



## "manager of the month" - gerry pighini



Gerry Pighini, our manager of the month, is Director of Manufacturing for Fairchild MOD. He reports directly to John Atalla, Vice President and General Manager of the division. Our primary goal, says Gerry, is to make Fairchild Camera and Instrument Corporation the number "1" supplier in the fields of Microwave and Optoelectronics products by the manufacture and sale of devices, components

and subsystems. In doing so, he hopes to help establish a new division for the corporation which has a high degree of technical competence, the ability to quickly translate ideas into new products, and maintain an extra high employee morale level.

Gerry started at Fairchild MOD in June, 1969, before which he was Manufacturing Manager at Hewlett Packard Associates in Palo Alto for four years. Prior to working at Hewlett Packard, he was Chief Engineer for four years at Sperry Semiconductor in Norwalk, Conn. He also spent eight months as a technical expert for Sperry Rand in a court case involving the theft of trade secrets associated with the semiconductor industry. In this capacity, he interpreted the technical meaning of answers being given by the

witnesses, to the lawyers, and participated in writing the brief for the court. About three days a week were spent in Federal Court and the balance of his time was spent with the lawyers.

Gerry was brought up in New York City and Long Island where he met his wife Jackie. They presently live in Los Altos with their four children. He received his B.S. degree in Metallurgical Engineering from Brooklyn Poly Tech in 1955.

He is very active in scouting and swimming and is a game enthusiast (especially poker, chess and GO, a Japanese game somewhat like chess.) Gerry is also a member of the Society for Information Display, Local Chapter.

## anxious to make your acquaintance. . .

. . . is Barry Rose, Manager of Package Development. Barry was formerly with Hewlett Packard where he was a member of the Technical staff.

Originally from Philadelphia, Pennsylvania, he received his B.S.M.E. from the University of Pennsylvania in 1959 and his M.S.M.E. and Ph.D. from the University of Rochester.

Barry now resides in Palo Alto with his wife and two children. In his spare time, he enjoys portrait painting.



## income tax changes

There're going to be quite a few changes in this year's tax structure, including an increase in exemptions and in standard deduction, a surcharge reduction and a reduction in tax rates for single persons and Heads-of-Households, and a change in withholding rates.

Exemptions for you, your spouse and your dependents will be increased from the present \$600 to \$750 in stages as follows:

1970	\$625
1971	650
1972	700
1973 and thereafter	750

The standard deduction is increased from the present 10% of adjusted gross income and maximum of \$1000 to 15% and \$2000 as follows:

Year	%	Maximum
1970	10	\$1000
1971	13	1500
1972	14	2000
1973 and thereafter	15	2000

A married taxpayer filing a separate return will be allowed the same percentages but only up to one-half of the maximum amount.

The surcharge for 1969 amounted to 10% of the income tax. For 1970, this has been reduced to 2½% of the income tax, and is now scheduled to die after 1970.

Beginning in 1971, single taxpayers and Heads-of-Households will compute their taxes under tables with lower rates. The rates to be used by married taxpayers filing joint returns will not be changed.

To take into consideration the increase in exemptions, increases in Standard Deductions, reduction in surcharge and changes in tax rates for single taxpayers and Heads-of-Households, new withholding tables have been designed. The changes involved will be reflected in stages as follows:

Date	Surcharge	Personal Exemptions	Standard Deductions	Lower Rates for Single Persons and Heads-of-Households
1969	10%	600	10%	No
Jan-June 1970	5%	600	10%	No
July-Dec 1970	None	650	10%	No
1971	None	650	13%	Yes
1972	None	700	14%	Yes
1973 and later	None	750	15%	Yes







## hey - all you camera nuts!

If you're a camera bug, now's the time to sport your talents. VIEWS is sponsoring its first Annual Company Wide Amateur Photo Contest. There will be some great prizes and all winning photos will be published in an upcoming issue of VIEWS.

Photos will be judged on originality and content as well as on technical quality. Color or black and white photos will be accepted, but make sure they are larger than 5" x 5". All photographs will be returned.

