

DEVICE PHYSICS & DEVELOPMENT DEPARTMENT

E. H. Snow, Manager

Transistor & Diode Section

Exempt

P. Albus, Section Head

P. Hower

R. Kovacs

G. Spadea

Non-Exempt

A. Rosales

M. Dragmire

Hourly

R. May

Optoelectronics Section

Exempt

R. Dyck, Section Head

W. Phy

P. Salsbury

G. Weckler

J. Wise

Non-Exempt

M. Fisher

E. Stites

J. Ganzer

T. Lintz

R. Shipley

D. Gentile

Hourly

B. McCabe

Microwave Device Section

Exempt

G. Bechtel, Section Head

J. Archer

W. Hooper

G. Reddi

Non-Exempt

K. Cooper

J. Davis

D. Mock

F. Rowin

Hourly

S. Alhorn

C. Lowney

MOS Technology Section

Exempt

W. Kauffman, Section Head

S. Cagnina

A. Desmond

D. Forsythe

R. Hurlston

C. Townsend

C. Steele

Non-Exempt

L. Abrahamson

R. Rufford

Hourly

R. Norton

M. Mueller

Device Physics Section

Exempt

M. Lenzlinger, Section Head

S. Chou

C. Kim

D. Tremere

Non-Exempt

C. Heimberg

A. Keen

J. McCollum

D. Unruh

Exploratory Devices Section

Exempt

A. Yu, Section Head

H. Gopen

O. Leistiko

W. Mills

R. Waits

Non-Exempt

P. Kunedt

D. Sandage

S. Sekigahama

New Materials Research Section

Exempt

R. Solomon, Section Head

D. Defevere

R. Fairman

R. Singh

A. Young

Non-Exempt

D. Tringali

J. Lamb

Y. Salgado

Secretarial Staff

Bonnie Witcraft, reporting to E. Snow, R. Dyck, G. Bechtel

Linda Leavenworth, reporting to M. Lenzlinger, R. Solomon, A. Yu

Shirley Little - sharing with B. Deal's group, reporting to P. Albus

Julie Mikaelian - sharing with W. Seelbach's group, reporting to W. Kauffman

August 21, 1970

PALO ALTO R+D LABORATORIES

2-70

JAMES EARLY
V.Pres. & Director of Research

**DIGITAL COMPONENT
DEVELOPMENT**
ROBERT SEEDS

**DEVICE TECHNOLOGY
& NEW PRODUCT DEVELOPMENT**
JACK KABELL

**MATERIALS & SYSTEMS
RESEARCH**
JAMES EARLY (ACTING)

INTEGRATED CIRCUIT
DESIGN SYSTEMS

**COMPUTATION
AIDS FOR
DIGITAL INTEGRATED
MICROELECTRONICS**
C. HUGH MAYS

**NEW PRODUCT
ENGINEERING
&
ELECTRONIC
SYSTEMS
DEVELOPMENT**
WILL STEFFE

**RESEARCH
SERVICES**
AL
WESLOWSKI

**DIGITAL
SYSTEMS
RESEARCH**
REX RICE

**MATERIALS
&
PROCESSES**
BRUCE DEAL

PHYSICS

DIGITAL ELECTRONIC
COMPONENTS

**CIRCUIT DESIGN
SILICON TECHNOLOGY
WAFER FAB
WAFER SEELBACH**

**DEVICE
DEVELOPMENT**
ED SNOW

**MASK
MAKING**
JACK
KABELL (ACTING)

FAIRCHILD

RESEARCH & DEVELOPMENT

A DIVISION OF FAIRCHILD CAMERA AND INSTRUMENT CORPORATION

INTERNAL CORRESPONDENCE

TO: R&D Personnel

FROM: Jim Early

SUBJECT: Organizational Changes

DATE: August 24, 1970

CC: L. Hogan
Corp. Staff

A review of the objectives and functions of the Research and Development Laboratory has led us to implement a reorganization and redistribution of responsibilities which we believe will provide even greater contributions by the Laboratory to the technological leadership of Fairchild Camera and Instrument in the electronics industry.

Continuing to report to me with responsibility for Digital Micro-electronics Research and Development will be Bob Seeds with Walt Seelbach's Digital Electronic Components Department and Hugh Mays' IC Design Systems Department. Also reporting to me will be Rex Rice with Memory Systems, Bruce Deal with ~~Materials and Processes~~ ^{Semiconductor Technology} but now also including fabrication services and mask making, and John Ernsberger with Administrative Services. The resignation of Jack Kabell means that I will direct the activities of Ed Snow with Device Physics and Development and Will Steffe with Advanced Products Development. Jack has made significant contributions to Fairchild and the industry and will be missed by all of us. I am confident, however, that our new organization will serve to maximize the capabilities of all our employees to make the greatest contributions to Fairchild in the years to come.

including
assembly
services.

Jim Early/p.
Jim Early

pe

SEMICONDUCTOR TECHNOLOGY DEPT. B. DEAL, Mgr. 32-50

CHIP PROTECTION	M. Barry, Sect. Head	32-51
-----------------	----------------------	-------

Dielectric films	E. Mackenna P. Kodama E. Yin
------------------	------------------------------------

Metallization	A. Learn
Thin Film Deposition	A. Learn

Electrochemical Techniques	C. Dell'Oca P. Fleming
----------------------------	---------------------------

Surface-controlled devices	M. Sklar
----------------------------	----------

Instrumental & Chem. Analysis Develop.	B. Yurash
--	-----------

Chip Protection	M. Barry
-----------------	----------

DEVICE TECHNOLOGY	B. Deal	32-52
-------------------	---------	-------

Photorealist Technology	A. Engvall
-------------------------	------------

Photomasking Process Develop.	D. Davis
-------------------------------	----------

Assembly Process Develop.	H. Lawler, D. Davis
---------------------------	---------------------

SILICON MATERIALS	R. Tucker	32-53
-------------------	-----------	-------

Polyxtaline Si	T. Kahins J. Manoliu
----------------	-------------------------

Si Epitaxy	R. Tucker
------------	-----------

Advanced Materials Analysis Techniques	T. Cass
--	---------

DEVICE PHYSICS & DEVELOPMENT DEPT.

20

E. Shaw Mgr.

32-60

Optoelectronics

R. Dyck

32-62

W. Phyl

G. Weckler

P. Salisbury

Microwave Devices

G. Bechtel

32-63

Bipolar Technol.

J. Archer

GaAs FET

W. Hooper

G. Reddi

C. Kim

Exploratory Devices

A. Yu

32-65

J. Sansbury

R. Waits

S. Chau

D. Forsythe

O. Leistiko

New Materials Research

R. Solomon

32-66

R. Fairman

D. Lefevre

A. Young

Van Poppelen
V.P. & gen. Mgr.

3/70

International - Europe

Doug O'Connor
European Gen-Manager

International - other

Geo. Szulise, V. Pres.
Internat. operations

NEW PRODUCTS

Operations - Gene Blanchette, V.P.

LIC, MOS, Memories

~~LIC~~ ~~Len Ornik~~

John Husher

LIC New Products - ~~Len Ornik~~, Director

LIC Production - ~~Gene Ladomato~~, Director
G. Ladomato

MOS and Memory - ~~Jack Gates~~, Director

Bipolar arrays - ~~Dave Rosperin~~, Mgr

Technical Support Group - John Lawrence
Len Bernstein

San Diego - ~~Buck Rogers~~, Plant Mgr.

Operations - Tom Longo, V.P.
Group Director

DIC, Hybrids

~~Overdon~~ ~~PTG~~
~~RRIC~~

DIC, Mtn View - ~~Phil~~ Reagan, Dir.

Integrated Microsystems - Geoff Winkler, Dir.

Shiprock - Paul Driscoll, Plant Mgr

IC Production Control - Jim Lynch Mgr

Engineering - T. Longo Acting Mgr

Central Engin. Specit. - Colin Knight
Bill Sievers

San Diego -

3/70

HIGH VOLUME STD. PRODUCTS

Operations - Wilf Corrigan, V. Pres.

Plastic Trans. Operations	Dick Bohnet , Director
Small Signal Metal Trans.	Greg Reyes, Director
Silicon Materials	John Crosby, Director
Power Transistors	Joe Bailey, Director
South Portland I.C. Oper.	John Sussenger, Director
I.C. Support & Engineering, World Wide	John Husher , Director
Procurement	Connie Pasqua, Director
Production Control	Hank Mahler, Manager
Diode Operations	Dave Marriott, Director

SUPPORT GROUPS

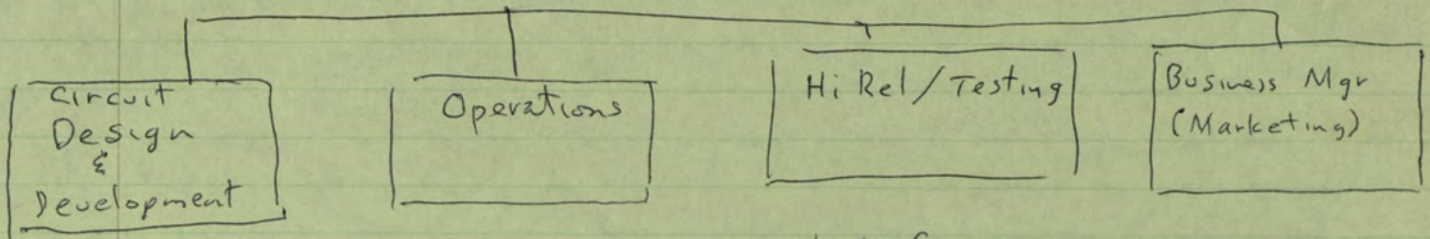
CONTROLLER	James Hazle, grp
PLANNING	Bill Berg, group director
MARKETING	Andy Proccassini, group director
EQUIPMENT & FACILITIES	Bill Lehner, group director
Q.A. Q.C.	Joe Van Pop, acting group director
INDUSTRIAL RELATIONS	Dave Haynes, group director
FAR EAST AFFAIRS	Robt. Friedman, director

LONGO
Digital Integrated Circuits

12/70

O WILLIAMS

~~Reagan~~ Reagan, Director



Peter Verdfstead

J. Bartlett

TSANG

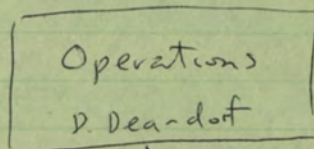
?

~~Open~~

B. MARLEY

D. Deardorf

Charles Crane



~~ADV DEV PROCESS~~

~~Pilot Line~~

J. Muschinski

DALE MEAN - PILOT LINE

Process Engineering
Al Watkins

Dielectric Materials
make materials

Production (Fab Line)
W. Carlson G. Foreman

RRIC
W. Shepherd

Product Engineering & Assembly
Jerry Secrest

• What about B. Deal's meeting

• Ask Sat about SB-2

•

TO: DISTRIBUTION

FROM: Wilf Corrigan

SUBJECT: MOS/MEMORY OPERATIONS

DATE: March 2, 1971

CC: Les Hogan

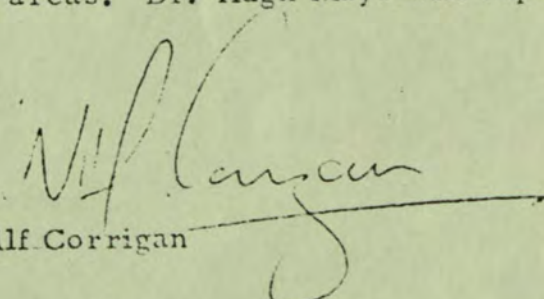
As a follow-up to the announcement made last week regarding the consolidation of MOS and Memory activities with Domestic Operations, the following organization changes are to take effect immediately.

A new MOS Operation is established, reporting to me. I will serve as Acting Group Director of this operation. Reporting to the Group Director/MOS will be ^{Dave DeBart 3/5} ~~Gene Ladomato~~ as Manager, MOS/Manufacturing; and Jim Downey as Manager, MOS Design Engineering.

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

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

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


Wilf Corrigan

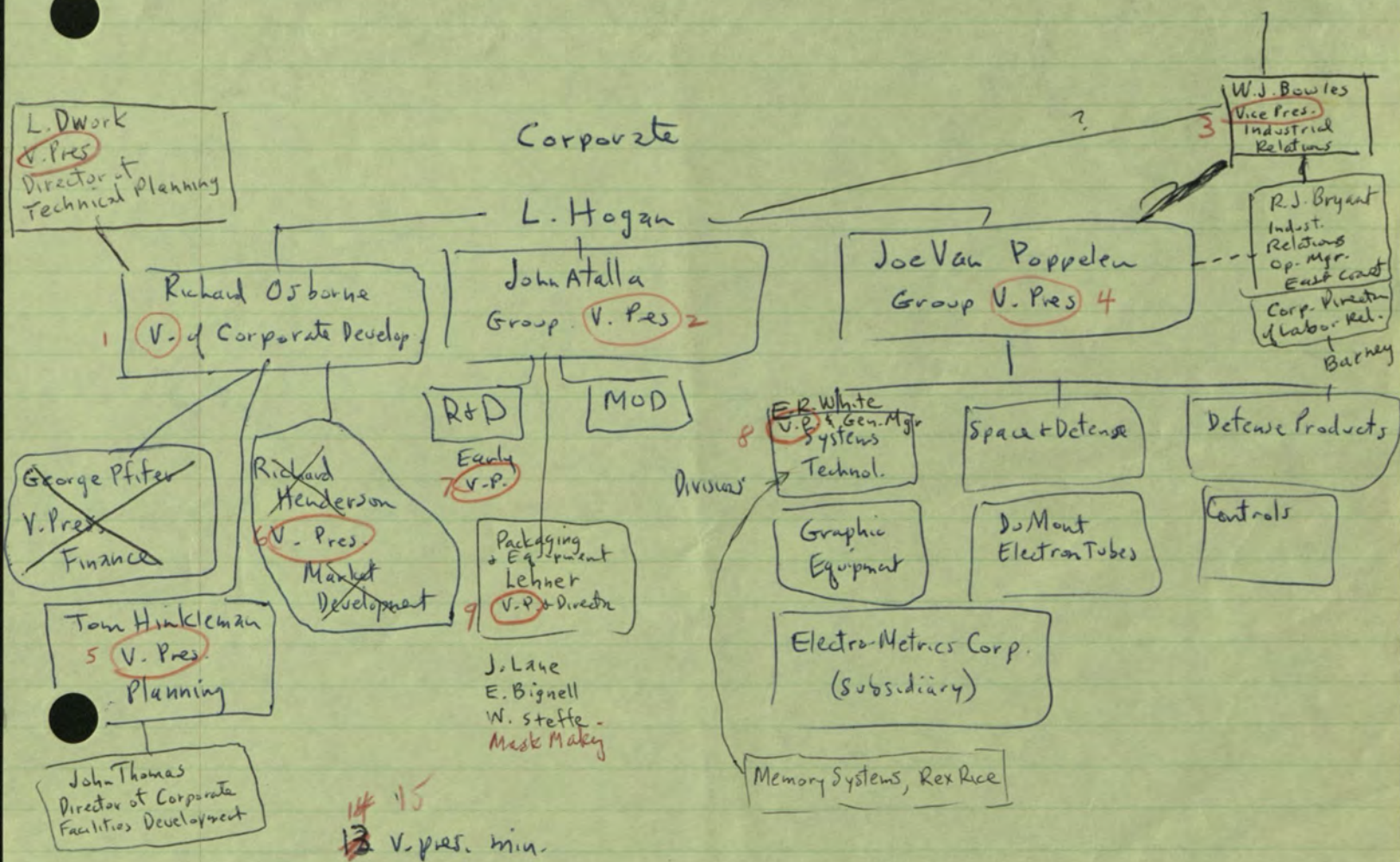
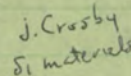
WJC:btc

DISTRIBUTION:

