive medicine dates to the beginning of his medical career. After completing his medical education at the University of Michigan, and his residency, he studied for a degree in public health. He worked in public health for a time, both as a civilian and later in the U.S. Army. In 1955 he began studying for certification in internal medicine at the San Francisco Veterans Hospital. Two years later, he opened his Palo Alto practice in internal medicine.

He and his wife, Mary, live in Palo Alto and have six daughters and two granddaughters. Dr. McCue's hobbies include restoring and showing antique cars. ■

PACIFIC CIRCUIT

Published monthly for the West Coast employees of Fairchild Camera and Instrument Corporation. Employees are invited to submit story ideas to the Pacific Circuit Reporter in their division, or to the editor. All correspondence should be addressed to Corporate Communications, M/S 20-2260, 474 Ellis St., Mountain View, CA 94042.

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Chatsworth Jim Boyer
Healdsburg Terry Chenn
Palo Alto Patty Quinn
San Jose Mary Lukaska, Denise Hall
San Rafael Octavia Bazile
Santa Clara Jerri McMichael
South San Jose Lisa Messer

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West Coast Employees Earn 25 Service Years

Twenty-five years is a long time to be with the same company and there aren't many West Coast Fairchilders with that kind of employment record.

But Harry Sandiford is one of them. He holds the most seniority of any employee on the West Coast. He has worked at Fairchild for 25 years and is now Manager, State and Local Taxes in the Tax Department.

His career with Fairchild started back East as a Senior Clerk in the Engineering Department. There were no semiconductor operations back in 1953 and the company's primary product was the aerial camera.

He transferred to the Tax Department in 1955 and has been there ever since. His expertise is in state and local taxes and he has been known to file up to 600 returns a year for the company. Currently, he files returns in every state in which Fairchild is qualified to do business—23 states and the District of Columbia. He files income, franchise, annual reports and other types of taxes

—usually three to four returns for each state.

He and his wife, Marie, moved to California from Long Island in 1968. That had a significant impact on his life, and he enjoys his California life-style. He does not want to move back to the cold winters and muggy summers of New York.

Harry has witnessed the rapid growth of our semiconductor operations from the beginning, perhaps more intimately than anyone at Fairchild. He sees the dollar and cents evidence of the growth of the industry, and especially of the company.

"I don't think anyone really realized what the company was getting into," he said. "It was a new venture that had real potential, but we didn't know exactly how much."

When Harry first moved into Building 20, he had to share space with the Fab area for awhile. The Tax Department has since moved from place to place on the second floor and is due to move again at



QUARTER OF A CENTURY—Harry Sandiford has worked at Fairchild for 25 years. Here he is busy making out tax forms in his office in Mountain View.

the end of the year.

The semiconductor industry is relatively young and volatile and Harry has ridden through all the ups and downs.

"No matter what's happening in the industry, my job still needs to be done," he said. "I have the same amount of work and file the same number of returns. Up and down is just the way this industry works."

Harry feels some people might not understand why he stayed with one company for 25 years, but he says he grew up in an era when sticking with one company was the norm.

"People move around more today than when I grew up," he said. "But a lot of people leave Fairchild and then decide to come back," Harry said. "I may have been smarter than most of them. I just stayed."

Other 25 Year Employees

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PACIFIC CIRCUIT

JULY 1978



Fairchild's On TV!

KQED Auction Features Fairchild As Sponsor of Public Television



GOING ONCE, TWICE . . . SOLD—Harry Sello, Technical Manager, International, encourages KQED auction viewers to bid on merchandise at Fairchild's table. This year was Harry's 24th time as a volunteer KQED-TV auctioneer.

If you happened to watch this year's KQED-TV auction, you probably saw Fairchild's name quite often on a booth on the auction floor.

That was because, for the second year in a row, Fairchild was one of the underwriters of the auction and had a special booth. Also, Dr. Harry Sello, Technical Director, International, was one of the auctioneers taking bids on merchandise. This year was Harry's 24th time as a KQED volunteer auctioneer.

Monday, June 5, was Fairchild Day at the auction, and promotional spots

were aired throughout the broadcast. The show was also simulcast on KRON, Channel 4, during a half hour of evening prime time.

Also, the company donated a Channel F™ video game, complete library of Videocarts™ and two Timeband™ LCD watches. They were auctioned off June 10.

With the help of industry and citizens, KQED exceeded its goal of \$700,000. And with the help of experienced auctioneers like Harry, some lucky people got good deals on merchandise, and helped support public television.

Gen. Lampert dies

Lt. General James B. Lampert, a member of Fairchild's Board of Directors, died July 10 after a brief illness. General Lampert was elected to the Board in 1973.

During his Army career he served as superintendent of the U.S. military academy at West Point, from which he graduated in 1936. He also headed the Atomic Energy Commission for the Corps of Engineers.

Following his retirement from the Army in 1972, he joined MIT as vice president for resource development. He was a fellow of the American Society of Civil Engineers, and a member of the Council on Foreign Relations and the Society of American Military Engineers.

He is survived by his wife, Margery, two sons and a daughter. He lived in Washington, D.C.

Company Store moves to Building 7

As of June 28, the Company Store was relocated at the back of building 7, at 465 National. It moved from building 19 where it outgrew its facilities.

The new store location is larger, with more shelf and display space and its central location is more convenient.

If you haven't seen the new store yet, drop by, and maybe you'll pick up a bargain on Fairchild watches, games and other Fairchild products.



BACK AT NCC—Bob Moeckel, Senior Design Engineer, Advanced Products Operation, discusses the Spark-16™ and Blaze-16™ systems with a customer at the National Computer Conference held in Anaheim on June 5-8. A new brushed silver module-style booth with colorful stripes attracted large crowds.

Fairchild JA sponsors needed

Fairchild will be sponsoring three Junior Achievement (JA) companies this fall, and volunteers are needed to help counsel the students in the areas of finance, production, sales and executive management.

Junior Achievement is a national program for high school students to help teach the practices and procedures of running a business. Volunteer sponsors from local industries help direct these young entrepreneurs in producing and marketing a product, and in making their company profitable.

If you would like to help counsel a JA company, contact Dr. C. Lester Hogan, extension 2744 or Lyn Christenson, extension 3038, Mountain View.

Photographer enjoys 15 years at Fairchild

For the past 15 years, Ed Garrigues has looked at Fairchild from a unique position—through the lens of a camera. He is a company photographer and photographs people and products for the Palo Alto and Santa Clara facilities and the Test Systems Group in San Jose. His photos are used in company technical and general publications, slide presentations and posters.

His expertise was gained in the Navy where he was an aerial photographer. At Fairchild, he has shot cover photos for almost every major electronics magazine in the industry and has had many of his photos illustrate stories. "Because I photograph many of the new products produced by Fairchild, I have seen the growth of the company," said Ed. "Fairchild has always been one of the leaders in technology, and I have had the privilege of working with the engineers who gave the company that reputation."



Ed Garrigues

Other 15-Year Employees

- CORPORATE**
- 1-01-63 H R MAHLER
 - 1-02-63 R FRANKLIN
 - 8-05-63 D C MATINEZ
 - 8-12-63 K ROHNER
 - 11-13-63 A L KOTYUK
- CMOS PRODUCTS**
- 8-13-63 D E SINGLES
- PALO ALTO - R&D**
- 1-01-63 K W RANN
 - 1-09-63 W C STEFFE
 - 2-22-63 L A COSTALES
 - 3-11-63 B E DEAL
 - 3-25-63 M SKLAR
 - 7-08-63 E L GARRIGUES
 - 9-01-63 L S TEDDS

PALO ALTO - MOD

- 6-08-63 B J WINNINGHAM
- SAN JOSE**
- 1-02-63 M G STANLEY
 - 2-04-63 H C SARGENT
 - 3-25-63 R RICE
 - 5-27-63 E L MCCONAGHY
 - 9-09-63 A M ROOT
 - 12-12-63 E H GREENSTREET

SAN RAFAEL

- 1-05-63 D A STEPHENS
- 2-12-63 A MAGEE
- 3-11-63 C SEEBACH
- 4-01-63 A MODRZEJEWSKI
- 4-08-63 M R GREEN
- 4-22-63 G L FISHER
- 5-02-63 W M HAMILTON
- 6-03-63 B D FARLIN
- 9-01-63 S E MCNEAL
- 10-01-63 M D BUTTKE
- 10-07-63 J W FORD
- 10-08-63 J E VANS
- 10-10-63 R S MANNING
- 10-14-63 A M GRAXIOLA
- 11-25-63 B J RICHARDS
- 12-01-63 H V HALKOVICH
- 12-10-63 I THOMAS

VIDEO PRODUCTS

- 5-13-63 W E ALEXANDER
- 6-26-63 V PETERSON
- 12-09-63 T WATSON

MOUNTAIN VIEW

- 1-01-63 M T HOSHINO
- 1-14-63 F V SANDRY
- 1-29-63 M CRANDALL
- 1-30-63 A LIMA
- 2-01-63 D R HUGHES
- 2-01-63 A L LARSEN
- 2-01-63 M M LOPEZ
- 2-05-63 D M DAVIS
- 2-11-63 R G BARTNECK
- 2-13-63 E BEIN
- 2-13-63 J N WATANABE
- 2-18-63 V S HUGHES
- 2-20-63 K K MATSUURA
- 2-24-63 I E WILLIAMS
- 3-11-63 D H LOOP
- 3-18-63 M OST
- 3-19-63 I JOHANNES
- 3-27-63 C M GOLDEN
- 4-01-63 R D NEYALA
- 4-08-63 G H HALLER
- 5-01-63 S D BABINO
- 5-04-63 M M BEJARNO
- 5-06-63 S M SANDERS
- 5-06-63 A V ANDERSON
- 5-08-63 M SZILAGYI
- 6-01-63 M G TAPIA
- 6-17-63 R T TRABUCCO
- 6-20-63 M DAWSON
- 7-03-63 D R MCGOWAN
- 7-10-63 H WALTERS
- 7-15-63 W SILVER
- 7-22-63 A T SHOGA
- 7-31-63 D L BAILEY
- 8-01-63 L R PACHECO
- 8-26-63 M OCHOA
- 9-01-63 W HAMILTON
- 9-23-63 M JIMENEZ
- 10-01-63 S L EDWARDS
- 10-01-63 S J LUPPO
- 10-08-63 P F HOPKINS
- 10-14-63 M L WARD
- 10-21-63 P JOHNSON
- 10-30-63 M J FLEMING
- 11-06-63 C L BECK
- 12-01-63 F TORRES

Technological advancements seen in 10 years time

The biggest change that Annabelle Clark, P&D Specialist, San Rafael, has seen in the past 10 years of working for Fairchild, is improvements in the equipment she uses to produce and test diodes.

"Along with advancements in semiconductor technology came advancements in the equipment to make these devices," she said. "Many of the jobs I carefully did by hand are now automated and the results are much more precise and accurate."

Annabelle began her career at Fairchild in San Rafael as a Test Finish-Reel Checker on diodes. She advanced to a P&D Specialist in hi-rel, also working with diodes.

She likes her job and feels there is no better place to work than at Fairchild because of the professional quality of its people and the good company benefits.

Other 10-Year Employees

- CORPORATE**
- 1-01-68 J M MCALLISTER
 - 1-28-68 K R MARBLE
 - 2-05-68 D H GHISELLI
 - 4-01-68 A H MACPHERSON
 - 4-08-68 A R STRYKER
 - 8-09-68 L HOGAN
 - 8-09-68 W J CORRIGAN
 - 8-19-68 M M BARE
 - 9-16-68 J L ERNSBERGER
 - 9-19-68 E M BARNETT
 - 9-23-68 T M JOHNSTONE
 - 10-14-68 D J BENNINGER
 - 10-16-68 J B WHARTON JR
 - 10-30-68 M M LAIN
 - 11-01-68 L L TATE
 - 11-11-68 C L KEYS
 - 11-31-68 M F SCOFIELD
 - 11-25-68 T W FOTHERINGHAM
 - 12-30-68 J J HOLMES
- CMOS PRODUCTS**
- 8-01-68 M E JONES
 - 10-08-68 G O BANKS
 - 11-05-68 S E BENETTI
 - 12-18-68 G KELLEY
- MOUNTAIN VIEW**
- 1-01-68 M E GAULDEN
 - 1-01-68 N J MCCARN
 - 1-01-68 G A PONTIER
 - 1-01-68 C TRUJILLO
 - 1-03-68 R J DANNER

Fairchild Service Awards 1978

20 Years Ago, It Was Just Palo Alto

Helen Fisher began her career at Fairchild 20 years ago in a building on Fabian Way in Palo Alto. It was the company's first semiconductor manufacturing building, and she made environmental tests on TO5 and TO18 headers. "We did everything back then," she said. "All of us could do almost every job—and we often did just to get the job done."

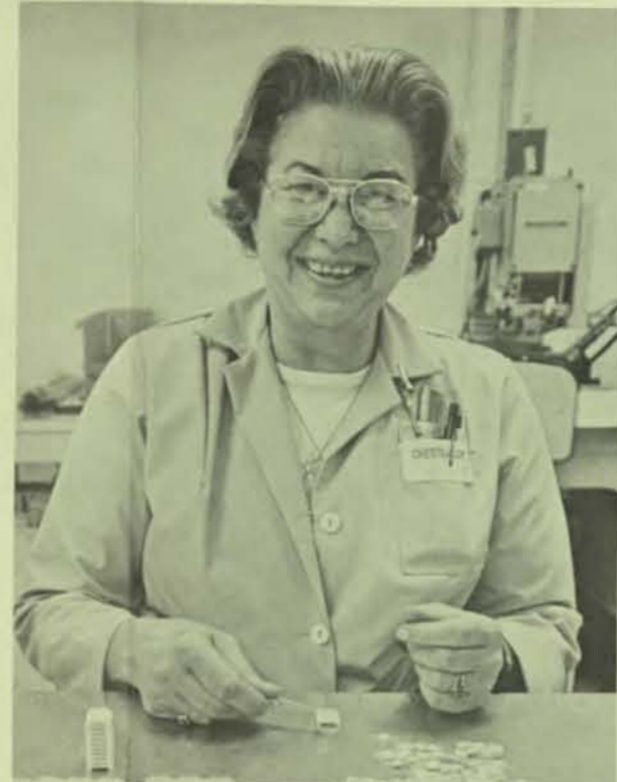
In 1959, Fairchild moved to Building 2, a new plant at the time. The lunch-time entertainment for workers was watching the Blue Angels, the Navy's aerial demonstration team, practice overhead. The observation point was a patio, which is now a part of Building 1.

Helen is currently a Hi-Rel P&D Specialist in the CMOS Division in Santa Clara. She worked in Linear and Discretes before moving to CMOS.

"I had to have a job I could depend on, and I've always been able to depend on Fairchild," she said.

Other 20-Year Employees

- CORPORATE**
- 11-10-58 B YURASH
- CMOS PRODUCTS**
- 10-08-58 H E FISHER
- MOUNTAIN VIEW**
- 8-11-58 E S CAMERON
 - 9-01-58 J WASOWSKI
 - 12-01-58 C S MUSSER
 - 12-01-58 L NAVARRO
- PALO ALTO - R&D**
- 2-10-58 E N HELD
 - 10-01-58 W J OKEEFE



Helen Fisher

Fairchilders Earn 5 Service Years

Gene McKelvey is one of many Fairchilders celebrating their fifth year of service in 1978. But Gene joined the company in a different manner than most employees. He was "acquired".

Actually, the company he worked for in 1973, Xincom Corporation, was acquired, and Gene came along for the ride. Xincom, located in Chatsworth, is a leader in semiconductor memory testers and is a part of the Test Systems Group.

His job is Publications Manager and he produces all product manuals, applications notes, brochures and any other needed literature for the division.

"I'm very happy in my job now, but it seemed to improve when Fairchild acquired the company," said Gene. "The people are good and fair-minded and Fairchild company benefits are excellent."

Gene also saw a change in product sales when Xincom joined the corporation.

"Because of Fairchild's good reputation, Xincom's product became very saleable," he said. "We were no longer one of the little guys, but a part of a well respected, large company."

- 8-27-73 L M BARILANI
- 8-27-73 C E MCCLELLON
- 8-30-73 A VIRAMONTES
- 9-10-73 V J HOLBROOK
- 10-01-73 P A MANLEY
- 10-01-73 R ANDREWS
- 10-08-73 E M HOWELL
- 11-05-73 L MCDONALD
- 12-10-73 M O RAMIREZ

PALO ALTO - MOD

- 2-05-73 E L LONG
- 2-06-73 R L BANZET
- 2-12-73 S C ROOFENER
- 2-13-73 M I VEGH
- 2-14-73 J M HODRIDGE
- 2-26-73 F M TUTTLE
- 3-05-73 R L STONE
- 3-05-73 P A ALVARADO
- 4-04-73 T D ROMERO
- 5-08-73 G M RICH
- 5-21-73 V K LUMBA
- 10-01-73 L D KLECKNER
- 11-19-73 P JARZOSKI

PALO ALTO - R&D

- 1-02-73 E O CUEVAS
- 1-02-73 A T WHITE
- 1-03-73 S E KASE
- 1-09-73 M D LOPEZ
- 1-10-73 M D AGARD
- 1-10-73 B A GABALDON
- 1-11-73 M SCHULER
- 1-11-73 M E OSZE
- 1-15-73 G CASTILLO
- 1-15-73 A P FREITAS
- 1-15-73 L B HILOMEN
- 1-15-73 B A MCCULLAGH
- 1-15-73 C SILVEIRA
- 1-15-73 J L ERWIN
- 1-16-73 A GONZALES JR
- 1-16-73 R C SMITH
- 1-18-73 M E GUJARDO
- 1-18-73 M D RODRIGUEZ
- 1-18-73 M PARIS
- 1-18-73 L A REBERO
- 1-22-73 D K CLARKSON
- 1-22-73 C DIMATTIA
- 1-22-73 R M LOPEZ
- 1-22-73 A V VENERACION
- 1-22-73 D W BROWN
- 1-23-73 R L TUCKER
- 1-23-73 J H PHIFER
- 1-24-73 H W RUARK
- 1-29-73 L R ANCHETA
- 1-29-73 B MADAYAG
- 1-29-73 C G SCOTT
- 1-29-73 B MARTINEZ
- 1-29-73 F A BUENO
- 1-29-73 C M COOK
- 1-29-73 J M CRAIG
- 1-29-73 W H HARRIS
- 1-29-73 J R KUO
- 1-29-73 J H MATLACK JR
- 1-29-73 J R MILLS
- 1-31-73 Y C BUCKNER
- 2-01-73 T M SIMPKIN
- 2-01-73 C A KOUNTZ
- 2-05-73 C M BECK
- 2-05-73 L C CELESTE
- 2-05-73 L T STORER
- 2-05-73 R AGUIRRE
- 2-05-73 S GIANNINI
- 2-05-73 A E HORTON
- 2-06-73 B G VARGAS
- 2-06-73 L PENROD
- 2-07-73 V M CRAFT
- 2-09-73 R L FABRIZIO
- 2-12-73 D M BASOTTI
- 2-12-73 Y N GREEN
- 2-12-73 H I SUGIMOTO
- 2-12-73 K C GEDDES
- 2-13-73 E M WESTON
- 2-14-73 I MARSHALL
- 2-18-73 P W CORONADO
- 2-18-73 A J TAUSCHER
- 2-19-73 L R MONIZ
- 2-19-73 H F CREWELL
- 2-19-73 R I NAKAGUCHI
- 2-19-73 R L PARKER
- 2-21-73 E J WINTHERBURN
- 2-26-73 K M COLLINS
- 2-26-73 D LIRA
- 2-26-73 J A ROBERTS
- 2-27-73 A T COURTS
- 2-27-73 M T PEREIRA
- 2-27-73 S L FREDERICKSEN
- 2-28-73 M E NEVYS
- 3-01-73 F M BETTENCOURT
- 3-01-73 R J BOLDEN
- 3-01-73 V R JOHNSON
- 3-01-73 J A RUCK
- 3-05-73 L A FARMER
- 3-05-73 T HARBELL
- 3-05-73 M T ATWELL
- 3-05-73 C A DICER
- 3-05-73 R D SCHWARER

SAN RAFAEL

- 1-22-73 M E O'DONNELL
- 1-26-73 T W COX
- 2-05-73 E R ROMBEIRO
- 2-09-73 M L PURVIS
- 2-13-73 D BERNSTEIN
- 2-14-73 M R FORD
- 2-19-73 B J PANKRATZ
- 2-29-73 M L VANDENHOF
- 2-31-73 M A STEWMAN
- 2-26-73 J A HALL
- 2-26-73 C L PERRY
- 4-23-73 R JOHNSON
- 5-01-73 L J MIGLIORE
- 6-11-73 L D HINES
- 7-16-73 P F MURPHY
- 8-13-73 K S BENNETT
- 9-05-73 B R WADE
- 9-10-73 G E RUFUS
- 9-19-73 V M DOUGHERTY
- 10-11-73 L L CARLSON
- 10-15-73 D J BEZIEFF
- 10-15-73 J D STILSON
- 10-16-73 J HILL
- 10-17-73 D J ESCHLIMAN
- 12-03-73 A J BERHEL
- 12-10-73 G W CHERRY

VIDEO PRODUCTS

- 2-19-73 M E HUGHES
- 3-13-73 A J WEISS
- 7-01-73 R W HOLLAND
- 7-19-73 S W WALLIA
- 8-13-73 R LAKELY
- 10-22-73 D K BENNETT
- 11-05-73 J S DOUGHTY
- 11-19-73 S M MARTIN

XINCOM

- 2-05-73 P G LUNA
- 3-01-73 J W VAN NESS
- 3-05-73 J E ESZESZSKI
- 3-05-73 C H NG
- 4-16-73 G R MCKELVEY
- 5-29-73 F TALAVERA
- 12-10-73 L K HALLINAN



Gene McKelvey

Other 5-Year Employees

- CORPORATE**
- 3-05-73 S S MOLYNEUX
 - 3-12-73 J SCARBROUGH
 - 3-19-73 J E TAYLOR
 - 3-21-73 H M BLIZZARD
 - 4-01-73 R MONTGOMERY
 - 4-02-73 L J RICE
 - 4-23-73 P D WITTRICK
 - 4-30-73 C A QUANDT
 - 4-30-73 R HOLST
 - 5-21-73 R M TUCKER
 - 5-21-73 J B HATCH
 - 6-21-73 D M HAY
 - 7-02-73 B L SINGLE
 - 7-10-73 E CARRERO
 - 4-09-73 H F EDWARDS
 - 7-30-73 L BALCZAK
 - 8-01-73 B L WREN
 - 8-01-73 B J AIDE
 - 8-13-73 C M MONTALBANO
 - 8-20-73 Z E MARGAREJO
 - 8-20-73 R K QUINN
 - 8-27-73 S WRIGHT
 - 8-27-73 M AYMERICH
 - 8-28-73 E M GALINDO
 - 9-04-73 T T MURAI
 - 9-17-73 J KOLSRUD
 - 9-18-73 R B PARFITT
 - 9-23-73 D J MIGLIORE
 - 9-24-73 J T ARTHUR
 - 9-25-73 V K CLARKE
 - 10-01-73 J P WILLIAMSON
 - 10-01-73 S G WRIGHT
 - 10-08-73 C A RUSSO
 - 10-08-73 M G LIQUORI
 - 10-29-73 R W FONG
 - 11-12-73 J A WRIGHT
 - 12-10-73 M J MASTROCOVO
 - 12-10-73 S J RICE
 - 12-11-73 J L MIS
 - 12-31-73 D R FINCHER

CMOS PRODUCTS

- 1-15-73 D M DOTY
- 2-24-73 Y R CASTILLO
- 3-19-73 E N FRACCHIA
- 4-16-73 A M QUIST
- 5-14-73 K MILES
- 6-04-73 M CLARK
- 6-04-73 J L TRAN
- 6-30-73 J MORSE
- 7-16-73 R V GUTIERREZ
- 7-30-73 A LOWER
- 7-30-73 G NOLEN
- 7-31-73 E M PERRY
- 8-04-73 R K ROSE
- 9-10-73 J P SHEEHY
- 9-19-73 L GUZMAN
- 10-10-73 J R IVAN
- 11-19-73 L TRUSSELL
- 11-20-73 J SAN NICOLAS

HEALDSBURG

- 1-08-73 C H WEAVER
- 3-20-73 J W ALLAHAN
- 4-03-73 R B DAVIS
- 5-21-73 R A CAREY
- 5-21-73 F L DEMOSTENE
- 5-22-73 J E DICKEY
- 5-29-73 R E WALLACE
- 6-07-73 D M WELTON
- 7-23-73 E NIETO
- 7-23-73 F S LONG
- 7-30-73 P D SMITH
- 7-30-73 K S JOHNSON
- 8-06-73 D F SHRIVER
- 8-06-73 S D HENDERSON
- 8-06-73 M J WILHIT
- 8-06-73 G G GOBANOFF
- 8-27-73 J A ZARZANA
- 8-27-73 D G DZIKOWSKI
- 8-27-73 V O BARTLETT