All entries must be submitted by February 19, 1970, so read over the rules and start sorting and shooting today.

1. Only employees of Fairchild Camera and Instrument may enter, but only one entry in each category per person.
2. All entries should be at least 5" x 5" or 5" x 7" depending on negative size.
3. Both black and white and color prints will be accepted.
4. The three categories of competition are: still life, scenics and human interest.
5. All entries will be judged on content and technical quality.
6. All entries should be sent to VIEWS (Mountain View) by February 19, 1970.
7. Each entry should be accompanied by a piece of paper which includes the employees name, division, department/section, plant location, and indication as to which category the photo will be entered.
8. There will be one grand prize, three first and second prizes (one for each category), and several honorable mentions.
9. All photos will be returned, but VIEWS reserves the right to use any photos entered in the contest.

## welcome wagon



**Les Besser** is a new member of the Technical Staff working for John Moll. Originally from Budapest, Hungary, Les came to the United States in 1956. He received his B.S. degree in Electrical Engineering from the University of Colorado where he was named Outstanding Senior Engineer by the Colorado Engineering Council. Prior to coming to Fairchild, Les was with Hewlett Packard as Project Supervisor.

**Rebecca Patton** has just joined MOD, also, as an assembler in the Opto Swing Shift. Before joining Fairchild, she worked as a secretary at Fortress, Inc. When she's not working, she likes reading, records and political debate.

**Jennie Messina** has joined MOD as an assembler in the Opto Swing Shift. Previously Jennie worked in the Core Memories building. She is married, has two boys and likes dancing and bowling in her spare time.

Another new member of the Opto Swing Shift group is **Lea Olson**. She was with Fairchild in the Semiconductor Division for about six months before coming to MOD. Her most interesting former job was professional photography.



**Cathie Mendenhall** is the new MOD receptionist. She is originally from Washington D.C., graduated from Cupertino H.S. and attended Colorado State University. Prior to working at MOD, Cathie was employed at Joslins Department Store in Denver, Colorado. She enjoys skiing, motor cycle racing and swimming.

**Sue Ryan** is a new assembler in Opto Swing Shift. She's from New Hampshire and thinks California is great. Before coming to MOD, she worked for an insurance broker. Her sole interest and hobby at the present time is restoring a 1956 XK140MC Jaguar.

**Marty Trujillo** is another new assembler in the Opto Swing Shift. Before coming to MOD, she worked at Core Memories. She is married and has one little boy whom she fondly calls "The Destroyer."

### Not Pictured

**Don Potter** has joined MOD as an Electronic Technician working for Dave Hurt. Don is originally from Los Angeles where he worked at Vox Amplifiers before coming to Fairchild. He now resides in Sunnyvale and enjoys riding and sometimes racing motor cycles in his spare time.

**Norm Tarowsky** has joined the Opto-electronic Group as Manufacturing Engineering Manager. He was previously with Hewlett Packard Associates. He lives in Sunnyvale with his wife and two daughters and likes to play poker.



## here 'n there

Remnants of the past holiday season usually crop up about the middle of January when we finally get around to picking up those ten rolls of film at Photomat. Here at MOD, one of those rolls were used to capture the delightful faces of the employee children at the Childrens Christmas Party. The party was held at the Cinema Hacienda in Sunnyvale on December 20th for children through the age of 12. Bob Cates, Marketing, was Santa for a day and did an excellent job. Bette Smith, Mickey Lawson and Mary Ancira were Santa's Helpers. One offspring was heard to comment, "Boy, mom, you sure work for a neat company." John Warriner's children would appear to agree. From left to right are Michael, Rosalyn and Rhet Warriner. Their father is foreman of the Opto Swing Shift.



The MOD employee Christmas Party held on the same date at the St. Claire Hotel in San Jose was especially memorable for Norm and Joan Donaldson. Following the party, they flew to Reno to be married.

Here, as the band played the Hawaiian Wedding song, they enjoyed the bottle of champagne sent to their table by John Atalla, Vice President and General Manager of the division.