Corporate Vice Presidents
Division General Managers
Group Directors, Directors

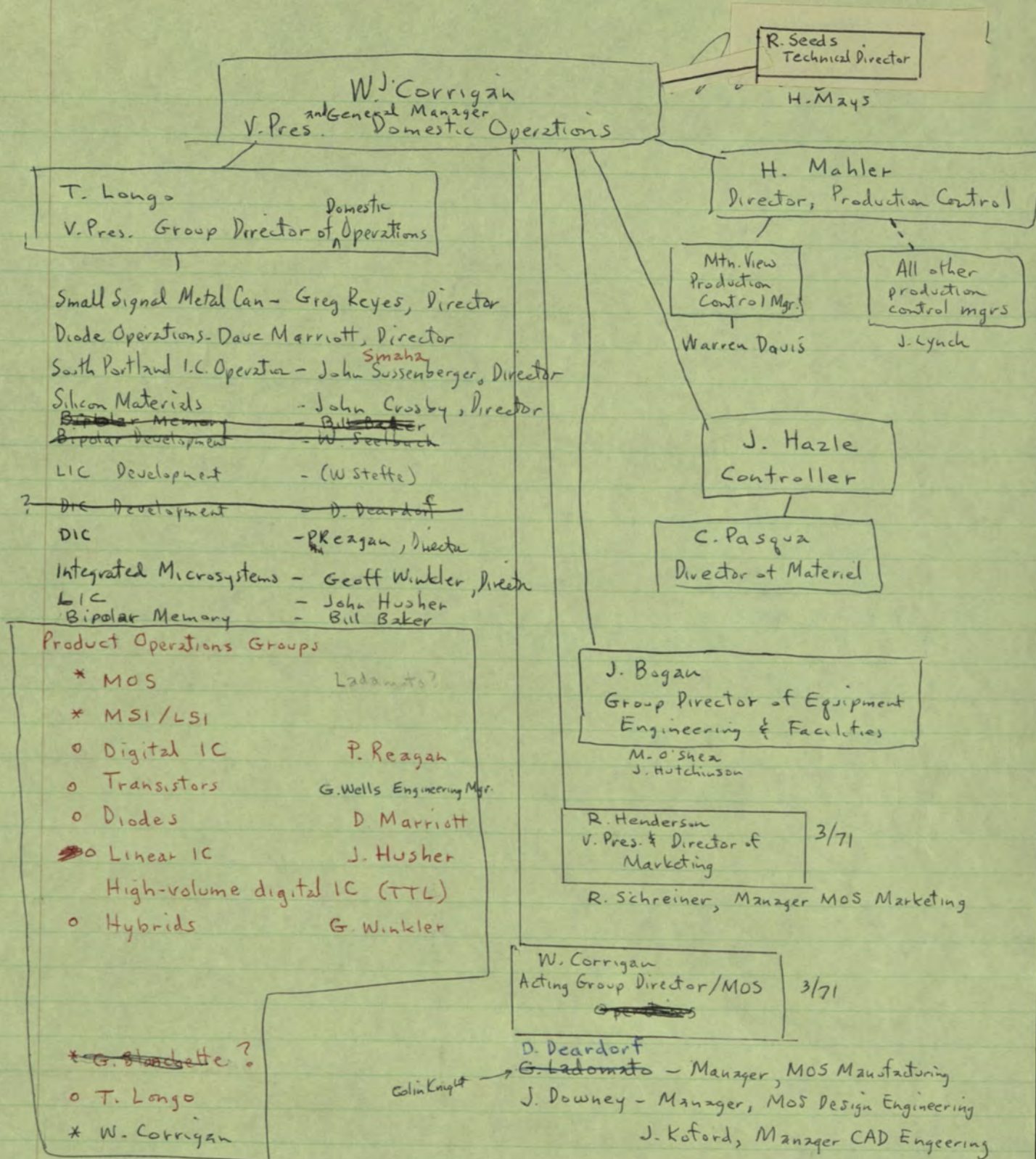
DICK HENRISON

V.P. & DIR-MARKETING



SEMICONDUCTOR DIVISION

9/70



A. Proccassini
Group Director, Reliability & Q.A.

9/70

SEMICONDUCTOR TECHNOLOGY DEPT (32-50)

Bruce Deal

CHIP PROTECTION

32-51

M. Barry

E. Mackenna
P. Kodama
~~M. D. Smith~~

A. Learn
C. Dell'Oca
~~B. Fleming~~
M. Sklar
B. Yurash

DEVICE TECHNOLOGY

32-52

MASK MAKING

~~C. Knight~~ C. Knight

R. Weigand K. Gohring D. Davis
B. Allsop ~~M. Keltner~~
A. Engvall H. Lawler

SILICON MATERIALS

32-53

R. Tucker

T. Kemins T. Cass
J. Maholia ~~T. W. W. W.~~
E. Yim (S. Dash)

MASK MAKING SERVICES

32-54

R. Ivanschich

PHOTORESIST MASKING SERVICE

32-55

C. Gunter

WAFER FAB SERVICES

32-56

D. McCall

PUBLICATIONS

32-57

B. Deal

Library K. Dorman
Technical Writing
Photographic B. Yurash

MISC. SERVICES

32-58

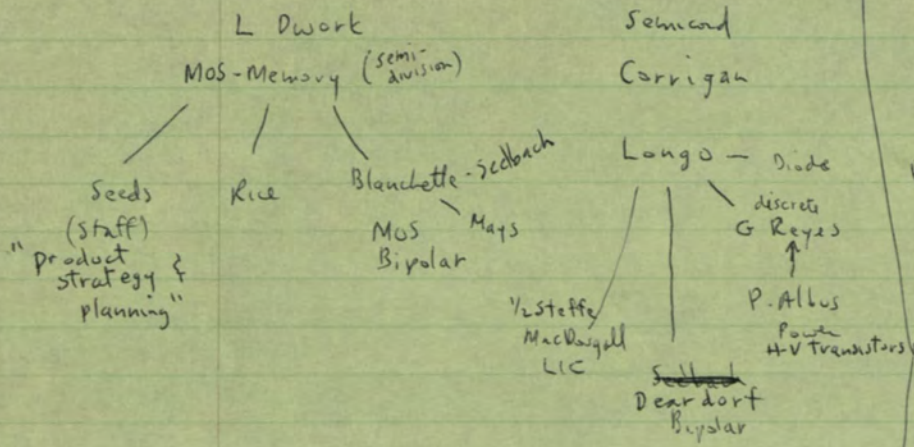
B. Deal

~~Photo~~
Analytical B. Yurash
~~Metallographic~~ W. Wandry
X-ray & Electron Microscopy T. Cass

Engineers + MTS ~13

Divisions

have Div. of Development



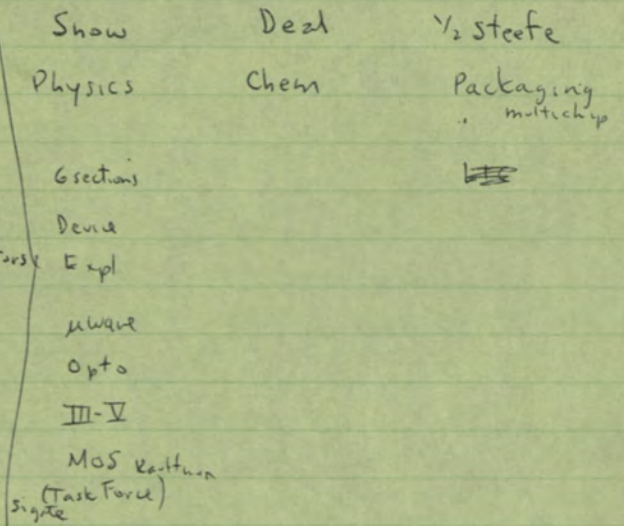
Atalla



R + D ^{Corporate}

Budget 2% of Sales (\$4 million)

Early



MoD

Atalla - Gen Mgr

Mall - Div. of Development

LIC

8% of Sales → Corporate $\xrightarrow{2\%}$ R+D
 6% ↓
 distributes
 to Developmental Budget

DEVICE PHYSICS & DEVELOPMENT

DEVICE PHYSICS & DEVELOPMENT DEPARTMENT 32-60

E. H. Snow, Manager

SILICON GATE
TASK FORCE

Transistor & Diode Section

Exempt

P. Albus, Section Head

P. Hower

R. Kovacs

G. Spadea

Non-Exempt

A. Rosales

M. Dragmire

Hourly

R. May

Optoelectronics Section

Exempt

R. Dyck, Section Head

W. Phy

P. Salsbury

G. Weckler

~~J. Wise~~

Non-Exempt

M. Fisher

E. Stites

J. Ganzer

T. Lintz

R. Shipley

D. Gentile

Hourly

B. McCabe

Microwave Device Section

Exempt

G. Bechtel, Section Head

J. Archer

W. Hooper

G. Reddi

Non-Exempt

K. Cooper

J. Davis

D. Mock

F. Rowin

Hourly

S. Alhorn

C. Lowney

MOS Technology Section

Exempt

W. Kauffman, Section Head

S. Cagnina J. Lawrence

A. Desmond

~~D. Forsythe~~

R. Hurlston

C. Townsend

C. Steele

Non-Exempt

L. Abrahamson

~~R. Rufford~~

Hourly

R. Norton

M. Mueller

Device Physics Section

Exempt

M. Lenzlinger, Section Head

S. Chou

C. Kim

~~B. Tremere~~ J. Sansbury

Non-Exempt

C. Heimberg

A. Keen

~~J. McCollum~~

D. Unruh

Exploratory Devices Section

Exempt

A. Yu, Section Head

H. Gopen D. Forsythe

O. Leistiko

~~W. Mills~~

R. Waits

Non-Exempt

P. Kunedt

D. Sandage

S. Sekigahama

New Materials Research Section

Exempt

R. Solomon, Section Head

D. Defeverre

R. Fairman

R. Singh

A. Young

Non-Exempt

D. Tringali

J. Lamb

Y. Salgado

Secretarial Staff

Bonnie Witcraft, reporting to E. Snow, R. Dyck, G. Bechtel

Linda Leavenworth, reporting to M. Lenzlinger, R. Solomon, A. Yu

Shirley Little - sharing with B. Deal's group, reporting to P. Albus

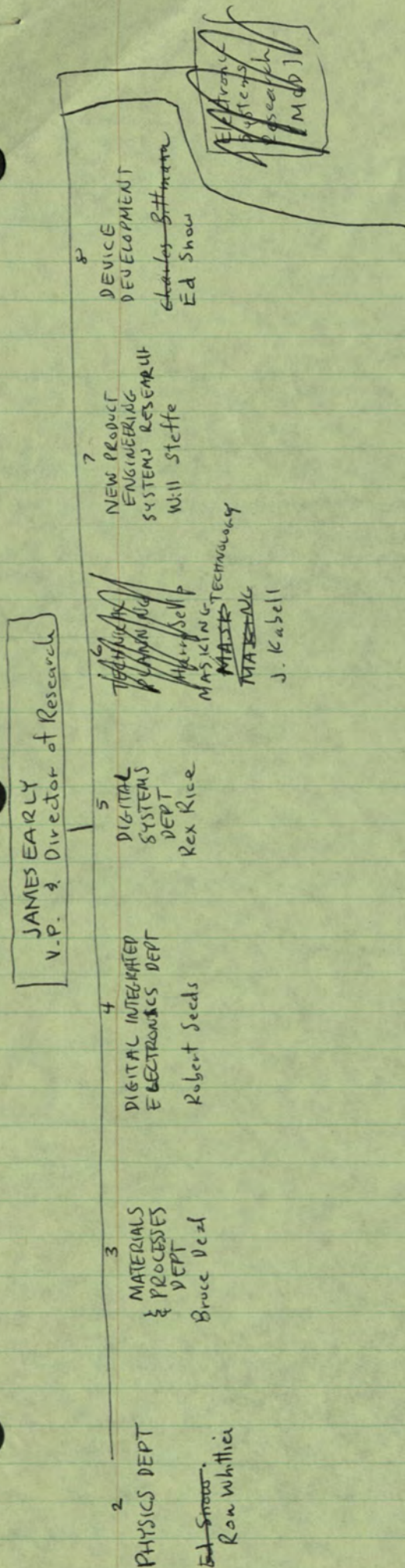
Julie Mikaelian - sharing with W. Seelbach's group, reporting to W. Kauffman

August 21, 1970

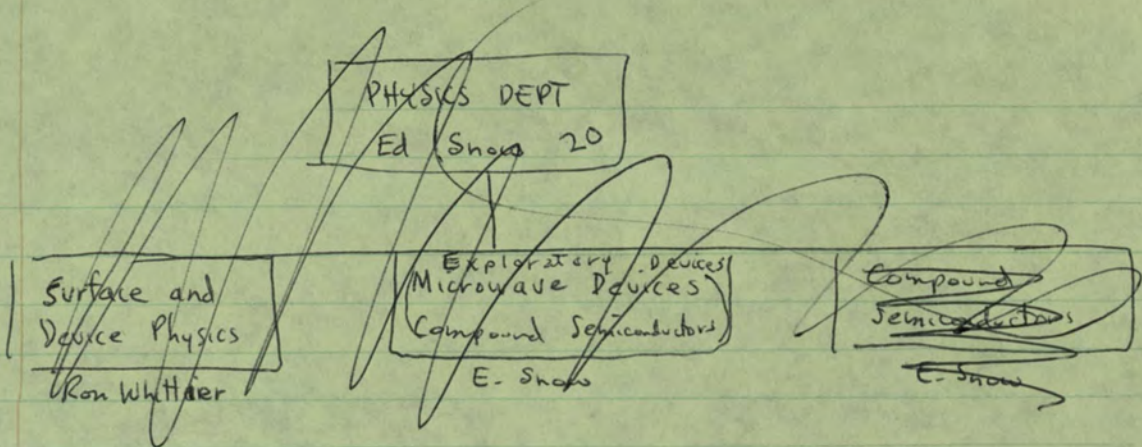
Managers - 6
MTS & Engineers - 16
Techs - 18
Hourly - 3