Annabelle Clark

- | | | | | | | | |
|---------|-----------------|---------|----------------|----------|-----------------|----------|---------------|
| 3-05-73 | J S SERA | 6-11-73 | S S CASTLE | 9-17-73 | J L BARNARD | 10-29-73 | C M TUTTLE |
| 3-07-73 | J R ZAMORA | 6-11-73 | J A FERRO | 9-17-73 | C FRAZEE | 10-29-73 | M G PUETT |
| 3-08-73 | J R HARTMAN | 6-11-73 | D SEVERANCE | 9-17-73 | G P LINARES | 10-30-73 | D R SHELANSKY |
| 3-12-73 | W E WOOD | 6-12-73 | J M CARATTINI | 9-17-73 | R A MASON | 10-30-73 | B J EATON |
| 3-12-73 | J G MARKUS | 6-12-73 | M M JEWET | 9-17-73 | R JACOBO | 11-01-73 | E D ALVARADO |
| 3-13-73 | S N ALDOUS | 6-13-73 | L M WILLS | 9-17-73 | R R SANCHEZ | 11-04-73 | R C LOSENDO |
| 3-13-73 | D D HODGES | 6-14-73 | J E MURPHY | 9-18-73 | B L GUST | 11-05-73 | N A KOLSRUD |
| 3-13-73 | M F VALERGA | 6-14-73 | D L OTSUJI | 9-18-73 | F DECKER | 11-05-73 | M W LEE |
| 3-14-73 | H M MEDEIROS | 6-14-73 | C A QUIROGA | 9-19-73 | S A CALICCHIO | 11-05-73 | R W BANDY |
| 3-14-73 | M B ROJAS | 6-18-73 | T T WALKER | 9-19-73 | D M BUSHONG | 11-07-73 | L A LEEFELDT |
| 3-16-73 | G B WASOWSKI | 6-18-73 | R E ORUGA | 9-19-73 | F DIAZ | 11-07-73 | L R GOULART |
| 3-19-73 | H ROMERO | 6-18-73 | M D HOLLABAUGH | 9-20-73 | E S ARUCAN | 11-07-73 | M M GOULART |
| 3-19-73 | K M BRAZIL | 6-18-73 | M C NELSON | 9-21-73 | R P PITTMAN | 11-12-73 | J R LOPEZ |
| 3-19-73 | F L MCANALLEN | 6-19-73 | S L SCOTT | 9-24-73 | S M BUSH | 11-12-73 | J J DERRICO |
| 3-19-73 | G S TURNBULL | 6-19-73 | C L LEMMA | 9-24-73 | L L EHLERS | 11-12-73 | D W TEBALDI |
| 3-19-73 | P L SCHNEIDER | 6-19-73 | R H ROMAN | 9-26-73 | S E CUNNINGHAM | 11-12-73 | M VEJAR |
| 3-22-73 | P SANCHEZ | 6-20-73 | E A PITTALUGA | 9-26-73 | R M RODGERS | 11-14-73 | C A DISA |
| 3-22-73 | G A PIERCE | 6-21-73 | G A ALCANTARA | 9-24-73 | Y M MEDINA | 11-15-73 | W H JACOBS |
| 3-26-73 | J BRANCO | 6-21-73 | R J LEE | 9-24-73 | O A PEIXOTO | 11-16-73 | R W BRUNEAU |
| 3-26-73 | L BURBANO | 6-24-73 | D M MENDEZ | 9-24-73 | A A GUTIERREZ | 11-19-73 | R M MANION |
| 3-26-73 | M E HILL | 6-25-73 | P A BROWN | 9-24-73 | A FLORES | 11-21-73 | E U PERENA |
| 3-26-73 | B J LOBAGO | 6-25-73 | L CASTILLO | 9-24-73 | C A PANTANO | 11-26-73 | C A GODWIN |
| 3-26-73 | J L MAGANA | 6-25-73 | F Z JOCSON | 9-25-74 | L PETERSON | 11-26-73 | J A BRADLEY |
| 3-26-73 | K MOORE | 6-25-73 | R A BROWN | 9-25-73 | G BAKAS | 11-26-73 | D M MCQUADE |
| 3-26-73 | L B WALKER | 6-25-73 | H P DIMAGGIO | 9-25-73 | V J GARZA | 11-26-73 | M R LOPEZ |
| 3-26-73 | R O GOSSWILLER | 6-25-73 | V M PATEL | 9-25-73 | L T LOASE | 11-28-73 | A A FREEELAND |
| 3-26-73 | S P BAGWE | 6-27-73 | G K SHROFF | 9-25-73 | I M SOUSA | 11-28-73 | E B ABELLA |
| 4-01-73 | I TYNES | 6-27-73 | M MOAD | 9-25-73 | L J LINDBERG | 11-29-73 | M L BAILEY |
| 4-01-73 | R G PARKS | 6-27-73 | A M SANTIAGO | 9-26-73 | R M RODGERS | 11-29-73 | K G MACDONALD |
| 4-02-73 | M M CROWELL | 7-01-73 | S D WITTEN | 9-27-73 | H COOTS | 11-30-73 | L L FRITZ |
| 4-02-73 | B R MENDEZ | 7-01-73 | S D WITTEN | 10-01-73 | R P MOROSCO | 12-01-73 | R C DAVILA |
| 4-02-73 | M MEZA | 7-01-73 | A FANNING | 10-01-73 | D E CALLEN | 12-01-73 | N L PICKEL |
| 4-02-73 | R S HANSRA | 7-02-73 | R G HOLMES | 10-01-73 | P M GANDEZA | 12-03-73 | M A FERNANDEZ |
| 4-02-73 | H S JOSHI | 7-02-73 | V SUNDRA | 10-01-73 | J DEMORE | 12-03-73 | V D RAMOS |
| 4-04-73 | P L LANGWELL | 7-02-73 | J E YOUNG | 10-01-73 | L O GLOVER | 12-03-73 | J C WORD |
| 4-05-73 | B J KING | 7-02-73 | L JENKINS | 10-01-73 | W A MALONE | 12-03-73 | D L KETTMANN |
| 4-06-73 | B D MANKIN | 7-02-73 | G F WINTER | 10-01-73 | R J PEPPER | 12-03-73 | M T RIN |
| 4-07-73 | M MARCHESE | 7-02-73 | F W DEGROOT | 10-01-73 | M U GUERRERO | 12-03-73 | A L ROBINSON |
| 4-09-73 | G TYSON | 7-05-73 | X I LYNCH | 10-01-73 | R S NICHOLSON | 12-04-73 | G R PILIPINA |
| 4-09-73 | L T LARSEN | 7-05-73 | J C LEE | 10-04-73 | D A TANKERSLEY | 12-04-73 | E M BARCELOS |
| 4-09-73 | R LIPATA | 7-05-73 | F H FLEMMER | 10-04-73 | J R DOMITROWICH | 12-06-73 | M E HATFIELD |
| 4-09-73 | D A DEBUS | 7-05-73 | N R OLSEN | 10-08-73 | J O BRYE | 12-07-73 | R PESSAH |
| 4-09-73 | B J LAROCQUE | 7-09-73 | L R CHETAUD | 10-08-73 | D L BRADY | 12-10-73 | R C MCCOY |
| 4-11-73 | B JAYESINGHE | 7-09-73 | W A GRAF | 10-08-73 | M CIDRE | 12-10-73 | A V GEORGE |
| 4-12-73 | B L BARBER | 7-09-73 | C MANZANO | 10-08-73 | R CANGIANO | 12-10-73 | P J LOEFF |
| 4-16-73 | E B ROJAS | 7-09-73 | C M JURADO | 10-08-73 | H F PETERSON | 12-10-73 | G A LAZAROTTI |
| 4-16-73 | A SANCHEZ | 7-09-73 | J M CASSELL | 10-10-73 | M E MEILY | 12-11-73 | F B DULAY |
| 4-16-73 | A R PERKINS | 7-10-73 | J G TALAMANTEZ | 10-11-73 | P DEMARCHIN | 12-11-73 | B DALE |
| 4-16-73 | H W CHASE | 7-10-73 | J V MIRANDA | 10-11-73 | J W SANDERS | 12-12-73 | K H KWAN |
| 4-16-73 | D A DAPKUS | 7-10-73 | R G KITCHEN | 10-11-73 | G B AVERY | 12-13-73 | J M GARDINER |
| 4-17-73 | M M STEFFEN | 7-11-73 | N ASMAR | 10-14-73 | L GARCIA | 12-16-73 | S K LEE |
| 4-18-73 | L M AZEVEDO | 7-12-73 | D R HAMMOND | 10-15-73 | S D COOK | 12-17-73 | M L EPPLER |
| 4-18-73 | J M MEDEIROS | 7-12-73 | L J MINA | 10-15-73 | R L TORCELLINI | 12-17-73 | D E LEE |
| 4-18-73 | N H PFAFF | 7-16-73 | D K FAUVER | 10-15-73 | B A SHAH | 12-17-73 | C L MOODY |
| 4-19-73 | R L MOORE | 7-16-73 | D DICKERSON | 10-15-73 | R V LOFSTEDT | 12-17-73 | C L MOODY |
| 4-22-73 | W G BRADY | 7-16-73 | B A CUNNINGHAM | 10-15-73 | M L STANBRIDGE | 12-17-73 | J P NIEMI |
| 4-23-73 | E G ESCOBAR | 7-16-73 | M E MURO | 10-17-73 | B L HUIE | 12-17-73 | D S ALVAREZ |
| 4-23-73 | S J GRILLI | 7-17-73 | N H PASCALE | 10-22-73 | M R GUIDRY | 12-17-73 | I H WHEELER |
| 4-23-73 | L TRUPPA | 7-17-73 | C E SMITH | 10-22-73 | R L GUERTIN | 12-18-73 | A C ORTEGA |
| 4-23-73 | S T PINKEVICH | 7-19-73 | M C CELI | 10-24-73 | L BODENE | 12-19-73 | R E GLANVILLE |
| 4-25-73 | R P MORENO | 7-19-73 | D A BABB | 10-24-73 | A D ALVES | 12-20-73 | G A BENAVIDEZ |
| 4-29-73 | L ESTEBAN | 7-20-73 | M J SILVA | 10-29-73 | J V BIELAS | 12-21-73 | D L SOTOS |
| 4-30-73 | M D GILGO | 7-23-73 | G R BENEDICT | 10-29-73 | J K MAHAL | 12-26-73 | C H FAY |
| 4-30-73 | C Z JOCSON | 7-23-73 | R J BATH | | | | |
| 4-30-73 | P M MARTINEZ | 7-23-73 | M J VAZ | | | | |
| 4-30-73 | D A JORDAN | 7-23-73 | T T LAZARO | | | | |
| 4-30-73 | S J STROBEL | 7-26-73 | H H FLORES | | | | |
| 4-30-73 | G H EGGLESTON | 7-26-73 | S A DEMAYO | | | | |
| 4-30-73 | J M STEVENSON | 7-30-73 | C M JURADO | | | | |
| 5-01-73 | M E SAENZ | 7-30-73 | K D CONLEY | | | | |
| 5-01-73 | D J SIMIN | 7-30-73 | P S ELLIOT | | | | |
| 5-01-73 | G V URBANI | 7-30-73 | N GOMEZ | | | | |
| 5-01-73 | C WU | 7-30-73 | D L HOLDERER | | | | |
| 5-02-73 | A A ANDRES | 7-31-73 | S E CASEY | | | | |
| 5-02-73 | J H LEE | 8-01-73 | P NOVAK | | | | |
| 5-03-73 | T N POSADA | 8-01-73 | A E RAMIREZ | | | | |
| 5-07-73 | N BRIDGE | 8-01-73 | F HERNANDEZ | | | | |
| 5-07-73 | D S CARINO | 8-01-73 | R E TAYLOR | | | | |
| 5-07-73 | M B HUERTA | 8-01-73 | T C JOHNSON | | | | |
| 5-08-73 | P M KINDER | 8-02-73 | N JONES | | | | |
| 5-08-73 | L SAIPAIA | 8-06-73 | J PAK | | | | |
| 5-08-73 | S R GONZALES | 8-08-73 | L A RAMIREZ | | | | |
| 5-09-73 | M L MEYER | 8-09-73 | T S PACHO | | | | |
| 5-09-73 | E P SPECHT | 8-09-73 | M C RAMOS | | | | |
| 5-10-73 | M K DAVIS | 8-09-73 | M GARCIA | | | | |
| 5-14-73 | G D BROWN | 8-10-73 | U D MISHRA | | | | |
| 5-14-73 | B L GARCIA | 8-13-73 | R B COSTA | | | | |
| 5-14-73 | D A HAIR | 8-13-73 | C D MEIGH | | | | |
| 5-14-73 | I S KIRKPATRICK | 8-13-73 | I M SALAZAR | | | | |
| 5-14-73 | R L RAMPKE | 8-13-73 | M B ADRES | | | | |
| 5-14-73 | S O KING | 8-13-73 | W J MCGREEVY | | | | |
| 5-14-73 | H PETERS | 8-15-73 | J W HAWKES | | | | |
| 5-14-73 | R J CALABRESE | 8-15-73 | M J CLARK | | | | |
| 5-15-73 | R HENDERSON | 8-16-73 | L E VARGAS | | | | |
| 5-16-73 | L D BUTTERFIELD | 8-20-73 | D LEE | | | | |
| 5-18-73 | M J COOK | 8-20-73 | H P JARRELL | | | | |
| 5-20-73 | M I ARMSTRONG | 8-21-73 | S DURANTE | | | | |
| 5-20-73 | M E MILLER | 8-23-73 | R RAISIG JR | | | | |
| 5-21-73 | P V ARNDT | 8-23-73 | G SERNA | | | | |
| 5-21-73 | G C KNEEBONE | 8-23-73 | T E DELELLIS | | | | |
| 5-21-73 | H H NICHOLS | 8-24-73 | S M NEWELL | | | | |
| 5-21-73 | D D PENROD | 8-27-73 | E A PICK | | | | |
| 5-21-73 | L M CUILLA | 8-27-73 | C J OCHOA | | | | |
| 5-21-73 | J W FINCUTTER | 8-27-73 | J R DEREMER | | | | |
| 5-21-73 | J W HIVELEY | 8-27-73 | A D BUCCINI | | | | |
| 5-21-73 | E L KAPFMAYER | 8-27-73 | T L JACKSON | | | | |
| 5-21-73 | S J RADIGAN | 8-27-73 | B D MUNAR | | | | |
| 5-23-73 | R CHAHEL | 8-27-73 | G E NIXON | | | | |
| 5-23-73 | B J ROBERTSON | 8-27-73 | A M BERCASIO | | | | |
| 5-23-73 | R RODRIGUEZ | 8-27-73 | V L OEHLSEN | | | | |
| 5-24-73 | J A KIM | 8-27-73 | D G WISEMAN | | | | |
| 5-24-73 | L L GODIN | 8-27-73 | S S HUSSAIN | | | | |
| 5-28-73 | P M SINHI | 8-27-73 | T B ELLERBEE | | | | |
| 5-29-73 | G B CALDWELL | 8-28-73 | H GONSALVES | | | | |
| 5-29-73 | J A DIGNON | 8-30-73 | D HUNTER | | | | |
| 5-29-73 | A M ROUNDS | 9-01-73 | D A DIVINE | | | | |
| 5-29-73 | L SOUSA | 9-01-73 | M KUHN | | | | |
| 5-29-73 | L N BARRAGAN | 9-04-73 | J VALENZUELA | | | | |
| 5-29-73 | S D DUC | 9-04-73 | B VON STEHT | | | | |
| 5-29-73 | W L EVANS JR | 9-04-73 | N L MACHADO | | | | |
| 5-29-73 | M C HATLEY | 9-04-73 | M C FLETCHER | | | | |
| 5-31-73 | C A SMITH | 9-04-73 | S R SCHILLER | | | | |
| 5-31-73 | J A SHIDELER | 9-04-73 | C L YAGER | | | | |
| 6-01-73 | T LARSON | 9-04-73 | W B POCOCK | | | | |
| 6-01-73 | E R THOMAS | 9-04-73 | V G SOUSA | | | | |
| 6-04-73 | P LAMPKIN | 9-05-73 | D M MOREHOUSE | | | | |
| 6-04-73 | E M MCCABE | 9-05-73 | E K NISSE | | | | |
| 6-04-73 | T L SALAZAR | 9-05-73 | R E SEIFERT | | | | |
| 6-04-73 | W P FUNSTEN | 9-05-73 | D E WEEKS | | | | |
| 6-04-73 | K R LAWRENCE | 9-05-73 | A C AUER | | | | |
| 6-04-73 | A P LOPES | 9-06-73 | T M HOULE | | | | |
| 6-05-73 | T O BAUTISTA | 9-10-73 | R RANGEL | | | | |
| 6-07-73 | C TURPIN | 9-10-73 | R H MOECKEL | | | | |
| 6-11-73 | C A ABEYTHIA | 9-10-73 | M S GOODWATER | | | | |
| 6-11-73 | R J EMERSON | 9-10-73 | C R MESA | | | | |
| 6-11-73 | L L GUPTILL | 9-12-73 | H M ROSENTHAL | | | | |
| | | 9-13-73 | D OBRIEN | | | | |
| | | 9-17-73 | M A JOHNSON | | | | |
| | | 9-17-73 | A G SANCHEZ | | | | |

flea market

ANIMALS

FREE: Purebreed, male Samoyed, 2 yr old. Free to good home. Call Rose, ext. 3651, or 262-5102 after 5 pm.

FOR SALE: Gelding, 15½ hands. Very quick, spirited, flashy & well behaved. \$700. Call Shelly, ext. 2395, or 248-0346 after 6 pm.

MISCELLANEOUS

FOR SALE: Antique oak pedestal dining table with 5 leaves (extends to 8') with 6 chairs. Call Carol, ext. 15-457, 458 or 258-5446.

FOR SALE: Panasonic power mike CB radio. All controls in mike. Unit hides under seat. Call Eric, ext. 3670 or 984-6796.

FOR SALE: Minolta exposure meters. Auto meter and/or flash meter. Call Eric, ext. 3670 or 984-6796.

FOR SALE: 12 foot Dough Boy pool, perfect cond, needs liner, w/pump and ladder. \$150. Call Tat, ext. 4545, or 867-9571.



Published monthly for the California employees of Fairchild Camera and Instrument Corporation. Employees are invited to submit story ideas and suggestions. All correspondence should be addressed to Corporate Communications, M/S 20-2260, 464 Ellis Street, Mountain View, CA 94042
EDITOR Martha Sessums

WANTED: Mariachi Bands, Polynesian Bands and Dancers. For a special Fairchild project. Call Jennifer at Mt. View Ext. 3703.

WANTED: Roommate. Looking for a person to share an apartment in the Mtn. View, Sunnyvale area. Call Rob ext. 12-79355 or 321-6252.

FOR SALE: 1967 Alfa Romeo conv. 5 speed, 2 seater. Best Offer. Days: Call Wally 774-1555, or Eileen Mt. View, ext. 3617. eves/wknds. 245-0128.

FOR SALE: 1971 Dodge window van. 6 cyl. 3 spd. Has insulation, paneling, carpet, curtains, bed, mags. Runs good. \$1900. Call Karen, ext. 2027 or 737-1711.

FOR SALE: 1977 Ford Ranchero GT PS, PB, air, Gemtop, 11K miles — Perfect cond. \$5,000 — under warranty for 6,000 more miles or until Dec. 78. Call Lynda, ext. 4351 or 295-1691 after 6 pm.

REAL ESTATE

FOR SALE: 4 bdrm, 2 bth, w/w carpet, drapes, back lawn sprinklers, 8 yrs-old, 1 mile from Bernal Rd., SSJ plant, 6758 Moselle Dr. Call Albert Mourad, ext. 4386 or (408) 227-4920 after 6 pm.

Flea Market cards can be obtained from Corporate Communications, M.S. 20-2260. Deadline for ads is the 1st of each month.

Fairchild first quarter earnings more than double

On May 5, Fairchild reported that first quarter earnings more than doubled, to \$5,735,000, or \$1.06 per share, from \$2,229,000, or 41 cents per share, a year earlier.

Net sales reached a record first quarter level of \$116,795,000, compared with \$114,988,000 in the 1977 period.

Wilfred J. Corrigan, Fairchild Chairman and President, told the annual meeting in Palo Alto that "while the economic outlook is uncertain, the tone of our business currently is strong.

"New orders rose to a first quarter record, exceeding any quarter in the past four years. March bookings set an all-time monthly high. Backlog increased 26 percent over the equivalent 1977

quarter, which should generate appreciably higher billings in the current period.

"Pre-tax earnings before royalty and other income surpassed every quarter last year. Royalty income also increased, due principally to a payment from Thomson-CSF relative to our previously-announced patent agreement with that company.

"Consumer product volume, as anticipated, dropped sharply from quarterly levels last year. However, the company reduced its losses in this business segment, contributing to our overall profit improvement.

"Working capital at the end of the period was \$124,906,000, shareholders' equity \$189,542,000, and cash and temporary cash investments

\$55,339,000. Spending for research, development and engineering approximated \$13,000,000 for the quarter.

"Fairchild continues to invest in cornerstone semiconductor technologies and LSI-based systems and equipment as the key to our long range future.

"Last month the company entered into an agreement with Magnuson Systems, Inc. to purchase equity and convertible notes, under terms of which Fairchild may ultimately own a one-third interest in this developer of IBM-compatible computers.

"During the quarter the company broadened its line of microprocessors with the 9440 16-bit Microflame™, the first circuit offering the capability of a minicomputer CPU on a single

semiconductor chip.

"Sales of computer-controlled LSI test systems, introduced last year, showed good growth during the quarter. Our New York-based military and industrial product operations also performed well in the period.

"Capital expenditures this year will be approximately \$30,000,000, devoted largely to production facilities for the manufacture of advanced semiconductor products.

"We view 1978 as a good year for Fairchild in both domestic and international markets. For the longer term, we believe our focus on our main-line, high technology businesses will provide the basis for continuing progress in sales and profitability."

PACIFIC CIRCUIT

MAY 1978

FAIRCHILD
CAMERA AND INSTRUMENT
CORPORATION

Ergonomics fits people, tools, jobs together

If using a microscope is a part of your job at Fairchild, you had to take an eye test to determine your ability to meet the minimum vision requirements advisable for your type of work.

You also participated in a program that is very innovative within the industry. The tests are part of a new science called ergonomics, which attempts to find a proper fit between the physical capabilities of people, their work tools, the environment and the task to be done.

Dr. Bruce Dickerson, Fairchild Medical Director, defines ergonomics as a balance between comfort, efficiency and health in doing a job. Because of Dr. Dickerson's interest in the field, several job areas at Fairchild

have been changed to make the work environment more comfortable.

"Ergonomics was first used by Dr. Dickerson at Fairchild in 1970 when it was noticed that closeup work using microscopes caused fatigue, eyestrain and headaches in some workers," he said. "Also, drops in productivity were noticed that correlated closely with

vision complaints and related discomfort."

Dr. Dickerson organized a vision enhancement program which is now used in all Fairchild facilities. The program uses ergonomics techniques in researching and planning vision standards.

The first step was to select a pilot

plant with a high percentage of microscope workers where vision testing had not been performed. By testing workers, vision profiles were developed and used to fit each person to the right job.

But eye testing alone did not eliminate the vision problems. It was also necessary to educate workers on correct work habits, such as giving the eyes a rest periodically, changing posture positions and using only properly adjusted microscopes.

The results? Eye fatigue complaints dropped dramatically to only a few a month, and there was an accompanying impressive rise in productivity.

The successful results of the vision enhancement program, prompted other environments at Fairchild to be evaluated using ergonomics.

For example, employees using tweezers that caused a lot of pressure on the fingers complained of tendonitis. A different type of tweezer requiring less finger pressure is now being used. The tendonitis complaints have

Continued on Page 4

Murray McLachlan elected new VP —strategic planning

MOUNTAIN VIEW—Murray L. McLachlan has been elected to the new position of Vice President-Strategic Planning for Fairchild.

Murray's responsibilities will include strategic planning, new business activities and the evaluation of acquisition candidates. He will be based at corporate headquarters in Mountain View.

Murray joins Fairchild from Airco, Inc., where he was Director of Strategic Planning. Prior to that he was with African Oxygen Limited as Chief Financial Officer, and has also held a position with The Boston Consulting Group.

A Rhodes Scholar, Murray holds a Bachelor of Arts degree from Oxford University, England. He has a Bachelor of Commerce degree from the University of Natal, South Africa, and an M.B.A. from Stanford University.