There will probably be a bit of reminiscing in the Swing Shift assemblage too, with this record of their Christmas party. The girls and their foreman, John Warriner exchanged names and gifts were distributed at a pot luck dinner.



Looking ahead, there are plans in the making for a ski trip to Tahoe. Actually, it would be a combination "ski" and "fun" trip. In order to finalize plans, it is necessary to know if there are enough employees interested in the trip. So, if you're a skier, a gambler or would just like to get away to Tahoe, send your name and telephone number to Jonnie Tedrick in Personnel.

## on the move

Don Brown, former Electronic Technician, has been promoted to Senior Technician. He's been with Fairchild 2½ years and was formerly in the Air Force as a technician. Don is presently attending school for his AA degree. He lives in Mountain View with his wife, Virginia.

Dennis Lynch, former Electronic Technician has been promoted to Senior Electronic Technician. Before coming to Fairchild, he was a fire control technician in the Navy. He's been with the company for a year and a half. Dennis is single and enjoys building R.C. Model Airplanes and photography, and hangs his hat in Palo Alto.

Mickey Lawson has been promoted to Personnel as executive secretary to Dick Nelson, Personnel Manager. Mickey was formerly secretary to Pete Noto in Hybrids. Mickey is originally from Chicago and has lived in many parts of the country. She moved to Mountain View last April.

Before coming to Fairchild, Mickey was employed at Gross, Pera & Rockey Advertising Agency in San Francisco. She attended Ball State University in Indiana and also La Sierra College in Riverside, California. She is married and enjoys reading and watching football.

Larry Ray has been promoted from Senior draftsman to Designer. He has been with Fairchild for 4½ years. At one time he was leader of the "Syndicate of Sound" a rock music group. In his spare time, Larry listens to rock music and races sports cars. He lives in Los Gatos with his wife Diane and daughter Jamie, three.

### MOD Media

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## m.o.d. plays santa

Many children in the area enjoyed a warmer and merrier Christmas because of the thoughtfulness of MOD employees. After playing Santa for the employees children, the large number of gifts left over were given, by MOD, to the Santa Claus Exchange. The exchange was sponsored by the Mountain View Community Services, who distributed the gifts to the needy families in the area.

The Mountain View Community Services organization, which serves as an information and referral service for Mountain View, is a United Fund Agency located at 655 Castro Street. The center works with minority groups in providing adult education classes, counseling and distributing food, toys and clothing especially at Christmas time. This year they gave to 450 families. Throughout the year, they welcome volunteers to teach English and help in the nursery school.



## Open Circuit

This week is "Take A Recreation Council Director Out To Lunch" week. It seems like good **Mike Gates**, Director of the Mountain View Recreation Council, had such a good time skiing Aspen that he's liable to have to hit the Charity Committee, which he also heads, for a loan. So take him out to lunch just to keep him honest . . . Seems as though **Clint Haines** will have to eat all his meals out, for the new stove he just bought fell apart before his very eyes. Clint, the man who can fix anything, has finally met his match . . . And, **John Walsh**, Area Personnel Administrator, and **Bob Busch**, QA Manager for Materials, met their match while trying to sell Fairchild to a young recruit. After describing the job that lay ahead, they asked him what he thought about it. He candidly replied, "It sounds like a big headache to me." Congrats to all of us who've been around here for some time! They just aren't making recruits like they used to . . . And two others met their match too, only this time it was on the wonderful California highway system and with the CHP's finest. **Judy Rowen** and **Ginger Tygret** picked up a couple of speeding tickets (one each) en route to the ski slopes. Skiing is an expensive sport . . . **John Walsh** received a speeding ticket and a police escort home one late evening and was so shook that he drove right past his apartment. He decided to park the car and walk back three blocks to his apartment rather than make a U-turn and risk another ticket . . . Bubble, bubble, toil and trouble; all the bubbly was the champagne that sustained the troops on their way to Reno on the weekend of March 9th, and all the trouble came as they tried to recoup losses at the gam-