R&D Organization

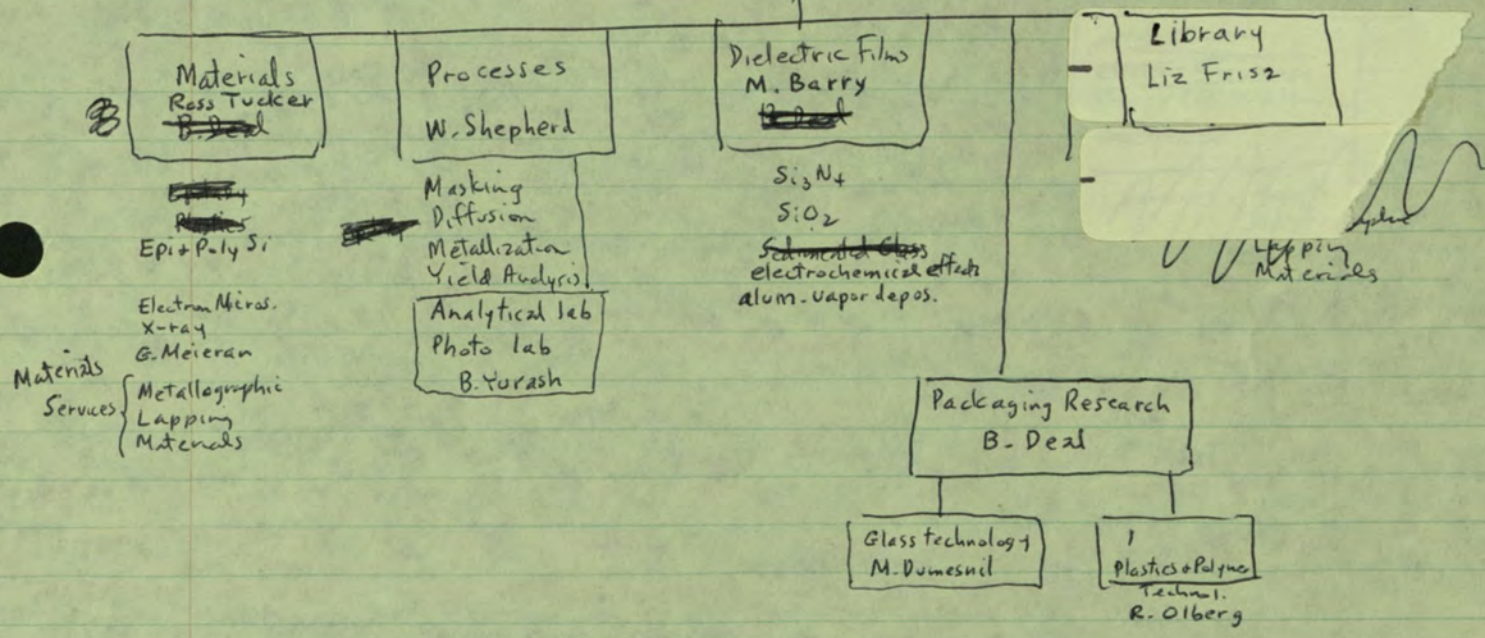
12/69



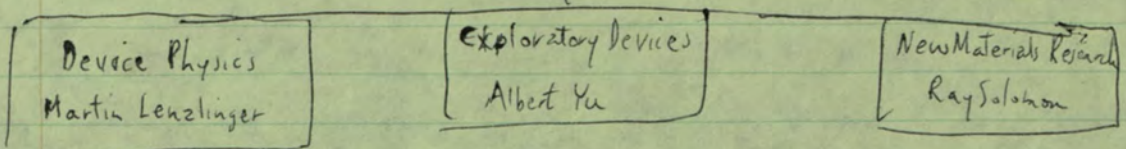
CONTROLLER
John Ernsberger



MATERIALS & PROCESSES DEPT
Bruce Deal 30



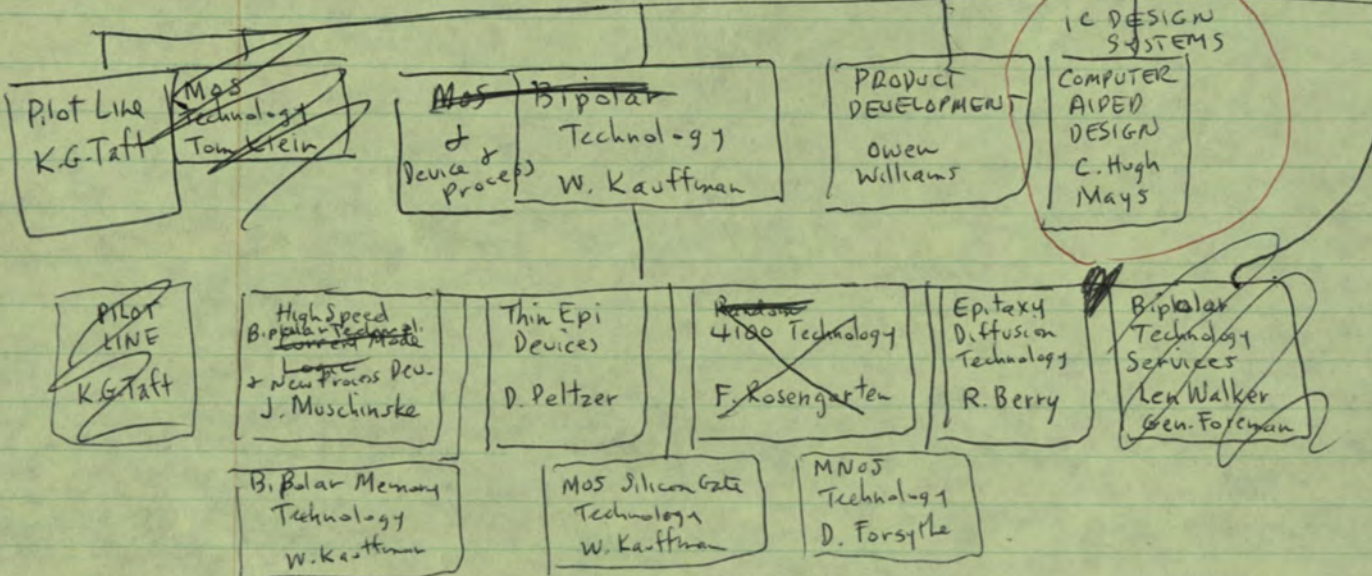
PHYSICS DEPT
Ron Whittier 20



DIGITAL COMPONENT DEV.
Robert Seeds

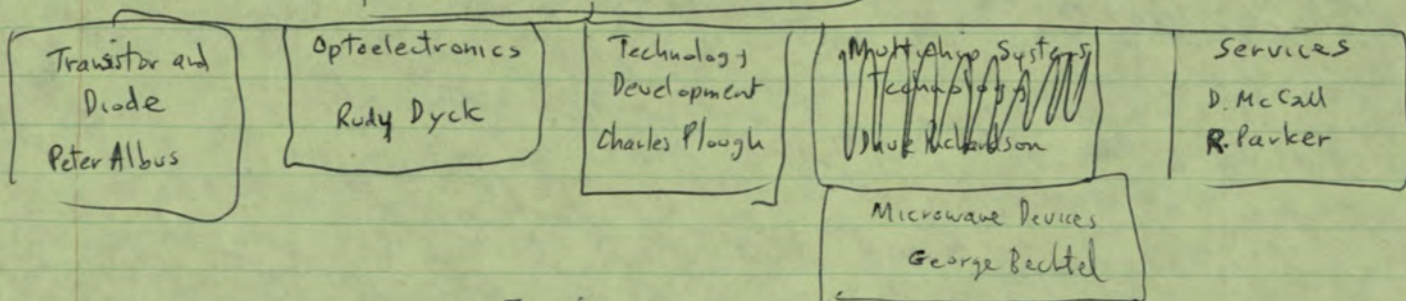
DIGITAL ELECTRONIC COMPONENTS

~~W. Seelbach~~
~~Digital Integrated Electronics~~
~~Robert Seeds~~ 40



DEVICE DEVELOPMENT

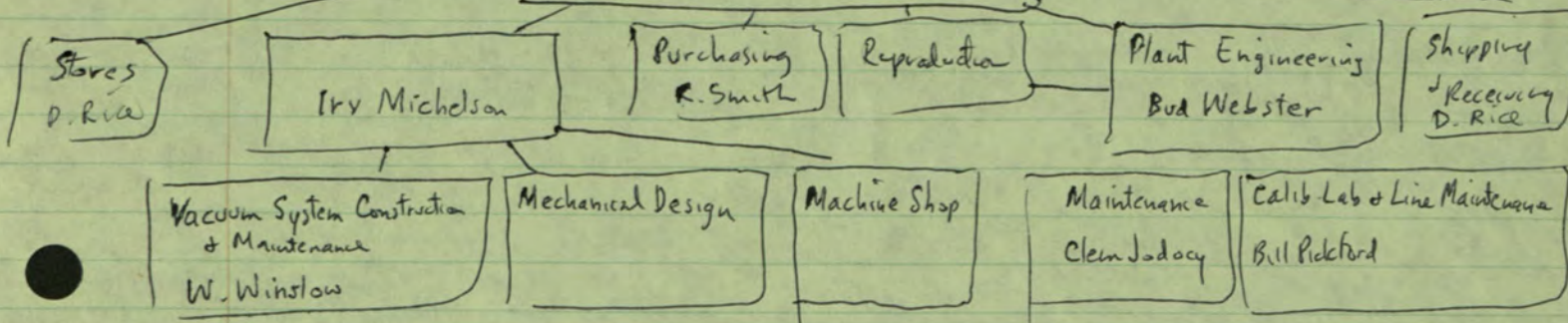
~~Charles Bittman~~ Ed Snow



J.L. Ernsberger

RESEARCH SERVICES

Al Weslawski



Digital Systems Research
Rex Rice 50

Computer Project
W. Smith

Memory Project
W. Sander

Ja KABELL

Mask Technology
S. Fok

Technical Planning Dept
Harry Sells
Library
Liz Finkbe

New Product Engineering
Will Stette 70

Pilot Manufacturing
L. Walsh

Linear Integrated
Circuits
J. MacDougall

Multichip
Systems
Technology
Dave Richardson

Electronic
Systems
Development



Les Hogan
President &
Chief Executive
Officer, FC&I



Leo Dwork
Director of
Research &
Engineering
Technical Advisor



Tom Hinkleman
Staff Assistant
Long Range
Planning



Jack Kabell
Director,
R & D Lab



Joseph Van Poppelen
Semiconductor
Division
General Manager



George Scalise
Group Director
Manufacturing
Services



Andy Proccasini
Group Director
Reliability &
Quality Assurance



Gene Blanchette
Group Director
Integrated
Circuits



Wilf Corrigan
Group Director
Discrete Devices



Bill Lehner
Group Director
Equipment
Engineering
& Facilities



Group Director
Marketing



Harry Eser
Director
Industrial
Relations

Organizational Changes

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

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

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

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

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

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

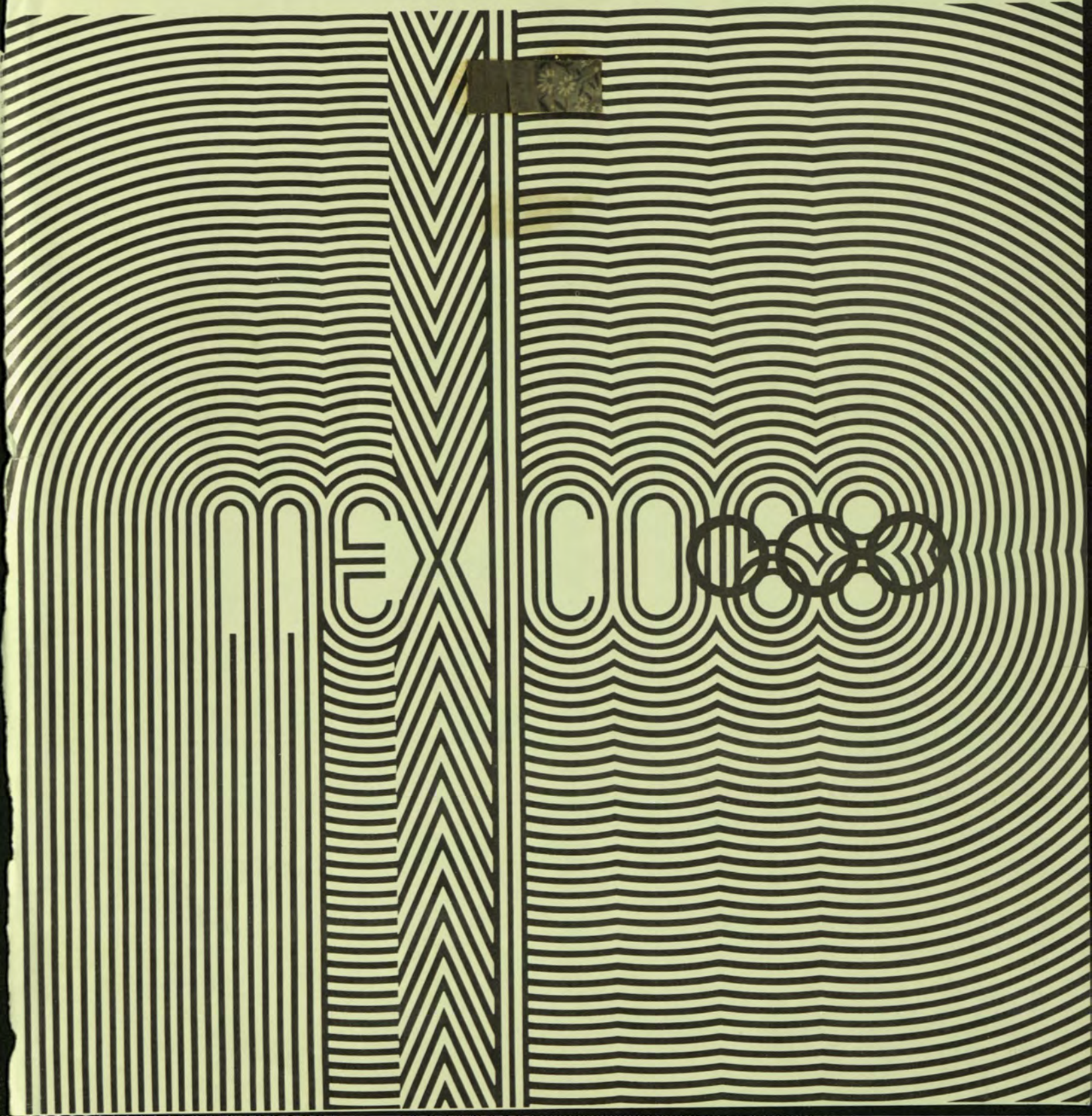
Gene Blanchette was named Group Director of Integrated Circuits and reporting to him are Jack Magarian, John Sentous and Paul Malloy.

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

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

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

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



Dr. Hogan Says: 'I'm Proud to be on Team!'



Production Line Tour

Dr. C. Lester Hogan (L) looks over a line of Fairchild panoramic cameras just prior to their shipment from Space and Defense Systems' Syosset headquarters plant. FCI's new president toured the

facilities of the four Long Island-based divisions recently in company with Board Chairman Sherman M. Fairchild and Thomas Hinkelman, new Corporate Director of Long Range Planning.

FAIRCHILD VIEWS

Volume XV, Number 8

Fairchild Camera and Instrument Corporation

September, 1968

A MESSAGE FROM SHERMAN FAIRCHILD

To all Fairchild Employees:

On behalf of the Board of Directors, I am most pleased to announce the election of Dr. C. Lester Hogan as President, Chief Executive Officer and a Director of the Corporation.

Dr. Hogan's election brings to a satisfactory conclusion an exhaustive search which began on May 3 to find the best man in our industry to head our Company and to motivate our people in order to put Fairchild back on the track towards future growth and profitability.

Dr. Hogan brings to Fairchild all of the qualifications we had established when we began our search. Dr. Hogan has had an eminently successful career. He was formerly Gordon McKay professor of Applied Physics at Harvard University, an executive of Bell Telephone Laboratories and most recently an executive vice president, director and general manager of the Semiconductor Products Division of Motorola. Since he joined us, several other executives of Motorola have elected to follow him and to work with him at Fairchild.

During his ten years at Motorola he built his division into one of the top three semiconductor organizations in this country. Fairchild is one of the other two. We now have the balance to insure that market-oriented technical innovation, Fairchild's strong point, is teamed with profit-oriented production efficiency.

Furthermore, our other operating divisions are expected to benefit increasingly from this strengthening of top management. Increasing cross-fertilization of the other divisions with semiconductor technology should result in unique and proprietary products.

By way of background, I think our employees should also be informed of the suc-

cession of events which led to this successful culmination of our search for a new President.

At the meeting of the Board of Directors on May 3, following the Annual Meeting, your Directors decided that while good progress had been made in the disposal of certain unprofitable divisions and product lines, our organization was not being motivated to move as rapidly as possible and therefore a new chief executive with a fresh outlook had to be found.

Richard Hodgson, then President, was elected Vice Chairman of the Board, leaving the office of the presidency open, and giving the Board freedom to begin the search for a new chief executive. Mr. Hodgson resigned, effective August 31, 1968, as Vice Chairman and Director.

At the same meeting it was decided that the functions of the chief executive could best be continued in the interim period by a management team (Management Committee) made up of three of our most knowledgeable and experienced directors. The Management Committee took the necessary action and corrective measures to insure continuity of the top management functions. With Dr. Hogan's election the Management Committee was dissolved, its transitional function completed.

I am sure that all of you will find Dr. Hogan an inspiring leader who recognizes that people are the key to success of our corporation. We have good people and we have leadership. I call on all of you to give Dr. Hogan the support and enthusiasm necessary to build Fairchild into one of the most successful corporations in America.

Sherman M. Fairchild,
Chairman of the Board

Compares New Top Post to Coaching Green Bay Packers

Following is the text of President C. L. Hogan's message to all Fairchild employees, written exclusively for FAIRCHILD VIEWS:

"It is with great pleasure that I take this first opportunity to send my greetings to each employee via our own newspaper, 'Fairchild Views.' First of all I must say that I am proud to be on your team. The spirit and enthusiasm which are so evident to me after only six weeks on board are refreshing. The total competence of the team I have been asked to lead is exciting. To me, this is like being asked to be head coach of the Green Bay Packers.

"I know that the next few years will be packed with excitement for all of us. During this time we will mold our total capability into an effective team that will be able to spread its dominance in every field of endeavor we now pursue and hopefully in many others as we grow and expand.

"It has always been Sherman Fairchild's belief that, in the final analysis, the only important asset we have is people. It is my intent to follow his guideline because I personally believe in it. Together we shall try to make Fairchild Camera and Instrument a more people-oriented company with each passing month. Each of us must feel that we are more than just employees of Fairchild but are part of the Fairchild family that is constantly striving to give our civilization more than we take from it.

"I look forward to the opportunity of meeting all of you personally. As you get to know me, I hope you will not hesitate to let me know when we err. In the hectic pressure of activities that modern life demands of us, it is not possible to avoid errors, but it is possible to remedy them quickly when they are brought to our attention. This we shall always try to do.

"This is a team whose cohesive characteristic is pride. Pride in a job well done. Pride in the knowledge that through our collective efforts we are aiding our nation in finding a better way of life for all mankind. Pride of association with people and with a company that places integrity of action and product above all other considerations. In short, pride in being a member of the Fairchild family. It is with this pride that I accepted my place on your team and I hope all of you either now share that pride with me or soon will."

Les Hogan



Dr. C. Lester Hogan

Re-Structure East Coast Divisions Under Group Vice Pres. E. S. Hill

Corporate support and direction for the East Coast divisions of Fairchild has been re-structured under E. S. Hill, whom the Board of Directors has elected to the newly created position of Group Vice President, East Coast Divisions. Mr. Hill was formerly Vice President and Comptroller.

Reporting to Mr. Hill will be the general managers of the Space and Defense Systems, Controls, Industrial Products (including World Magnetics), Graphic Equipment and DuMont Electron Tubes Divisions. Mr. Hill will report to President C. L. Hogan.

Dr. Samuel W. Levine has been named to Mr. Hill's staff as Director of Staff Technical Planning and Paul Till will report to Mr. Hill as Director of Product and Market Planning.

Edward A. Smolinski has joined Mr. Hill's staff in the newly created position of Comptroller, East Coast Divisions. Stanley I. Ross will report to Mr. Smolinski as Assistant Comptroller, East Coast Divisions. Also reporting to Mr. Smolinski will be Thomas Duntze, who moves from Space and Defense Systems

(Continued on page 3)



E. S. Hill

Corporate Staff Reorganized, Strengthened

With the election of Dr. C. Lester Hogan as President and Chief Executive Officer of the Corporation on August 9, several significant moves have been made to strengthen the corporate staff and to give better support and guidance to the line operations of the corporation.

Corporate headquarters have been moved to Mountain View, California in the new 350,000 square foot building at 464 Ellis Street. However, a corporate supporting staff headed by E. S. Hill as Group Vice President, has been established to serve East Coast Divisions. Details are covered in another story in this issue.

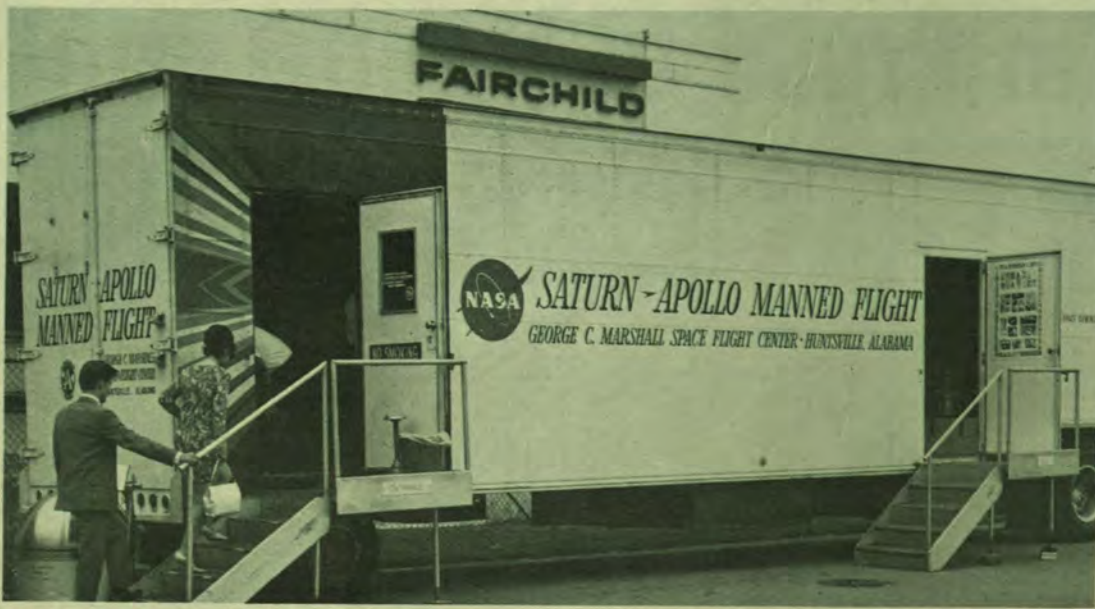
Two new vice presidents have been named.