ANNUAL MEETING - Shareholders, analysts and Fairchilders attended the company's Annual Meeting, held May 5 at Rickey's Hyatt House in Palo Alto. Myra Scofield, Executive Secretary (sitting right), puts a name card in a plastic holder for Brian Sear, Divisional Vice President and General Manager, Sentry Division. In the background, Nelson Stone, Vice President-General Counsel and Secretary (third from left), discusses the proxy statement with a shareholder while Denise Davis, Security Supervisor (far right standing) helps another Fairchilder with his ID badge.

Take a close look at the referral program



1. Audor Jonsson, Assembler, Transistor Division, is the first person hired under the "We Started it All" employees' referral program. She was referred by Harriet Gammon, P & D Specialist, Transistor Division.

2. The winner of the first RCA color TV set is Charles Dice, Marketing Support Manager, LSI Marketing. He was one of 22 eligible in the first drawing, held April 28.

3. Stephanie Nishimoto, Account Coordinator for Bernard Hodes, the agency helping



coordinate the referral program, picks the winning card from the bin. Maryanne Schaefer, Manager, Professional Staffing, leans on the TV that was given away.

4. Three Fairchilders pick up their prizes for giving qualified referrals from LeAnna Stanger, coordinator of the Employee Referral Program (far right). Florence Mendez, Aligner, Bipolar Division, hold up a T-shirt for size. Clarita Ona, Inventory Control Clerk, Bipolar, holds a dart board and Clara Antolin, QA Plant Clearance, Bipolar, has a set of coffee mugs.

5. April 28 was T-shirt Day, and three corporate executives dressed in the spirit of the day. Left to right: Murray McLachlan, Vice President-Strategic Planning; Tom Longo, Vice President-Chief Technical Officer, and Fred Hoar, Vice President-Corporate Communications.



Global Logistics consolidates warehousing, saves money

Late 1975, the Manufacturing Services Division spearheaded a program that consolidated Fairchild's warehousing to a limited number of locations. This consolidation, along with the consolidation of manufacturing locations previously accomplished, was tied together with a sophisticated computerized communications system.

The program has resulted in a savings of several million dollars per year while streamlining cycle times, inventory, and improving communications throughout the Fairchild world.

The program is called Global Logistics and its goals, according to Tom Peardon, Program Manager, are to communicate directly between all points — from order entry to shipment — reduce inventory and logistics costs, and improve customer service. The results have been impressive.

"The majority of Fairchild's products are moved through the Global Logistics

system," said Tom. "Orders are entered, transferred to the correct manufacturing facility, prepared according to specifications and shipped directly to the customer using this new communications and stock transfer system. In essence, it has shortened the miles between all Fairchild facilities worldwide through improved communications and fewer physical transfers of products."

Global Logistics works like this: using the Fairchild worldwide communications network, an order is entered from anywhere in the world. The order comes through the central computer and is directed to the shipping location that has the product.

If product is not in stock, it is produced, tested, and shipped directly to the end customer anywhere in the world. The communications network controls the shipment while it is in transit and alerts all the Fairchild offices

that a shipment is on the way to the customer.

"The cycle time and logistics costs reductions have been outstanding," said Tom.

The first step to achieve this streamlining was to transfer testing to the overseas plants and consolidate finished good inventory. Once these steps were complete, the program geared up to accommodate the entire system.

Reducing logistics costs is another aspect of the program. According to Tom, Fairchild has gained much insight into the costs of logistics.

"Every decision now has the logistics impact factored into it," he said.

"Even with fuel costs rising, Fairchild has been able to reduce freight expenses by computer generation of consolidations and other improvements in freight movements."

All communications in Global Logistics is via the extensive computer system. The computer ties the worldwide facilities of Fairchild together, reduces order and product cycle times, and has improved order accuracy.

Now Fairchild can book an order within 24 hours and route it to the ship plant. The product is accurately ordered and inventory has been consolidated and reduced.

"The results are, Global Logistics is saving Fairchild money and we're giving better service to our customers," said Tom. It puts us ahead of any other semiconductor company in terms of communications and handling shipments and inventory. It is a very dynamic system and quickly reacts to the needs of Fairchild and the customer. We're a better company by using the program."



Approximately 65 percent of Fairchild Semiconductor employees worldwide are involved in one division. That division is the common denominator in all areas of the Fairchild semiconductor world — from Mountain View to the Far East.

The division is Manufacturing Services, and its members coordinate most of the everyday major jobs and small chores that many of us take for granted.

Housed within Manufacturing Services are the overall manufacturing and assembly functions for semiconductor products. Purchasing for equipment and supplies, maintenance of facilities, warehousing of product, along with shipping and receiving are coordinated through the division. The plant in Healdsburg manufactures silicon wafers, Engineering provides processing technologies, and other departments perform little known — but important — services, such as fixing microscopes, rebuilding quartzware in the glassblowing shop or delivering mail.

The division, in short, provides the nuts and bolts that hold Fairchild together.

The vast majority of employees are involved in manufacturing overseas in Far East production plants in Korea, Hong Kong, Singapore and Djakarta, Indonesia. Approximately 450 employees work in the divisions facilities in Healdsburg, Mountain View, San Jose, South San Jose, and Palo Alto.

The division is headed by Don Brettner, Division Vice President and General Manager. Don's U.S. staff includes Hank Mahler, Assistant General Manager; Connie Pasqua, Manager — Purchasing and Bob Bostic, Manager — Materials and Facilities. Don coordinates the work of the plant managers in the Far East.

"I've gathered a very professional team with a lot of experience at Fairchild or in the semiconductor industry," said Don. "They all understand the industry, the company and its goals, and we're always striving to do our job better."

It all starts with Silicon Materials in Healdsburg. There, silicon ingots are grown, sliced and polished. Some are then shipped to the Epi Department, Building 3, in Mountain View, where a layer of epitaxial film is added to the polished wafers for manufacturing discrete products.



Manufacturing Services is the nuts and bolts of the Fairchild world



BRINGING IT ALL TOGETHER - Manufacturing Services is headed by Don Brettner, (far right) Division Vice President and General Manager. Joining him are (left to right) Connie Pasqua, Manager-Purchasing, and Hank Mahler, Assistant General Manager.

The Plating Shop, located in Building 18, Mountain View, plates certain types of raw packaging materials with various metals. The shop handles about 50 percent of Fairchild's needs for special plating production.

Manufacturing Services also includes Mountain View's Deionized Water Plant and Chemical Services. The Deionized Water Plant uses city water and cleans or deionizes it to be used in all manufacturing areas. Chemical Services purchases chemicals in bulk and repackages them into smaller quantities for use in manufacturing areas.

Facilities, run by Bill Evans, is responsible for buildings in Mountain View, Palo Alto, San Jose and South San Jose. The department maintains plant and other structures and working environments and oversees all equipment layout and installation. It also handles regular maintenance, landscaping and general repair of buildings, plus airconditioning, water and gas distribution systems.

The Systems Department, headed by Connie Pasqua, buys equipment and materials and handles equipment leases. If you want a box of pencils or if you want \$1 million piece of equipment, the Purchasing Department is the one to contact.

The link between all activities from manufacturing silicon to shipping the finished product out the door is Logistics, headed by Hank Mahler. The department pulls the complex organization together, providing many needed support services and interfacing with geographically complex areas.

Some of these support areas are the Electronic Calibration Department which calibrates all electronic equipment to assure that it's functioning properly. The Optics Shop maintains and calibrates microscopes and the Machine Shop builds prototypes of jigs and fixtures and overhauls major equipment.

"The Machine Shop can do just about anything," said Hank Mahler. "It is a low volume shop, but they can make what is required to keep the production areas running."

Another support area is the Thermal Calibration Lab, located in Building 1. It tests temperature measuring equipment to insure that it's functioning properly and manufactures thermocouples used in the diffusion area.

The Idle Equipment Pool handles all company equipment not in use, from typewriters to manufacturing systems. It keeps track of all property and identifies divisions that can use it. If it can't



MANY JOBS - Manufacturing Services personnel do a variety of jobs. Top left, Manual Silva, Shipper/Receiver, loads Flow Pak in a shipping box. Center, Les Mays, General Supervisor, Machine Shop, stands with Dick McClelland, Glass Technician, in the Glass Shop. Top right, John Wasowaski, a 20-year Optical Technician at Fairchild, works in the Optics Shop. With him are Vernon Gustavson, Technician at Fairchild for 14 years and Tom Hadsell, Mechanic Specialist.

be used, it is sold to other companies or donated to a school or church. Equipment that can't be used for high volume production, but is suitable for laboratory work is often donated to schools, such as San Jose State or the University of California, Berkeley.

The Engineering Department of Hank's group makes sure that manufacturing processes are documented and the equipment and resources required for each process are identified and in place.

One very important part of Hank's department is the Standards Warehouse. It is the only domestic warehouse for shipping products to the customer and handles products in the most cost effective manner as possible. It also handles raw materials for manufacturing.

"Our success of this operation is the ability to turn around critical shipments in less than eight hours of receiving the order," said Hank.

Traffic is perhaps one of the most visible parts of the Manufacturing Services Division. The shipping and receiving docks, located in Building 23 in Mountain View, handle every domestic shipment for components made by Fairchild.

Shipping and Receiving employees suffer most from the month end "get the product out the door" syndrome. To combat this, the department will start a four-day work week starting May 1 for a 60-day trial period.

"The people in shipping work very hard at the end of the month, often working on weekends and holidays," said Hank. "This trial program will allow them to have a couple of long weekends before the big end of the month crash."

A part of Logistics is Central Production Control. This operation plans and schedules all factory capacities and measures the performance of these factories against the schedules. It also orders all the piece parts required for manufacturing.

Hank, who has been with Fairchild for 15 years, said, "Manufacturing Services' people have a higher than average seniority and are dedicated to the company. Without them and the jobs they do, operations would come to a standstill."

Sherman Fairchild Scholarship

winners named

The Sherman Fairchild Scholarship winners were named in April, and two Palo Alto students were awarded the honor, along with three other students in the Midwest and East.

Andrea Baum, daughter of Alois Baum, a Programmer for corporate Management Information Systems, is one of the recipients. Andrea plans to attend the University of California, Davis, this fall, majoring in nutritional science and dietetics. She will graduate from Cubberley High School, Palo Alto, this spring.

Kyle Kashima plans to major in pre-medicine at Stanford University this fall. Also graduating from Cubberley High School, he is the son of Mitsugi Kashima, a Package Engineer, Linear Division.

These students will receive a renewable \$2,000 annual stipend covering up to four years of full-time study at an accredited U.S. college or university. The scholarships are awarded by the Fairchild Foundation, Inc. and are for the children of Fairchild employees. The program was established in 1973 in honor of the late Sherman Mills Fairchild, founder of the company.

Winners are selected on the basis of scholastic achievement, school involvement and scores on the College Entrance Examination Board's Scholastic Aptitude test. A committee of educators chosen by the Educational Testing Service, the administrator of the scholarship fund, made the selections.

Winners of scholarships on the East Coast are Patricia Graham, daughter of John Graham, Associate Engineer at the Space and Defense Systems Division and Monique Hilton, daughter

Dr. Hogan awarded Edison Lecture Medal

Dr. C. Lester Hogan, Vice Chairman of the Board, was awarded the Edison Lecture Medal by the Cleveland Section of the Institute of Electrical and Electronics Engineers (IEEE).

The silver medal, designed by Frederic Miller, an internationally known silversmith and jeweler, is given to the guest speaker at the Annual Edison Lecture.

The lecture is for high school science

flea market

VEHICLES

FOR SALE. 1969 Norton Commando 750 motorcycle. \$750. Call John Farkas, 262-8842 eves. or ext. 317.

FOR SALE. 1970 Suzuki T500 Motorcycle. Xlnt. condition. \$600. Call John Farkas, 262-8842 eves. or ext. 317.

MISCELLANEOUS

FOR SALE. Kenmore gas range w/ cont. clean oven and brl. Blackout oven door, avocado. \$200. Call Dennis King, ext. 2612.

FOR SALE. Frigidaire stack Wash/dryer, fully automatic, white, fits closet, 240 volts. \$250. Call Dennis King, ext. 2612.

FOR SALE. Acme Juicerator. The rolls royce of juicers. 250 filters. \$125 or offer. Call Dennis King, ext. 2612.

FOR SALE. Men's golf clubs w/bag. Good condition. \$50. Call Lyn, ext. 3048 or 253-9788.

FOR SALE. Golden West Mobile Home, 24 ft. x 64 ft., adult park, 1 year old, near Eastridge Shop Center. Must sell. Call Mary after 4:30 p.m., 274-7116.

Flea Market cards can be obtained from your plant representative listed in the box below. Deadline for ads is the 1st of each month.

NAME _____ PLANT _____
M.S. _____ PHONE (Work) _____
Description of Item _____

(Note: Ads may be edited to meet space requirements)
Classified ad forms can be sent to M.S. 20-2260 in Mountain View. Flea Market Cards can be obtained by calling the following extensions:

Mountain View Ext. 3615
Palo Alto Ext. 2565
Santa Clara Ext. 310
San Jose Ext. 443
South San Jose Ext. 7035
Healdsburg Ext. 27
San Rafael Ext. 265
Chatsworth Ext. 10

of John Hilton, an Instrument Maker at Space and Defense.

Christopher Rossie, son of Roland Rossie, Semiconductor Products District Sales Manager in Kansas City, also received a scholarship.

students and is designed to widen their perspective by meeting "distinguished and accomplished individuals representing a vital aspect of the present and future engineering community," according to Dr. Yoh-Han Pao, Chairman of the Cleveland IEEE Section.

The title of Dr. Hogan's speech was the "Challenge of the LSI Revolution." The medal was awarded at the Lecture on April 20.

Ergonomics matches people, jobs

Continued from Page 1
decreased and the employees are more comfortable and efficient in their jobs.

Computer printouts have been a visual problem. Closely spaced lines of a computer printout are harder to read than those that are spaced widely apart. The Medical Department has recommended that all computer tab runs be printed for visual comfort.

Ergonomics was first developed after World War II and used extensively in European industries. It is just now being introduced into U.S. industry, especially in aerospace and automobile companies. Detroit is paying more attention to designing car seats for comfort and support, something European car manufacturers have done for years. Aerospace manufacturers are fitting instrument panels and seats in a more comfortable, less tiring position for users.

Dr. Dickerson first became involved in ergonomics when he was asked to work on a special Department of Health project studying problems of agricultural workers. It was found that workers using short-handled hoes often had back problems and other muscle pains aggravated by the bending position forced on them when using the hoe. This case, which was decided by the Supreme Court, outlawed the use of short-handled hoes for all agricultural workers.

It is not always easy to establish the cause and effect between the worker's job environment and the physical discomforts and inefficiency. The Medical Department records complaints,

Bipolar LSI division holds

patch contest

MOUNTAIN VIEW—Employees of the Bipolar LSI Division can win \$100 by creating a new patch design in the division's Shoulder Patch Contest.

The contest is being held to replace the current Bipolar patch which has become outdated due to name and product line changes. All division members are eligible and the winner or winners will share \$100. Entries must be received by July 1, 1978, and must be submitted in color on plain 8½" x 11" paper.

The current Bipolar "Pride" patch was designed in 1972 by 12 division members. The original division patch was a skull and crossbones representing the CIC Pirate Line, as the division was called in 1967.

"Bipolar has emerged as a leader in VLSI technology, producing RAMS, PROMS, ECL and logic-type products," said Dick Grogan, Bipolar Wafer Fab Manager. "We are also no longer called Bipolar Memory, so the "Pride" patch is outdated. The design of the new patch should represent these division changes."

All entries must have the name or names of the designers legibly written on the entry. Entries can be submitted to supervisors or Dick Grogan's office in Building 20.

The winner or winners will be announced July 28. The cash prize will be awarded at that time.

establishes trends in medical problems and researches the correlation between job comfort and efficiency.

It then works with engineering and management to change the job design or the work site so pains and aches don't occur and efficiency increases. The goal, according to Dr. Dickerson, is to design out stress.

"At Fairchild we have a real opportunity to incorporate changes suggested by ergonomics studies," he said, "Because the technology in the semiconductor industry changes rapidly, it is much easier to phase in new processes and equipment to make the job more comfortable for employees."

PACIFIC CIRCUIT

Published monthly for the California employees of Fairchild Camera and Instrument Corporation. Employees are invited to submit story ideas and suggestions. All correspondence should be addressed to Corporate Communications, M/S 20-2260, 464 Ellis Street, Mountain View, CA 94042

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South San Jose Grace Cole
Healdsburg George Coppinger
San Rafael Octavia Basile
Chatsworth Joe Hesbein

TM—Trademark of Fairchild Camera and Instrument Corporation.

PEOPLE

in the news

William A. Campbell was named Corporate Director of Internal Audit. Previously, he was Manager in the Internal Audit Department.

Harry Sandiford was promoted to Manager, State and Local Tax, Tax Department. Previously he was a Senior Analyst, Tax Department.

Jerry Taylor was appointed Corporate Controller, Finance Department. Prior to that he was Assistant Corporate Controller.

Bill Coibion has been promoted to the new position of Manager, General Accounting Services in the Financial Department. General Accounting Services is a new department designed to strengthen and consolidate general accounting functions. Previously, Bill was Manager, Financial Policies and Procedures, Financial Department.

Bill Wield joins Fairchild as Manager, LSI Strategic Planning and Material Control, LSI Products Group.

Fairchild reports earnings for second quarter and first half

Fairchild Camera and Instrument Corporation reported July 26 that second quarter net income increased to \$12,562,000, a record, or \$2.11 per share, compared to \$6,271,000, or \$1.13 per share, earned in the comparable 1978 period.

Net sales reached a quarterly high of \$167,966,000, an increase of 32 percent over the \$127,541,000 reported in the same quarter of 1978.

For the first six months of 1979, net income rose to \$19,618,000, or \$3.41 per

share, compared with the \$12,006,000, or \$2.18 per share, in the first half of 1978. Net sales for the six months climbed to \$313,847,000 from \$244,336,000 a year earlier.

Wilfred J. Corrigan, Fairchild President, said, "Second quarter results reflect the continued worldwide demand for our semiconductor and electronic equipment products. Orders for semiconductor products exceeded billings during the quarter, and were 29 percent higher than

the comparable 1978 period; backlog was 86 percent higher. Electronic equipment sales grew 47 percent and new orders were 56 percent ahead of the preceding year.

"While the environment in our segment of the electronics industry remains generally strong, we anticipate that the slowing of the U.S. and world economy will have some impact on our business later in the year.

"In May, Fairchild's board of directors

voted unanimously to recommend to the shareholders a cash offer from Schlumberger Limited to purchase the company's outstanding shares of common stock for \$66 per share. On July 16, Schlumberger completed the purchase of all shares which were properly tendered, over 93 percent of the company's common stock. The remaining stock will be converted to cash at \$66 per share in a subsequent merger transaction," Mr. Corrigan said.

PACIFIC CIRCUIT

AUGUST 1979

FAIRCHILD
CAMERA AND INSTRUMENT
CORPORATION

Quality control expert inspects Bipolar LSI

A quality expert who has helped the Japanese attain a worldwide reputation for product reliability spent a week with Fairchild's Bipolar LSI Group in Mountain View during July.

Bipolar LSI management invited J. M. Juran to inspect the division's operation and make recommendations aimed at improving Fairchild's product quality. He also taught a three-day course on quality control management to staff from Bipolar R&QA, production, engineering, industrial relations, marketing, as well as QA managers from other divisions and Fairchild vendors—about 90 people in all.

Juran worked extensively with Japanese industrialists after World War II. He and one other American, W. Edwards Deming, are the acknowledged fathers of quality consciousness in that country.

"We're thinking seriously about quality because of increasing competition from the Japanese in U.S. semiconductor markets," said Frank Durand, R&QA Manager in the Bipolar LSI Group, who spent three months organizing Juran's visit. "Our goal is a formal quality plan that involves every employee."

"A 'Quality Board of Directors' will put together and implement Bipolar's plan over the next year, Frank said. This group, made up of people from the staff of Dick Abraham, Bipolar Vice President and General Manager, and several production managers, will work with quality committees from each operation.

"We want everyone to be concerned with doing the job right the first time instead of relying on someone sorting out the mistakes later," Frank said. "This program will mean a turn-around in quality control philosophy from top management on down."

Frank described the three steps that will be the basis of Fairchild's new quality plan: analysis of problems to find their causes, management commitment to doing whatever is necessary to improve quality and mass education of every worker in the importance of consistently good quality.

"A program like this recognizes each worker as a part of the team," Frank said. "It will give people a chance to develop improvements for their own operations and then deal with management to make the necessary changes."



Package Engineering Manager Fred DeGroot describes Bipolar LSI product packaging to J.M. Juran, a top quality control expert known for his work with Japanese industry. Looking on are Al Woodhull, Hi-Rel/Assembly Operations Manager (back to camera) and Carl McCann, Package Equipment Engineer.

Schlumberger Profiled in Horizons

Look for a profile of Schlumberger, Limited, Fairchild's new parent company, in the fall issue of *Horizons*. All employees will receive the magazine at their homes in mid-September.

Sherman Fairchild selected for Aviation Hall of Fame

Sherman Fairchild, founder of Fairchild Camera and Instrument Corporation, was honored by the Aviation Hall of Fame as an outstanding contributor to the history of flight. Mr. Fairchild was posthumously accepted as a member of the Congressionally-chartered Hall of Fame at ceremonies in Dayton, Ohio on July 21.

Charles Collis, Executive Vice President of Fairchild Industries, accepted a Gold Medal of Honor and Achievement struck in Mr. Fairchild's name.

Fairchild Camera was represented at the ceremonies by three East Coast executives: Ray Hennessey, Vice President—

Business Development, Industrial Products Division; Ralph Wight, Technical Director, and Irving Doyle, Technical Consultant, Imaging Systems Division.

Mr. Fairchild was selected for Hall of Fame membership for his outstanding developments in aerial cameras and improvements in aircraft design. Among his inventions are the between-the-lens camera shutter, the first closed cabin monoplane, and hydraulic landing gears and brakes for aircraft. He is credited with launching the aerial mapping industry, and was respected in business circles for starting a number of highly successful

companies. He served as Chairman of the Board of Fairchild Camera until his death in 1971 at the age of 74.

Three other aviation pioneers were inducted at the July 21 ceremony: Neil Armstrong, first man to step on the moon; Anne Morrow Lindbergh, pioneer of the Great Circle commercial airline route to the Orient and Europe; and Charles F. Kettering, an inventor who helped perfect ignition systems and eliminate "knock" in aircraft engines through gasoline additives, and who also helped create one of the first guided missiles.

PEOPLE IN THE NEWS



Vanpooler Vi Brumfield, an Applications Programmer in MIS, opens up the brand new van supplied by RIDES for Bay Area Commuters, Inc. Vi's was the one hundredth vanpool formed by the nonprofit ride-sharing organization, which earned her a press conference in San Francisco with CalTrans Director Adriana Gianturco.

Lucky 100 makes headlines for Fremont to Mt. View vanpooler

When Vivian Brumfield decided to form a vanpool for her daily commute from Fremont to Mountain View, she never expected it to make the six o'clock news. Nor did she expect to pick-up the keys to her shiny Dodge van at a press conference with California's Director of Transportation (CalTrans), Adriana Gianturco.

Vi's vanpool attracted spotlights because it is the one hundredth to be formed by RIDES for Bay Area Commuters Inc., the non-profit group that is most visible for its roadside "996-POOL" signs. An Applications Programmer in Management Information Systems, Vi said she was thrilled with the vanpool program even before she knew of the extra attention she would receive.

"It just makes so much sense," Vi said. "My commute is absolutely free because I'm the driver, and my travel time is never more than 20 minutes longer than it was when I drove alone."

RIDES provides a new, luxury-equipped van to groups of 11 to 15 people who live and work near one another. Riders split all costs, including depreciation, gas, oil,

maintenance and full insurance coverage. The driver rides free and agrees to take care of the van.

The 10 passengers in Vi's van each pay \$49 a month to make the daily 50-mile round trip. Vi picks up two people at the Fremont BART station at 7:00 a.m., then collects the others from their homes in Fremont and Milpitas. Only one of the stops is more than one block off the direct route to work. The commute takes 45 to 50 minutes.

"If we had a full van—15 people," Vi said, "the cost would drop to 4 cents a mile per person. That's only \$37 a month. Try and buy gas for 50 miles a day for \$37 a month."

Fairchilders who are interested in joining Vi's vanpool should call her on extension 2765 in Mountain View, or at her home after 5:30 p.m., 415/656-3695. Commuters who want to form van or carpools from other areas can call RIDES at 415/863-9588 or 408/996-POOL. RIDES receives funding from CalTrans, the State Energy Commission and the Metropolitan Transportation Commission.