bling tables. Oh, and there was also a nice Sierra snow storm for the two busloads to plow through . . . And then there's the Fairchild skin diving group; nothing's too much for them, not even the Santa Barbara oil slick. A little oil didn't "dampen" the Sea Otter's diving weekend off Santa Cruz Island . . . **Ed McCrary** put a five dollar bill in the dollar bill change machine, and guess what? He got a dollar's worth of change. Can't fool the old machine. Ah, automation! . . . Fairchilder **Bill Cook**'s also a candidate for the San Jose City Council. He's been airing his views over local T.V. . . . **Butch Rattray**, Design Engineer, bit the dust March 22nd in the Stanford Chapel . . . **Estelle Stephen**, Digital LIC Engineering, was also married March 22nd . . . **Bob Giordano**'s expectant wife has the whole Equipment Design group on edge. With every incoming phone call, they expect to see Bob rush out the door . . . **Bob and Olivia Gray** expect the stork in August . . . **Bill Wood** Linear Microcircuits, is now bragging about his new son Timothy James, born February 28th . . . And Purchasing has three new requisitions: Brake **Robert Morones**, born March 6th to **George Morones**; David **Nack**, born March 7th to **Chuck Nack**; Gregory **Deimer**, born March 10th to **Gerry Deimer** . . . **Jean McNeal** is expecting in late April or early May, but even that won't keep her away from the Fairchild Bowling Extravaganza coming up on April 20th. There will be lots of prizes, food, and fun, but you'll have to sign up before April 4th . . . Which brings us back to good old **Mike Gates**. He or Rec Council members at R & D, Instrumentation, and Mountain View are the ones to see about participating in the very first Fairchild Bowling Extravaganza. You don't even have to know how to bowl!

## New Bus Schedule

Beginning on Monday, March 17 the Fairchild shuttle bus will operate on a new route and time schedule to the various buildings in the Mt. View complex. The bus will operate continuously from 7:00 a.m. to 5:00 p.m. making one round trip every fifteen (15) minutes per the schedule below.

Place	Departure Time
464 Ellis Street - Southwest Rear Entrance	7:00 a.m.
464 Ellis Street - Northwest Rear Entrance	7:01 a.m.
401 Ellis Street - Southwest Front Entrance	7:03 a.m.
440 Middlefield Rd. - Front Lobby	7:04 a.m.
Corner of Whisman & Middlefield Rds.	7:05 a.m.
369 Whisman Rd. - Front Lobby	7:06 a.m.
545 Whisman Rd. - Front Lobby	7:07 a.m.
313 Fairchild Dr. - Front Lobby	7:08 a.m.
313 Fairchild Dr. - Rear Guard Station	7:09 a.m.
644 National Avenue - Rear Lobby	7:10 a.m.
640 National Avenue - Front Lobby	7:11 a.m.
423-465 National Avenue - Front	7:12 a.m.
325-345 Middlefield Rd. will board bus on North East Corner of Middlefield and Whisman Rds.	

The bus will make four (4) trips per hour to each of these buildings every fifteen (15) minutes from the time of the first stop daily, Monday through Friday, 7:00 a.m. until 5:00 p.m.

There will be no service between 12:00 p.m. and 12:30 p.m. and 3:30 p.m. and 3:45 p.m.

## An Assistant Has Arrived!

Here ye, here ye! **Vicki Heinsheimer**, newly arrived at Fairchild Semiconductor, is responsible for shaping up the Microwire as well as assisting **Judy Horst** with the Leadwire.

If you happen to see Vicki sneaking around the plant, with pad and pencil in hand and a camera on her shoulder, don't

be afraid, help her out. If you see her bumping into walls, it's just because she doesn't know her way around yet. Please help her. And, please send her all the news stories and information you can. If you think your department needs some recognition, please contact Vicki at Ext. 3327 or 12-300 M/S.





## Charity Committee Funds Two More Groups



Dorothy Burch, of the Fairchild Charity Committee, presents a check for \$4,000 to Peter Saxe, President of Peninsula Chapter. Looking on are John Walsh, Area Personnel Administrator, Gary Matthies, Psychiatric Social Worker and John Silver, Vice President of the Big Brothers' group.