George Pfifer

George T. Pfifer has been named Vice President, Finance, and Joseph Van Poppelen, Vice President and Director of Marketing. Both will be headquartered in Mountain View and will

(Continued on page 3)



NASA 'Craftsman Ship' Visits FSDS

Recently the National Aeronautics and Space Administration's traveling space exhibit visited the headquarters facility of the Space and Defense Systems Division. The van is equipped with working models of valves and space engines, assorted metals and materials, test equipment and photo-

graphs which point up the complexity and magnitude of the Apollo mission. The exhibit will visit contractor facilities throughout the United States to make clear to each person associated with the Apollo program his personal responsibility for the security of the astronauts' lives and the success of the mission.

FSDS to Supply Data Converters for A-6A

Fairchild Space and Defense Systems has received a contract to design and produce airborne data conversion systems for the newest version of the Navy/Grumman A-6A aircraft. The contract, which will total in excess of \$2.8 million, is for an undisclosed number of analog/digital, digital/analog converters and special converter adapters.

The high speed, random access, convert-on-command system performs both digital-to-analog and analog-to-digital conversions using one central converter on a time-shared basis. The converter is configured to do both the trigonometric and linear functions required for this type of application.

While based on the technology employed on

the recently completed conversion system developed by Fairchild for the Navy/Grumman EA-6B aircraft, the new device has been designed to meet the specific needs of the A-6A aircraft and the IBM CP-3 computer. Its capabilities have been extended to supply the proper interface between the A-6A search/track radar system and the aircraft.

The system accepts 13 channels of synchro and 8 channels of DC voltages and converts them to digital form with a maximum conversion time of 105 microseconds and an accuracy of 0.03%. In the D/A mode, the converter can handle 8 channels of digital to synchro data, 6 of digital to AC and 29 of digital to DC with an accuracy of 0.025% and a conversion time of 35 microseconds.

Movie Pak Hospital Films Now Available

The availability of a major 8mm sound MoviePak film series of over 200 films for hospital staff training has been announced simultaneously by Ira Englander, vice president of Comprenetics, Inc. and Nat C. Myers, Jr., group manager, educational and audio visual systems and services, Fairchild Industrial Products.

Ready for delivery in Mark IV MoviePak cartridge-format, the programmed instructional films can be purchased from Comprenetics, Inc. headquartered at 9278 Santa Monica Blvd., Beverly Hills, California, (90210). The Fairchild Mark IV sound projector was selected because of its proven field reliability and its wide acceptance as the most practical instrument in the 8mm format.

One Comprenetics series contains 11 films on general training indoctrination for new personnel. It includes subject areas such as

maintaining good personal hygiene, the hospital code of ethics and a general approach to the functions and purposes of the hospital.

The second series involves patient care and has over one hundred titles ranging from cardinal symptoms (vital signs) to the answering of patient call signals.

Another series designed for viewing by food service workers has 20 films with titles such as dietary equipment, weight, measure and portion control, kitchen sanitation, hot food preparation and temperature control.

An additional 32-film series is also available for training ward clerks and covers pertinent subjects important to the qualifications of competent personnel. Subject areas such as understanding your hospital's internal communications system and working with diagnostic and technical services are well-covered in this series.

Dorsett Electronics Corp. To Acquire Fairchild Cable

Dorsett Electronics, Inc., of St. Louis, Mo. and Fairchild Camera and Instrument Corp., have entered into a memorandum of understanding for Dorsett to purchase the Fairchild Cable Division at Joplin, Mo., for an undisclosed sum of cash, Pierre L. LaBarge, Jr., Chairman of the Board of Dorsett, announced last month. The agreement is subject to negotiation of formal agreement covering the acquisition.

The agreement also covers the acquisition by Dorsett of one of Fairchild's Mexican subsidiaries, Electromex de Tijuana.

The Joplin plant, which will be operated as a division of Dorsett, manufactures a wide variety of cables ranging from multi-conductor cables to miniature cabling with subminiature connectors, and produces flexible printed or etched circuits.

The Fairchild Division, a supplier to leading companies in the computer and aerospace industries, had sales of \$2,750,000 in 1967. Sales for the current year are expected to be over \$3,000,000. The Joplin plant is a 32,500 square foot facility on five and a half acres. It has 200 employees.

Electromex de Tijuana projects Dorsett into the international market, Mr. LaBarge stated. This operation will produce components for use in the data processing fields, he added, and present plans are to utilize Dorsett technology and engineering to add additional commercial products through the Mexican subsidiary.

Dorsett was able to acquire the Fairchild division because, although it was contributing to profit, it no longer fits into Fairchild's current corporate pattern, Mr. LaBarge said.

The new division will permit Dorsett not only to expand its participation in the computer and aerospace fields, but also will substantially strengthen its position in commercial product distribution, Mr. LaBarge said.

33 Semiconductor Employees Receive \$2,300 Under Inventions Program

Emphasizing an expanded Inventions Incentive Program, FCI recently awarded a total of \$2,300 to 33 Semiconductor Division employees. This marked the second consecutive month a large segment of Fairchilders have received cash awards under the program. In July, 34 Fairchilders, representing four divisions of the Corporation, received over \$3,000 in awards.

Largest individual award went to William Lehrer who received \$200 for a photofabrication process employing arsenic sulfide and a method of preparing cavity envelopes by means of thin-film procedures.

Under provisions of the Incentive Awards program, a cash award is made to the inventor by Fairchild upon decision by the Corporate Patent Committee that a disclosure is appropriate for the filing of a patent application.

The names of those Fairchilders receiving awards follow. All are with the Semiconductor Division.

Charles Bittman, \$100; Herbert Kroemer, \$100; Harold Crafts, \$100; Michael Cochran, \$100; Eric Bergtraun, \$100; Robert Waits, \$100; Eugene Meieran, \$100; Henry Wu, \$100; Derek Bray, \$100; Clive Ghest, \$100; John Lawrence, \$100; Bruce Deal, \$83; Steven Rupp, \$50; Drew Lance, \$50; Robert Hewitt, \$50; Maurice Dumesnil, \$50; Robert Walker, \$50; Randolph Repass, \$50; Roger Rusert, \$50; Hal Clausen, \$50; Nick Phillon, \$50; Ben Jang, \$50; Edward Snow, \$50; Herman Ebenhoech, \$50; Dov Frohman-Bentchkowsky, \$50; Richard Berger, \$50; Bruce Galbraith, \$50; Rudy Panholzer, \$50; Patricia Castro, \$33; Philip Fleming, \$33; Gopal Purnaiya, \$25; and George Bechtel, \$25.

In addition to the above awards, FCI made \$50 awards to Frank Bolnick and Thomas Corbett of the Space and Defense Systems Division.



Zero Defects Awards

The Zero Defects Program at Space and Defense Systems' east and west coast facilities has been in high gear for several years now largely because of efficient and enterprising Fairchilders like Keith Davis and Alice Turner. The pair recently wrote the best Error Cause Removal Proposals for the first half of 1968 and accordingly were presented with award certificates and transistor radios from S. P. Higgins, Zero Defects Program Chairman for FSDS' El Segundo, California facilities. Keith, an inspector in Quality Assurance, earned his award for the first quarter; Alice for the second quarter. Alice is pictured accepting her award from Mr. Higgins.



Books

Mary Martignetti, Supervisor of Order Entry for Semiconductor's Order Processing Department, makes it official as she enters one of the largest customer orders ever received by Semiconductor. Ray Jodin and Regional Sales Manager Fran Krich

booked the close to \$10 million order. Helping Mary put the finishing touches on the paper work are Sue Spiers, Sales Order Coordinator; Marshall Cox, Computer Marketing Manager; and Tom Henderson, Customer Service Manager.

Dr. Hogan Welcomed...At Mountain View...On Long Island



"Hi, I'm Les Hogan" has gotten to be a familiar greeting at Fairchild since the new President and Chief Executive Officer came on Board on August 12. In addition to highly informal introductions in passageways and offices, Dr. Hogan was feted by his fellow executives both in Mountain View and on Long Island. Here Views presents some of the photographic highlights of these events.



Dr. Hogan Will Also Manage Semiconductor

Dr. C. Lester Hogan, in addition to his duties as President and Chief Executive Officer of the Corporation has announced that he will also act as Acting General Manager of the Semiconductor Division, pending the selection of a new General Manager to replace Tom Bay, who has resigned.

Several other executive changes in the Division have also been announced.

George Scalise has been named Group Director of Manufacturing Services, and report-

Richard Staffieri and Stanley Brehm.

Eugene Blanchette has been appointed Group Director of Integrated Circuits and reporting to him are John Magarian, John Sentous and Paul Malloy.

Wilford Corrigan is Group Director of Discrete Devices and will have Edward Pausa, Trevor Law, Gregory Reyes, Robert Reber and John Schuck reporting to him.

William Lehner has joined the Division as Group Director of Equipment Engineering and

FCI's New President Is Leader—Scholar—Teacher

Dr. C. Lester Hogan, who was elected President, Chief Executive Officer and a Director of Fairchild Camera and Instrument Corporation on August 9, 1968, was a Director, Vice President and General Manager of the Semiconductor Products Division of Motorola, Inc. immediately prior to joining Fairchild.

He was born in Great Falls, Montana, February 8, 1920. He received his B.S. in Chemical Engineering from Montana State College in 1942 and his M.S. in Physics from Lehigh University in 1947, his Ph.D. in 1950. He also was awarded an honorary degree (A.M.) by Harvard University in 1950.

He joined Anaconda Copper Mining Company in 1942, leaving in 1943 to serve as an officer in the United States Navy until 1946.

From 1946 to 1950 he served as a physics instructor at Lehigh University, when he joined the technical staff of Bell Telephone Laboratories. In 1953 he joined the faculty of Harvard University as an associate professor and was named Gordon McKay professor of applied physics in 1957.

Dr. Hogan was named general manager of the Semiconductor Products Division of Motorola, Inc., in 1958 and was elected a vice president in 1960.

He served as Chairman of the International Conference on Magnetism and Magnetic Materials, 1959-60; Materials Advisory Board of the Department of Defense, 1955-57; and is a member of the Advisory Council to the Department of Electrical Engineering at Princeton University, to which he was named in 1957.

He is a member of the Torpedo Study Committee, National Academy of Science; member of the executive committee, Arizona Academy; Fellow of the Institute of Electrical and Electronic Engineers; member, American Physics Society, Sigma Xi, Tau Beta Pi, Phi Kappa Phi and Kappa Sigma.

He was married in 1946 to the former Audrey Biery Peters and they have one daughter, Cheryl Lea.



G. Scalise



A. Procassini



E. Blanchette



W. Corrigan



W. Lehner

ing to him will be Robert Allen, Patrick O'Haren, Donald Koller and John Ready. In addition, Mr. Scalise will organize a centralized production scheduling operation for the Division.

Andrew Procassini has been named Group Director of Reliability and Quality Assurance. In this position he will be responsible for all policies and procedures related to these activities. Reporting to him are Gil Bowers, Stephen Carmichael, James Corzine, Frank Durans,

Facilities and will have Richard Fouquet reporting to him.

Jack Kabell, Director of Semiconductor Research and Development, will report to Leo Dwork, Corporate Director of Research and Engineering, as will Paul Hwoschinsky, former staff assistant to Dr. Robert Noyce.

Harry Eser, Director of Industrial Relations, Jerry Sanders, Group Director of Marketing and Julie Blank, Staff Assistant will remain in their capacities, reporting to Dr. Hogan.

Re-Structure East Coast Divisions

(Continued from page 1)

to the newly created staff position of Director of Management Information. With this move the entire Syosset data processing system will be placed under corporate control.

A resident of Forest Hills, N. Y., Mr. Smolinski was most recently controller and assistant secretary of PRD Electronics, a subsidiary of Harris Intertype Corporation. Prior to that he held executive positions with Sperry Gyroscope Company and Curtiss-Wright Corporation.

He received his B.S. in accounting from Long Island University in 1948, an M.B.A. from New York University in 1950 and a J.D. from New York Law School in 1956. He also holds a C.P.A. certificate.

"The reorganization of the East Coast operations will bring our East Coast Divisions closer together and place us in a better position to make our contributions to the growth and profitability of the Corporation," Mr. Hill commented. "We will be working closely with Dr. Hogan and the corporate staff to insure good working relationships and maximum inter-divisional cooperation."



E. Smolinski

Move to Reorganize and Strengthen Corporate Staff

(Continued from page 1)

report to Dr. Hogan.

Mr. Pfifer comes to Fairchild from the American Express Corporation, where he was a senior vice president. Mr. Van Poppelen was most recently Director of Business Planning and Special Projects of International Telephone and Telegraph Corporation.

Leo Dwork has joined the corporate staff as Director of Research and Development and Thomas Hinkelman as Director of Long Range Planning. Both were formerly associated with Motorola.

Staff executives moving from Syosset to the new corporate headquarters in Mountain View included (at press time) E. O. Cole, Vice President, Employee Relations; Nelson Stone, Vice President and Counsel for the Corporation; Philip Haas, Jr., Assistant Secretary and Tax Director; James B. Moore, Director of Information; and John J. Giblin, Corporate Accounting Manager. Other moves are under study.

Mr. Cole, Mr. Stone and Mr. Moore will retain staffs in Syosset to help support East Coast Divisions. Paul Hicks will be in charge



Leo Dwork

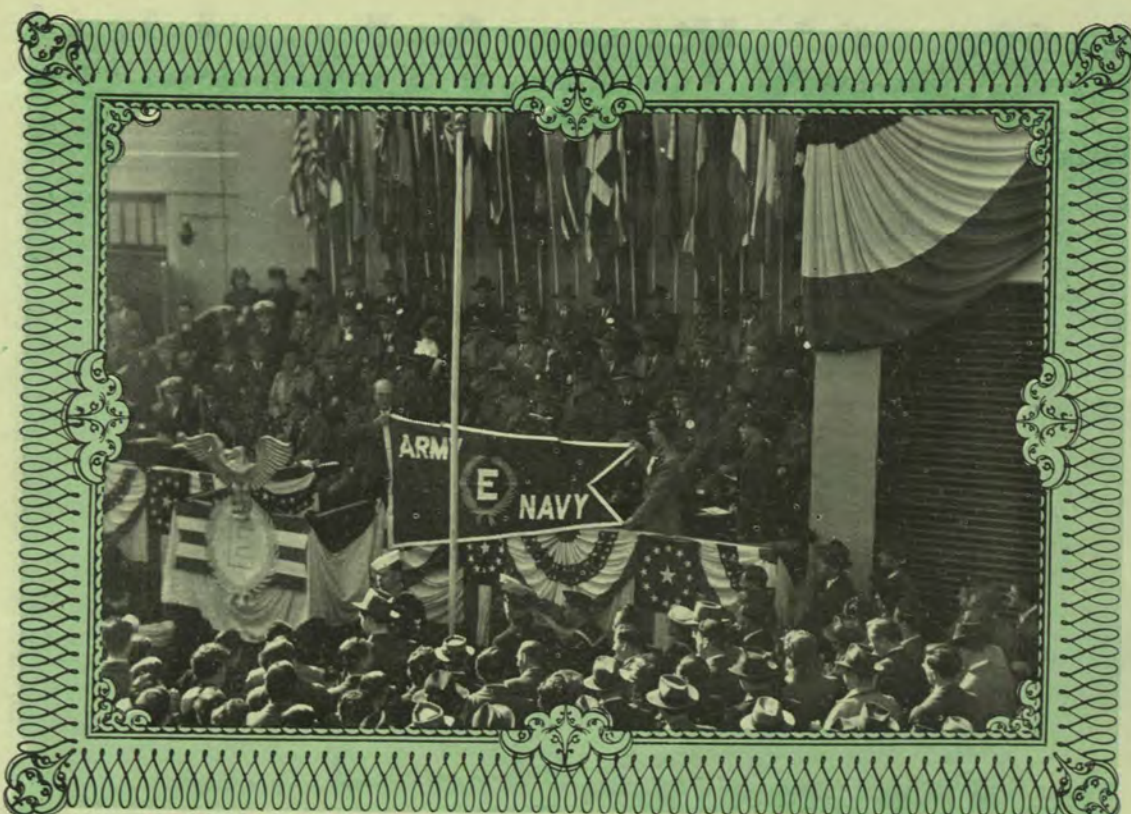


Thomas Hinkelman

of Employee Relations, East Coast and Richard Franklin will be East Coast Legal Counsel. Stewart J. Pardee has been named Public Relations Manager, East Coast, reporting to Mr. Moore.

The Office of the Director of Information located at 515 Madison Avenue in New York will be discontinued when that function moves to Mountain View.

George Farrell, Editor of Fairchild Views, will operate from a Syosset office as will Harold K. Yulke, Publications Manager, and Carl Schmidt, Art Director, providing support services for East Coast Divisions and reporting to Mr. Moore.



REMEMBER WHEN?

Maybe this one is too easy for some of you old timers. That Army-Navy pennant could give it away. But there are a few other facts you may not know about the picture. For example: What was

the date? Where was the picture taken? Who are the two people holding the flag? You can find all the answers to these questions, plus a few more facts, on page 10.

NEW PRODUCT PARADE Semiconductor Radiation Resistant Devices

Charting a pioneer course for the industry, Fairchild Semiconductor has introduced a complete family of discrete radiation resistant devices characterized to provide guaranteed post-irradiation performance.

The new discrete family consists of 12 transistors and nine diodes, all of which utilize reliable Planar construction and are immediately available from Fairchild distributors.

This unique and wide selection of off-the-shelf devices gives the system designer an opportunity for "one stop shopping" and saves him the time and expense of conducting his own radiation testing. The savings in time alone can be six to eight weeks, allowing for a necessary "cooling off" period.