Jim Hazel, Vice President—Finance, has accepted a new assignment as Vice President for Corporate Projects.

Jim Unruh has been appointed Vice President—Finance from his former position of Vice President—Treasury and Corporate Development.

Dr. Gerry Thomas has joined Fairchild as Division Vice President—Europe in Worldwide Marketing, Semiconductor Products Group.

In a divisional reorganization, **Doug McBurnie**, Division Vice President and formerly General Manager of the Transistor Division, will head the new Discrete Division, comprised of the Transistor and Diode operations. **Bill Kirkham**, Division Vice President, will continue as General Manager of Diode operations, reporting to Doug.

Horst Sandfort has been appointed Director of European Marketing in Worldwide Marketing, Semiconductor Products Group. Formerly Horst was General Manager—Central Europe for the Time Products Division.

Tom Popek has been promoted to General Manager, CMOS Products Division. Formerly Tom was PROM Operations Manager for the Bipolar LSI Division.

Joe Turner has rejoined Fairchild as Industrial Relations Manager for the Discrete Division.

Rich Parker has been named OEM Marketing Manager for the Components Group. Formerly Rich was Diode Division Marketing Manager.

Dom Consorte has been named MOS Worldwide Tactical Marketing Manager in the MOS Products Group. Formerly Dom was Account Manager, Computer Market Segment in Worldwide Marketing, Semiconductor Products Group.

Nigel Evans, formerly Transistor Division Marketing Manager, has assumed marketing responsibility for both the Diode and Transistor operations in the new Discrete Division.

Dan Borders has been promoted to Manager, International Transfer Pricing in Corporate Financial Control.

Ted Leno, who has recently returned from 18 months overseas as Director of the Far East Purchasing Office, has been named Purchasing Manager, Contract Purchasing in the Manufacturing Services Division.

Len Gilford has joined Fairchild as Manager of Professional Employment.

Paul Salisbury has been appointed LCD Manufacturing Manager for the Optoelectronics Division in Palo Alto.

Edith Long has been promoted to Industrial Relations Specialist in the Optoelectronics Division, Palo Alto.

Lydia Ramirez was promoted from Assembly Workleader to Production Supervisor A in the Bipolar LSI Group.

Yvonne Carroll was promoted from Production Planner to Factory Planner A in the Optoelectronics Division.

Tracey Wells was promoted from Executive Secretary to Project Control Coordinator in Management Information Services.

Maria Torres was promoted from Factory Planner to Business Planner in the Manufacturing Services Division.

Hyman Rosen was promoted from Inventory Control Clerk in the Automotive Division to Shipping/Receiving Clerk in the Manufacturing Services Division.

Dorothy Heinz was promoted from Inventory Control Clerk in the Bipolar LSI Division to Senior Clerk in Mask Making, R&D Division.

Ted Bostic was promoted from Fab Specialist A to Assistant Electronic Technician in the Bipolar LSI Group.

Alexandra Barre was promoted from Senior R&QA Inspector Specialist in the Discrete Division to R&QA Lab Technician in the Linear Division.

Carol Armstrong was promoted from Inventory Control Clerk to Senior Inventory Control Clerk at Healdsburg.

Fernando Bello was promoted from Senior Laboratory Technician to Assistant Engineer at Healdsburg.

Angelina Camacho was promoted from R&QA Inspector to Senior R&QA Inspector at Healdsburg.

Dorothy Caruso was promoted from Materials Processor to Materials Production Technician Assistant at Healdsburg.

Timothy Corcoran was promoted from Materials Processor to Electronic Technician at Healdsburg.

Robert Giorgio was promoted from Mechanic B to Mechanic C at Healdsburg.

Susan Long was promoted from Senior Materials Processor to Materials Processor Workleader at Healdsburg.

Julie McCullough was promoted from Materials Processor to Senior Materials Processor at Healdsburg.

Rosalie Mahoney was promoted from Chemical Mixer to R&QA Workleader at Healdsburg.

Michael Pigni was promoted from Materials Processor to Materials Production Technician at Healdsburg.

Steve Spaulding was promoted from Laboratory Technician to Senior Laboratory Technician at Healdsburg.

Time management seminar draws crowd

A capacity crowd of 90 Fairchild managers flocked to a two-day exercise in managing their time that was jointly sponsored by Management Information Systems (MIS) and the Center for Organization Development. The seminar, conducted by a Southern California firm, Continuing Education Corporation, was held June 21 and 22 at Rickey's Hyatt House in Palo Alto.

Because of overflow demand for the course, a second section is planned for

September 10 and 11 at the Marriott Hotel in Santa Clara. The Career Center, extension 4891 in Mountain View, has registration information.

Carlene Ellis, MIS Manager of Software, Planning and Control, recommended an in-house version of the program, "Managing Management Time," to MIS Manager of Standards and Training, Nancy Phillips after having attended a public workshop last year. Nancy and Bill Fletcher, MIS Training Administrator, planned the pro-

gram for 49 MIS employees, and later expanded it to include 41 others from 13 different departments.

Speaker Don L. Wass's message was to "get those monkeys off your back." By monkeys he meant tasks, decisions and responsibilities a manager may take on from subordinates and peers. The program was "highly effective because I can relate it directly to my day-to-day management problems," said one participant.

Fairchild Service Awards – 1979

Editor's note: A record number of Fairchild people will mark service anniversaries this year. As in the past, employees with 5, 10, 15, 20 and 25 years will have their choice of recognition awards, including many items new this year.

For the first time, three-year employees will also be honored with a recognition

gift—a tie tack for men and a lapel stick pin for women.

The special Pacific Circuit section features the West Coast employees with service anniversaries of five years and up. Unfortunately, space limitations make it impractical to list the more than 2,000 three-year awards.

25 years

Ask Phil Haas about landmarks in Fairchild's history and he's likely to tell you about

Fairchild's land—the purchases, leases and building projects that he's negotiated over the past 25 years.

He might also talk about the 50 years of history he's collected in Fairchild annual reports, dating from 1928. Or he could list the many Fairchild product lines he's seen come and go.

Looking back at his 25 years with the company, Phil agrees that he's seen tremendous changes. "But you can't pick out one day and say, 'Here was the day of change.' It's been interesting every day." And then, with a laugh, he admitted, "Well, not every day, but most days."

Phil Haas is the only West Coast Fairchilder celebrating 25 years of service this year. Since 1954 he's held numerous positions in the Corporate Treasury department that have involved him in taxes, insurance, real estate and, most recently, the company's pension and profit-sharing plans. His business card reads "Director of Pensions," but his years of experience, particularly in the company's real estate negotiations, make Phil a resource for many treasury functions.

"It's been interesting every day... well, not every day."

He remembers two strange things about his first day as Tax Manager for Fairchild: he started work on a Friday, and he and his boss were practically the only two people in the Syosset, New York plant. Twenty-five years ago the entire plant shut down for two weeks

during the summer for vacations. Phil's boss asked him to come in the Friday before everyone returned so they could talk over the job's responsibilities without interruption.

Only a couple of years after he started, Phil was asked to use his attorney's background to help negotiate real estate contracts for the company. He's been involved with many major land deals since, including leasing Buildings 1, 2, 3 and 4 in Mountain View and the San Rafael plant, and purchasing the land under Building 20 in Mountain View.

Although Phil still gets involved in real estate transactions, his primary duty is to interpret Fairchild's pension and profit-sharing plans to employees. He frequently travels to outlying plants to explain the plans, and has visited every Fairchild location except Brazil.

"I really enjoy getting up and talking," he said. "I've made as many as four presentations in one day, and then returned at one in the morning to catch the third shift. But it's interesting to get to know the people. I love working with them."

"I've always found it easy to explain the pension plan if I take it step by step," Phil said. "The formulas can be quite complicated. But once I get started with a group I find that their faces light up and they say, 'Hey, now I understand.'"

Phil had no qualms about moving to California with the corporate headquarters. "In October of 1968 I was born again," he said. "I first saw California in 1955, and I decided right then that I was going to live here some day. So when they decided to move in 1968, there was no question about it. I was going."

"In October of 1968, I was born again."

Service records of 25 years are more common at Fairchild's East Coast facilities, but Phil shares his tenure with only a few West Coast people. One of them, Harry Sandiford, who marked a quarter of a century with the company last year, once worked with Phil in the tax department in Syosset.

"When I was Tax Manager, I got to the point where I needed someone to help me. They gave me a pile of resumes to look through and I picked out Harry's. He's still here too. We've seen a couple of changes," he said, laughing.

The changes are reflected most in Fairchild's products, and in the size of the company, Phil feels. "In 1957 I sat in on a meeting where the semiconductor operation was just being talked about,"



Phil Haas

he said. "I couldn't believe the figures they were throwing around. They were talking about units in the millions. I was used to looking at tremendous aerial cameras that were built one at a time."

Several of those Syosset meetings were attended by the company's founder, Sherman Fairchild. Occasionally they would discuss photography, Phil remembers, a hobby they had in common. Phil owns two photographs that Mr. Fairchild took in the early 1960's using an experimental high-speed color process.

Phil says he never felt less like retiring. "I figure I have at least another ten good years with Fairchild. I enjoy the traveling and the routine. I'd really miss getting up and going to work, seeing and working with the people."

"Twenty-five years. I never believed it would happen," Phil said. "The years can really go by just hanging around here."



Phil Haas has been an employee for only half of the years represented in his collection of Fairchild annual reports, which date from 1928. He is the only West Coast employee to mark a 25-year service anniversary in 1979.

20 years

"Twenty years ago, electronics was a man's world," says Helen Basford, a woman who has taken those years and made a place for herself at Fairchild. "But," she quickly adds, "the industry's progressed tremendously. I think women now have a good place in electronics—not just at Fairchild, but in the whole industry."

Helen, who is now Promotion Manager for the Components Group, has spent her entire 20 years with discrete prod-

ucts. She started as a Pre-Production Tester at Fairchild's first West Coast facility on Charleston Road in Palo Alto.

"I guess we were almost all technicians in those days," she said, "We had to set up our own power supplies, monitor the equipment and everything else. We knew the whole set of specs for each product so that, as the numbers passed, we took the rejects out by hand."

Today Helen writes all discrete product data books, is responsible for coordinat-



Helen Basford

ing advertising and promotion, and assists with sales conferences. Her job combines the technical skills she learned on the job as a Tester and then a Spec Designer, marketing knowledge she gained later by working as a marketing administrator, and the art education she obtained in college.

"Fairchild has done a lot to help me with school," Helen said. "They've sent me to promotion seminars and courses in the Career Center. Anything you want is available here."

A company scholarship is helping Helen's daughter with her education too. Barbara Basford attends the California College of Arts and Crafts in Oakland.

With the way her career has worked out, it's easy to understand why Helen says, "I like Fairchild. I've always been treated very well here and have a feeling of loyalty I'm very proud of."

1959

Mountain View

Andrade, R.J.
Armstrong, M.B.
Basford, H.M.
Boutcher, F.M.
Devries, U.
Durden, E.S.
Dutra, B.J.
Durand, F.B.
Elliott, M.D.
Elstad, E.
Forrest, M.E.
Fullan, P.E.
Haines, C.P.
Hamrol, W.T.
Hall, D.
Hall, V.
Hawkins, B.J.
Hegel, U.
Howard, J.M.
Howell, E.

Ingram, A.V.
Ivancich, R.G.
Iverson, H.L.
Julian, L.
Laidlaw, L.
Loucks, E.L.
McDonough, F.L.
Oltragge, E.M.
Park, M.L.
Peck, R.A.
Roseborough, T.
Seeley, A.F.
Sello, H.
Simon, M.
Stidham, D.D.
Tampier, K.
Tanaka, S.
Tennant, G.L.
Walsh, L.R.
Watts, B.J.

Consumer Products

Leonard, D.T.

Palo Alto

Alfred, P.A.

Santa Clara

Franklin, V.

Systems and Equipment

Erickson, L.E.
Remmers, R.L.
Shao, E.P.

1964

Mountain View

Barnes, P.J.
Barton, J.K.
Baum, A.
Bolima, J.
Bravo, B.
Burkett, L.B.
Chatman, L.S.
Cherry, A.B.
Diaz-Christians, M.D.
Jackson, E.E.
Lewis, B.T.
Llamas, M.G.
Lomker, R.H.
Loo, W.L.
Mayorga, A.
McManus, H.K.
Mendonca, B.R.
Perguidi, M.
Recko, R.L.
Rickers, D.A.

Robertson, S.K.
St. Amand, A.J.
Suan, H.
Walton, W.R.
Warrick, J.J.
Winlaw, W.C.
Wood, C.F.
Wright, L.

Corporate

Gamble, J.M.
Latz, F.A.
Petersen, H.
Schubert, R.M.

Palo Alto

Dean, H.E.
Murphy, H.E.

San Rafael

Armbruster, S.A.
Barnett, E.L.
Caldwell, C.A.
Calloway, R.V.
Cooper, C.M.
Demartha, R.M.
Duer, W.L.
Gouveia, M.J.
Hampton, A.E.
Harris, W.
Johnson, C.R.
Lanere, R.H.
Madeiros, S.M.
Mangan, V.I.
McNamara, Jr. A.C.
Michalik, H.A.
Middleton, T.K.
Moales, H.E.
Perkins, H.
Phelan, A.M.
Reynolds, L.M.
Savage, J.M.
Schmidt, A.
Seim, J.P.
Smith, D.G.
Trotter, M.R.
Wick, R.L.

Systems and Equipment

Briones, A.
Howe, L.M.
Johnson, N.R.
King, B.A.
Klein, V.R.
Lew, G.S.
Murakami, K.
Pressnell, I.M.

15 years

Carole Caldwell doesn't mince words when she talks about the challenge of her work. "It's my job to make sure everything is perfect on the wafers," she says, smiling. "I love it."

Carole should know a perfect wafer when she sees one. In her 15 years at Fairchild's diode plant in San Rafael, part of the Discrete Division, she has done almost every production job along the line in wafer fab and the masking room. Today she is a masking room P&D Specialist, responsible for development check.



Carole Caldwell

"You have to know what you're doing or you could really mess up the work," she said. "When you know you can ruin a whole run and that each wafer has three to four thousand die on it; well, that's a lot of diodes."

"I never thought I'd make it 15 years with one company," Carole said. "The years have flown by." Although she spent one of those years away from the company, Carole is one of many Fairchild employees with bridged service who will receive recognition as if they never left.

As a life-long resident of Rohnert Park, a town about 30 miles north of the plant, Carole commutes through the residential development that Fairchild's operation has helped bring to the area and she feels the evolution of the industry itself

every day. In 15 years, Carole has seen a lot of new equipment, new products and new jobs.

"But the people have stayed the same," she said. "We've all been here a long time. I think it's because the company's great to work for. Oh, we all have our ups and downs; don't get me wrong. But on the whole we wouldn't be here if we didn't like Fairchild."

1969

Mountain View

Abbott, D.M.
Abellera, B.C.
Admire, S.
Alhona, L.C.
Alvarado, P.
Amaral, F.R.
Applegate, A.F.
Arjona, C.M.
Arno, H.J.
Arrivas, A.P.
Austin, C.M.
Bailey, J.A.
Baumgartner, D.M.
Bennett, P.J.
Biaggi, D.A.
Bibb, M.J.
Blair, R.N.
Blank, M.T.
Bongatti, D.
Borba, L.E.
Bottero, J.P.
Boxley, L.
Brandon, B.C.
Bravo, F.B.
Breeze, E.G.
Brissat, R.W.
Brown, B.C.
Burt, C.L.
Carbine, B.
Carman, I.

Carr, J.T.
Carreiro, M.L.
Castro, A.E.
Chadwick, M.G.
Charles, M.J.
Chibras, O.S.
Christensen, R.W.
Clausen, H.
Combs, B.J.
Constantine, P.J.
Copeland, V.
Cortez, M.L.
Cowan, T.J.
Delside, L.H.
Demelo, M.D.
Deuchler, W.C.
Diandra, K.D.
Duarde, M.
Duffek, M.K.
Dunn, G.C.
Durham, N.
Edlund, W.H.
Ekkelkamp, L.H.
Ellis, C.
Ercoli, R.
Erickson, C.R.
Espinoza, C.R.
Espinoza, B.A.
Espinoza, E.R.
Fehlhaber, P.W.
Fichtner, E.M.
Forrest, R.A.
Frandsen, E.B.
Fritz, D.S.
Galera, G.M.

Gallow, B.E.
Garcia, A.
Garcia, A.L.
Garcia, C.D.
Garcia, H.
Garcia, K.L.
Garnica, A.
Gradwohl, A.
Green, M.R.
Guinn, L.L.
Guzman, T.M.
Hageman, L.A.
Hale, C.L.
Hansen, R.
Harmon, B.L.
Harrison, P.R.
Hartley, L.D.
Head, D.E.
Heister, H.
Heminger, O.
Henderson, D.L.
Hendricks, A.D.
Herndon, D.L.
Holmes, M.P.
Hoover, M.A.
Hubbard, R.G.
Jacoy, H.J.
Jauhal, K.S.
Lilly, P.E.
Lister, J.A.

Lloyd, E.
Lopez, A.
Lowe, M.A.
Lund, M.D.
MacDonald, A.M.
Mangus, U.L.
Maroney, S.A.
Marshall, R.W.
Martinez, P.E.
McGarry, J.L.
McMichael, J.J.
Mendiola, S.
Miller, B.L.
Miller, K.W.
Molter, S.L.
Moore, S.O.
Moreno, M.
Morris, A.
Namba, G.T.
Oehlschlager, D.M.
Padilla, E.T.
Palmer, P.S.
Parades, B.
Patterson, R.M.
Pasqua, C.A.
Pendergraft, A.J.
Peralta, D.
Pooler, L.M.
Prause, P.E.
Raposas, M.C.
Rehm, P.M.
Reyna, H.R.
Reynoso, J.S.
Riga, G.
Ringor, G.J.

Rocha, P.M.
Rodriguez, S.T.
Roe, C.C.
Rosebrooks, F.L.
Ross, J.R.
Rueda, R.O.
Samorano, F.M.
Sanchez, L.M.
Sanchez, R.M.
Saturnino, H.M.
Scialabba, S.K.
Serio, J.R.
Serna, D.C.
Sherrill, R.J.
Sibbold, T.A.
Silva, B.J.
Silveira, M.J.
Sims, R.
Smallwood, G.L.
Sosa, L.L.
Stahl, J.H.
Stevens, O.
Stinehelfer, J.J.
Stokes, G.J.
Stuart, T.C.
Sudduth, J.L.
Sumida, I.
Sutton, G.W.
Sylvia, C.M.
Taylor, M.F.
Truax, S.M.
Turner, J.A.
Ussery, G.R.
Vankol, H.E.
Vanleeuwen, R.
Velazquez, N.
Vigil, P.A.
Ward, T.R.
Wells, G.D.
Williams, S.

Wood, S.K.
Woody, M.
Yacoub, S.H.
Zendejas, D.
Ziemathis, K.E.
Zivkovich, M.

Consumer Products

Boudreau, K.E.
Danna, H.M.

Corporate

Bizzozero, H.
Bowles, W.J.
Davis, W.E.
Edwards, F.C.
Gibson, W.A.
Hanna, R.S.
Hatherley, G.A.
Hoar, F.M.
Horning, W.W.
Lighthiser, D.B.
Martin, E.C.
Metzger, W.J.
Osterloh, J.C.
Peevyhouse, W.G.
Perales, W.J.
Renard, F.E.
Schumacher, R.H.
Stuck, A.L.
True, K.M.
Unruh, J.A.

Healdsburg

Coppinger, G.O.

Optoelectronics

Allerdyce, D.
Jones, C.A.
Lamb, J.O.
Lau, C.T.
Young, A.B.

Palo Alto

Early, J.M.
Lee, G.
Normantas, A.A.
Ochoa, V.
Ruiz, H.
Sanchez, R.E.
Scalier, R.M.
Shellard, L.K.
Watkins, A.E.
Wennerberg, E.C.

San Rafael

Allen, W.B.
Bradford, E.
Healy, G.W.
Hein, P.G.
Hewko, E.P.
Kephart, Y.
Wong, C.
Wright, D.Y.

Santa Clara

Castro, S.
Dimaggio, M.M.
Giagiari, V.M.
King, L.P.
Pruitt, B.J.

Systems and Equipment

Alvarez, M.H.
Beu, W.
Comfort, A.L.
Cotey, O.J.
Cox, T.W.
Crosby, D.J.
Eckenrode, C.
Evenson, F.M.
Gleahill, A.T.
Graeve, E.
Griggs, G.G.
Oatley, C.B.
McClure, C.H.
Pelletier, A.A.
Pennywell, J.H.
Perry, A.R.
Pool, S.W.
Rondeau, G.B.
Roos, T.B.
Silva, C.F.
Shutter, A.L.
Sparman, J.E.
Thrasher, R.C.
Wiesen, D.E.

10 years

When asked about changes, most 10-year employees look at the long-run differences that distinguish them from now. George Coppinger

focuses on the minute-to-minute variety that makes industrial relations rewarding.

"I don't think there's been a single day when I concentrated on just one project," George said about his job as IR Manager at the Healdsburg Semiconductor Materials plant. "It's the number of people and projects we deal with—that's what keeps it interesting and fun."

Four years into his career with Fairchild, George agreed to move from hometown Mountain View to the new plant at Healdsburg. The challenge of starting a new operation has helped him grow with it, he says.

"But I remember the first day I arrived," he said. "I had a rickety old barbecue table for a desk and one pencil. We started from there."



George Coppinger

Although Healdsburg is a small town of 6,500 people, the state-of-the-art discipline that characterizes the semiconductor industry is also strongly felt by the 385 people at Fairchild's plant. "Technological change is inherent in this industry," George believes, "and that's the way you want it to be. That's how you grow and improve."

"My ten years have gone by fast, very fast. It seems like just the other day I was hired," he said. "I've gotten a lot of job satisfaction out of all my assignments, and I'm sure the next ten years will prove to be just as exciting and rewarding as these past ten."

5 years

If anything has characterized the Silicon Valley environment during the past five years, it's been the fierce tug-of-war over technical employees. However, for Doug Pecchenino and

the many other Fairchilders who will mark five-year anniversaries in 1979, Fairchild's opportunities have scored the strongest pull.

Doug is a reliability and packaging Engineer in the CMOS Products Division in Santa Clara, where he's also explored process and product engineering during the past year. His move to CMOS followed four years and several different assignments in Digital Division Marketing in Mountain View.

"Fairchild has offered me a lot of mobility—the chance to try different things," Doug said. "Going from marketing to engineering is just one example of that. And even within the engineering group I've been able to switch around and look at different aspects of the operations side of the business."

Doug feels that he's gained ground with each new position. "Marketing gave me a good perspective on the engineering work I'm doing now. The people orientation



Doug Pecchenino

and interface with customers was appealing at the time," he said. "And because I worked at the corporate headquarters for four years, I came into my present job with a lot of knowledge about the company."

"I like working for a smaller division now. It's a plus knowing everyone in the place," he said. "But I'm very glad I got the other opportunities first. They helped me learn where to go for answers."

1974

Mountain View

Agbayani, D.
Alegria, R.
Andrade, M.O.
Andres, A.A.
Ankney, E.A.
Arruda, M.L.
Ataide, N.S.
Badgley, M.A.
Bailey, J.M.
Bang, S.B.
Baker, M.L.
Baptista, S.L.
Bass, B.J.
Beaubien, D.A.
Becker, F.
Beeman, M.M.
Belena, A.P.
Billows, R.
Bloom, R.L.
Boguiren, T.A.
Bowen, L.
Braswell, W.C.
Broussard, C.P.
Brunner, H.
Cabutage, E.
Caldwell, D.J.
Carlson, R.F.
Casillas, N.
Chanoski, N.W.
Chew, H.T.

Chien, F.C.
Christiansen, R.
Colgan, H.W.
Conyers, F.B.
Cooper, C.A.
Cortez, S.S.
Davila, M.
Densham III, W.L.
Dexter, H.M.
Badgley, M.A.
Downer, V.L.
Dralla, J.R.
Draper, J.E.
Drum, W.E.
Dumlao, C.F.
Eggert, C.A.
Elliott, D.L.
Faber, L.P.
Favela, R.M.
Ferguson, P.A.
Fleckenstein, C.A.
Fong, S.H.
Franz, J.A.
Gettle, J.L.
Glass, E.C.
Gombos, C.Y.
Gomez, B.M.
Green, R.A.
Hall, D.O.
Harman, W.C.
Hennig, F.
Hermanson, D.E.
Hill, G.J.
Hubbard, R.J.
Iachetti, N.T.
Jocson, L.P.
Kahermanes, S.R.
Kane, B.C.
Karnes, C.L.
Kawamura, H.
Kester, V.M.