John Holwerda, General Co-Chairman of Capital Funds Campaign, for the Peninsula Children's Center for emotionally ill children accepted a \$3,500 check from Fairchild. The money will be used for equipment and furniture for the Occupational Therapy room. Nancy Grides, FSC Charity Committee, made the presentation as Ruth Pieper, PCC Women's Auxillary, who initiated the request from Fairchild, happily looks on.



## Safety Makes Cents

And in this case, \$8.50 is going to the Santa Clara United Fund because MOS-IC Fab members were caught in unsafe situations, 85 of them in the past two months.

Most common offenses were failure to wear safety glasses and sloppy safety precautions with chemicals. Unfortunately, no one in the department failed to con-

tribute to the fund, and the top offender "donated" 80¢.

The group decided to do something worthwhile with the \$8.50, and voted to give it to the Santa Clara United Fund. Meanwhile the safety campaign continues in MOS-IC Fab, and hopefully the safety consciousness increases. At 10¢ an unsafe act it should!

## Insurance Talk

COB — short for "Coordination of Benefits" — is a clause included in most basic and major medical insurance plans taking into consideration other insurance coverage that you may have.

If you are covered under more than one group medical insurance plan (your husband's for instance) which has the same coverage as ours, the insurance companies merely check with each other to assure the greatest possible protection without paying twice for the same illness.

For example, Billy Jones (age 5) goes into the hospital for an operation and the doctor charges \$300 for the surgery. Mr. Jones' insurance plan would pay \$200 (if there were no other coverage) and Mrs. Jones' insurance plan would pay \$200 (if there were no other coverage). However, because both parents have group medical coverage on the child, they should receive the entire \$300. Through COB \$200 will be paid by Mr. Jones' policy and the additional \$100 will be paid by Mrs. Jones' policy.

The reason Mr. Jones' policy paid first is that he is considered the "breadwinner" and is responsible for all dependents. His policy would also pay first on any claims relating directly to him. Similarly, Mrs. Jones' policy would pay first on any claim relating directly to her. (There is one exception — if you are covered under two insurance plans and one of the plans does not have COB, the plan without COB always pays first.)



## Procurement News

Procurement, formerly known as Purchasing, has moved. The directorate, with the exception of Royce Wilson's Facilities and Equipment Procurement function, which will be moving to a new Fairchild building at 401 Ellis, has moved to 465 National Avenue.

A new, special-purpose Procurement function has been established to more efficiently handle quick-reaction petty cash buys for everyone in the Mountain View complex. Arlene Coenberg, Buyer, who can be reached on extension 3555, will handle these requests. Every effort will be expended to provide same-day delivery to your doorstep, saving you time and assuring you items when needed. So, if your department needs items, not in Stores, that are small, relatively inexpensive and easily described by telephone, take advantage of this great service Procurement is offering you. This service is authorized for all holders of Fairchild Stores Credit Cards.

## Forms, Forms, Forms!!!



To keep up with the paper work procedures, Industrial Relations, Alyce Washburn, conducted a series of secretarial training sessions to update Semiconductor's clerks and secretaries. The training sessions should assure speedy handling of such things as Payroll procedures, Employee Action Reports, and Leave of Absence Requests. Thanks to the briefings, the battle against paperwork will be won!

## People: Simon Thompkins



Si Thompkins, Senior Electronic Engineer at Instrumentation, has a dream — the American dream. And to carry it to its fulfillment, he's a candidate for San Jose Council Seat No. 6. "It is alleged that the power belongs to the people on an individual basis, and not to individuals belonging to certain groups or classes." Si wants to evoke changes in the systems that permit all groups to select candidates for national office as well as at local levels. And, he feels these offices must begin serving the people on an individual basis.

Si's concern is directed toward such areas as Housing, Transportation and Education. "The access roads leading to our freeways are turning into bottlenecks. Simplification of budget, tax and other financial information is imperative. Industrial Development is needed particularly in San Jose. Prompt and fair correction of citizen grievances is a must."