Development and characterization of the radiation resistant family, a two-year project, came about in direct response to the needs of system designers involved in recent military programs. Radiation resistance is a growing requirement for solid state circuitry in guided missiles, space satellites, nuclear weapons systems, nuclear propulsion systems, ground communications equipment, airborne guidance computers, radar systems, and other military systems.

Fairchild's new transistor and diode series was developed to overcome the problems of radiation-induced damage to semiconductor

components used in such applications. This damage generally involves degraded current gains and increased saturation voltages and leakage currents, which result from a decrease in conductivity, carrier lifetime and emitter efficiency.

Utilizing state-of-the-art technology, the radiation resistant devices offer guaranteed post irradiation beta and f_T performance superior to that of all other existing products. Performance data for major parameters at all radiation levels is provided in complete data sheets now available from Fairchild or its distributors.

Transistors in the new family series include six NPN devices and three PNP's, packaged in either TO-5, TO-18 or TO-46 metal cans. The nine diodes in the series come in either the standard DO-7 package or the miniature DO-35.

Facts about radiation effects upon transistors, diodes and integrated circuits have been gathered into an eight page brochure titled "Fairchild Semiconductor Radiation Resistant Devices." This two-color, 8½ x 11 inch publication describes the nature of radiation and nuclear environments and features post irradiation data on Fairchild's radiation resistant devices. Copies of the brochure can be obtained by writing to Distribution Center, Fairchild Semiconductor, 313 Fairchild Drive, Mountain View, Calif. 94040.

Two Instrumentation Digital Meters

Fairchild Instrumentation has introduced two new low-priced, compact, digital frequency meters, cost/performance counterparts to their model 7050 digital multimeters introduced slightly more than a year ago. The new instruments are a four digit 2 MHz frequency meter, the model 8040, selling for \$349.00 in single unit lots and a five digit frequency/period meter with 30 MHz capability listed at \$695.00.

Launch L. I. Fund Drive in October

Fairchild employees of four Long Island-based divisions and the corporate staff will be asked to dig deep and pledge a portion of their weekly earnings again this forthcoming year to the United Fund of Long Island.

The annual Fund Drive to secure pledges from Long Island Fairchilders is slated to begin on October 14th and conclude on October 18th. Again as in past years, to encourage employee participation, Fairchild will award a grand prize of a color television set plus a total of 14 black and white portable sets.

To participate in the "early bird" drawing for the color TV, pledge cards must be returned prior to noon October 16th.

DuMont Continues Penetration of New Markets for Tube Products

The DuMont Electron Tube Division is continuing its penetration of new markets for its products. The world's leading manufacturer of display tubes, DuMont is now adding several new tube types having interesting end use to its already impressive line of more than 4,000 products.

In its continual serving of major instrument manufacturers, the division has recently introduced two new tubes for the medical equipment field. One application involves a miniature cardiac oscilloscope using DuMont's 2" KC 2815. This oscilloscope is small enough to be carried in a doctor's medical bag on house visits and provides him with a compact, portable instrument for monitoring heart phenomena.

A second medical application, devised by one of DuMont's customers, is an instantaneous blood analyzer machine for hospital installation. DuMont direct view storage tube type KS-2766 is incorporated in the output oscilloscope. By use of the storage tube, a sequential series of measurements on the blood can be individually frozen on the screen of the tube through its storage capabilities. Thus all of these measurements can be viewed simultaneously.



THIS MINIATURE CARDIAC oscilloscope uses a DuMont type KC 2815 cathode ray tube. The scope is small enough to be carried in a doctor's medical bag. Note the comparable size of the pencil and flashlight.

In recent years, electronic analysis of automobile engines has been perfected. Now it will be getting a big assist from the DuMont 8" KC-2757 cathode ray tube — slated for use in engine analyzer equipment found throughout the country. The next time you drive into your local gas station, you may see this equipment in their shop. Chances are the indicator tube is a DuMont product.

The West Coast commercial fishing fleet is scheduled to use DuMont's KC-2775 cathode ray tube. A customer has just introduced and received wide acceptance of a new high resolution sonar system for commercial fish finding and ocean bottom navigation. Sonar techniques, originally developed for naval submarine detection, are now penetrating commercial applications and opening new opportunities for DuMont's products.

In DuMont's power tube operation, the U. S. Coast Guard has been using the type 8597 for many years in its Loran C transmitters throughout the world. This equipment generates high powered signals and is used as a prime check point for both shipboard and airborne navigators. The power tube engineers have designed an improved version of this tube and it has recently completed successful field tests in a transmitter located at Cape Fear, North Carolina.

In the Division's Photomultiplier Section, a new type KM-2750 photomultiplier has been successfully developed and subsequently a large order was received to provide these products to a midwest radiation equipment monitoring manufacturer. Nineteen of these 3" diameter venetian blind design Photomultipliers are used, per equipment, serving as the "eye" for monitoring radio active radiation. This viewing is used in detecting such maladies as brain tumors or cancer and for other radioactive diagnostic techniques.

As always DuMont is still supporting our Military and Defense effort and has recently obtained substantial follow-on orders for the 7268B — used in the popular F-4 Phantom fighter in Vietnam. The Division also received a large government order for KC-1285 special cathode ray tubes. A unique feature of this product is the insertion of three clear optical view ports

(Continued on page 10)



Royalty Looks at Scan-A-Graver

Dr. Cornelis L. W. Fock (right), Commissioner of H. M. the Queen in the Netherlands, is intrigued by the Scan-A-Graver Journalist MK as it makes a half-tone printing plate electronically. The Scan-A-Graver,

manufactured by Fairchild Graphic Equipment (Nederland) N. V., was demonstrated to Dr. Fock by Rober Kremer, publisher of "Het Nieuwsblad," a biweekly newspaper in Sappemeer, at the official opening of his new plant.

Du Mont Promotes Swenarton and Petro

Fairchild Du Mont Electron Tubes has announced the promotions of Eugene W. Swenarton to Sales Manager and George P. Petro to Assistant Sales Manager. At the same time, Frederick Walzer, FCI Vice President and Division General Manager, announced the appointment of Francis J. Liccardo as Employee Relations Manager.

Swenarton, who joined Du Mont in 1962, will be responsible for all Divisional sales activities with OEM, distributor, export and military accounts. Prior to his new appointment, Swenarton was in charge of sales to the military. He was formerly senior sales engineer with the Bendix Corporation.

A native of Ocean Township, New Jersey, he attended Rutgers University and served a four-year tour of duty with the U.S. Navy.

Petro, a graduate of Newark (N. J.) College of Engineering, joined the Division in 1952 and served as a design engineer prior to his most recent assignment as sales engineer responsible for sales and liaison with our West Coast representatives.

A native of Passaic, New Jersey, he served



G. Swenarton



G. Petro

with the U. S. Army for two years during the Korean conflict.

Liccardo was formerly Supervisor of Labor Relations for the Curtiss-Wright Corporation and Plant Personnel Representative for the photo and repro division of General Aniline and Film Corporation.

A native of Jersey City, New Jersey, he received a B.S. Degree from Saint Peter's College and an M.B.A. Degree from New York University.

Sutcliffe Named Instruments Group Mgr.

Dr. Charles H. Sutcliffe has been named Instruments Group Manager at Fairchild Instrumentation, according to an announcement by Joseph R. Spaziani, General Manager. Fairchild Instrumentation manufactures electronic digital instruments, automatic circuit testing systems, and microwave sources at West Coast facilities. The division's East Coast facility, Electro-Metrics Corporation, manufactures interference analyzers, spectrum surveillance systems, microwave components, and related electronic meters.

As Manager of the Instruments Group, Dr. Sutcliffe will have complete responsibility for digital volt and multimeters, electronic counters, and transistor curve tracers. The counter line was recently expanded with the addition of two compact low-cost electronic counters. Dr. Sutcliffe has been associated with Fairchild for the past two years, most recently as Product Group Manager of the Power and SCR operation at

the Semiconductor Division. He joined semiconductor in 1966 as Manager of MOS Integrated Circuits with complete responsibility for the development of that product and activity.

Prior to joining Fairchild, Dr. Sutcliffe was Vice President and General Manager of the rectifier division at General Instrument Corporation in New Jersey.

FSDS Appoints Courtney El Segundo Planning Mgr.

Fairchild Space and Defense Systems Division has appointed Howard A. Courtney as planning manager for its precision optics facility in El Segundo, California. In making the announcement Ralph Wight, operations manager, said that Courtney will be responsible for developing advanced plans and programs which will assure continued technological leadership in the design and fabrication of the firm's high performance optical systems.

Courtney, who recently retired from the United States Air Force with the rank of Lt. Colonel, has directed a number of military research and development programs. During his twenty-five years of service, he has been closely associated with the fields of reconnaissance and mapping.

A graduate of the University of Maryland with a B.S. in military science and of Boston University with an M.A. in air photography, Courtney is a member of the American Society of Photogrammetry, the Society of Photographic Scientists and Engineers and the Air Force Association.

Graphic Appoints Lowry W. Coast District Mgr.

Dwayne C. Lowry has been appointed district manager of the West Coast office by the Fairchild Graphic Equipment Division.

Lowry, who succeeded Ruben Lee, will be responsible for the sales and service activities of Fairchild Graphic Equipment's line of printing equipment in 11 western states. The West Coast district office is located at 12623 East Imperial Highway, Suite 109, Santa Fe Springs, Calif. 90670.

The announcement of Lowry's appointment was made by Frank Nardozi, sales manager of the Graphic Equipment Division. "With more than 10 years of graphic arts experience," he said, "Lowry will be able to provide our customers with the technical and marketing information they expect from Fairchild."

Lowry joined Fairchild as a customer engineer in 1957. He was appointed a sales engineer for News King, Color King and Production King web offset presses on the West Coast in 1963.

Rhoda Tennis 'Enjoys' Long List of Job Duties With World Magnetics

"Purchasing, accounting, payroll and general secretarial work" — sounds like quite a lot to tackle. But Rhoda Tennis not only tackles that gargantuan list of duties, she really enjoys doing it! "Everything I've learned to do connected with my job gives me personal satisfaction", beams the bright Rhoda.

Brown-haired, green-eyed and single, Rhoda attended Michigan State University, worked previously as a legal secretary and has been with FCI's World Magnetics subsidiary for the past eight years.

She has two official job titles: office manager and purchasing



World Magnetics' Rhoda Tennis

agent, and she also functions as secretary to William Moehring, general manager. As Bill explains, "Due to the small size of our operation here, Rhoda is more than a secretary. She is completely familiar with all aspects. She takes care of purchasing and payroll, keeps books, does correspondence and month-end reports, and also reminds me of matters I must attend to. Rhoda is not just a girl-Friday; she's also our girl-Monday-Tuesday-Wednesday-Thursday."

Rhoda considers that the toughest part of her job is the vast amount of varied, detailed work she must remember. "On the other hand," she adds, "I'm glad that my work varies and is not routine. It sure keeps me hopping, and that makes my job more enjoyable."

She also appreciates her boss' willingness to let her use her own initiative. As he says, "Rhoda's honest. She's not one to go along with an idea if it doesn't make sense to her. And her wonderful sense of humor often saves the day."

Rhoda is fond of all outdoor sports. Her favorites are swimming, water skiing and scuba diving.



Future Scientists Visit FSDS

Members of the Science Club at the State University College at Plattsburg, N. Y. are briefed by Marvin Rosenberg (back to camera), Manager of the Aerospace Test Section at the Space and Defense Systems Division's Syosset Operation. Headed by faculty advisor Dr. Charles Blood, the group of fourteen physics, mathematics and chemistry majors earlier heard presentations on aerial photography and Fairchild camera systems by Principal Engineer Ben Kleinerman of the Engineering Department's Tactical Reconnaissance Section, and on test equipment and procedures by the Quality and Reliability Department's Rosenberg. In addition to their tour of the FSDS Space Environments Laboratory and Environmental Test Center, the students visited Grumman Aircraft Engineering Corporation and Brookhaven National Laboratory during their two-day Long Island field trip.

Name Thomson Chief Eng. For Microwave Products

George Thomson has joined Fairchild Microwave Products, a group of the Fairchild Instrumentation Division, as chief engineer, according to an announcement by Dr. Irving H. Solt, Jr., group manager.

As Chief Engineer, Thomson is responsible for the complete engineering effort at the Microwave operation, from new product development to prototype and pre-production engineering. Fairchild Microwave manufactures free running and phase locked solid state oscillators, voltage tuned oscillators, RF Amplifiers, and related solid state sources for the telecommunications industry.

Thomson was previously associated with Airborne Instruments Laboratory where he was most recently a section head with the Communications Department of the Engineering and New Products Division.

FSC Appoints Bowers Manager of Reliability

Gilmore Bowers has joined Fairchild Semiconductor as manager of reliability, a newly created position with responsibilities for establishing uniform policies relating to product quality and reliability.

Bowers appointment was made to assure Fairchild's continued leadership within the semiconductor industry by placing special emphasis upon quality control and coordination of quality assurance activities.

Before joining Fairchild, Bowers was manager of reliability and quality control for Philco-Ford's microelectronics facility in Santa Clara, Calif.

CHARLIE WAMESTER: 87-YEARS-YOUNG

FCI's Oldest Retiree Just Reads, Relaxes

Most days, Charlie Wamester sits in his aluminum rocking chair atop a soft cushion and idly puffs on his calabash pipe. At the same time, he reads the New York Daily News. If it's mid-afternoon, he reads the Long Island Daily Press and if it's Sunday afternoon, he's reading both papers. When evening comes on, he usually raises himself hesitatingly from the rocker and shuffles slowly to the television set across the room, flips the controls and turns on one of the "better" western shows. Back to his chair again, more often than not he'll continue to puff away on the pipe in discordant harmony with the gentle roll of the rocker.

You could say Charlie does quite a bit of nothing and you could be right. But when you're 87 years of age you're entitled to do nothing if you so desire. What's more, if you worked hard and long for 60 years between the time you were a mere stripling of 13 and



CHARLIE DOESN'T CALL it his hobby but reading two newspapers daily takes up a good portion of his time. He also said that when VIEWS comes in the mail, he reads it before he looks at any other newspaper that day.

a patriarchal 73, you're doubly entitled.

By reason of his 87 years, Charlie ranks as the oldest Fairchild retiree. We journeyed to his modest brick house in Woodhaven recently to talk to him about anything and everything a retiree might do or have opinions about. Woodhaven is in the Borough of Queens in New York. Some people think of it as a residential suburb of the city. Whatever the case, Charlie Wamester has called it home for the past 53 years and for 48 of those years, he has lived in this same house on 80th Street.

Before we made the date with Charlie we were told he's an affable fellow who likes to talk. Only half of that statement is true. Charlie is affable to the extent he's polite and a good listener. However, he doesn't talk much.

Then again, that's also Charlie's prerogative. Some old people would rather ponder things instead of talking about them. Charlie believes he's been talking all of his life and when you reach a certain age plateau you should let the other guy do most of the talking.

"What the heck," his daughter says, "Charlie naturally has so many more memories than you and I — so many good memories — he just likes to sit and think about them."

In a rare moment of verbosity, Charlie spoke of a few — even though he covered 16 years of Fairchild employment in a couple of sentences and 30 years as a New York City policeman in another couple of sentences.

"I left St. Lennon's Parochial School in the 8th grade and went to work as a glass cutter when I was 13," he said. "In 1906 I joined the Police Department and retired in 1936. Four years later, I came to work for Fairchild as a security guard at the Jamaica plant. In March, 1955 I retired."

Charlie really didn't have a say any more than that. We wouldn't press the subject. Besides, didn't Oscar Wilde once say, "Memory

is the diary we all carry about with us." And nobody has a right to read anybody else's diary — that is, nobody but Charlie Wamester's daughter.

Widower Since 1952

Marjorie Wamester has been housekeeping for her father ever since her mother died in 1952 of cancer. Before that, she and Charlie nursed her mother during the period of her terminal illness. Marjorie doesn't like to talk about that time but she was very willing to talk about Charlie.

"He's really not that quiet," she says, "He just seems to clam up when he meets strangers. But when he gets to know you, he does his share of talking. He had a heart attack in 1965 and has to take medication daily. Otherwise, he feels fine and seems to me to be just as sharp mentally as he ever was. Anyway, he beats me at dominos most of the time."

"His appetite?" "It's always been good," she says. "He eats a good breakfast, just a sandwich for lunch, drinks three cups of coffee a day and seldom fails to put away a big dinner. This could be roast beef, baked ham, or fish. He likes red cabbage and a piece of cake now and then but few sweets."

On national and international subjects, the social scene and people, Charlie has opinions like all of us.

"That may be surprising to some people," his daughter says, "but Pop feels strongly about a lot of these things. He reads both the News and the Press thoroughly. In fact he can spend as much as five hours a day on the papers. Then he'll tell me something should be done about taxes, winning the war in Vietnam and 'busting a few heads' when people start rioting and looting."

At about this time we reached a point in our interview when Charlie no longer thought of us as strangers. That's when he opened up a little — ever so little.

"I always liked working for Fairchild," he said. "I liked watching the people come in and out of work and most of them always had a 'good morning' or a 'good night' for me. It wasn't a big company when I worked for it but it was growing all the time. We had about 2,000 when I started and about 5,000 during the war years. We had about 20 guards when I retired but I was the first guard hired when the guard force was put on at the old Jamaica plant. I liked that."

It seemed like a cue when Charlie introduced another lull in the conversation so we came back to Marjorie.

"No," she answered, "Pop seldom leaves the house. He used to keep a beautiful garden in back of the house. His specialty was dahlias

(Continued on page 11)



IT'S COFFEE-TIME three times a day for Fairchild's venerable retiree. Doing the pouring for paw at their Woodhaven, New York home is daughter Marjorie.