Kirk, B.E.
Kohl, J.R.
Lafferty, P.K.
Laplante, S.J.
Leal, E.T.
Lebon, L.R.
Ledoux, P.M.
Lepkowski, P.R.
Lewis, B.A.
Lewis, T.
Madsen, D.L.
Manderson, M.M.
Martinez, P.M.
Maslowski, D.
Mejia, H.G.
Meyer, M.R.
Meza, M.
McCampbell, S.M.
McNutt, P.L.
McWilliams, R.M.
Money, J.E.
Moss, B.A.
Mudge, J.
Muro, M.D.
Myers, J.C.
Neddermeyer, D.G.
Neubauer, W.C.
Newhagen, P.
Nolan, R.J.
Ode, P.N.
O'Malley, B.D.
O'Malley, R.M.
Ong, R.T.
Page, B.L.
Panem, S.V.
Pantano, C.A.
Parker, J.D.
Pascua, A.S.
Patel, V.M.
Payne, G.E.
Perez, C.M.
Post, E.L.
Puckett, M.L.
Ramirez, R.D.
Read, B.

Reed, P.D.
Rendon, G.D.
Rittenhouse, K.W.
Rocha, I.A.
Rockey, S.D.
Rossie, R.L.
Rubalcava, J.M.
Rubino, M.K.
Salsedo, J.
Salum, A.S.
Santos, R.J.
Sessions, S.
Shirley, H.D.
Short, H.A.
Smith, D.R.
Smith, P.R.
Solt, E.H.
Soriano, A.R.
Soriano, N.S.
Struthers, D.M.
Sue, G.
Sullivan, D.R.
Suri, A.
Tait, D.C.
Takahashi, T.
Taliento, R.L.
Terry, S.J.
Thomas, L.V.
Urban, J.S.
Van Slyke, C.A.
Vardajan, L.
Vega, G.
Volpi, N.D.
Votaw, S.L.
Walther, A.C.

Wear, T.G.
Wendt, M.R.
Werstler, D.
White, B.A.
Wield, W.J.
Wildes, E.
Williams, B.J.
Williams, L.A.
Willnai, D.
Yee, G.T.
Yin, P.
Zechmeister, K.W.

Consumer Products

Alim, L.F.
Cardinal, M.E.
McCleary, L.S.
Shynne, J.A.

Corporate

Aquino, M.A.
Braeutigam, R.B.
Bright, M.C.
Brown, F.R.
Brown, P.W.
Brumfield, V.R.
Crispen, W.B.
Diez, A.
Eaton, K.K.
Gentile, G.F.
Headley, M.E.
Hollington, O.
Howard, L.E.
Jackson, O.D.
Keller, R.S.
Kudlick, S.B.
Levy, D.
Loeff, H.M.
Lundien, S.A.
Murai, G.S.
Nelson, H.R.
Oliver, I.W.
Orndorff, M.A.
Poe, G.S.
Reynolds, D.B.

Robertson, C.J.
Rosner, D.M.
Ross, D.C.
Schreck, M.M.
Selsor, T.G.
Serrano, A.J.
Swanson, A.J.
Taylor, K.W.
Thiedt, G.T.
Williams, W.F.
Zavala, G.R.

Healdsburg

Andrade, Jr., P.
Archer, A.L.
Bindhammer, C.
Clark, R.W.
Clemons, Jr., F.D.
Donaldson, E.B.
Haussler, S.
Mahoney, R.R.
Marcoux, D.M.
Morgan, N.J.
Palmieri, Jr., F.M.
Rochioli, T.L.
Smith, C.
Stanbridge, S.
Sternenberg, F.L.
Vipond, R.

Optoelectronics

Epding, E.L.
Glover, L.O.
Riordan, K.
Sullivan, D.A.

Palo Alto

Boyd, D.M.
Gill, A.R.
Jack, E.L.
Kehir, M.E.
Knecht, T.F.
Nehse, P.J.
Scott, C.G.
Zoemisch, M.A.

San Rafael

Cullen, M.F.
Eslick, H.
Hayward, R.A.
Houck, C.V.
Johnson, D.
Manning, C.C.
Mathys, L.L.
Norigenna, M.
Palmer, G.F.
Yoshihata, K.

Santa Clara

Fung, A.K.
Herrara, E.A.
Niemi, J.P.
Pecchenino, D.A.

Systems and Equipment

Albrow, R.C.
Bowen, J.D.
Carey, A.T.
Dufresne, R.T.
Faile, N.
Federico, F.M.
Futterman, A.M.
Gise, P.E.
Goheen, K.A.
Gullo, C.K.

Herrera, C.

Howdyshell, C.J.
Lachapelle, A.
Lynch, D.M.
Martin, K.W.
McLaughlin, T.M.
Miller, C.F.
Moore, D.W.
Nachman, B.
Newell, W.
Osteen, K.D.
Parente, M.H.
Rodriguez, D.A.
Roraus, A.O.
Salinas, R.D.
Schaefer, W.E.
Scott, B.L.
Shrader, G.L.
Small, S.H.
Smith, R.A.
Taylor, A.R.
Teeter, D.W.
Thompson, L.A.
Tinoco, L.
White, G.W.
Willis, V.C.
Yata, S.C.

Xincom

Dennison, E.
Hook, J.L.
Hudman, G.J.
Kochie, P.S.
Larner, A.F.
Pouttu, J.H.
Reed, V.C.
Rosete, B.

FEAA Calendar

San Francisco Civic Light Opera

Evita
July 7-September 1

Hit straight from the London stage, based on the life of Eva Peron, wife of former Argentine dictator, Juan Peron. Evita had the biggest advance sale in the history of the London theater.

Dancin'
September 4-October 13

Directed and choreographed by Bob Fosse, stars 22 of the finest dancers in the U.S. A full range of music and show dancing, from classical ballet to soft shoe.

On the Twentieth Century
October 16-November 4

Winner of five Tony awards. Rock Hudson stars as a down-and-out Broadway producer determined to have a top star, and his former flame, sign his contract before she gets off the Twentieth Century Limited, a crack cross-country train. Tickets range from \$8.50 to \$14.75 for *Evita* and *Dancin'*; \$10.25 to \$16.75 for *On the Twentieth Century*. Minimum group size of 25 people, Monday through Thursday evenings only. Contact Dee King, 3930, at least two weeks in advance.

Giants' Baseball
September 1
Giants vs. Pittsburgh Pirates

Cost: \$3 per person

Game begins at 1 p.m. All tickets are lower stand reserved. Contact Dee King, 3939.

League Bowling
Begins September 10

Cost: \$3.50 plus
approximately \$4.00/week

All Fairchild employees are eligible to sign up for 5-person teams at Cherry Bowl in Sunnyvale. Each team must have two women, three men ratio or vice versa. Contact as soon as possible: Dolly Sullivan, 2607 (Palo Alto); Barbara Butler, 4352 or Brent Knudson, 2326 (Mountain View); or Marian Oswald, 988-7720 (Sentinel).

Lake Tahoe Trip
Sept. 22-23

Cost: \$39 per person,
double occupancy

Bus leaves from 464 Ellis St. at 7 a.m. September 22, returns at 8 p.m. September 23. Price includes \$12 gambling refund and deluxe accommodations at Pacifica Lodge. *Reservations must be made and money paid by September 5.* Call Dee King, 3930.

NOTE: All Fairchild employees can receive a 20% discount off room rates at the Pacifica Lodge, South Lake Tahoe, through June 30, 1980 except during major holiday periods. Written Fairchild identification required. Call 916/544-4131 for reservations.

Night at the Races—Bay Meadows
September 24 5 p.m.

Cost: \$9 per person

Price includes buffet dinner at the Bay Meadows Turf Club, racing program, race named for Fairchild group and photo of two Fairchild representatives in the winner's circle. Be at Bay Meadows at 5 p.m. Contact Dee King, 3930, at least two weeks in advance.

All Fairchild employees are automatically members of Fairchild Employees' Activities Association (FEAA), and are encouraged to participate in sponsored events with their families and friends. Bring your ideas and suggestions to FEAA's monthly meeting, held the second Thursday of every month at noon in Building 13. For more information, contact FEAA officers (all extensions are in Mountain View):

President	Edie Beem	2285
Vice President	Dee King	3930
Secretary	Rose Salazar	3602
Acting Treasurer	Jonnie Tedrick	3167

Fairchild shakes with the quake

A booming, rolling earthquake, centered only a few miles from Fairchild's South San Jose facility, jolted employees as far north as San Rafael on Monday, August 6. The 10:05 a.m. quake, which measured 5.9 on the Richter Scale, is the strongest to hit the Bay Area since 1911 when a temblor of 6.6 magnitude was recorded.

Fairchild employees at the South San Jose plant headed for the doors even before the shaking stopped. Telephone lines were down for a few minutes, according to Facilities Manager Tom Ellerby, and all personnel remained outside for nearly 30 minutes while safety staff checked for gas and chemical leaks. Most fabs and some assembly areas in Mountain View, Palo Alto, San Jose and Santa Clara also were evacuated on instructions from supervisors.

Facilities personnel reported that damage appeared to be limited to floor and ceiling cracks in Mountain View and Palo Alto. No damage was apparent at other locations.

"It felt like the building was moving sideways," said Kathy Telardi, who was working as a temporary secretary for Don Ramsey, Industrial Relations Manager at the South San Jose plant. "We could feel two strong waves. At first it didn't register with me what was happening, but when it started the second time, I knew. Everyone just got up and started for the doors. The evacuation was well organized," she said.

"Nobody screamed or cried," said Donna Anderson, Industrial Relations Assistant at the Santa Clara CMOS Division, "but we all knew immediately that it was an earthquake. Some people said they saw the fire extinguishers moving back and forth at extreme angles."

Cheryl O'Dell, Intermediate Clerk in the Bipolar LSI Group, said she panicked. "All I could think was that my house in Santa Cruz is 100 years old and that there was probably nothing left."

"I felt it in the pit of my stomach and in my knees, just like I was in an elevator," said Julie Mikaelian, Corporate Policy Administrator. Julie works in Building 15 in Mountain View where workmen had been repairing the air conditioning system for several days. "At first I thought they had dropped something from inside the ducts and that the ceiling was coming down. But when my plants, and then even the walls started to move, I knew it was an earthquake."

"My first thought was that there had been an explosion," said Fran Caruso, Secretary to Dick Abraham, Bipolar Group Vice President and General Manager. "I headed underneath my desk," Fran said. Sandy Sanford, a Mask Design Specialist in the Linear Division, also dove under her desk. "My first instinct was to get under something solid," she said. "When it kept shaking, that's just what I did."

Rex Atcheson, who works in the basement of Building 20 in Mountain View as a Linear Division Secretary, said "We just sat here and thought of all those floors above us. Even above the loud noise of the machinery, we could hear that horrible rumbling. We all just sat and stared at the ceiling."

Rose Stathuis, who moved to California from Philadelphia only a month ago, had never been through an earthquake before. "I was scared and it made me nauseous and dizzy," said Rose, a Secretary in the Discrete Division. "When I looked around, everybody else looked scared too. What else can you do?"

THE COMPANY STORE

now offers quality film processing

and a full range of photographic supplies

at prices that won't make you shutter



Junior Achiever Bill Holmes (left) visualizes the effects of a fab safety shower which is being described by Javier Perez, Linear Division's Industrial Relations Representative. Bill requested a safety tour at the Mountain View complex to help prepare him for a national Junior Achievement competition where he has a chance of becoming Safety Director of the Nation.

Local Junior Achiever learns from Fairchild safety practices

Fairchild's concern for employee safety may help a Hayward high school senior earn national Junior Achievement honors this summer.

Bill Holmes, son of Maura Holmes, a Senior R & QA Inspector Specialist in the Linear Division, requested a safety tour of the Mountain View complex in July to help him learn to spot hazards in office and manufacturing areas. Bill, who has earned the title of Bay Area Director of Safety through a local competition, will travel to Indiana University this month to vie for the national safety title against 100 Junior Achievers from across the country.

Fairchild has long been active in Santa Clara County Junior Achievement, and each year provides volunteer advisor teams to high school students who form their own small businesses. The experience of forming a corporation or partnership, producing and marketing a product, and liquidating assets at the end of the school year gives students practical business knowledge that may steer them into business careers.

This past year the partnership formed by Bill and several classmates at Moreau High School in Hayward, earned "company of the year" honors in the Bay Area JA district. It was Fairchild's reputation for strong volunteer support of the Santa Clara County JA district that prompted Bill to contact Linear Division's Industrial Relations department for the tour. Linear IR Representative Javier Perez and Safety Engineer Ben Patrino escorted Bill through several buildings and had him sit in on a monthly First Aid Committee meeting.

Santa Clara County JA is currently seeking volunteer advisors who have expertise in finance, production and sales. Advisors meet weekly with students, assisting them in company organization, product selection, marketing and financial management. Fairchild employees interested in supporting a JA company during the 1979-80 school year should contact Corporate Communications, extension 3617, before August 28. Orientation sessions for volunteers will be given in September, with company operations beginning in October.

FLEA MARKET

VEHICLES

FOR SALE: 1967 Mustang 390. Needs work. Partially restored, new transmission C-6, new front end, body and interior good shape. Extra engine, not running. Make offer. Call Bob at Ext. 7043 in SSJ or 241-2577 after 5.

FOR SALE: Buick "70" Riviera, Cragors. \$895 or trade small car. Call Chuck at 578-3908.

MISCELLANEOUS

FOR SALE: Exotic Fischer lovebird. Brilliant colors, female, 9 mos. old. \$60. Also massive solid oak coffee table with decorator parquet table top. \$75. Call Teddi at Ext. 2613.

SEWING MACHINE: Lovely Bel-Aire, all metal with buttonholer and decorative stitch attachments; instruction book, solid wood cabinet in perfect condition. \$100 firm. Call Leona at 408/257-5000 after 6:30 p.m.

CAR POOL: From San Leandro to the Mountain View facility. Work hours are 8:00 to 4:30 p.m. Call Art at Ext. 3152 or 351-5871.

FOR SALE: Like new. Boys: Size 12 shirts, slacks and shorts. Girls: Size 12 dresses, skirts, tops and shorts. Games. Call Art at Ext. 3152.

REAL ESTATE

FOR RENT: House to share in Milpitas. Male or female. 30 min. drive to Fairchild, 40 min. by bus. Call Shannon at ext. 2065 or 263-9765.

Flea Market cards can be obtained from Corporate Communications, M/S 20-2260, and from all Industrial Relations Managers. Deadline for ads is the 20th of each month.



This familiar logo will pop up in pay-checks and posters in coming weeks as Fairchild facilities begin their 1979 United Way campaigns. Look for details on the fund drive at your location in the September issue of *Pacific Circuit*.

PACIFIC CIRCUIT

Published monthly for the California employees of Fairchild Camera and Instrument Corporation. Employees are invited to submit story ideas and suggestions. All correspondence should be addressed to Corporate Communications, M/S 20-2260, 464 Ellis Street, Mountain View, CA 94042.

EDITOR Renee Olivier Olsen

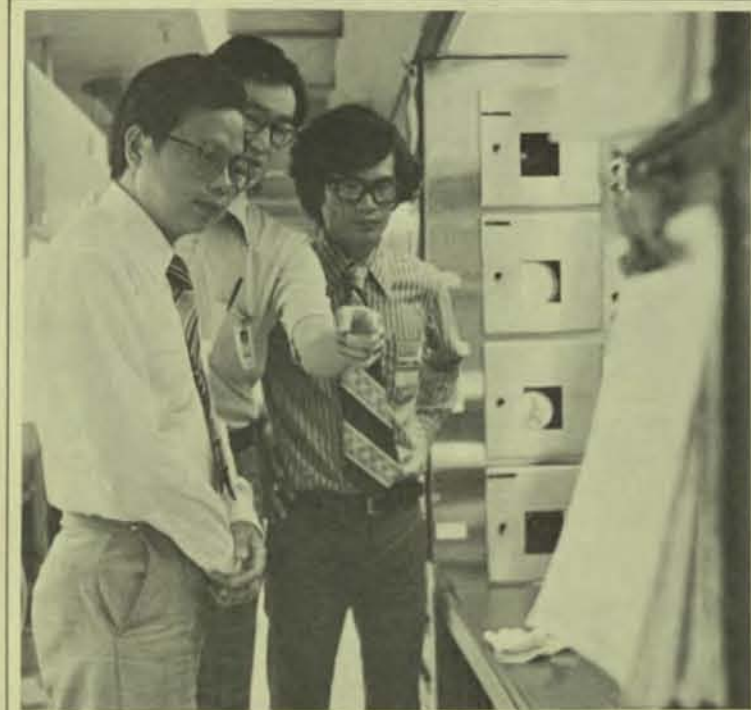
REPORTERS

Mountain View Julie Mikaelian, Debbie Pettengill, Diane Cushman, Rex Atcheson, Shirley Adamik, Rachel Hernandez
Chatsworth Jim Boyer
Healdsburg George Coppinger
San Jose Mary Lukaska
San Rafael Octavia Bazile
Santa Clara Donna Anderson
South San Jose Lisa Messer
Sunnyvale Denise Hall

TM - Trademark of Fairchild Camera and Instrument Corporation.

PACIFIC CIRCUIT

OCTOBER, 1979



Steve Wong, center, a Process Engineer in the Transistor hi-rel operation, explains the working of diffusion furnaces like those behind him. Ming-Der Lin, left, and Watson Liu are engineers with an electronics firm in the Republic of China. They are studying transistor production at Fairchild.

Fairchild shares technology with Chinese company

A team of engineers from the Republic of China (Taiwan) arrived in Mountain View in August to study transistor production, from wafer fab right through testing and application. They represent Fine Products Microelectronics (FPM), one of their country's few semiconductor manufacturers, who entered into a five-year technical exchange agreement with Fairchild last March.

Under the agreement, Chinese engineers will receive training in Fairchild facilities plus onsite training in the FPM plant in Taipei. Fairchild will also share new technological advances in transistor production with FPM for the next five years.

Fairchild will receive payment for the technology, and also hopes to participate in the Chinese electronics market, says Os Viva, Corporate Manager of Technical Programs. Os began negotiating the contract with FPM more than a year before the March 9 signing ceremony.

"Fairchild has always been interested in sales and technical exchange with worldwide companies," says Dr. Harry Sello, Director — Technology Sales, World-

wide Marketing. "This agreement is only one of many that Fairchild now has in effect."

FPM is a joint venture between a private company and an agency of the Chinese government. The company was formed several years ago by a group of investors who hoped to develop semiconductor processing in their country. Their goal is a business that is independent of foreign manufacturers, and products that are technologically competitive in the international market.

Bob Austin, Transistor Hi-Rel Products manager is coordinating the Mountain View training schedule for the Taiwanese visitors, and Paul Newkirk, Transistor Fab Operations Manager, is supervising their study and hands-on work. ■

Merger completed between Fairchild and Schlumberger

On September 28 the merger between Fairchild Camera and Instrument Corporation and Schlumberger was completed.

Schlumberger was introduced to Fairchild people last month at meetings all over the United States. Employees saw a slide presentation that described the organization and products of Fairchild's new parent company. They also had a chance to ask questions about the merger's effect on Fairchild.

Many of those questions, says Lyn Christenson, Manager of Internal Communications, concerned employee benefits. Employees have submitted additional questions on specific benefit programs, including profit-sharing, medical insurance and stock purchase plans, since the September meetings.

As has been stated by Schlumberger Chairman and President Jean Riboud, Schlumberger intends to

continue present or comparable Fairchild employee benefit programs. "Schlumberger is a decentralized company," explains Warren Bowles, Fairchild Corporate Vice President — Industrial Relations. "It has no standard employee benefit program, but allows each of its divisions and subsidiaries to maintain its own package. Fairchild management will continue to review its benefit programs as it has in the past," Warren said, "making changes as business conditions dictate."

Following are other questions that employees submitted to Internal Communications on the forms provided for this at the orientation sessions. Anyone who has further questions is invited to contact Internal Communications, X3047 or X4828 in Mountain View, mail stop 20-2260.

Does Schlumberger intend to combine or relocate any Fairchild operations?

Schlumberger has announced no plans to combine or relocate any Fairchild operations. As previously stated, Fairchild will operate as a separate subsidiary.

What happened to the \$2 million that was to go into the profit-sharing fund this year? When will a new profit-sharing statement come out?

The \$2 million profit-sharing contribution for 1978, authorized by Fairchild's board of directors, was delivered to the trustees of the plan in early 1979. There has been a delay in distributing statements to employees because of a change in the data processing system that produces these documents. Statements will be sent to participating employees in the near future.

I read in the Wall Street Journal that Schlumberger had to divest itself of Heath and Sangamo. This disagrees with the slide presentation. Which is correct?

Continued on page 2

Key Technologists' committee seeking scientific papers for technical seminar

Fairchild's Technical Development Committee, decision-makers for the new Key Technologist Program, has begun planning for the program's first annual technical seminar by appointing a chairman and asking for submission of technical papers authored by Fairchild employees. The Sherman Mills Fairchild Memorial Technical Seminar is tentatively scheduled for March, 1980.

Dr. Bruce Deal, Director of Device Technology, R&D Division, will chair the program. He will be assisted by Peter Verhofstadt, Advanced Products Operations Manager, and Bob Huston, Applications Manager in the Sentinel operation of the Test Systems Group.

The Key Technologist Program was introduced early this year to provide recognition and well-rewarded scientific careers for Fairchild's technical community. In addition to the seminar, the program has resulted in

the creation of two senior job grades, Scientist and Senior Scientist, substantial additions to Fairchild's technical awards program, and additional opportunities for professional development in technical areas.

The eight-member Technical Development Committee which oversees the program is chaired by Dr. Tom Longo, Vice President and Chief Technical Officer. Other members are: Dr. Tom Sherby, Senior Vice President — Systems and Equipment; Lou Pighi, Vice President and General Manager — Government and Industrial Products Group; Dick Abraham, Vice President and General Manager — Bipolar LSI Group; Dr. Gil Amelio, Division Vice President and General Manager — MOS Products Division; Dr. Jim Early, Division Vice President and Director — R&D Division; Alan MacPherson, Director of Patents. Herb Dessling, Technical Develop-

ment Program Manager, is administering the Key Technologist Program.

Employees should submit abstracts, 300 to 500 words, of papers on advanced technological subjects. The papers may include Fairchild proprietary information. Appropriate subjects include but are not limited to the following:

- Semiconductor: processing, materials, design, device modeling, testing and packaging.

- Systems and Equipment: hardware/software system architecture, design, simulation and applications.

All abstracts must be submitted no later than December 21, 1979. Send them to: Herb Dessling, Mail Stop 7-604, 464 Ellis Street, Mountain View, CA 94042. The committee will notify individual authors by January 18, 1980 if their topics have been selected for presentation. For further information, call Herb at 415/962-2808. ■



Just about the only thing that's never been claimed about quitting smoking is that it's fun.

Quitting cigarettes will reduce your chances of getting a number of diseases, increase your chances of living longer, help make the food you eat taste better, improve your lung power, reduce the number of small burn marks in your house, save you a lot of money and improve the purity of the air in the immediate area.

Quitting will do all that and more, says the American Cancer Society. Having stopped is fun. But no one has said that it's fun to stop.

The American Cancer Society has created a light-hearted, one day event that is fun, and that might help you quit. It's the Great American Smokeout, set for Thursday, November 15.

The Smokeout got started in California four years ago, and has been a nationwide event for the past three years. The Department of Health, Education and Welfare estimates that 90 percent of smokers would like to quit. The Great American Smokeout gives them a chance to try it — just for one day. Last year 14 million smokers did try and it's hoped that even more will join the fun this year.

Why is it fun? Because the Smokeout is an upbeat event. For once there's no fear of failure, no guilt feelings, no grim statistics.

Instead, smokers can give up their habit for the day with lots of moral support and help from their friends.

Of course, for some smokers the day of the Great American Smokeout will be just the first day of a smoke-free future. The Gallup survey showed that two weeks after the 1978 Smokeout 2,400,000 smokers still weren't smoking.

So join the fun. Stop smoking or help a friend quit on November 15.

New referral contest offers "Olympic Gold"

Looking for a ticket to the 1980 Winter Olympics? Then look for Fairchild's new employee referral contest — "Olympic Gold." Details will arrive at all employees' homes late in October.

You could win a trip to the Lake Placid Olympic Games, a week in Aspen, Colorado, four days in Lake Tahoe, or cash and other prizes.

Your referral will also raise money for the U.S. Olympic team. For every referral above the trainee level, Fairchild will donate \$5 in your name to our Olympic competitors. If that person is hired, the company will donate another \$25.

Everyone wins, including the team at Fairchild! Watch for more information in your mailbox.