Si has a distinguished past record in local programs. He became Vice President of the Northwood Park Improvement Association No. 4. He is the founder and

past chairman of the San Jose Business Enterprise Corporation, a corporation formed to create and provide jobs for the hard core under-employed of San Jose. He has also contributed his technical skills to the O.I.C.W. training programs in East Palo Alto.

Si made a trip to South Viet Nam last year for a first hand look at the situation. As he put it, "To see how my country's resources and our young men's lives are being spent." After ninety day's observation, he was very concerned and disappointed. And this too, is a basis for his political motivation.

Originally from Birmingham, Alabama, Si has an outstanding service record with the U.S. Air Force, and is a veteran of the Korean War. He was honorably discharged after serving five and a half years. He resides with his wife, Laura, and five daughters in San Jose. And you can be sure they'll be on hand to help him count those winning votes when election day is over.





## Parties & Potlucks

Sue Schmidt, Senior Clerk, was honored March 10th by the girls in Personnel Records. They had a delicious Potluck to celebrate Sue's birthday.

Jan Chapman, Clerk, was honored for her promotion to Intermediate Clerk in Q.C.

A very happy man, Bob Wolf, DIC Foreman, was celebrating his promotion to QC Engineer. No wonder he is smiling!

Annette Santos, DIC Assembly Clerk, celebrated her birthday. She claims it's her 21st!!

Mike Gates, Director of the Recreational Council, was surprised by Recreation Council members, who planned a birthday celebration in his honor at their last meeting.

The girls from DIC decided to celebrate Valentine's Day in style. What else would be called style but a party.

Sandra Dewey, Tatsue Joyce and Gerda Bull were given a birthday party by DIC Assembly. It seems Tatsue was a little shy so the girls had to take the cake to her. She was also camera shy and is not in the picture.

Richard Yamashiro, DIC Foreman, had two things to be happy about - his birthday and Valentine's Day.

Happy Birthday to June Chadim, an Expeditor for Hybrids. Flo Boucher is helping her celebrate.

Discrete Metal Can Production Control gave a surprise party for George Sallander with a dual purpose. George joined P.C. on January 20th and became a newlywed on February 22. Congratulations were extended on both accounts.

The R & D wedding of the year took place January 18. Robert Dean Erkson and Rita Dreaden met at R & D before he joined the Navy in 1967. All their Fairchild friends wish them lots of luck and happiness.

Gene Blazek, DIC Engineer, was given a real welcome to DIC where he's in charge of Special Products.

Jim Jarvis, LIC Engineer, was also given a Fairchild welcome when he joined the QA group.





## A Skier's Delight

Free as a bird, she loves the cold and skiing with the wind. This is **Monica Schairer**, Ski Instructor at Dodge Ridge. And when she isn't discussing skiing, she's big on reliability research for MOS Devices at Fairchild R&D in Palo Alto.

Monica moved to the United States in 1957 with her parents from Munich, Germany. Her father is also a Ski Instructor at Dodge Ridge on the weekends. Matter of fact, the only one in her family who doesn't ski is her dachshund, "Seppel". And, he has a built-in excuse.

If you were to follow Monica around for a weekend at Dodge Ridge, you'd learn to ski using the French technique. Her students are all ages, but she finds children are "wunderbar" on the slopes and enjoyable to watch. She approaches teaching with the philosophy that anyone can ski, but then, she's been on skis since the age of two and would feel that way.

Monica loves to race and won the Dodge Ridge Gold Nugget Giant Slalom Race two years ago. She's also a trick skier — expert on one ski or two.

Monica not only dreams of skiing, but of becoming Mrs. Peter Mueller. Engaged New Years Eve, they plan to marry August 9th. And true to form, they met at the bottom of the ski lift at Dodge Ridge. It seems that Peter needed a "single" (that's ski slang for partner) for the chair lift and who should appear out of the cold but Monica. The usual answer for "single" is yes or no, but Monica yelled, "Yes, I'm single — very single" And Peter didn't turn her down.

When not skiing or at R&D, Monica attends Foothill Junior College building up credits for her last two years at San Jose State College. Her interests are Chemistry and other science courses.