Graphic Photolithographic System Demonstrated by Ohio Newspaper

The *Urbana Citizen*, the first daily newspaper in Ohio to install a complete photolithographic system, held a two-day open house in its new plant in Urbana for the public and local publishers.

Congressman Clarence J. Brown, Jr., publisher and president of the Brown Publishing Co., said the \$400,000 modernization program was completed earlier this year.

"After 129 years of publication, the *Urbana Citizen* is embarking on another historic era," declared Congressman Brown, "which will see the newspaper offer greater community service in the area of communications through its new, modern facilities."

An air-conditioned, red brick 8,000-square-foot plant was built at 220 E. Court St. It is equipped with Teletypesetter perforators, two PhotoTextSetter Model "2000" machines, two Morisawa Electra Phototypesetters, and a six-unit Color King web offset press. All of this equipment is manufactured and distributed by Fairchild's Graphic Equipment Division.

More than 500 people from the community attended the first open house which was held on a Sunday afternoon, Congressman Brown said. They were taken through the plant in small groups and every phase of producing a newspaper was explained and demonstrated to them.

The second open house was held the following week on Friday for members of the Ohio League of Home Dailies, an organization of 20 newspapers with circulations of 5,000 to 11,000, plus 10 other Ohio publishers. The tour was conducted by Clair E. Miller, editor and manager, and Albert L. Meyers, production manager.

"We had a luncheon meeting and a plant tour in the afternoon," Miller explained, "and the publishers observed a production run of the *Urbana Citizen* which printed four-color process for the first time on the Color King."

The complete photolithographic system was demonstrated to the publishers during production. Then at the end of the composing room the publishers observed two Morisawa Electra Phototypesetters set type for headlines and display ad copy.



New College Grad

Senior Engineer Dave Felt (left) receives congratulations from Radiation Systems Engineering Manager Stanley Pauloski after having received his Bachelor of Science degree in mechanical engineering. A senior engineer for FSDS' Paramus (N. J.) facility, Dave recently graduated cum laude from an evening program at Fairleigh-Dickinson University. The veteran Fairchilder, who has been with the Company since 1948, utilized the corporate tuition aid program to assist him in completing his degree requirements.

Answer To: REMEMBER WHEN?

The time is November, 1942 when World War II was raging and Fairchild and thousands of other industries were conducting all-out efforts to bring the war to a successful and swift conclusion. The place is the Fairchild Aviation Corporation's (that name pre-dated FCI) headquarters plant on Van Wyck Boulevard in Jamaica, New York. The occasion is the presentation of the Army-Navy "E" for production excellence to Fairchild management on behalf of the Fairchild people (in the foreground) who made it possible. The gentleman holding the flag on the left is former president James S. Ogsbury (now deceased). Standing on the right and holding the other end of the flag is Miss Lillian Ott. Seated on the guest stand are members of Fairchild's management team and high-ranking members of the Armed Forces.

DuMont Penetrating New Markets

(Continued from page 4)

on the rear of the display tube so that pictures can be taken of the display; or other map information can be projected on the screen of the display simultaneously with the radar information normally shown. This tube, along with seven other DuMont products, is used in the B-52 strategic aircraft bomb/navigation system currently operating in Vietnam.

DuMont electron tubes are currently being utilized in countless other applications and bolstered by the Division's continuing R&D activities generating new product development, DuMont should continue to maintain technological leadership as a major supplier in its field.



Suggestion Award

John Carroll (left), production troubleshooter for FSDS' Paramus facility, accepts congratulations and a check for \$25 from Test Supervisor Robert Occhipinti. John received the award for submitting a Suggestion which resulted in improved test procedures.

Semiconductor's Hirotsu Holes 'Ace'

Semiconductor's Al Hirotsu never did it before and doesn't expect to do it again. Then how many Fairchild golfers—or for that matter—how many golfers in the U. S. A. have ever made a hole-in-one?

Anyway, Al did it with a five iron the 165-yard 18th hole at the Pasatiempo (Calif.) Golf Club. We don't have any official count but only a couple of other hole-in-ones have been brought to VIEWS attention in the past 10 years. That should put Al in pretty exclusive company.

A Quality Control engineer at Semiconductor's Mountain View plant, Al can point to several Fairchild foursomes who will confirm his feat. They were on the course at the time so naturally Al had to buy several pitchers of beer at the 19th hole.

Avnet Named Controls Distributor

Avnet Electronics with offices in Westbury, L. I., N. Y. has been appointed by Fairchild Controls to handle the sale of their full line of Fairchild trimmers in the greater New York area. Avnet will stock Fairchild's FILMPOT Infinite Resolution Trimmers and the complete line of QPL and industrial wirewound trimmers for immediate delivery to their customers. David C. Lawton, Controls' division sales manager announced the appointment and expressed a high degree of enthusiasm in their experience and ability to handle component sales in this area.

Aircraft Becomes STAN-dardized

(Continued from page 5)

be on-board this aircraft too. If Captain William Spicer, Chief Pilot of the CBS plane, had not already decided to purchase and install STAN, he would certainly have made the decision recently when the green aircraft had the nose ballast removed inadvertently from the airplane and it sat, inelegantly, on its tail, thus attesting to the aft center of gravity condition of the empty, unfurnished airplane. Other leading corporations getting G-II's with STAN aboard include Phillips Petroleum, Home Oil and Superior Oil Corporation. Latest word has it that U. S. Steel and Chrysler Corporation among others, will similarly equip their G-II's with STAN.

Other than the Gulfstream aircraft, Fairchild Controls' STAN system will soon be flying aboard Jetstar and Beech 99 aircraft as well. The Jetstar is a commercially available C-140 and is a small 8-10 place aircraft with four jet engines. The Beech 99 has been developed for third tier jetlines use and over 100 of these will soon be in commuter type operation with such airlines as Commuter Airlines, Executive Airlines, Monmouth Airlines, etc. It is hoped that STAN will be aboard many of these 17-20 place aircraft as well. And yet, with all this activity, the general aviation market for STAN systems has only been scratched, and we anticipate that this market will produce even better results for us than so far achieved in the lucrative and highly desirable commercial airlines. The STAN® Integral Weight and Balance System is still in its infancy.

FSC Engineer Commutes by Plane

Tom Graham, process engineer for Semiconductor's San Rafael Diode plant, is not an ordinary commuter. He feels that flying is much safer than the California freeways, and commutes about twice a week to Palo Alto on Fairchild business in his two-place Luscombe 8E. In addition to being a great time-saver, he finds flying to be about as inexpensive as driving. He uses only about four gallons of fuel for the round trip. Tom also uses the plane for fishing trips and vacations. He also enjoys aerial photography.

FCI's, OFFSPRING MAKE SCHOLASTIC NEWS Solce's Daughter Corners the Scholarship Market

Heavily involved in the educational market with its Mark IV MoviePak cartridge projection equipment, the Industrial Products Division at Plainview is busily invading this market from a new angle. Fairchilders' sons and daughters are cornering the scholarship market. As reported by Tom Dalton, Industrial Relations Manager, this latest invasion is spearheaded indirectly by Joe Solce.

With IPD for two years in the Cockpit Voice Recorder Production Group, Joe's time away from Fairchild is pretty hectic. The pace in keeping up with his lovely daughter can be overwhelming. Accepted by not one, but three colleges: C. W. Post, Adelphi-Suffolk under scholarship award, and Southampton Colleges, Doreen Solce has a firm grip on her world.

Involved in just about all sports, she still managed time to serve on Patchogue's (L. I.) Fashion Board as well as being active in the Library Club, Senior High Chorus, and the French Club, of which she was President in her Senior year. Her tutoring activity, etc. as President of the F.T.A. (Future Teachers of America) Program paved the way to a full tuition scholarship at a state university. Unable to accept because of the travel area involved, she can count on still another Award



Doreen Solce

from New York State for \$100 per year towards her educational hope chest.

The Adelphi-Suffolk Award which she is accepting will be automatically extended for an additional three years on the provision that she maintains her average.

Based on past performance, it appears a foregone conclusion that IPD's Joe Solce can rest content on this bet. His daughter's dreams of being a teacher herself are closer to reality... and IPD should have another Fairchild booster for its educational market.

FSDS' Abdulaziz Tops Law Class

While attending college under the Fairchild Tuition Aid Program, Sam K. Abdulaziz, accounting and contracts manager for the Space and Defense Systems Division's precision optics facility in El Segundo, California was recently honored by the Loyola University School of Law. Abdulaziz achieved the highest grade-point average in the first year class and also won the general scholastic award.

He was graduated from UCLA in 1962 with a BS degree in business administration.

Lohman's Son Awarded Doctorate

Some seven years ago, VIEWS carried a brief story about young Bob Lohman who had just earned a scholarship to Kansas State College. Bob is the son of Hank Lohman, traffic manager for the Graphic Equipment Division's Joplin (Mo.) production facilities.

Today, Hank's 25-year-old son is in the news again which only goes to prove that the scholarship committee who originally awarded him free schooling at KSC made a wise choice.

Last month, Bob earned his Doctor of Philosophy degree from the University of Iowa. A couple of years before, he had received his Master's degree from Kansas State after already having earned his B.A. from the same school. The scholarly Bob received his degree in mathematics, specializing in functional analysis, and this fall he will be an assistant professor in the Mathematics Department at Kent State University, Kent, Ohio.

For the present, that's about all the news VIEWS expects to carry about Bob but the Lohmans have a younger son beginning college this month and a still younger daughter. Could be they'll be making scholastic news in future years.

Wamester—Oldest Retiree

(Continued from page 10)

but he only reads about gardening now. I take care of the garden as best I can. We don't go away on vacation, either. We visit my sister on the next block or she comes over here. She's a widow with a son in Vietnam. He's a captain in the Army. I have another brother who lives in Baldwin (L. I.) and once in a while he and his wife visit us.

"Otherwise Pop likes to stay home and read the papers, watch the ballgames or a good western, geographic or animal show on television. He used to like fishing in Babylon or at Captree State Park but he dropped that, too, after his heart attack. I'm sure he's content, though. He always reminds me when he's hungry and when to water the flowers."

We didn't expect a long wordy answer but we asked Charlie the obvious question anyway what he attributed his longevity to. Characteristically he answered in a few words, "Taking an interest in things and working until you're no longer able."

At this point we figured that Charlie had said about enough for publication. After all, a man is entitled to keep some of his memories for himself when he's 87. We don't remember who he was but some other sage philosopher once said, "Memories are the domain and delight of the aged and not to be idly tampered with."



Table Tennis Champs

For the second year in the past three, the team of Jim Vinzant, Ralph Rasmussen and Dave Morin captured the Industrial League Table Tennis Championship in the Mountain View, California area. Last year, the trio had to settle for the runnerup position. But they won the title this year and in 1966, going undefeated in both years. Jim, captain of the team and manager of Fairchild Controls' Repair and Prototype Department; and Ralph, manufacturing engineering manager for Fairchild Instrumentation; presented the trophy to Don Lynam, (right) manager of Controls' Transducer plant. Dave Morin, supervising engineer for the Instrumentation Division's Instrument Development Engineering Dept., was on vacation at the time of the picture-taking.

Outing, Awards-Dinner Close L.I. Golf League's '68 Season



SOME 100 GOLFERS representing Fairchild's Long Island Golf League journeyed to the sparkling green course of the Middle Island Country Club in Middle Island, New York on Saturday, August 10th for 18 holes of golf capped by a fun-filled evening of dinner and the presentation of individual and team trophies. However, the script for the 20th annual dinner-outing wasn't precisely the same as last year. The PUTTERS team DID NOT win the championship again. After three straight titles, the PUTTERS were dethroned by the CHIPPERS. The new 1968 champs, who represent the league's International division, have a foursome of crack

golfers who threaten to start a run of titles of their own. For the present, the team has gained the first leg on that Sherman M. Fairchild team trophy (pictured) by winning the OVERALL championship in playoff competition with the National and American division winners. Three titles are required to retire the trophy. Posed with E. S. Hill, FCI Group Vice President; and Robert Bruce, FCI Vice President and General Manager of the Space and Defense Systems Division (holding trophy); the team members are (l to r): John Ritchie, Morris Scott, John Dornbach and Wes McGahie.



CROWNED CHAMPS OF THE AMERICAN division was the team of Al Bittner, Fiore Napolitano, John Grzegorzczak and Frank Cerone. However, only Al (left) and Fiore were present at the picture-taking to receive their trophies from Robert August, Plant Manager for the Controls Division.



LOW GROSS WINNERS for the three divisions of the league display their trophies. They are (l to r): John Korb, American division; Art Sandmeier, National; and Wes McGahie, International. Stan Ross of the Corporate staff (2nd from left) made the presentations.



CHAMPS OF THE NATIONAL division is the team of (l to r): George Diehr, Jr., Nick Ferrara, Al Fried-

man and Al Kohler. In the middle of the group is FCI Vice President Bruce.



INDIVIDUAL WINNERS in the "Top Ten" tournament played during the last weeks of the season are (l to r): Ernie Mader, National division; John Korb, American; and Pat Tepedino, International.



LOW NET WINNERS for the three divisions are (l to r): George Diehr, National; Karl Nilsson, American; and Buzz Mann, International. Stan Ross (2nd from left) made the presentations.



TWO TEAMS TIED FOR SECOND PLACE in the International division so all eight golfers earned trophies. Pictured (l to r) are: Ray Sheets, Frank

DeBenedetto, Henry Klimecki, Phil Nader, Don Feaster, Vice President E. S. Hill, Chris Kropac, Ken Gehlbach and Buzz Mann.



"POSITION WINNERS" in the year-end tournament are (standing, l to r): Jim Cunningham, Dick Kramer, John Asciutto, Dick Surbeck (accepted for the absent George Dexter), Evans Miller, Marvin Gerard (accepted for the absent Mel Hartman), and Ronald Place. Kneeling (l to r) are: Paul Riyeff, Nick Buccola, Ed Mallahan and Bill Ogden.



RUNNERUP TEAMS in the American and National divisions pose with their trophies and Vincent Vetrano, president of Local 1470 of the I.A.M. (3rd from left). They are (standing, l to r): Steve Kennedy (National), Art Sandmeier (National), Don Seyka (National), Al Jimenez (American), Marty Gesko (American), Bob Gohrig (American) and Jim Morgan (American). Sandmeier holds the trophy for the absent Harry Wichter.

DEVICE PHYSICS & DEVELOPMENT DEPARTMENT

Optoelectronics Section (32-62)

<u>Exempt</u>	<u>Ext.</u>	<u>Rm #</u>	<u>Com L</u>
R. Dyck, Manager	2104	789	7
C. Kim	2630	712	
B. Person	2678	716	
W. Phy	2109	785	
P. Salisbury	2138	715	
L. Walsh	2105	717	

Non-Exempt

H. Dean	2191	748
M. Fischer	2192	766
D. Gentile	2143	741
A. Keen	2147	733
B. McCabe	2190	764
R. Neuman	2143	741
E. Stites	2141	741

Exploratory Devices Section (32-65)

<u>Exempt</u>	<u>Ext.</u>	<u>Rm #</u>	<u>Com L</u>
A. Yu, Manager	2084	703	29
M. Anthony	2474	707	
D. Forsythe	2095	708	
O. Leistiko	2629	706	
G. Reddi	2065	907	
J. Sansbury	2108	704	
R. Waits	2052	709	

Non-Exempt

K. Cooper	2692	929
C. Heimberg	2627	755
P. Kunedt	2173	735
J. Lincoln	2173	735
M. Pietersen	2054	705
D. Sandage	2172	735
S. Sekigahama	2061	760
D. Unruh	2060	906