Send your children to college with a company scholarship

Is your teenager laboring over stacks of college admission forms, worrying about college board tests and excitedly planning the great break from home? Then take home just one more form to your college-bound youngster — the application for a Sherman Fairchild Scholarship.

Each September Fairchild Camera and Instrument Corporation makes five grants of \$2,000 each to children of Fairchild employees for study at any accredited university or college in the United States. The grants are renewable for up to four years of full-time study provided that the student makes satisfactory progress towards a bachelor's degree each year.

Application forms and complete information are available from all Industrial Relations managers. The deadline for filing applications is December 1, 1979.

Students applying for Fairchild scholarships must be either high school seniors who will graduate during the 1979-80 academic year, or high school graduates who have not previously attended college or junior college.

Applicants must be the dependent children of full-time Fairchild employees or retired, permanently disabled or deceased former employees. The parent must be, or have been, employed in Fairchild U.S. operations or be an expatriate assigned to Fairchild operations abroad.

The parent must have completed at least two years of full-time service with the company by September 1, 1979. In the case of current employees, the parent must also be employed by Fairchild on September 1, 1980 for the student to accept the award. If the parent's employment with Fairchild

is terminated after the scholarship is awarded, the student will not be eligible for renewal for the following academic year.

The competition is conducted by the College Scholarship Service, a division of the Educational Testing Service, Princeton, N.J. A board of educators will evaluate the applications based on scholastic achievement, community and school involvement and scores on the College Entrance Examination Board's Scholastic Aptitude Test (SAT).

All applicants must take the SAT by December 1, 1979. Applicants should immediately contact their high schools for information on the test.

People in the news

Bob Davidson to Group Director, Corporate Industrial Relations.

Chuck Jacoby to Director — Tactical Marketing Services, Worldwide Marketing, Semiconductor Products Group.

Bob Bobrink to Director — Mini/Microcomputer Marketing, Worldwide Marketing, Semiconductor Products Group.

Jim Johnson to Director — Business Center Operations, Worldwide Marketing, Semiconductor Products Group.

Brian Brackle to Manager — Computer Segment, Worldwide Marketing, Semiconductor Products Group.

Jerry Swoben to Manager — Aerospace and Defense Segment, Worldwide Marketing, Semiconductor Products Group.

Harry Suzuki to Manager — Consumer Segment, Worldwide Marketing, Semiconductor Products Group.

Bob Broderick to Manager — Credit and Accounts Receivable, Semiconductor Products Group.

Ken Gerstner to Manager — Cost Accounting, Budgets and Financial Reporting, Semiconductor Products Group.

Herb Brunner to Manager — Training and Development, Worldwide Marketing, Semiconductor Products Group.

Steve Schiffman to Security Manager, Semiconductor Products Group.

Tom Kenney to Manager — Financial Analysis, Manufacturing Services Division.

Merger completed

Continued from page 1

Schlumberger has *not* been ordered to divest itself of either Heath or Sangamo. Unrelated to its acquisition of Fairchild, Schlumberger recently sold the Heath Company to Zenith Radio Corporation. Sangamo is part of Schlumberger's Measurement and Control—North America group of companies. ■

John Daniel to Strategic Marketing Manager — Large Area Displays, Optoelectronics Division.

Ed Caldwell to Business Unit Manager — PROM Products, Bipolar LSI Group.

Barry Dyckman to Manager — General Accounting Services, Corporate Accounting.

Dennis McDonald to Industrial Relations Manager, Corporate staff and Advanced Technology Group.

Pat Heffernan to Manager — Financial Policies and Procedures, Corporate Accounting.

Frank Fantino to Engineering Manager, Mountain View Plating.

John Massey to R&QA Supervisor, Automotive Division.

John Crosby to Division Controller, Optoelectronics Division.

Lyle Hartley to Systems Consultant, Semiconductor MIS.

Brenda Gallow to Product Marketing Engineer, Bipolar LSI Group.

David Lang to Accountant Associate, Corporate General Accounting Services.

Bill Metzger to Senior Compensation and Benefits Specialist, Semiconductor Products Group.

Tom Fuge to Corporate Compensation, reporting to **Tom Rouse**.

Susan Kudlick to Director, Corporate Legal Department.

Travis White to Operations Manager, Automotive Division.

Trevor Smith to Development Engineering Manager, Automotive Division. ■

TAKE THE PLEDGE

On November 15 you can take the pledge! The Great American Smokeout pledge. Quit smoking (or help a friend quit) for one day, November 15. Hundreds of thousands of Americans will join us. How about you? Just cut off the official pledge card, sign it, and carry it with you... you're on your way to one Great American Smokeout day!

Pledge: "I do solemnly swear to give up smoking or help a friend give up smoking for the Great American Smokeout, November 15. I promise not to smoke for 24 hours (and maybe longer), or to help a friend quit."
American Cancer Society



the great



american smokeout
PLEDGE

sign here



The Wescon/79 trade convention attracted more than 50,000 electronics professionals to San Francisco last month. At times, it seemed that most of them were crowded into the Fairchild booths, above. But there were also quiet times for discussion with potential customers. Below, Keith Blackey, Testline Products Western Area Sales Manager, explains the merits of Testline printed circuit board testers to a Wescon visitor. Convention organizers called the show an outstanding success.

Linear contest offers cash prizes for children's safety posters

Employees in the Linear Division may find that their children can teach them a thing or two about good safety practices. At least that's the plan of Linear's Industrial Relations staff, who are sponsoring a safety poster contest that offers \$700 in cash prizes.

The children's posters should illustrate one of the following topics: chemical safety, eye safety, fire prevention or horse play on the job. Judges will evaluate each entry for the originality of its ideas, artistic presentation, appropriateness of the topic and quality of work.

Children will compete against others in their own age group for one of 12 cash prizes, and each participant will receive a certificate for entering the contest. The awards in each age group are \$100 for first place, \$50 for second place and \$25 for third place. There are four

age groups: 4 to 6 years, 7 to 8 years, 9 to 10 years, and 11 years to eighth grade.

Judges for the contest are Doug Sullivan, Division Vice President and General Manager, Linear Division; Ken Rohner, Director of Labor Relations; Lee Neal, Corporate Safety Manager; and the members of the Linear Hourly Safety Committee. Other rules are as follows:

1. Posters can be no smaller than 8-1/2" wide by 11" long, and no larger than 20" wide by 28" long.

2. Posters may be in any art medium: charcoal, oil, water color, pastels, chalk, finger paint, etc., and may be on any type paper.

3. The contest is open to children of Linear Division employees only. Employees who do not have children of their own are allowed to sponsor a child of an immediate relative — a niece, nephew or grandchild.

4. Each child may submit only one entry.

5. Proof of age may be required of any participant.

6. Each entry must have the name and age of the artist and the Fairchild employee's name printed in the lower right corner on the front of the poster.

7. All entries must be submitted to the Linear Industrial Relations office in Mountain View, mail stop 20-1021, no later than noon on Friday, November 30, 1979. All entries will be displayed on the windows in the Building 20 cafeteria as they are received. Judging will take place during the first week of December, and winners will be announced by Friday, December 7, 1979.

For further information, call Javier Perez on extension 2413 or Tat Blesch on extension 4545.

FEAA Calendar

The purpose of the Fairchild Employee Activity Association (FEAA) is to promote and coordinate recreational, athletic, cultural, social and educational activities for Fairchild employees and their families.

All Fairchild people are encouraged to participate in FEAA. If you are forming a club or planning an activity that is open to all Fairchild employees, contact one of the FEAA officers listed below for information on assistance the Association may be able to provide. Or come to the monthly meeting, held the second Tuesday of each month at noon in Building 13 in Mountain View.

FEAA is sponsoring the following events in coming months:

See *Championship Roller Derby*, the Bay Bombers vs. the Southern Jotters at San Jose Civic Auditorium on **October 6** at 8 p.m. FEAA prices: adults, \$4.50; children, \$2.00. Call Barbara Stevens, X3269.

A *trip to Reno* for amateur gamblers is being organized for **late October**. Call Dee King for reservations and details: X3930.

Discount tickets for *Circle Star Theater* are available in limited numbers. See *Anne Murray on November 8* at

8 p.m. for \$9.00 per person; *Chuck Mangione on December 6* at 8:30 p.m. for \$7.00 per person. Call Barbara Stevens, X3269.

Open the holiday season with a joyous experience: a showing of holiday trees and table settings created by 50 recognized designers at *The Galleria*, 101 Kansas St., San Francisco. This benefit for ACT, the American Conservatory Theater, will also feature boutique shopping, daily fashion shows and luncheon, more than 50 showrooms of home furnishings and the largest Christmas tree in the city. Open 10 a.m. to 4 p.m. daily, **November 28 through December 9**. Special discounted tickets at \$5.00 per person. Call Dee King, X3930.

A *women's golf league* for next summer is forming now. Plans call for *Tuesday evening play* at Deep Cliff course, near Blackberry Farm in Monte Vista. Call Dee, X3930, or Fran, X4123, if interested. Officers and committees need to be chosen now!

FEAA officers: Edie Beem, President, X2285; Dee King, Vice President, X3930; Rose Salazar, Secretary, X3602; Jonnie Tedrick, Industrial Relations Advisor, X3167. All telephone extensions are in Mountain View.



He leads two lives

Paul Naber is an assembler at GCA/Sunnyvale. He has another job that sometimes keeps him out all night. Paul heads the Disaster Action Team for the Santa Clara Valley Chapter of the Red Cross. This group of volunteer responds — day or night — to local disasters such as fires. They provide food, clothing, first aid, shelter and other services for victims, staying on the scene until the last person is helped.

For all they do, Red Cross disaster volunteers can only do part of the job. A network of other volunteers makes the United Way concept work — raising the funds and making the decisions that keep United Way agencies helping people. It takes both kinds of commitment to community service to make a community really work.

You're part of the network too. If you need help, call Red Cross or one of 70 other United Way agencies. When United Way asks for your help, give your fair share.



Mike Hernandez's aspiration is to officiate for professional football leagues — not to fly. Here he calls time out after a Mountain View area high school team advanced for a first down.

IR to the NFL— first and goal to go

One of these days, Fairchilders may be able to pick out more than their favorite players on Monday night football. Don't be surprised if you look closely at your screen and see Mike Hernandez, Group Industrial Relations Director for the Integrated Circuits Group. He won't be playing — he'll be throwing the flags and measuring out the penalties.

Although he admits that he has a long way to go, Mike's ambition is to climb to the top of the football official's heap — the National Football League (NFL). To make it, he'll have to add at least five years of officiating for college teams to the eight seasons he's worked with younger players. But he can cite the NFL's requirements by heart, and he never stops working towards that goal.

Mike is a member of the Santa Clara Valley Officials Association, which provides game officials for Police Athletic League (PAL), Pop Warner and high school teams from Palo Alto to Gilroy. Mike estimates that he'll work 45 games during the four-month 1979 season.

"I love it," Mike says to explain his dedication and enthusiasm. "I love being a part of the game, being in there helping the kids. I guess it just boils down to a love of football."

Training and testing play as big a part as love, however, when it comes time to actually hit the field. Officials in California are required to pass a series of knowledge and skills tests, attend a weekly review and quiz during the season, spend a Saturday in August at an all-day clinic and officiate for pre-season high

school scrimmages. They are also continually evaluated by other officials, and it is these evaluations that eventually determine who moves through the ranks from high school to college to professional games.

"Officiating is not something you can learn from a book," Mike said. "You have to go out on the field. During the first year I learned more from a 2-1/2 hour scrimmage than from 10 weeks in the classroom and all the hours I had put in studying the rules."

Handling pressure from coaches and players is also a skill that comes with experience, Mike says. "Coaches are totally different people on and off the field. You've got to be professional enough not to be led by the pressure they put on you. But you must also understand that they've worked all week for this game."

How about pressure from the stands? "I ignore it," Mike says. "As officials we know that as soon as we walk out on the field we're already 50 percent wrong."

Mike says he doesn't find it difficult to be objective, even when it's his own son's team that's playing. His oldest boy, Joseph, is 10 and plays in a PAL league. "I figure he should know better than to do something that warrants a penalty," Mike said.

Although officiating often takes Mike away from his family on weekends, he says that his wife understands how much he enjoys it and agrees with Mike that their two sons have benefited. "My seven-year-old, Michael, can't wait until he's old enough to play," Mike said.

Flea Market

VEHICLES

FOR SALE: 1969 T-Bird, all power accessories, 400 C.I. engine, \$1000. Call Mike at Ext. 3370 (Mountain View) or after 6 p.m. at 793-0416.

FOR SALE: 1970 Fiat, 124 sport coupe, AM-FM, mags, radials, 5-speed, good cond. Phone Maria at 962-3884 or 962-2784.

FOR SALE: 1972 LTD station wagon. Very good tires, body needs work, interior very good. \$350 or best offer. Call Susan at Ext. 3533 (Mountain View) or 737-1745.

FOR SALE: 1977 red Camaro, 250 cu. in., 6 cyl., 29K mi. Exc. cond. \$4350 or offer. Call Charlie Gray, Ext. 3926 (Mountain View) or eves. 969-9577.

FOR SALE: 1978 Mazda GLC, exc. cond., AM-FM radio, snazzy striping. Call Tom at Ext. 3521 (Mountain View).

FOR SALE: Good 283V8 in a bum '66 Chevy. 5 exc. "G" steel radials. Offer. Call Jon at Ext. 4809 (Mountain View).

FOR SALE: '79 VW Rabbit diesel — 4-door Custom, 4-speed, yellow, 60 miles. \$8,400. Call 493-1376 evenings.

MISCELLANEOUS

FOR SALE: Motorcycle engine, 1917 Indian model "O" 2 cylinder opposed with plugs, magneto and carb. \$200. Call Jim at Ext. 416 (San Jose).

FOR SALE: Tektronix-532 scope with wide-band differential calibrated pre-amp .05-20 v/cm DC coupled. \$450 or offer. Call Ed at Ext. 556 (San Jose) or 739-3795 anytime.

WANTED: Mature roommate to share 3 bdrm house in Sunnyvale. Nonsmoker/drinker. 5 min. drive from work. Immediate occupancy. Call Silas at Ext. 3691 (Mountain View).

Flea Market cards can be obtained from Corporate Communications, M/S 20-2260, from Pacific Circuit reporters, and from all Industrial Relations Managers. Deadline for ads is the 20th of each month.

Letters

My letter is in regard to Fairchild watches purchased at the Company Store. Many Fairchild employees and their relatives own Fairchild watches. We were told that when repairs were needed that the Company Store would be the place to take them, which indeed it was and the service was outstanding. But they no longer carry this service. The repair contract was sold to a Texas firm. The watches are sent out via our Company Store and sent back C.O.D. to our homes. The biggest problem is that the repair costs are sometimes outrageous.

Example: A watch costing \$11.95 and under warranty comes back C.O.D. for \$8.00. I've been told another person had a C.O.D. for \$26.00 and her watch didn't cost that much in the beginning.

It's a shame some of us feel that instead of repairing our watches it would be cheaper to throw them away.

As you know, Fairchild withdrew from the digital watch business this past January. All Time Products Division operations have been terminated, including the Palo Alto Service Center. Fairchild has contracted

with Texas Time, Inc., an experienced watch manufacturer and service company, to assume all of Fairchild's U.S. warranty obligations. Texas Time has been provided Fairchild's operating specifications and piece part inventory, and, since May, has been performing service with a minimum of problems. The prices Texas Time charges for non-warranty or out-of-warranty work have been reviewed by Fairchild and were comparable to Fairchild prices. It may be that because Fairchild provided watches to the Company Store for resale at extremely low prices (in some cases, even below cost), there will be instances where repair costs could exceed the Company Store selling price. However, in context, Texas Time repair charges were not excessive at the time of our review.

Officiating has also helped Mike stay in good physical shape, and he knows that he'll have to maintain his stamina if he ever hopes to work for the big leagues. "It's funny," he joked. "The kids and I are both getting older, but they keep getting faster and faster. I guess I'll just have to keep up with them."

Editor's note: The Company Store has approximately 80 watches that were repaired by the Palo Alto Service Center before they closed several months ago. Some of these watches have been left with the Company Store for more than a year. Employees owning these watches must pick them up before November 16. After that date, the Company Store will dispose of them. Employees must produce a repair receipt or valid identification to claim their watches.

Getting in the swing of things at the annual Transistor picnic are Frances Ledesma, High-Speed Wafer Sort Operator, and Frank Ciaccella, Process Engineer. Discrete Division General Manager Doug McBurnie, hosted a potluck luau on August 31 for the day and swing shifts, while graveyard employees chose to go out for breakfast.



Contributing reporter: Rachel Hernandez

Contributing reporter: Rachel Hernandez

PACIFIC CIRCUIT

Published monthly for the West Coast employees of Fairchild Camera and Instrument Corporation. Employees are invited to submit story ideas to the Pacific Circuit Reporter in their division, or to the editor. All correspondence should be addressed to Corporate Communications, M/S 20-2260, 464 Ellis Street, Mountain View, CA 94042.

EDITOR Renee Olivier Olsen
REPORTERS

- Mountain View Julie Mikaelian (Corporate), Debbie Pettengill (Bipolar LSI), Diane Cushman (Automotive), Rex Atcheson (Linear), Shirley Adamik (Worldwide Marketing), Rachel Hernandez (Discrete Products)
- Chatsworth Jim Boyer
- Healdsburg George Coppinger
- San Jose Mary Lukaska
- San Rafael Octavia Bazille
- Santa Clara (Sentry) Donna Anderson
- Santa Clara (Sentinel) Denise Hall
- South San Jose Lisa Messer

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PACIFIC CIRCUIT

NOVEMBER, 1979



Good employees are hard to find, but this is ridiculous! Sentinel Systems has not taken to hiring grade-school test operators, just to inviting employees' families in for a look around. Michael Taylor came with his father Tony, an Engineering Applications Supervisor, to Sentinel's open house on October 7. More than 100 families admired the new Sentinel building in Santa Clara and, like Michael, tried out the Sentinel System terminals.

Board names new Fairchild president

Schlumberger Limited announced on November 7 that Thomas C. Roberts had been elected President and Chief Executive Officer of Fairchild Camera and Instrument Corporation following the resignation of Wilfred J. Corrigan. Mr. Roberts was promoted to Executive Vice President of Schlumberger Limited.

Mr. Corrigan will remain Chairman of the Board of Fairchild to assist Mr. Roberts in the assumption of his new responsibilities. He will also counsel Schlumberger in the semiconductor and electronic equipment fields.

Mr. Roberts previously was General Manager of Schlumberger's Measurement and Control operations in

the United Kingdom. In July, 1978 he was appointed Vice President of Schlumberger and Chief Financial Officer.

In announcing Mr. Corrigan's resignation, Fairchild's 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. ■

Schlumberger earnings up in the third quarter

Schlumberger Limited reported October 25 third quarter net income of \$174 million, up 28 percent over the same period last year; earnings per share were \$1.37 compared to \$1.07. The results of Fairchild have been consolidated with those of Schlumberger beginning July 1, 1979. Taking into account Fairchild's third quarter results, interest expense on the purchase price and purchase accounting adjustments, including amortization of goodwill, Fairchild contributed approximately \$4 million to Schlumberger net income.

Revenue in the third quarter was \$984 million. (Fairchild revenue was \$174 million for the same period.)

For the first nine months of 1979, including Fairchild for the third quarter only, net income was \$463 million, up 27 percent, and revenue increased to \$2.5 billion.

Jean Riboud, Chairman, said that the results of the third quarter continued the trend of the first six months. He noted that oilfield services performance improved due to strong recovery in North America, aided by record activity in the eastern hemisphere and South America. Mr. Riboud pointed out that Fairchild semiconductor and test equipment sales continued at high levels worldwide. ■

Win the Winter Olympics in new referral sweepstakes

Fairchild people throughout the Bay Area received their "ticket to the winter Olympics" last month: a chance to win a trip to Lake Placid just for steering new employees to Fairchild during the next three months. The "Olympic Gold" referral sweepstakes offers fabulous prizes for employees, and guarantees contributions to the United States' Olympic team for each referral.

Until February 6, 1980, for every qualified referral you make (qualified means for jobs above Trainee, grade 50):

- Fairchild will contribute \$5 in your name to the United States Olympic team.

- You'll receive an Olympic patch or lapel pin, and your choice of an Olympic Gold T-shirt or a lithographed XIII Olympic Winter Games poster.

If your referral is hired:

- A second contribution of \$25 will be made in your name to the U.S. Olympic team.

- You'll receive a bronze-finished Olympic paperweight, a ski cap or a canvas tote bag; a cash award ranging from \$50 to \$250, depending upon the job classification of the new employee; and your choice of a stadium blanket or a ski vest.

- And you will become eligible to win the Olympic Gold grand prizes.

The Gold Medal Grand Prize is an all-expense paid, two-week trip for two to the XIII Olympic Winter Games in Lake Placid, New York.

The prize includes round trip airfare, deluxe accommodations, game tickets and \$50 per day spending money.

Two other trips will also be awarded: the Silver Medal Second Prize is a seven-day winter vacation for two in Aspen, Colorado. A four-day mini-vacation for two at Lake Tahoe is the Bronze Medal Third Prize. Both of these trips include round trip transportation, lodging, lift tickets, ski rental and \$50 per day spending money. Trip winners are not required to use normal vacation time, but will be allowed additional vacation time according to the trip's duration.

Employees responsible for

successful referrals become eligible for the sweepstakes drawing on the first day of employment of the new hire. Cash awards will be paid after the new hire completes 60 days of continuous employment with Fairchild.

Employees at Fairchild's South San Jose and Healdsburg facilities are not eligible to participate in the Olympic Gold program. South San Jose is conducting an independent referral contest, and Healdsburg is not participating because most new hires there are trainees. All other California permanent employees, except titled officers of the corporation and salaried, exempt members of the Industrial Relations department, are eligible to receive successful applicant awards. ■



Teens learning business roles in JA company

Teenagers from half a dozen high schools in Santa Clara County have become partners in a Junior Achievement (JA) company sponsored by Fairchild. Over the next six months, these young entrepreneurs will guide their firm through production, marketing and liquidation of assets with help from Fairchild advisors.

JA is a national non-profit organization that gives youth first-hand experience in learning how a business operates. By working in a JA company, students gain understanding of economics and human relations, and learn fundamentals that may help them choose careers in business.

Fairchild is sponsoring the student company "Uniquely Yours," which plans to manufacture personalized desktop name plates made from wooden stenciled letters. As a "counseling firm" for the 27 students, Fairchild provides four adult advisors that meet with the group weekly for seven months.

Chuck Robertson, Distributor Audit Manager in Internal Audit, is Executive Advisor. He and Jaime Martorell, International Marketing Manager in the MOS Products Division, worked with JA companies last year. Jaime is advising the students on marketing matters. Chuck Dolci, an Attorney in the Corporate Legal Department, is coordinating production, and Van Lewing, Microprocessor Marketing Manager for the MOS Products Division, is R&D Advisor.

Students and advisors meet each Monday evening



Chuck Dolci discusses potential production problems with student partners of "Uniquely Yours," a Junior Achievement company sponsored by Fairchild. Chuck, an attorney in the Corporate Legal Department, is a volunteer advisor.

at a JA business center in south San Jose. They rent use of the facilities and production equipment such as drills and saws from JA, but are expected to supply all other materials. The students generate capital from the sale of stock or through investment by the student partners.

Sales representatives from Uniquely Yours will sell their product in the next few months at JA trade fairs, to neighbors and families, and at Fairchild plants in Santa Clara County. Student "employees" receive wages and commissions, are required to pay "taxes" to JA (which are used for scholarships), and are expected to keep accurate accounting records and publish an annual report.

"The object is to simulate actual business operation as closely as possible, but on a scale the students

can handle," says Chuck Robertson. "They are entirely responsible for their company - whether it makes a profit or goes bankrupt. As advisors, we get them started and guide them along the way."

"By the end of the program, these kids have learned how to carry on a business and make it work," Jaime says. "But they have also developed many new friendships with people from other schools. These new relationships are an important part of the experience."



As the company's treasurer collects investment capital from student partners, Executive Advisor Chuck Robertson goes over record keeping with other company officers. For Chuck, Distributor Audit Manager in Internal Audit, this is year two as a JA advisor.

SIA sees industry sales at \$10 billion in 1982

Worldwide semiconductor sales will top \$10 billion in 1982, according to a report by the Semiconductor Industry Association (SIA).

The report, released in September, predicts a compound annual growth rate of 15.9 percent over the next three years. Compared to the industry's strong growth in 1978 and 1979, the report says, 1980 will only be good - up 11 percent. SIA leaders predict that, despite the recession, any industry slowdown will be far less than the drop in sales experienced in 1975.