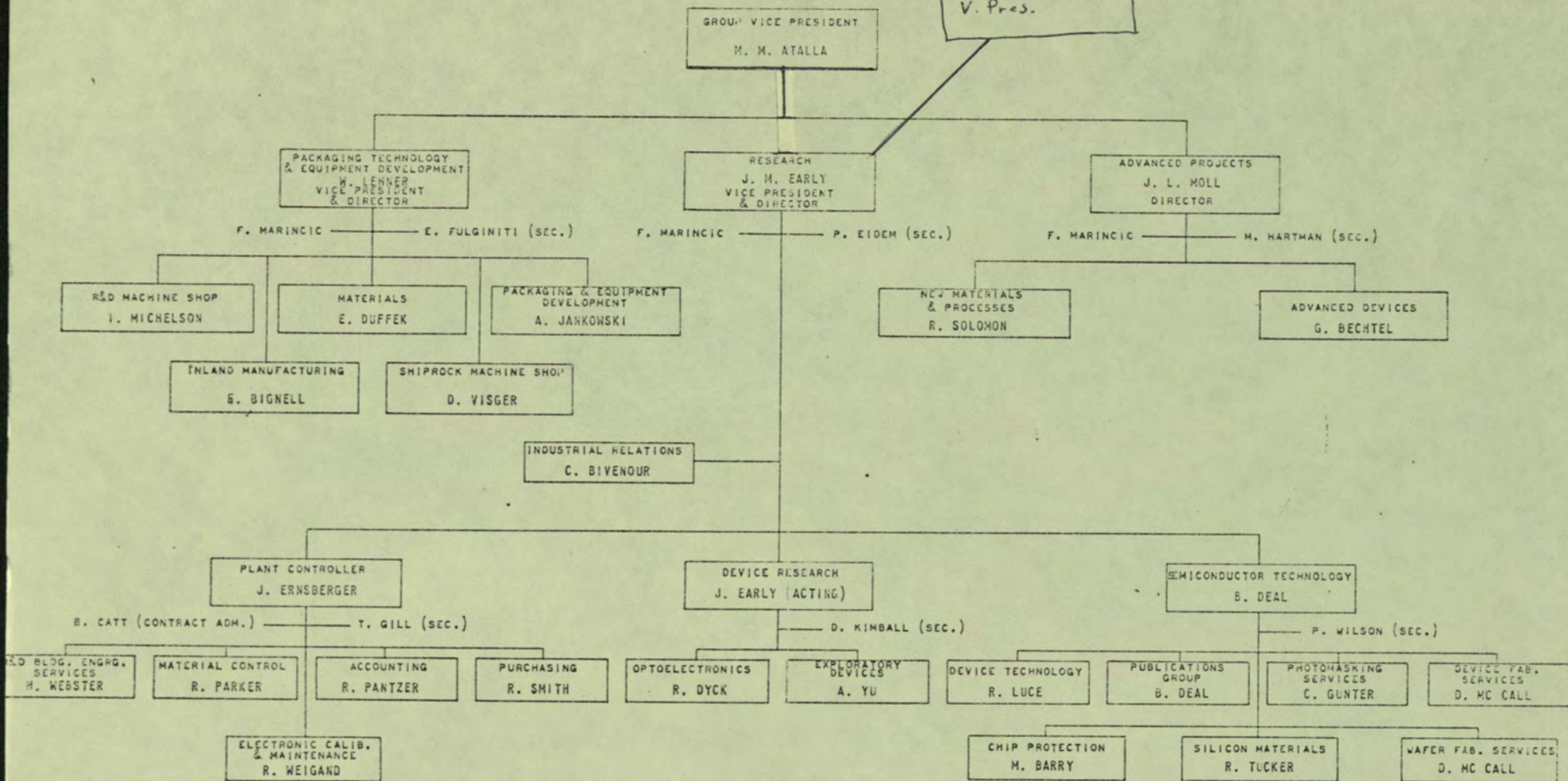
Hourly

R. Norton	2173	735
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<u>Non-Exempt</u>
D. Kimball, Secy

<u>Ext.</u>	<u>Rm #</u>	<u>Com L</u>
2045	702	28

W. Corrigan
V. Pres. 10/21/71



FAIRCHILD

INTERNAL USE

RECEIVED

RESEARCH & DEVELOPMENT

A DIVISION OF FAIRCHILD CAMERA AND INSTRUMENT CORPORATION

AUG 31 1970

E. Snow, Device Development

TO: Department Managers

FROM: J. Ernsberger

SUBJECT: New Department/Section Numbers

DATE: August 28, 1970

CC: J. Early
R. Seeds

The following new Department/Section numbers become effective Monday, August 31, 1970:

		Old D/S No.
	32-00 RESEARCH AND DEVELOPMENT	30-00, 33-00
	32-10 ADMINISTRATION	30-10
	32-11 PERSONNEL	30-91
	32-20 DIGITAL ELECTRONIC COMPONENTS	30-40
	32-30 IC DESIGN SYSTEMS	30-60
	32-40 MEMORY SYSTEMS	30-25, 33-25
B. Deal	32-50 SEMICONDUCTOR TECHNOLOGY	30-11, 30-30
	-51 Chip Protection M. Barry	
	-52 Device Technology C. Plough	
	-53 Silicon Materials R. Tucker	
	-54 Mask Making Services R. Ivanchik →	
	-55 Photoresist Masking Services C. Gunter	
	-56 Wafer Fab Services D. McCall	
	-57 Publications B. Deal	
	-58 Miscellaneous Services B. Deal	
E. Snow	32-60 DEVICE PHYSICS AND DEVELOPMENT	30-20, 30-80
	-61 Transistor and Diode P. Albus → Reyes	
	-62 Optoelectronics R. Dyck	
	-63 Microwave Devices G. Bechtel	
	-64 Device Physics M. Kanzlinger	
	-65 Exploratory Devices A. Yu	
	-66 New Materials Research R. Solomon	
	-67 MOS Technology Taskforce	
	Silicon Gate Taskforce W. Kauffman	
W. Steffe	32-70 ADVANCED PRODUCT DEVELOPMENT	30-15
	-71 Integrated Circuit Development - J. MacDougall → Steffe Longo	
	-72 Multichip Memory Systems - D. Richardson	
	-73 Product Engineering - L. Walsh	
	-74 Packaging - J. Liebmann	
	-75 Materials Technology - R. Olberg, M. Dumeshil	
	-76 Assembly Services - R. Parker D. Benham	
PILOT SERVICES	-77 Electrochemical Services - P. Bischoff	
	-78 Electrical Test and Mask Layout Services - G. Held	
	-79 Project 2022 - J. MacDougall	

RECEIVED

AUG 27 1971

J. M. EARLY

FAIRCHILD
CAMERA AND INSTRUMENT
CORPORATION

To: Vice Presidents, General Managers
and Department Heads

8-25-71

From: Les Hogan

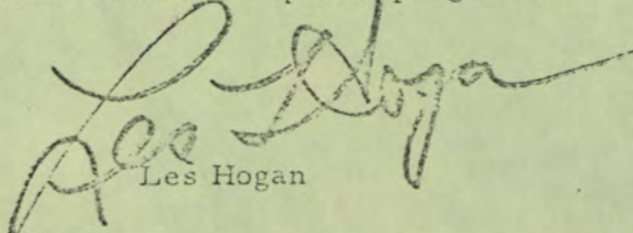
Subject: Central R&D Realignment

I am pleased to announce a restructuring of our Central Research & Development organization to provide more effective coordination of the three phases of the total R&D process -- advanced technology, applied product and device development, and packaging and assembly techniques.

Effective immediately, three directorates are established reporting to John Atalla, group vice president, all of which will be located in our Palo Alto laboratories for improved liaison and interaction. The directorates will be under the direction, respectively, of Jim Early, vice president -- research; John Moll, newly-appointed advanced projects director; and Bill Lehner, vice president -- packaging technology and equipment development.

- Dr. Early will have overall responsibility for research activities involved with advanced technology, concentrating in silicon and associated areas. His organization also will provide direct R&D support for the Federal Systems Group.
- *advanced projects* Dr. Moll, previously engineering director for the Microwave & Optoelectronics division, will have responsibility for product-related projects including III-V compound semiconductor devices, displays, and complementary MOS.
- Bill Lehner will continue in charge of packaging and assembly technology and equipment development. The portion of his operation now in Mountain View will move to the Central Lab later this month.

Bringing these three related functions under one roof both strengthens our total R&D capability and provides an improved interface with all operating divisions. The three directors, in addition to their individual responsibilities, will consult and advise on corporate-wide development programs.


Les Hogan

CLH/ky

Microwire

Published for the Employees of the Fairchild Semiconductor Components Group — Mountain View/Palo Alto

Fairchild Components Group Consolidates



Greg Reyes
Vice President and General Manager
Discrete Products Group



E. C. "Bud" Frye
Plant Manager
MOD Division

"In order to concentrate management attention on markets and technologies which are closely related and growing very rapidly, certain organizational consolidations are being made effective immediately." Wilf Corrigan, vice president and group general manager of Components Group, made this statement when announcing two major organizational changes on Wednesday, February 21.

Because of similar technologies in the MOS and bipolar fields, Digital Products Division and MOS Products Division have been consolidated into the new Digital Products Group, under Dr. Tom Longo, vice president and general manager. Acting as general manager for the MOS division is Leo Dwork. He replaces Roy Pollack, who resigned his position as vice president and general manager of MOS.

Another significant change occurred when Discrete Products Division and MOD (Microwave and Optoelectronics) Products Division combined their activities into the new Discrete Products Group, with Greg Reyes as vice president-general manager. In the change, E. C. "Bud" Frye became plant manager of the MOD facility in Palo Alto. He will be responsible for all operations, production control, equipment engineering, and R&QA.

"We believe these moves will enable Fairchild to capitalize further on the growth opportunities currently available within the solid-state industry," comments Wilf Corrigan.



Dr. Tom Longo
Vice President and General Manager
Digital Products Group



Leo Dwork
Acting General Manager
MOS Division

MEET DAN HAMILTON

A Self-Taught Cartoonist



Tracing those loony MAD Magazine characters was just the beginning for Dan Hamilton. "I had to start somewhere so why not start with crazy looking characters," comments Dan. "After spending enough time tracing, I began developing my own style." Dan is an electronics technician on Fairchild's Polaroid line.

Dan became interested in cartoon drawing during his junior high school days. When it was time for college, he decided to major in art at San Bernardino College in Southern California. College lasted one year but Dan did take several art courses. "After one year at San Bernardino, I found the U.S. Navy as my next stop."

During his four-year tour of duty, Dan continued to draw. "While stationed at Point Mugu Navy Missile

Center in Southern California, I drew posters for the enlisted men's club events. When rock groups were scheduled at the club, I would use their group names as poster themes. Some of the names were just as crazy as MAD Magazine's characters." When Dan transferred to Adak, Alaska Navy Installation, he devoted many long hours drawing unusual objects. "One day I flipped through a magazine and copied about fourteen trademarks from different products on a large poster in collage form (see photograph)." Dan takes great pride in pin-pointing every little detail when drawing his pictures.

Dan's most recent home was Moffet Naval Air Field in Mountain View where he left his mark on the enlisted men's club. He painted a ten-foot mural of a fire-breathing dragon lounging in his den. The lounge is now called "Dragon's Den."

Dan created the dragon as his last act before leaving the Navy in December, 1972, to join Fairchild. "I really like the challenge and excitement of working in electronics, especially the Polaroid project."

Dan and his wife Melinda reside in Sunnyvale. He seems to think his wife would like to try her hand at cartooning, too. After all, Dan's mother, grandmother and cousins are artists in their own right.

IN MEMORIAM

Fairchild employees were stunned and saddened at the untimely death of Captain James Martin of Plant Protection. He died Sunday, February 18, of a heart attack in his home in Santa Cruz. Captain Martin had been with Fairchild since 1969. We of Fairchild extend our sincere sympathy to Captain Martin's wife Minnie and two sons, Colin and Steve.

Sherman Fairchild Scholarship Program Opens New Doors

Ten Sherman Fairchild scholarships covering up to four years of undergraduate study will be awarded to employees or children of employees who are entering college for the 1973-74 school year. The ten scholarships will cover all Fairchild locations. Three scholarships will be distributed among divisions on the East Coast, two for the Shiprock, New Mexico plant, and five for employees on the West Coast and expatriates. Eventually, the program will provide forty scholarships annually—adding ten each year.

In order to participate in the program, employees or their children must complete an application form. Your division's Industrial Relations Manager has the forms in his or her office (see below). The completed form must be mailed to the Educational Testing Service of Princeton, New Jersey, no later than *March 15*.

Academic performance in high school, participation in extra-curricular activities and scores on the College Entrance Examination Board's Scholastic Aptitude Test will determine the recipients of the Fairchild scholarships.

Each scholarship will cover up to four years of undergraduate study, tuition, fees, food and lodging. It will also apply to any accredited college or university in the United States.

Industrial Relations Managers

CENTRAL SERVICES

Chuck Simons, Bldg. #4, Ext. 2345

DIGITAL PRODUCTS GROUP

Tom Rouse, Bldg. #4, Ext. 3826

George Coppinger, Bldg. #4, Ext. 2380

John Waller, Bldg. #20, Ext. 3770

DISCRETE PRODUCTS GROUP/MKTG.

Bill Strickland, Bldg. #4, Ext. 3168

Walt Dathe, MOD/R&D Personnel Office,
Ext. 2601

ANALOG PRODUCTS DIVISION

Neil Dredge, Bldg. #20, Ext. 3169

Lou Wallbridge, Bldg. #20, Ext. 3169

INTERNATIONAL

Skip Mattson, Bldg #4, Ext. 2345

CORPORATE

Alyce Washburn, Bldg. #7, Ext. 2341



"Of course at first I was very upset, but my doctor assured me that my chances for complete recovery were very good and I just knew he was right!" confides Ginger Leslie, accounting clerk II in the Analog Division. This was Ginger's reaction when, in May 1972, she learned that she had Hodgkin's disease—cancer of the lymph nodes.

Generally a very healthy and energetic person, Ginger first felt something was wrong when she became tired very easily. "I could hardly make it past 7:00 each night without falling asleep." It wasn't, however, until a lump appeared on her neck that she felt something may be wrong. "At first the doctor thought it might be an infection of the lymph node. He prescribed antibiotics for about three weeks." When the lump didn't go away, the possibility of a tumor became more real. Surgery was performed and the lymph node was found to be malignant. "Cancer! At first I couldn't believe it. But the doctor assured me that I was very wise in coming in early. With early diagnosis and treatment, Hodgkin's disease is one of the most curable types of cancers," Ginger revealed.

After the initial surgery, Ginger was sent home to rest. Then she again entered the hospital for further surgery and tests. "I was sent to Stanford Hospital, which I was told was one of the best hospitals in the country for the diagnosis and treatment of Hodgkin's disease." While at Stanford, Ginger underwent a series of complicated tests aimed at determining if the disease had spread to any of the other lymph nodes in her body. Ginger also underwent further surgery for the removal of her spleen—the one lymph node in which Hodgkin's disease could not be detected except by removal. All the tests proved to be negative; the spleen was not malignant—the disease had not spread!

The Diagnosis Was Distressing But Ginger Didn't Dispair

With this heartening news, Ginger was better prepared to face what was to come next—the treatment of her illness. From June to August, Ginger underwent a series of radiation treatments, which were administered in two phases—the first series lasting six weeks and the second series, four weeks. Although radiation can cause some uncomfortable side effects, Ginger did not let it get her down. She continued working while undergoing the radiation treatments. "I would go in early each morning to the Stanford Clinic for my treatments—which lasted approximately two minutes each—and then come to work," she said. Some of the side effects Ginger experienced included nausea, difficulty in chewing and an alteration in her taste buds. "Food just tasted awful," she stated, "and I lost about 20 pounds because of that."

At the end of her radiation treatments, Ginger was once again given a complete physical examination. She was told by her doctor at that point that she was completely cured. "What a relief that was!" she confides. "Of course, I still have to go in for a complete examination every two months—at least for the first year—but so far everything looks great."

Throughout the traumatic experience, the cost of her treatments was also of great concern to Ginger. At the onset of her illness, Ginger was told by the doctor that she could expect

the bills to run in the area of \$5,000 to \$6,000. "Needless to say, I was shocked. I was also upset for another reason—my husband, Richard, was a full-time student at the time and was nearing graduation. I knew his first reaction would be to quit school and get a job to help pay for some of the bills." And that was exactly what Richard wanted to do upon hearing the news. "But we sat down and discussed the fact that I did have good medical coverage with my Fairchild insurance and perhaps we could make it without him quitting school." As it turned out, their positive thinking proved correct. "The insurance was very prompt in paying their share of the expenses. I never sat down to figure out on paper exactly how much they did pay, but I know that we would be paying for a long time if it hadn't been for my medical coverage," Ginger candidly states. (A rough calculation shows that to date, Ginger's bills for this illness are approximately \$5,000, of which the Fairchild insurance has paid \$4,200.) A Fairchild employee of five years, Ginger has had other occasions to use her medical insurance. "But this was the first time I had claims of such major proportions."

Ginger now talks brightly about the future. "I was very fortunate that my disease was detected early, and I'm a firm believer that if you have the right attitude, things will always turn out okay."

\$ \$ Wow \$ \$



The camera caught the amazed expression on Evelyn Wright's face when Greg Reyes, vice president and general manager of Discrete Products Group, told her that her suggestion of placing rubber mats on the floors in power assembly to protect operators from slipping had been accepted. This idea granted her a \$50 Savings Bond.



Moving Up

MARKETING

George Korpontinos from Regional Sales Manager to Western Area Sales Manager
Herb Wallack from Regional Sales Manager to Eastern Area Sales Manager
Zelpha Whetham from Customer Satisfaction Coordinator to Customer Services Coordinator

DIGITAL PRODUCTS GROUP

Fabio Principi from Sr. Product Engineer to Supervisor of Production Engineering
Jose Mora from Sr. Design Engineer to Supervisor of Production Engineering
Jerome Nalywajko from Product Marketing Engineer B to Product Marketing Manager A
Jim Ellick from Product Marketing Engineer B to Product Marketing Manager A
Bill Morton from Group Leader Production to General Supervisor Production
John O'Boyle from Associate Engineer to Design Engineer B
Peter Robustelli from Associate Engineer to Design Engineer B
George Brown from Associate Engineer to Design Engineer B
Juanita Moehrle from Assembly Work-leader to Production Supervisor B
Bill Sams from Supervisor/Production Control to Manager B/Production Control

CENTRAL SERVICES

Gunther Haller from Manager of Indirect Stores to Manager of Plating Shop
Dennis Fzyndrowski from Production Supervisor A to Production Supervisor B
Richard Valente from Production Supervisor B to STS Specialist

ANALOG PRODUCTS DIVISION

Emil Glosl from Sr. Engineer to Manager of Production
Murray Wilson from Supervisor of Production Engineering to Product Manager A

F.A.A.A. NEWS

There will be a meeting on March 12 at 12 noon in the main conference room in Building 4 directly above the lobby. The meeting is for all interested Fairchild basketball players.

The Fairchild Basketball League will start March 19 with games played every Monday and Wednesday evenings at Awalt High School in Mountain View.