Integrated circuit sales are expected to grow three times as fast as discrete components. The worldwide IC market will increase from \$4.5 billion this year to \$7.6 billion in 1982. Digital MOS continues to be the fastest-rising family, with digital, bipolar and linear also maintaining vigorous rates of growth.

The United States should retain its two-thirds share of the world semiconductor market in the 80's principally because U.S. customers will continue to require higher levels of integration than is available from foreign suppliers. Computer uses represent 40 percent of the domestic market, with consumer markets taking less than 20 percent. In the

international arena, consumer end-uses represent 44 percent of semiconductor demand.

The report says that although industry forecasts and actual performance have varied widely in the 70's, the even growth predicted for the next decade is more solidly based in automobiles, computers and telecommunications systems; in memories, interface circuits, analog-to-digital devices and microprocessors. ■

Scholarship deadline is next month

December 1 is the deadline for children of Fairchild employees to apply for a \$2,000 college scholarship. Applications, which are available from Industrial Relations Managers, must be received by the administrator of the scholarship program by December 1, 1979.

Five grants will be awarded in May of 1980 to students enrolling in accredited U.S. universities and colleges next fall. The awards are renewable for up to four years of full-time study.

To be eligible, applicants must be either high school seniors who will graduate during the 1979-80 academic year, or high school graduates who have not previously attended college or junior college.

They must also be the dependent children of full-time Fairchild employees or of former employees who retired, became permanently disabled or died while in the employ of Fairchild. Complete eligibility information is detailed in the scholarship program brochure.

Applications should be sent to the College Scholarship Service—Sponsored Scholarship Programs, P.O. Box 176, Princeton, New Jersey 08541. Contact your Industrial Relations Manager for further information. ■

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After a very long time, a family is reunited

A brother and sister, separated for nearly 40 years by war, changing political conditions and thousands of miles, are reunited for a few joyous weeks. It's a plot often used in movies and romance novels, but it also happens to real people.

Lilly Stein is a real person, a Fairchild employee for 17 years. Her brother, August Puskar, returned to reality for her during four happy weeks when they met for the first time in 38 years. Do people change in half a lifetime? Says August, "I left her as a school girl, and now she has become a grandmother."

Lilly and August were born in Estonia, a small state in the northwest corner of the U.S.S.R. They were separated in 1941, just as World War II was beginning and the Communist party was coming to power in Russia. Estonia, then an independent nation, was occupied by Soviet forces. August and his father, a prominent industrialist, were imprisoned, and Lilly left Estonia with her infant daughter to stay with friends in Germany.

"I thought it was just to get out of the way of the war machine," Lilly said. "I only took a couple of suitcases because we thought the war would be over in a few months and we could all go home." Lilly never saw either of her parents again, but was



When Lilly (left) and her brother August were reunited last month, she brought him to Fairchild to see where she works as a Mask Design Specialist. Co-worker Linda Humphreys explains the complex process of designing a wafer mask.

reunited with her husband, a pilot in the war, through the efforts of the Americans who were aiding war refugees.

After 15 years in a Siberian prison, August re-joined his mother, who had refused to leave Estonia in hope that he or his father would return. By this time Lilly and her family had settled in the United States with help from an American sponsoring family. She and August began the many years of correspondence that finally led to their reunion on September 21.

"He's been here for three weeks," Lilly said, "but I still stop and just look at him several times a day. I can't believe that he's here. He's gotten older, but not as much older as thinner. My primary effort has been to fatten him up. He's already put on 12 pounds, and, unfortunately, so have I!"

August is enjoying the abundance of fresh vegetables and fruits, and the warm autumn weather in California. Estonia, which is across the Baltic Sea from Finland, is very cold at this time of year.

"I have seen many American films on Finnish television, and Lilly sends me *National Geographic*," August said. "I had a picture of California in my mind, but I couldn't think that it would be so sunny. And the mountains are magnificent. I get up in the morning and just look at them."

He says he especially enjoyed a drive they took from Reno to the coast on a small logging road. "This road had such ups and downs, such curves," August said in his clipped British English. "I had seen pictures and I have read about the wild West. Now I have seen the canyons, mountains and creeks just as they were."

During his four-week visit, Lilly worked four hours a day at her job as a Mask Design Coordinator in the Digital Division. They squeezed in trips to San



This photo was taken around 1930, of August, Lilly and their mother. The family stayed together until 1941, when war in Europe and Russian occupation of their native Estonia scattered them across two continents.

Francisco, Lake Berryessa, Santa Cruz, Big Basin's redwood groves, and two quick trips to Oregon to meet Lilly's daughter and her family.

"My most vivid memory will be of the children of my niece," August said. "I only spent two days with them—two boys and a little girl—and I will go back for two more days before I leave. We learned to like each other so much that I postponed all other things here."

August has a 12-year old son at his home in Estonia's capital city, Tallinn. His wife is a cardiologist in the area's main hospital, and August is administrator of a transportation agency that delivers supplies to Estonia's hospitals and day nurseries.

"My secret wish, if I could afford it, is to someday have my son come here. I want him to learn English, to see the world and to know his aunt and cousins. They are the only relatives he has."

The high cost of traveling may prevent August from bringing his family to the United States for another visit. Prices in Estonia are high, especially for clothing and mechanized goods, he said. Many items such as home appliances are difficult to obtain in the Soviet Union. Cars are small, and about 12 years behind American models.

"It's very different here. Americans are the most polite drivers I have ever seen," he laughed. "You are positive people, industrious and friendly, but most of all you are free thinkers."

The editor wishes to thank Edie Beem for her help with this story.

Flea Market

REAL ESTATE

FOR RENT: 3 bdrm, 2 bath, almost new, enclosed atrium, country setting. Close to Hwys 17 and 680. Mission San Jose District, Fremont Hills, ½ hr. to Mtn. View. \$525/mo. Call Jim at Ext. 2065 or 651-0631 eves.

WANTED: Male/Female: share Milpitas house.. Friendly, newly decorated, near freeways. \$165 mo. plus utilities. Call Shannon at Ext. 2065 (Mountain View) or 263-9765.

VEHICLES

FOR SALE: '69 Dodge Dart w/famous 6 cyl. eng., 21 mpg, gd cond. Call L. Arndt at 408/996-1324 between 8 - 9 p.m.

FOR SALE: '72 LTD station wagon. Very good tires, body needs work, interior very good. \$350 or best offer. Call Susan at Ext. 3533 (Mountain View) or 737-1745.

FOR SALE: '79 VW Rabbit Diesel, 4 dr, custom, 4 speed, SR, Yellow. 60 miles. \$8,400. Call 493-1376 eves.

MISCELLANEOUS

FOR SALE: Kenmore washing machine, 1974. \$125. Call Sandy at Ext. 3977 (Mountain View).

FOR SALE: Bunk beds, very sturdy, one solid unit. Mattresses never used. \$125. Call Bev at Ext 3845 (Mountain View) or 493-3582 eves.

Flea Market cards can be obtained from Corporate Communications, M/S 20-2260, from Pacific Circuit reporters, and from all Industrial Relations Managers. Deadline for ads is the 20th of each month.

New test products featured at show

The Test Systems Group introduced a general purpose LSI (large-scale integration) test system for high-speed devices at the Cherry Hill, New Jersey IEEE Test Conference last month. Two new options for the Integrator™ II host computer were also shown for the first time by the Computer Systems Products Division.

The Sentry™ Series 20 is "a step into the future for the testing industry," says Sam Sadtler, Marketing Manager for the LSI Systems Division. The system is designed for use by manufacturers and users of high-speed devices such as microprocessors, associated support chips, logic arrays and bipolar and MOS memories. It is able to test 60-pin chips at an uncompromised 20 MHz rate, and 30-pin chips at a 40 MHz rate.

The first of two new options for the Integrator II computer produces concise, one-page summaries of complex tabular information in colorful graphic form. The plotter can produce charts, wafer maps, shmoo plots and composites with boundaries, line and curve drawings and three dimensional illustrations.

A new software option is designed to help solve complex data collection problems of hi rel testing operations. It provides complete control over specific device data during a series of test exercises, and generates the wide variety of reports needed to efficiently manage a hi rel facility.

The Series 20 test system is scheduled for delivery in March, 1980. The Computer Systems Products Division can currently deliver a two-dimensional graphics option, and anticipates having a three-dimensional capability available in the second quarter of next year. The hi rel software option is being readied for February. ■



The new Sentry™ Series 20 was well-received by attendees and press at the Cherry Hill IEEE Test Conference in October. The fast, new LSI test system for microprocessors, memory chips and other high-speed devices, has been redesigned with more compact bays and smaller test heads for easy operator use.

FEAA Calendar

All Fairchild people are invited to participate in FEAA, the Fairchild Employee Activity Association. If you are forming a club or planning an activity that is open to all Fairchild employees, contact one of the people listed below for information on assistance the Association may be able to provide. Or come to the monthly meeting, held the second Tuesday of each month at noon in Building 13 in Mountain View.

FEAA is sponsoring the following events in coming months:

Open the holiday season with a joyous experience: a showing of holiday trees and table settings created by 50 recognized designers at *The Galleria*, 101 Kansas St., San Francisco. This benefit for ACT, the American Conservatory Theater, will also feature boutique shopping, daily fashion shows and luncheon, more than 50 showrooms of home furnishings and the largest Christmas tree in the city. Open 10 a.m. to 4 p.m. daily, **November 28 through December 9**. Special discounted tickets at \$5.00 per person. Call Dee King, X3930.

The *Nutcracker Ballet* will be performed at Flint Center in Cupertino on **December 20 at 8 p.m. and December 22 at 2 p.m.** Tickets are \$8.50 per person, and must be paid for at time of reservation. Call Dee King, X3930, or Barbara Stevens, X3269.

Ski the Canadian Rockies on a fabulous nine-day trip to Banff and Lake Louise, **January 26-February 2**. \$369 (double occupancy) buys air fare, seven nights lodging and five-day ski pass at any of three resorts. Contact the FEAA representative in your building or watch bulletin boards for details.

A *women's golf league* for next summer is forming now. Plans call for **Tuesday evening play** at Deep Cliff course, near Blackberry Farm in Monte Vista. Call Dee, X3930, or Fran, X4123. ■

People in the news

Mountain View

Ray Seth hired as Director of Management Information Services.

Tom Fuge to Senior Industrial Relations Staff Specialist, Corporate.

Bill Metzger to Senior Compensation and Benefits Specialist, Semiconductor Products Group.

John Baublits to Business Consultant, Semiconductor Products Group.

Dr. Dennis Lunder hired as Manager of Microcomputer Education/Training, MOS Products Division.

Roy Koyle hired as Strategic Product Manager, Telecommunications, MOS Products Division.

Bob Lawson to Strategic Product Manager, Central Processor and Peripherals, MOS Products Division.

Jim Lang hired as Strategic Product Manager, Microcomputers, MOS Products Division.

Carlo Bruno to Program Manager, Design Aids, MOS Products Division.

Eckhard Dornbrach to International Product Marketing, MOS Products Division.

John Mathias hired as Distributor Product Manager, MOS Products Division.

Robert Henry to Mask Design Supervisor, Bipolar LSI Group.

Gregory Kolber to Process Engineer Associate, Bipolar LSI Group.

Agnes Nishikawa to Financial Consultant Staff, Corporate Finance.

Robert Delva to Security Supervisor, Corporate Security.

Aniko Szasz to Systems Consultant, Data Processing.

David Heeren to Systems Manager, Data Processing.

John F. Minott to Manufacturing Manager, Linear Division.

Stephen Lorenz to Systems Manager, Management Information Services.

Derrol Jones to Systems Consultant, Management Information Services.

Karl Miller to Systems Consultant, Management Information Services.

Lupe Pursel to Associate Applications Programmer, Management Information Services.

Delores Craig to Associate Applications Programmer, Management Information Services.

Gail Matthews to Business Analyst Associate, Semiconductor Finance.

Paul Newhagen to Senior Product Line Accountant, Semiconductor Finance.

Thomas Saphar to Product Line Accountant, Semiconductor Finance.

Richard Rodrigues to Senior Customer Support Representative, Worldwide Marketing, Semiconductor Products Group.

Healdsburg

Richard Thompson to R&QA Manager.

Richard Causey to Process Engineering Manager.

Test Systems Group - San Jose

Dick Barr to Staff Vice President, Strategic Marketing and Business Planning.

Ernie Meri to Test Engineer Supervisor.

Joseph Shivokevich to Systems Engineer.

Sophia Shieh to Scientific Programmer.

Charles Blackstone to Inventory Control Supervisor.

Sentinel

Leif Larsen to R&QA Manager. ■

PACIFIC CIRCUIT

Published monthly for the West Coast employees of Fairchild Camera and Instrument Corporation. Employees are invited to submit story ideas to the Pacific Circuit Reporter in their division, or to the editor. All correspondence should be addressed to Corporate Communications, M/S 20-2260, 464 Ellis Street, Mountain View, CA 94042.

EDITOR Renee Olivier Olsen
REPORTERS

Mountain View Julie Mikaelian (Corporate), Debbie Pettengill (Bipolar LSI), Diane Cushman (Automotive), Rex Atcheson (Linear), Shirley Adamik (Worldwide Marketing), Rachel Hernandez (Discrete Products)

Chatsworth Jim Boyer

Healdsburg George Coppinger

San Jose Mary Lukaska

San Rafael Octavia Bazile

Santa Clara (CMOS) Donna Anderson

Santa Clara (Sentinel) Denise Hall

South San Jose Lisa Messer

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PACIFIC CIRCUIT

AUGUST 1980



A LUCKY — and generous — Fairchild employee will win this moped next month in the Fair Share Raffle, a part of the United Way campaign in Santa Clara County.

Prize winning pace set for United Way drive

Fairchild will be setting the pace for companies participating in United Way's Campaign '80, and for employees, who can win a video cassette recorder, television-radio set, moped or other prizes.

Because Fairchild is a Pacesetter Company, this year's Santa Clara County campaign will run the week of August 18-22. However, payroll deductions won't begin until January of 1981. Campaigns for Fairchild divisions outside of Santa Clara County will be held in the fall.

The goal for the United Way of Santa Clara County campaign is \$9.6 million. Last year Fairchild employees pledged \$159,000, and have set this year's goal at \$167,000.

As in the past, employees will attend a 20 minute meeting where they will view this year's United Way film and have an opportunity to fill out a pledge card.

Employees who pledge their Fair Share will be entered in a drawing which includes a video cassette recorder for first place, a moped for second place, and a stereo for third place. A Fair Share is one per cent of your gross income if you earn \$10,000 or more; if you earn under \$10,000 it's 0.6 per cent of gross income, or equivalent to about one hour of pay per month.

Employees who pledge a minimum gift of \$1.25 per week will be eligible for a drawing which consists of a television-radio set for first place, his and her bicycles for second place and fifty \$10 gift certificates for third place. Those who pledge their Fair Share will be eligible for both drawings.

The drawings will be held on Tuesday, September 2, at 12 noon in the cafeteria of building 20. Entrants need not be present to win.

United Way campaign dollars are currently funding 80 health and human care agencies in Santa Clara County, including an emergency assistance network, program for minority youth, services for the handicapped, special programs for seniors, day care, community health care and counseling programs.

Money from the 1980 campaign will help support the work of the Santa Clara County Unit of the American Cancer Society, along with providing funds, for the second year, for the programs of the Santa Clara County Chapter of the American Heart Association. These national health agencies are cooperating in business and industry with United Way of Santa Clara County.

Keep an eye out for more campaign information on bulletin boards and in cafeterias. Remember, you can help Fairchild set the pace! ■

Organizational changes announced for Fairchild

On July 30, Roland Genin, Executive Vice President — Operations for Schlumberger Limited, announced the following organization changes for Fairchild Camera and Instrument Corporation:

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

- 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; and 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 and Advanced Bipolar Products; and 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 — Subassembly Test Systems; and 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. ■

Schlumberger stock splits; earnings move up

On July 17, the Board of Directors of Schlumberger Limited voted a three-for-two stock split to shareholders of record September 15, 1980. Certificates of the new shares will be mailed on or about October 14, 1980. Shareholders entitled to fractional shares may purchase up to a whole share or sell their fractional interest at the prevailing market price.

The Board also declared a quarterly dividend of 37.5 cents per share on a pre-split basis, up from 33 cents a share. This corresponds to an annual dividend of \$1.50 per share compared to \$1.32 per share previously. After the split, the quarterly dividend will be 25 cents per share corresponding to an annual dividend of \$1. This

quarterly dividend will be paid on October 15, 1980, to holders of record on September 15, 1980.

On July 24, Schlumberger Limited reported second quarter net income of \$234 million, up 46 percent over the same period last year; earnings per share were \$18.5, compared to \$12.6. Second quarter revenue increased 55 percent to \$1.24 billion. Excluding Fairchild, the revenue increase was 28 percent.

For the first six months of 1980, net income was up 47 percent to \$425 million; earnings per share were \$3.35. Revenue increased 55 percent to \$2.41 billion. Excluding Fairchild, the revenue increase was 29 percent.

According to Jean Riboud, Chairman, these results are primarily due to strong oil-

field activity worldwide. He also noted that, in spite of the economic slowdown in the U.S., the overall order backlog at Fairchild and Measurement and Control — Europe is still satisfactory.

Wireline, or logging, Services, and Drilling and Production Services each had a record quarter. The recession in the U.S. continued to affect the results of Sangamo Weston. Measurement and Control — Europe had improved revenue and net income. Fairchild semiconductor sales were a record, but some product lines showed weakness; demand for large-scale automatic test equipment remained low. ■

SERVICE AWARDS

Editor's note: Fairchild service awards are given to employees throughout the year, as they mark their 3, 5, 10, 15 and 20 year anniversaries with the company. Employees have their choice of recognition awards.

This special Pacific Circuit section features the West Coast employees with service anniversaries of five years and up. Unfortunately, space limitations make it impractical to list the numerous employees receiving three year awards.

Congratulations to all.



FOR 20 YEARS Ken Jastrow, Senior Mechanic, has kept equipment in proper working order at the Discrete Products Division in San Rafael.

Twenty years: he saw the beginnings

1960 marked the beginning of the decade that brought us such things as color television, rock-n-roll music and the dawn of the integrated circuit era.

It was also the year that Ken Jastrow came to work at Fairchild.

"It was such a long time ago and I've seen a lot of

changes over the years," says Ken who is a Machinist Specialist/Lead Man for Line Maintenance at the Discrete Products Division in San Rafael.

Why does anyone stay with the same company for 20 years?

Ken is quick to answer, "This is a good plant and the company had been good to me. I started out when the plant was located on Jordan Street in the downtown area and I've been

able to be a part of the changes at Fairchild.

"Especially important," notes Ken, "is the merger of Fairchild and Schiumberger. I think it was a positive move. I've seen this plant expand as a result and acquire new equipment to handle the growth."

Ken began his 20-year career as a Maintenance Mechanic. He is now responsible for maintaining all vacuum equipment, evaporators and hydraulic equipment at the San Rafael facility.

Ken's supervisor, Paul Hein, says Ken can handle just about any situation that arises in the plant. "I've known Ken about 11 years and he's a fantastic worker," Paul says.

"He's outstanding in promoting Fairchild and is quite an asset to the company. In fact, I wish we had more employees like him."

Ken plans to work another five years or more before retiring to a ranch he's building in Humboldt County. "Most of my free time is spent at my ranch, where I'll have livestock and a lot of room to enjoy the country when I retire," he says.



BOB RECKO (left), R&QA Manager for Linear Hi-Rel goes over procedures for inspecting products prior to shipment with a Fairchild customer.

Fifteen years: new jobs have provided many challenges

Bob Recko doesn't hesitate when he talks about the challenges he's faced at Fairchild.

"I've never been bored with any of my assignments. Once I learn a particular job, train and organize other employees to handle that job, I move on to more challenging areas," says Bob, who is R&QA Manager for High Reliability (Hi-Rel) Products in the Linear Divi-

sion in Mountain View.

Bob began his 15-year career at Fairchild as a Product Engineer in the Transistor Division. He has held several management positions, including Test Operations Manager and Products Engineering Supervisor.

Currently, Bob is working on the development of the Level S program, which involves products for missiles

and space projects. "We are intent on building up our Level S business," he says.

Bob's assignments at Fairchild have also taken him to the Far East, where he was instrumental in transferring the Linear Division's testing responsibilities from Mountain View to Hong Kong.

"This experience was a tremendous opportunity for me. I spent three months in Hong Kong setting up the testing operation and learning about Fairchild's operations in the Far East," he says.

Concerned about the production and advancement of his department, Bob continually seeks methods to broaden his management skills.

"I try to attend seminars frequently to improve my management abilities and my relationships with employees," Bob says. "After all, Fairchild has shown a real interest in me and I would like to do the same for the company."

Ten years: good friends and a good job

If you think celebrating an anniversary is more fun when shared with friends, ask Julie Price.

"It's the greatest thing that's happened to me since I've come to Fairchild!" Julie exclaims.

Julie is an Electronic Assembler Specialist at Test Systems in San Jose who recently celebrated her 10 years at Fairchild at a party given by fellow workers.

"This anniversary is a real milestone, it means so much to me," she says.

The excitement in Julie's voice, as she recalls the past 10 years, reflects her feelings about her job and co-workers.

"I like the people I work with. We have such a nice group here and work together well," Julie says.

Julie's work at Fairchild began at the San Jose plant with chassis wiring, which includes wire wrapping and point-to-point wiring. She gradually moved up to "stuffing" of printed circuit boards and preparation of parts.



CONSTRUCTING PRINTED circuit board models from schematic drawings is a rewarding job, says 10-year veteran Julie Price, Electronic Assembler Specialist at Test Systems in San Jose.

In her present position, Julie works with engineers' schematic drawings to construct models of new or modified products.

"In the model shop, we build printed circuit boards for new products. Once they

are built and tested, they are sent to another department to be manufactured," she says.

Often Julie's instructions are verbal, and she must work directly with an engineer to get the product right.

"Engineers can look at the model once it's completed and tell us about any modification that needs to be implemented," she explains.

Julie enjoys her work and is quick to mention the growth she has seen at Fairchild.

"I feel as if I've grown with the company. It's been a long time since I started, and I plan to stay here to see the continuing growth and advancement of Fairchild." ■

Five years: she's come a long way from home



INVENTORY CONTROL Supervisor Pam Habr and Business Planner Jorge Martorell talk over shipping schedules for products at the MOS Products Division in South San Jose.

"I didn't know what to expect. I didn't have a car or much money, but I packed up what little I had and made the move."

That's how Pam Habr, Inventory Control Supervisor at the MOS Products Division in South San Jose, describes her feelings when she left her home state of Texas and moved to California.

Now after five years with Fairchild, Pam says, "I could never have advanced this fast in a job if I stayed in Texas. Fairchild has given me such good opportunities."

And she has advanced. In her five short years with

Fairchild, Pam has had four promotions. She began as an intermediate clerk in the Linear Division in Mountain View, and quickly worked up to her present position as supervisor in MOS.

Pam is responsible for all inventory, material control and production inventory control reconciliation. She supports MOS test operations on a 24 hour-a-day, seven-days-a-week basis.

"I'm very serious about my work, but I like to take the time to understand my employees and co-workers," Pam says.

She explains how important it is to communicate

with employees effectively, and adds, "Our division is a close group. They work out problems and talk to each other easily."

Along with her own initiative and ambition, Pam credits a course she took through Fairchild for her upward mobility. "It was a one-month course called 'Career Dimensions' which taught me how to evaluate what I could do, how to set goals and work toward them and how to research a job position," Pam says.

And, her goals continue to expand. Pam is currently completing a bachelor of science degree in Human Relations and Organizational Behavior through extension courses of the University of San Francisco.

"The program is offered through Fairchild and I feel it will help me advance. The knowledge I gain enables me to better understand my working environment," she says.

Pam thinks of Fairchild as a mini city with all its divisions and capabilities. "There is room for so much growth within this company," Pam points out. "Employees should utilize their Industrial Relations people to find out more about job advancement." ■

SERVICE AWARDS

Twenty Years

- Mountain View**
 Cady, V. L.
 Clark, J. M.
 Crippen, R. E.
 Daly, S. S.
 Davis, A. F.
 Giles, L. J.
 Grenier, R. P.
 Johnson, G.
 Kemper, B.
 Krudson, B. C.
 Kramer, W.
 Lara, V. O.
 McClelland, R. G.
 Mota, A. E.
 Olivo, O.
 Reifschneider, H. B.
 Sprinkle, W. T.
 Washington, G. K.
 Westlake, M. M.
White, H.
 Williams, I.
 Zander, A. F.
- Palo Alto**
 McCall, D. T.
 Phy, W. S.
- San Rafael**
 Clements, C. M.
 Enyeart, L. C.
 Farrell, M. F.
 Flocchini, V. B.
 Jastrow, K. L.
 Johnson, S. I.
 Kim, E.
 King, D. A.
 O'Neal, S. M.
 Rule, D. J.
 Watson, V.
 Williams, E. P.
 Zaccagna, G. B.