JOS Promotes

Sharleen Beckwith from Process & Device Specialist to Engineering Operator
Benilda Villamil from Assembler A to Assembler B
Cynthia Lea Brown from Assembler A to Assembler B
Barbara Wall from Production Assistant to Assistant Electronic Technician
Rachelle Couture from Assembler A to Inventory Control Clerk
Dick Aubert from Mechanic C to Mechanic Specialist
Carol Armon from Process & Device Specialist to Engineering Operator
Maria Faria from Assembler B to Process & Device Specialist
Janie Candelaria from Assembler A to Assembler B
Simon Palacios from Mechanic B to Mechanic C
Gary Anderson from Assembler A to Mechanic C
Catherine McPhee from Process & Device Specialist to Assembly Work Leader
Cathleen Burke from Accounting Clerk II to Assistant Accountant
Marie Travestead from Assembler B to Process & Device Specialist
Lois Dutcher from Assembler B to Assembly Work Leader
Michele Steinhurst from Assembler A to Process & Device Specialist
Gloria Alama from Assembler B to Process & Device Specialist
Maureen Spiotta from Secretary to Customer Satisfaction Coordinator
Lorraine Perkins from Assembler B to Mechanic C
Mercedes Babot from Assembler A to Inventory Control Clerk
Elvira Alvarez from Assembler A to Assembler B
Eleanor Carungcong from Assembler A to Assembler B
Marie Dayhoff from Assembly Work Leader to STS Training Technician
Cynthia Weeks from Assembler B to Process & Device Specialist
Marion Johnson from Secretary to Executive Secretary
Lynda Amarante from R&QA Inspector Specialist to Laboratory Technician
Carla Carpenter from Assembler B to Process & Device Specialist
Dorothy Bottley from Assembler B to Material Planner
Jeanette Erickson from Mask Making Specialist to Process & Device Specialist
Caridad Sierra from Assembler B to Process & Device Specialist
Linda Blanchard from Senior Clerk to Personnel Assistant
Ralph Carpenter from Experimental Machinist to Tool & Die Maker
Mary Napolitano from Training Technician to Lab Technician
Christy Smith from Assembler A to Process & Device Specialist
Elizabeth Kooy from Assembler B to Process & Device Specialist
David Martinez from Mechanic B to Mechanic C
Richard Barenchi from Mask Making Specialist A to Chemical Mixer
Maria Zambrano from Process & Device Specialist to Engineering Operator
Josephine Gonzalez from Assembler B to Assembly Work Leader
Yolanda Marcouillier from Assembler B to Process & Device Specialist
Diane Diaz from Assembler B to STS Instructor
Lloyd Neuman from Micro-Optics Operator B to Lab Technician
June Brasiel from Assembler A to Inventory Control Clerk

388 Visit Career Caravan At Nairobi Shopping Center

"I just peeked in to see what was going on and before I left, I had a job."

A little exaggerated perhaps, but that was one young woman's reaction to her introduction to the Fairchild Career Caravan. She was one of 388 persons who visited the Caravan during its visit to the Nairobi Shopping Center in East Palo Alto, February 17-18-19. After talking with one of the interviewers on duty at the Caravan, she was invited to the Fairchild plant for further interviews and perhaps an invitation to join Fairchild's growing workforce.

Both job seekers and inquisitive passersby, generally voiced the opinion that the Career Caravan is a great idea. "I've never heard of a company doing this before—actually coming out to people," stated one visitor. Another said—"This is really great, particularly for East Palo Alto where the unemployment rate is so high."

Applicants who visited the Caravan during the Nairobi recruiting trip heard of the Career Caravan from friends, ads in the local newspaper, on the radio or just happened to pass by.

Meanwhile the applicant activity stimulated by Fairchild's mobile quest for new employees reached record-breaking highs at the Building 7 Employment Office. Nancy Saunders, general employment manager, reports that interviewing activity has more than quadrupled since the Career Caravan went on the road. This increase results from the numerous experienced applicants who have been referred to the Employment Office for further interviews. In all, more than 1,800 people visited the Career Caravan by February 19.

MICROWIRE I — March, 1973

EDITOR: Vicki Heinsheimer

REPORTERS: Geri Hadley, Marge Kilian, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Wagner, Marlene Herman and Edie Beem.

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Microwire

FAIRCHILD FORMS SEMICONDUCTOR COMPONENTS GROUP

COMPONENTS GROUP



WILF CORRIGAN
V.P. & Group General Manager

OPERATIONS DIVISIONS

DIGITAL PRODUCTS DIVISION



TOM LONGO
V.P. & General Manager

ANALOG PRODUCTS DIVISION



JOHN HUSHER
General Manager

MOS PRODUCTS DIVISION



ROY POLLACK
V.P. & General Manager

DISCRETE PRODUCTS DIVISION



GREG REYES
General Manager

MOD DIVISION



JOE VAN POPPELEN
V.P. & General Manager

"A further step in concentrating our resources on well-defined business areas, for maximum growth and profitability," describes Fairchild's new move by Dr. C. Lester Hogan, president and chief executive officer.

Monday, November 22nd, became a day of change! Fairchild Semiconductor became Fairchild Semiconductor Components Group. It is made up of five solid-state component divisions, structured along product lines.

The new group, encompassing operations of our former Semiconductor and MOD divisions, is headed by Wilf Corrigan, vice president and group general manager.

Planning and long-range development programs have now been assigned to the operating groups, "to couple these key functions more closely to the profit centers.

This concept was inaugurated earlier with the transfer of central research and development to the operating units," Dr. Hogan stated.

Heading up these five new divisions are: Dr. Tom Longo, vice president and general manager—Digital Products Division; Roy Pollack, vice president and general manager—MOS Products Division; Joe Van Poppele, vice president and general manager—MOD Division; John Husher, general manager—Analog Products Division (formerly Linear Integrated Circuits); and Greg Reyes, general manager—Discrete Products Division.

The new divisions will be supported by central marketing and administrative units, reporting to Wilf Corrigan. Heading these units are: George Scalise, vice president and general manager—International Business Development; John Duffy, group director—Marketing Operations; and Jim

Hazle, group director—Administration and Plant Services.

International Business Development will be responsible for "the profitable growth of our components businesses in overseas markets, particularly Europe and Japan," commented Dr. Hogan.

Marketing operations will be the sales arm for all divisions except MOD, whose specialized product line requires maintaining its separate marketing organization. The central marketing group will provide advertising, market research, order services and other related functions.

Manufacturing support for all divisions will be furnished by Administrative and Plant Services, to whom the Far East assembly plants will also report. Other plant facilities will be assigned to the appropriate product line divisions.

AMA COURSE COMPLETED

Fairchild's Management Development Program, under the coordination of **Dean Peskin**, Manager of Manpower Planning and Development, deals with basic management principles. It has two major objectives: one is to help the participants to develop a broader understanding of management principles and to develop their competence through actual practice. The other is to assure Fairchild's ability to better cope with current problems and grow in the future.

American Management Association deals with basic management topics—the nature of management; the cycle of management activity concerned with planning, organizing and controlling their own work and the work of others; the fundamental skills of setting standards, appraising results, communicating, motivating and decision making. They also learn how to translate these management functions and skills into practice.

Working with the program as conference leaders were **Stan Brehm**, **John Crosby**, **Larry Flyckt** and **Mike Hackworth**.

On Friday, November 19th, **Wilf Corrigan**, vice president and group general manager, Components group, presented to the participants a certificate for their successful participation in the AMA-Fairchild Management Development Program.



RECIPIENTS OF AMA CERTIFICATES: Peter Alfke, Roger Arnold, Roger Badertscher, Odell Bailey, Dick Bechtel, Pete Bessey, James Bybokas, John Cameron, Barbara Capone, Lou Cole, George Compton, Charles Crawford.

Bruce Dickerson, M.D., Dick Dowd, Tom Dyer, Tom Fotheringham, Don Fritz, Ed Gilmartin, Paul Gupta, Veerenda Gupta,

Carl Hacke, Dave Hall, Brooks Hamilton, Jim Harding, Paul Harrison, Bob Hood.

John Le Gall, Pat Lilly, Bruce Love, John Marcus, Karl Miller, Roy Mollard, Bob Muller, Bob Recko, Roger Royster, Dave Simpkins, Al Sprowl, Richard Stone, Frank Strubel, Andy Swank, Larry Todd, Dave Tovar, Don Trenholm, Doug Usher, Tom Wait, Sheila Walker, Don White.

SALESMAN of the MONTH

The Salesman of the Month for October was **Jack Gaskell** of our Wellesley Office. Jack reports to **Don O'Rourke**, Regional Manager, and **Bob Duca**, Area Sales Manager.

Jack has displayed an outstanding will to succeed in a very difficult market. The companies Jack is responsible for have been extremely limited in sales for a long period of time. But he continued to apply his sales efforts. It paid off in October with Fairchild receiving a good portion of business that was available.

During the next few months, this amount of business will be increased for Fairchild.

Fairchild Helps Santa Exchange

Fairchild has donated the use of Building 8, located on the corner of Ellis Street and National Avenue, to the Mountain View Community Services for their 11th Annual Santa Claus Exchange.

The Santa Claus Exchange is a unique store where deserving needy families in the Mountain View area may shop for their Christmas needs.

The Exchange is looking for volunteers to help in any way possible—whether it be donations of food, clothing, repairable toys, household items, or just some of your time! If you are interested in volun-

teering your time to the Exchange, please contact **Judy Gentry** at 961-0687. For those employees interested in donating items, you may contact **Terri Cuevas** at EXT. 3201 or 739-6899. There will be a box for donations in Building 7 (Personnel) for Fairchild employees donating their contributions.

Helpers are needed during December 3 — 13 for preparing items (which can be done at home), and from December 13 — 23 for the actual distribution of gifts.

Join others in an effort to bring a joyful Christmas to over 3,000 individuals in this area.

A SMALL "THANK YOU"

On Tuesday, November 9th, Greg Reyes, General Manager, Discrete Products Division, and his staff donated large hams for all three shifts of the Transistor Test Mark & Pack area. The girls combined their efforts and brought lots of food for the potluck.

Greg wanted to show his appreciation to his girls for a fine job they did recently. They worked overtime and weekends to ship out as many parts as fast as possible to our customers.



The SAGITTARIUS Boss



November 23 – December 21

By Linda Goodman – SUN SIGNS

The first week on the job with a Sagittarius boss may leave you a little confused. You won't know whether to laugh or cry. The gentleman obviously is a dope.

Or is he a genius? No, he's neither—he's clearly just a rude boor. At second glance, he has a touch of Don Quixote. But that couldn't be. Not when he insults you with such relish. Still, he does flatter you with warm sincerity. Look at him—as awkward as a three-legged colt. No, actually he's as graceful as a racehorse. What does he use, trick mirrors?

After the second week, you'll uneasily decide to stay awhile and see what happens next. By now, you're sure his mother spoiled him rotten. (Wrong. She didn't have a chance. Did what he wanted to do.) Well, he's somebody else's problem, not yours. You're leaving soon. You're sure he secretly hates you. (He's crazy about you. Just brutally honest when you make a mistake and painfully frank about your faults.) You think he's going to promote you. (Not yet. He was just a little over-

enthusiastic yesterday.) He invited you to lunch this morning. Now you can find out what he's really like. (He cancelled it. He had forgotten he promised to speak at the ASPCA meeting.)

Two months later, both you and your psychiatrist feel it's time to have a serious talk with him. You make up your mind: If he listens to your complaints about his erratic and puzzling actions, and he lets you know where you stand with him and the company, you'll remain on the job. Otherwise, you'll quit. (Sorry. He just left for London.) All right, you can wait. So you'll put your cards on the table when he returns, and tell him exactly how you feel. Give him a few days to get back into the swing of things. By tomorrow he should be settled down enough to listen to reason. (You'll have to call the airport instead. He's leaving for Tokyo.) Now wait a minute! When is he going to light somewhere long enough for you to tell him what's wrong with the way he treats you?

You really want an answer? Never. Your Sagittarius boss greases the ball bearings on his skates each morning and casually glides around town, building one gargantuan promotion after another. He certainly doesn't want to stop long enough to hear you tell him his faults.

It's not fair for him to keep smiling so cheerfully, while he completely ignores what you're saying and refuses to stick to a schedule. What are you going to do? You simply have to do something.

You could start by checking off a list of his good points. Right away you have to admit he's seldom grumpy. Generally your Sagittarius boss is a rather happy-go-lucky, optimistic, cheerful fellow. That's a plus. Now, what else? He's pretty fair about sick leave and vacations. Another good point—he's generous.

You kind of admire him because he's a crusader. He fights hard for what he believes is right, and it gives you a warm feeling to work for a man like that. It's sort of exciting to be around someone who defends lost causes. He's true to himself and his code, whatever it might be.

There's no denying a Sagittarius boss can keep you a little up in the air. It's hard to decide if he's a saint or a sinner, or a little of each. The latter is probably closer to the truth. It takes a spell to get used to the Jupiter executive. This man is so democratic, you can't help liking him. The Sagittarius employer is sincere and friendly, and it's obvious he isn't the kind of man to hold a grudge or deliberately hurt anyone.

You'll seldom know where he is at any given moment. Sagittarius can be anywhere at a minute's notice.

He probably has a host of friends of all shapes and descriptions—from bank presidents to weight-lifters. If they measure up to his standards, he loyally defends them.

He gives orders with a rather regal air, but he's so jovial about it, and there's normally so much logic in his methods, it's hard to take offense.

Your Sagittarius boss loves animals, bright lights, big plans, creative thinkers, good food and drink, travel, loyalty, change and freedom. He's cool to dishonesty, cruelty, selfishness, keeping secrets from him, stinginess, pessimism, possessiveness and hypocrisy. He's usually a lot of fun to work for, and he grows on you. You kind of get the feeling if you ever left him he would somehow lose his way, in spite of his egoism and independence. He won't, but stick with him anyway. Tomorrow may always be a large question mark, but today will never be dull.

News Flash

Fairchild is ready to proceed with a specific wage and benefit plan under Phase II. Fairchild is one of the first companies to announce its plan of action. While we are confident in our interpretation of the Phase II guidelines, we are aware that all wage actions are subject to review by the "Pay Board." Also, we understand that the 5.5% maximum increase per year established by the "Pay Board" applies to the total fund available for both wage and benefit improvements. Recognizing this fact, Fairchild has developed the following programs for our employees:

1. Every employee who was eligible for review but who was caught in the Phase I wage freeze was reviewed immediately and where increases were granted they were effective November 15, 1971. Due to the large number of people being reviewed, these increases will not appear in paychecks until sometime in early December. Retroactive pay will be paid by a separate check issued sometime before Christmas.

2. Effective December 1, 1971, we will resume our normal wage and salary merit review programs for all eligible employees not included in (1) above.

3. Those few hourly, salaried non-exempt and exempt employees who were caught by the wage freeze at a rate below the minimum rate for their grade will be given an immediate increase to bring them to the minimum of their grade. This increase will be in addition to any other increase due to be granted.

4. We have established a special service recognition increase for those hourly and salaried non-exempt employees who have shared our economic burden during both the Fairchild wage freeze and the Phase I wage freeze. All hourly and salaried non-exempt employees hired prior to October 1, 1970, and on our payroll as of January 3, 1972, will receive a special service recognition increase. This increase will be in addition to any other increase granted. It will become effective on January 3, 1972, and will range from 2¢ to 13¢ per hour for hourly and from \$3.50 to \$24.00 per month for salaried non-exempt, based on length of service with Fairchild. A schedule announcing the exact amount of the service recognition increase will be distributed within the next thirty days.

ATTENTION!

EMPLOYEES CURRENTLY ASSIGNED SHIFT WORK

Shift differentials, under Phase II guidelines, will be reviewed and approved by the "Pay Board." The following improvements were effective beginning November 15, 1971.

Second Shift Employees—10% premium of base rate (was 8%)

Third Shift Employees—12% premium of base rate (was 8%)

Hourly and salaried non-exempt employees' added premiums appeared in your regular payroll check on November 24, 1971, for the hours you worked second or third shift for the week ending November 21, 1971. Exempt employees' shift differential increases will appear in your December 15, 1971, paycheck (an additional check will be provided to cover the period from November 15th to November 30th).

* * * OPEN HOUSE * *

Fairchild employees and their families are cordially invited to a Christmas Open House from 10 AM to 5 PM on Sunday, December 12th. Guided tours of the facilities, refreshments, and of course, Santa Claus, will be available throughout the day.

* * * * *

REC COUNCIL

Discount tickets are now available for the "Nutcracker Suite" to be held on Sunday, December 26th, at 7:00 PM. In order to receive discount tickets, Fairchild must provide fifteen people for the \$3.50 orchestra seats reserved at San Francisco's War Memorial Opera House. For reservations, contact Ann Poole on EXT. 4286 by December 7th.

MOVING UP

MARKETING

Ross Terry — Contract Administrator
Clay Marr — Account Manager

TRANSISTOR TEST & FINISH

Coty Dudney — Production Supervisor/
Day Shift

DIC

Diane Jones — Training Technician
Lorraine Mazza — Training Technician
Shelby Whitmer — Assembly Work Leader
Mary Napolitano — Training Technician
Lydia Lopez — Intermediate Clerk

LIC

Davina Degan — Assembly Work Leader

BIPOLAR MEMORIES

Dennis Leach — Production Supervisor A
Jean Giffin — Process & Device Specialist

MOS BASKETBALL

Fairchild's own MOS squad decided to break away from the company competition into the "big city league"—Mountain View City Basketball "C" League. All the transactions took place on October 27th, in time for their first game. With one win and two losses, the infamous team is still in the competition.

Representing MOS/Fairchild are Dave Heck, Jim Downey, Joe Bailey, John Marcus, Bob Kane, Phil Lulewitz, Doug Usher, Jack Balletto, Billy Buchenau, and player/coach Larry Wolff.

For those interested in the "old school spirit" bit, join the team every Wednesday evening for an exciting MOS basketball game. For information on this schedule, contact Larry Wolff on EXT. 3850.

For Sale

FOR SALE —

Male German Shepherd pups, AKC registered. Whelped 10/10/71. Black and silver. \$100 each. Call 325-3756.

MICROWIRE II — November, 1971

EDITOR: Vicki Heinsheimer
REPORTERS: Geri Hadley, John Walsh, Marge Killian, Cliff Reich, Millie Dawson, Clint Haines, Margaret Elliott, Pat Alfred, Lorette Hayes, Bev Delos Santos, Judy Curiel and Marlene Souza

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