Fifteen Years

- Healdsburg**
 Phillips, R. E.
- Mountain View**
 Aboussleman, J. R.
 Abundis, M. J.
 Adamik, S. A.
 Adams, B. J.
 Anzai, T. A.
 Bacsko, F. J.
 Balegno, C.
 Belcher, R. E.
Berry, R. L.
 Butler, J. M.
 Bylin, R. E.
 Cambra, C.
 Chism, H. R.
 Cole, G.
 Colwell, D. R.
 Daly, A. R.
 Depew, R. R.
 Diard, E. O.
 Dunn, D.
 Evans, J. K.
 Frazee, J. A.
 Freudenberg, L. L.
 Fugate, V. L.
 Galan, F. M.
 Gaxiola, V. G.
 Guzman, M.
 Hadley, G. L.
 Hardy, W. G.
 Harrington, R. N.
 Johnson, M. J.
 Kislner, M. G.
 Lockhart, A. S.
 Lopez, L. D.
 Lujan, L.
 McMurry, B. M.
 McWilliams, M. S.
 Metcalf, L. J.
 Mock, J. W.
 Newkirk, P. L.
 Nichols, G.
 O'Brien, M. J.
 Oliver, F. F.
 Ortiz, J.
 Peltz, E. E.
 Pittaluga, I. J.
 Ransbottom, Y. H.
 Reynoso, M. L.
 Robinson, E. D.
 Romano, G. G.
 Runquist, D. J.
 Salvador, A.
 Santiago, J. S.
 Schwerin, B. D.
 Secrest, G. R.
 Smith, A. L.
 Smith, D. B.
 Starr, S. F.
 Striplin, R. P.
 Thon, G. M.
 Vague, P. A.
 Vandenberg, R. A.
 Vierra, J.
 Walker, S. F.
 Wall, B. A.
 Webber, S. L.
 Williams, C. J.
 Wilm, J.
 Wilson, W. M.
 Wood, B. E.

Palo Alto

- *Albee, B. O.
 Bien, J. H.
 Compton, G. O.
 Fulginiti, V. J.
 Ichikawa, C.
 Morris, J. A.
 *Muschinske, J. E.
- San Jose (Test Systems)**
 Ahrendt, R. E.
 Berendsen, K. A.
 Blake, M. P.
 Kidd, B. B.
 Nelson, R. J.
 Palm, E. I.
 Smith, E. R.
- San Rafael**
 Amaral, D. M.
 Crawford, C. M.
 Curry, P. A.
 Goodrich, C. J.
 Green, D. M.
 Grosso, E. A.
 Haynes, R. J.
 High, K.
 Hurd, R. G.
 Jackson, D.
 Jackson, T. H.
 Jones, A. J.
 Jones, S. I.
 Krueger, H. O.
 Martin, E. R.
 Maynard, F.
 Medeiros, C. P.
 Moy, I. J.
 Ness, B. E.
 Patterson, E.
 Patterson, F. M.
 Robinson, S.
 Russell, E.
 Shuemake, F. D.
 Spears, B. J.
 Stephens, L. L.
 Tatman, M. A.
 Tatum, S. L.
 West, E. M.
 Whatley, G.
 Wickwire, K.
 Williams, H. M.
- Santa Clara (Alfred St.)**
 Brasiel, J. A.
 Butler, C. M.
 Rolston, J. M.
- Santa Clara (Patrick Henry Dr.)**
 Costner, P. M.
 Ogden, P.
 Porrez, T.
- Sunnyvale (Humboldt Ct.)**
 Campbell, J. F.

Ten Years

- Chatsworth**
 Brouillard, R.
- Mountain View**
 Azama, K.
Birenbaum, H.
 Bobrink, R. T.
 Bordenave, G. J.
 Bradley, E. T.
 Brooks, B. L.
 Brown, A. L.
 Brown, R. W.
 Cabuag, V. C.
 Callahan, W. C.
 Cameron, L. D.
 Cameron, J. E.
 Cartwright, J. E.
 Chu, J. W.
 Comstock, J. M.
 Daggy, G. R.
 de Lozier, J.
 Dirven, J.
 Doudell, D. L.
 Erwin, E.
 Espinoza, M. M.
 Flores, M. D.
 Ford, R. C.
 Fowler, C. C.
 Franchi, L. O.
 Garcia, P. L.
 Gardiner, R. M.
 Hageman, L. A.
 Harris, R. L.
 Hill, A. B.
 Hill, B. L.
 Johnson, C. J.
 Johnson, H. J.
 Kashima, M. M.
 Kaupert, V. F.
 Knufken, H.
 Lardizabal, C. D.
 Leach, D. W.
 Louthan, B. J.
 Lujan, C.
 Orap, E. Y.
 Ortiz, M. L.
 Owens, W. K.
 Payette, J. P.
 Pierleoni, R. J.
 Pine, B. T.
 Porebski, M. R.
 Prince, D. T.
 Punte, L. F.
 Quintanar, E.
 Reggiani, V. P.
 Russ, D. D.
 Sablan, R. A.
 Salazar, J. B.
 Salom, B. S.
 Sanford, S. A.
 Schneider, M. R.
 Smith, H. D.
 Stibbe, P. B.
 Swain, R. F.
 Ueberschaer, H. G.
 Verhofstadt, P. W.
 Walsh, C. R.
 Wilber, J. R.
 Williams, B.

Palo Alto

- Carion, H. T.
 Castro, R. N.
 Dermant, K. M.
 Goin, J. D.
 Kimbriel, L. R.
 Lavallee, S. T.
 Macko, C. W.
 Means, D. E.
 Michel, N. A.
- San Jose (Test Systems)**
 Burch, I. J.
 Darnell, R. O.
 Hallen, E. V.
 Hopp, J. O.
 Kilday, L. L.
 Lane, T. W.
 Price, J. L.
 Schusheim, B.
 Wilson, V. H.
- San Rafael**
 Franklin, D. J.
 Horgan, M. E.
 Keller, D. E.
 Roskam, B. J.
 Walker, A. M.
- Santa Clara (Alfred St.)**
 Rivera, L. O.
 Rodriguez, C. L.
- Santa Clara (Patrick Henry Dr.)**
 Breuleux, M. E.
 Littlefield, B. A.
 McLaughlin, C. E.
 Tsuchiguchi, K.
- South San Jose**
 Brown, L. F.
 Gath, J. R.
 Inocencio, E. R.
 Keyashian, M. M.
 Kluver, E. B.
 Lopez, C. F.
 Mendez, F. R.

Five Years

- Chatsworth**
 Buckles, M.
 Johnson, H. G.
 Mostacciolo, A. D.
- Healdsburg**
 Bousquet, R. J.
 Budish, M. D.
 Clifford, L.
 Corum, R.
 Dawson, J. J.
 Delfino, D. A.
 Gray, M. L.
 Hackworth, N. S.
 Harp, L. J.
 Holbrook, L. C.
 Jandahl, M. F.
 Jones, V. T.
 Key, G. D.
 Long, S. J.
 McClellon, M. J.
 Medero, P. E.
 Poole, W. E.
 Sawyer, C. L.
 Soukup, L. J.
 Spaulding, S. J.
 Ungrad, F.
 Wilhite, E. E.
 Young, S. M.
- Mountain View**
 Abarientos Jr, A.
 Adres, M. M.
 Agustin, A. G.
 Agustin, D. M.
 Alexander, I. E.
 Allison, J. J.
 Amaro, H. E.
 Antonelli, D. M.
 Auchy, F. J.
 Baranowski, J. J.
 Barry, D. A.
 Bell, C. O.
 Bentson, S.
 Blancarte, J. G.
 Brown, J. M.
 Burkett, R. A.
 Cabrera, N. M.
 Cadden, D.
Caldwell, R. E.
 Castellanos, P. J.
 Choe, K.
 Chow, P.
 Christensen, S. C.
 Colita, U. P.
 Concepcion, S.
 Coots, G. J.
 Cop, E. J.
 Craig, G. M.
 Crumpler, M.
 Deanda, D. L.
 Dellamaggiore, D. R.
 Deremer, J. A.
 Dizon, R. D.
 Dullea, W. J.
 Dunbar, J. M.
 Dunlap, J. W.
 Dutra, M. A.
 Early, M. C.
 Eattock, E. A.
 Elliott, V. E.
 Esguerra, R.
 Esto, D. H.
 Ferris, K.
 Fiedler, W.
 Fumagalli, C. A.
 Gallegos, M. E.
 Gaona, M. M.
 Garma, E. B.
 Garrison, L. M.
 Germain Jr, R. T.

- Gilbuena, M. L.
 Gonzalez, L. L.
 Goodman, T.
 Gould, M. K.
 Grilli, S. J.
 Grivois, R. A.
 Guzman, M. A.
 Hall, J. C.
 Hart, S. R.
 Hartmann, M. L.
 Heinz, D. J.
 Kao, J. H.
 Katsura, G. R.
 Killen, G. T.
 Klein, G. P.
 Lamb, W. R.
 Lawson, J. C.
 Lopez, G. A.
 Lopez, R. A.
 Martin, J. C.
 Martinez, T. M.
 Mathews, G.
 Mathis, D. L.
 McCarthy, K. G.
 Mitchell, K.
 Molloy, L.
 Moore, E. L.
 Moules, L. M.
 Mourad, A. L.
 Neal, T. A.
 Newcomer, K. C.
 Noll, W. S.
 Ona, C. L.
 Pacheco, I. B.
 Page, W. H.
 Pearce, S. H.
 Pereira, M.
 Perry, D. S.
 Phillips, C. E.
 Pohlman, J. T.
 Pryor, L. S.
Radigan, K. J.
 Rodrigues, J. D.
 Rodrigues, L. E.
 Rodriguez, F. L.
 Rosenthal, C. A.
 Russell, P. E.
 Sachs, R. L.
 Saclayan, E. V.
 Sadler, B.
 Sagabaen, M. M.
 Salamanca, E. S.
 Sandusky, D. G.
 Sebastian, E.
 Sequeira, M. J.
 Shiller, B. M.
 Simmons, D. D.
 Smiderle, T. M.
 Smith, C. A.
 Smith, K. J.
 Smith, M.
 Snodgrass, R. A.
 Tam, A. T.
 Taylor, M. J.
 Tucker, B. D.
 Veneracion, T. V.
 Wright, S. L.
 Yi, J. Y.
 Zulliger, J. M.

- Palo Alto**
 Arizpe, H. E.
 Bieber, L. L.
 Borba, M. J.
 Bravo, N. M.
 Efstathiou, J.
 Evans, T.
 Kim, S.

- Linenberger, B. E.
 Meredith, B.
 Miller, A. H.
 Rodriguez, L. M.
 Stanbridge, F. C.
 Treat, D. W.
- San Jose (Test Systems)**
 Broich, D. F.
 Calvert, S.
 Caudill, G. A.
 Daniell, L. H.
 Davis, D.
 Deurloo, S. L.
 Dutrow, G. E.
 Gillette, M. G.
 Hilmer, R. E.
 Lehner, L. L.
 Lish, J. J.
 Ludwick, J. M.
 Magallon, L. J.
 Mirador, S. B.
 Richards, F. J.
 Shane, M. A.
 Stoltz, R. S.
 Tomechak, R. J.
 Vatter, R. J.
 Wagner, H. A.
 Yee, P.
- San Rafael**
 Alexander, S. E.
 Bregar, R. E.
 Davis, B. J.
 Kemp, E. C.
 Poe, J. D.
 Woodard, J. A.
- Santa Clara (Alfred St.)**
 Bambao, C.
 Hopkins, C. M.
 Murray, G.
 Rankin, S. M.
 Slater, N. L.
 Small, P. J.
- Santa Clara (Patrick Henry Dr.)**
 Barr, M. R.
 Liu, A.
- South San Jose**
 Barnett, J. V.
 Betgeorge, H.
 Chow, N. Y.
 Cruz, W.
 Decker, N. P.
 de Silva, V. J.
 Ganschow, G. E.
 Glenn, F. E.
 Gordon, J. S.
 Habr, P. J.
 Jones, J. D.
 Kerkhoff, S. J.
 Laughlin, D. M.
 Laws, B. T.
 Nozawa, Y. D.
 Obille, E. M.
 Perez, M. E.
 Reyes, H. G.
 Richards, G.
 Rister, W. A.
 Rodrigues, C. M.
 Root, J. P.
 Silveira, A. M.
 Smiderle, P. R.
 Sullivan, J. E.
 Threewitt, N. B.
 Varshney, R. C.
 Whitlock, M. P.
 Young, F. C.
- Sunnyvale (Humboldt Ct.)**
 Piazza, M. E.

Training takes to the stage

The lights are up, the camera moves in for a close-up and, instantly, there you are, on a television screen.

No, it's not a network television premiere. It's a production of Fairchild's Media Development section, which often uses employees to create video tape training courses dealing with Fairchild products.

The Media Development section is within the Test Systems Group in San Jose, under the direction of Dr. Steve Gale, who heads a worldwide training function. However it also produces tapes for many other Fairchild divisions.

"Our objective is to create top quality training courses that present an overview of our products," says Gene Mendoza, Supervisor of Media Development.

"Fairchild employees use video tapes to gain a better understanding of products related to their present job, or to view a system or product that can help them with career advancement," he says. "Many



EXECUTIVE PRODUCER Gene Mendoza gives instructions to Sandy Irwin, a Clerk in Media Development, during her screen test.



A LOOK OVER the shoulder of cameraman Stan Judkins gives a glimpse of what the camera sees.

tapes are also sold to customers who use them to inform and train their employees.

"Video also provides excellent support to live classroom courses. For instance," Gene adds, "close-up shots of critical adjustments, magnified detail, slow motion and high-lighting of specific areas make many training tapes much more effective than live demonstrations."

Most tapes are a maximum of 20 minutes long and are often accompanied by workbooks that follow or supplement what has been outlined on the tapes.

However, some projects are much more extensive. For example, an eight-volume set on the Fairchild FF303 printed circuit board tester has recently been completed. Viewers can see the entire program or simply check an overview tape, which shows sample segments from the series.

"This series was video taped in our studio here and in the field in New York where the manager and instructor for the system, Jim Baldwin, is located," Gene says. As narrator, Jim explains how the system works from both programming and maintenance points of view.

Gene and his crew are in the process of completing a video tape explaining the Halon fire extinguishing system in Building 22 in Mountain View. Halon is a non-toxic chemical that puts out fires without damaging sensitive equipment such as computers.

The media crew conducted in-depth interviews with experts who explained what Halon is and how it works on fires, then went to Mountain View to tape a live test of the system.

"We had to wear life-support equipment, including full face masks, while we were in the computer room because a freon agent was used to simulate Halon during the test," Gene explains. "Once the system was discharged, the doors had to remain closed for about 30 minutes while the system was tested."

According to Gene, many departments need training environments that are more flexible than traditional classroom situations. "The principal advantage of video tape is that it allows one-to-one communication where the viewer works at his own pace," he says.

"Usually we ask people who request tapes to develop a preliminary out-

line. Then we have a planning session to determine what can and can't be done, considering the limitations of our equipment."

The next step is to arrange for talent. "We often utilize employees for speaking parts, but only after we give them a screen



FROM THE SOUND mixing board, Joe Peterson, Media Technical Engineer (seated), and Gene control the audio portion of the tape that's being made in the studio.

test. We're looking for voice projection, mannerisms and overall ability to communicate effectively on camera," Gene says.

"The test has two parts, each about three minutes long. In the first part, the person reads from a script, and in the second part, we ask them to perform some sort of improvisation."

Sometimes a completed tape will be tested for its effectiveness. With the Halon project, for example, employees were first asked how they feel about the chemical and what they think it is. After seeing the tape, they answered the same questions again.

Gene believes that the use of video tape for training and other purposes will increase at Fairchild as more people become aware of its advantages. "Video is a good medium because it offers a visual approach to learning," he says, "and because it can be adapted to so many different situations."

"For example, tapes could be very useful to recruiters. A potential employee could view a five-minute tape that explained a job. It would give the applicant a clear picture of what skills would be required, as well as an oppor-

tunity to ask informed questions during the interview," he says.

"We hope that many more people will use our tapes for training." ■

Fairchild sponsoring two JA companies

Teaching business can be as valuable as learning about it. That's what Fairchild employees say about being volunteer Junior Achievement advisors.

Once again, Fairchild will sponsor teenagers in the Santa Clara County Junior Achievement (JA) program by providing volunteer advisor teams and financial support. This year Fairchild will be active in two JA companies and needs six to eight volunteers.

"We're looking for both men and women to participate in this year's program," says Chuck Robertson, Distributor Audit Manager in Semiconductor Marketing Finance and Fairchild's Executive Advisor for JA.

JA is a national non-profit organization that gives high school students the experience of forming a corporation or partnership, marketing a product and liquidating assets. Student "employees" receive wages and commissions, are required to pay "taxes" to JA (which are used for scholarships), and are expected to keep accurate accounting records and publish an annual report.

By working in a JA company, students also gain understanding of economics and human relations, and

learn fundamentals that may help them in choosing business careers.

"There are a lot of intangible benefits in this program," says Chuck. "As an advisor, you're not only helping to educate students, but you're also helping yourself. The feeling of satisfaction is really something special."

Advisors will meet weekly with students for approximately seven months, assisting them in company organization, product selection, marketing and financial management. JA needs advisors who have expertise in finance, production and sales.

Last year Fairchild sponsored the student company "Uniquely Yours," which manufactured desk top name plates made from wooden stenciled letters. Student sales representatives sold their product at JA trade fairs, to neighbors and families, and at Fairchild plants in Santa Clara County. The company was among the top ten in the county, and two of its officers were finalists in a national competition.

Anyone interested in supporting a JA company during the 1980-81 school year should contact Chuck at extension 2065 in Mountain View immediately. Orientation sessions for volunteers will be given in September, and company operations will start in October. ■

FEAA Calendar

Plan to attend Fairchild Night at *Marine World/Africa USA* on August 23, 3-11 pm. All attractions except animal rides and water slide included with discount admission. \$3.95 per person aged 5 and up. Under 4 are free. For tickets and information contact Susan McIvor in Building 7, ext. 3167, or the FEAA representative in your building.

A *canoe trip* on the Russian River, set for August 23, may still have a few openings. Bus leaves from Building 20 at 7:20 am, returns about 8:30 pm. Cost: \$27 per person; includes a steak barbecue. Call Bob Boston, ext. 4531, Mountain View.

Discount tickets are available for any *Giants baseball* game. Seats are \$3 each. Call Dee King, ext. 3930, Mountain View, at least two weeks before the game.

Sign up now for Fairchild's *Fall bowling league*, which begins September 8 at

Cherry Bowl in Sunnyvale. Call Barbara Butler in Mountain View, ext. 4352; Marian Oswald at Systems, ext. 438; or Dolores Sullivan at R&D, ext. 2570.

The *San Jose Civic Light Opera*, featuring shows such as *Funny Girl*, *Man of La Mancha*, *Pal Joey* and *Porgy and Bess*, offers Fairchild employees a substantial discount on season and single show tickets. Even bigger discounts for groups of 10 or more. Call Dee King, ext. 3930, Mountain View. *Funny Girl* opens August 15.

Fairchild's *ski club* will hold its first meeting of the 1980-81 season on August 26 at 6 pm in the cafeteria in Buildings 3 and 4. New members welcome. Call Guy Robby, ext. 2211, Mountain View, for information.

South San Jose has *new FEAA representatives*. See Adrienne Neal or Carmen Martinez in MOS, and Lori Grimes in Bipolar for discount cards, tickets and information. ■

People in the news

Healdsburg

Robert Bousquet to Plant and Facilities Maintenance Supervisor

Dennis Roberts to Plant and Facilities Maintenance Supervisor

Mountain View

Donna Bailey to Production Manager, Bipolar LSI Division

Kathryn Chadbourne to Employee Relations Specialist B, Corporate Compensation and Benefits

Steve Christensen to Materials Manager, Automotive Division

Ron Cote to Product Support Manager, Worldwide Semiconductor Marketing

Marie Diaz-Christians to Production Control Manager, Automotive Division

Greg Geary to Environment Department Manager, Manufacturing Services Division

Fred Muraire to Production Supervisor Group Leader, Linear Division

Kenneth Naumann to Associate Product Marketing Engineer, Linear Division

Bill Noard to Senior Staffing Specialist, Semiconductor Personnel Staffing and Administration

Renee Olsen to Internal Communications and Community Relations Manager, Corporate Communications

Nancy O'Neill to Personnel Services Manager, Semiconductor Personnel Staffing and Administration

Rodney Petree to Packaging Engineer, Bipolar LSI Division

Bill Reifschneider to Contract Administration Manager, Worldwide Semiconductor Marketing

South San Jose opens temporary clerical service

Fairchild's South San Jose facility has recently established its own temporary employment service for clerical and secretarial workers. They're looking for individuals with good clerical and secretarial skills to work on temporary assignments in their new, modern plant.

If you have friends or family members who would be interested in this opportunity, have them contact Patti Tipton at South San Jose Employment, 101 Bernal Road, or at 408/224-7500. ■

San Rafael
— *Discrete Products Division*

William Allen to Production Control Supervisor

Ronnie Ayres to Production Supervisor B

Ralph Goldsworthy to Senior R&QA Manager

Lynn Harris to Business Analyst

Frances Petersen to R&QA Engineer

Margaret Stathius to Business Analyst

South San Jose
— *MOS Products Division*

Shirley Barton to R&QA Supervisor

Brenda Gordon to Material Planner

Jim Gordon to Product Manager B

Rob Hurlston to Product Manager B

Hahn Hguyen to R&QA Associate Engineer

Ayn Mottos to R&QA Supervisor

Elizabeth Price to Product Supervisor

Sassan Raissi to Product Engineering Supervisor

Dennis Ward to Supervising Process Engineer

Tom Wear to Supervising Process Engineer

John Woodhouse to General Production Supervisor

South San Jose
— *Bipolar LSI Division*

Frances Glen to General Supervisor

Test Systems Group
— *GP LSI Division*

David Crosby to Product Sales Engineer

Romeo Feril to Senior Equipment Engineer

Glendle Jones to Senior Buyer

Karen Meinersmann to Senior Applications Engineer

Tom Quick to Associate Test Engineer

Neal Shea to Senior Staff Engineer

Robert Valentine to Division Engineering Manager

Test Systems Group
— *Sales and Service*

Mike Cable to Systems Engineer — Customer Support

Tony Rasser to Staff Engineer

Editors note: This column carries promotions to exempt positions Grade 4 and up. Because of space limitations, hourly and SNE promotions are posted monthly on corporate bulletin boards. ■

Flea Market

VEHICLES

FOR SALE: '74 Pinto Runabout. Sunroof, radio, AT. Exc. cond. 67K mi. \$1850. Call ext. 2134 or 3275, Mountain View.

FOR SALE: '60 Chrysler Saratoga. A real American Graffiti auto. New heads, carburetor rebuilt but un-assembled. Body in exc. cond. but needs paint and carpet. A steal at \$600. Call 941-7629 eves.

FOR SALE: '70 VW Fastback. Rebuilt engine, new brakes and tires, AT. Great shape. \$1795/offer. Call ext. 2676 (Mountain View).

REAL ESTATE

FOR RENT: Condominium in North Lake Tahoe. By week or week-end. Call Rose Marie, ext. 3853, Mountain View, or 792-8925 for details.

MISCELLANEOUS

FOR SALE: Electrostatic room air cleaner. \$75. Call Jean Young, ext. 3443, Mountain View.

WANTED: Will trade antiques, jukebox from 40's and 50's for restored vintage auto from '20's thru 50's. Will consider sell. Call 941-7629 eves.

WANTED: Baseball cards, other sport and non-sport cards, sports memorabilia. Call Ed, 736-9713.

CAR POOLS

WANTED: Partners from McLaughlin Ave. at Capitol Expwy or Tully Road to Fairchild, Mountain View. Call Max or Don, ext. 2065.

WANTED: A ride from Blossom Hill and Lean Ave., San Jose. I work 8-4:30 in Bldg 20. Will pay for gas. Call Nadine, ext. 4349, Mountain View. ■

PACIFIC CIRCUIT

Published monthly for the West Coast employees of Fairchild Camera and Instrument Corporation. Employees are invited to submit story ideas to the Pacific Circuit Reporter in their division, or to the editor. All correspondence should be addressed to Corporate Communications, M/S 20-2260, 464 Ellis St., Mountain View, CA 94042.

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Chatsworth Sandy Reed

Healdsburg Terry Cheny

Palo Alto Patty Quinn

San Jose Mary Lukaska, Denise Hall

San Rafael Octavia Bazile

Santa Clara Jerri McMichael

South San Jose Lisa Messer

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