Monica's been with Fairchild R&D since 1967, and only a "broken ankle" has kept her from work. Of course, she broke it skiing. But that's expected when you've skied as long as Monica.



## Hey, You Missed A Party!

Anybody for hors d'oeuvres, fabulous door prizes, and spectacular entertainment! That was the tempo at the 9th Annual Federal Credit Union Membership Meeting and Party. Rickey's Hyatt House was the place to be on Saturday, March 1st as Joe Barrite and The Holidays got the young and old doing the Frug, the Monkey and some dances with a slower beat. Throughout the night, many prizes were given away.

Before all the gala events started, the President, **Manny Robles**, called a short

meeting in order to introduce the Directors and Committeemen. Immediately following the introductions, **George Vashel**, **Tom Dyer** and **George Perris** were elected on the Board of Directors and **James Franklin** and **Joe James, Jr.** to the Credit Committee. Toward the end of the evening, **Tom Henderson**, Past President, was presented a gavel from President, **Manny Robles**. Tom and his family are moving to Germany where Tom will be part of the Fairchild European Marketing team.



# Bowling, Golf, Volleyball Anyone?

Check with your Rec Council representative. He or she represents your Fairchild recreational interests.

The Rec Council organizes recreational activities and events specifically for you . . . like basketball, golf, baseball, volleyball, and bowling leagues. They also plan special events such as fashion shows, Christmas dances, departmental picnics

and offer special discounts on tickets to movies, plays and shows, to Disneyland, Frontier Village and Marine World, or on retail items.

By now you're probably wondering who and where your Rec Council representative is. Why not contact **Mike Gates**, Director of the Fairchild Rec Council, and find out who your rep is. And, he

or she will explain the recreational benefits available to you. He's also open for suggestions to improve the various activities and will present your suggestions to the Council at meetings held once every two weeks.

Remember you have a Rec Council representative who cares about your interests. Why not let him know.



President, Mike Walton  
Crystal Growing



Vice President, Jim Vinzant  
Controls



Mike Gates - Director  
of Recreation Council



Treasurer, Dick Jennings  
Mask Making



Secretary, Kay Litteer  
Discrete Document Control



Sue McDonald  
Industrial Relations



Bev De Los Santos  
Discrete Production Control



John Huffman  
DIC Mark & Pack



Fran Berger  
Finance



Vera Hodges  
QA



Bill Pletsch  
Special Products Materials



Gary Bishop  
Production Control



Ed Tappen  
Mechanical Maintenance



Ginger Tygret  
Marketing



Lowell Goetze  
MI



Howard Lueck  
Equipment Design



Ted Salazar  
MI



Marie Gallamore  
Hybrids



Scott Seaver  
Power



# ODDS & ENDS

Ad copy should be submitted to the Leadwire Office on the forms provided for this purpose. Ad copy should be 25 words or less. Ads received by the 10th will appear in the mid-month edition; ads received by the 25th will appear in the month-end edition. Ads will appear only once; to renew ad, a new ad card must be submitted. Please use private outside phones in listings.

## FOR SALE

**OLDS** - Starfire, '64 - Beige - very clean - body's tight - excellent condition - full power - new tires and brakes - high performance engine. Asking \$1300.00. Bev Cramer, 356-3480.

**64 FIAT 4-DOOR.** Uses no oil, needs minor tune-up work. Selling for \$225. Call 732-3694 after 4 p.m. Jim Holleman.

**1963 SUNBEAM ALPINE ROADSTER,** looks great - runs great! \$850 including '69 plates. Jerry Zis, 257-5618.

**1961 KARMAN-GHIA CONVERTIBLE,** 33,000 miles, light blue, one owner, Blaupunkt radio, white side-walls, '69 registration. \$795. Robert Waits, 738-3776.

**TRUCK** - 1965 GMC 3/4 ton, 4 speed, power steering w/1966 Teardrop 8 1/2 ft. camper, six sleeper w/boot to cab. Kent R. Kratochvil. 732-3230 after 5 p.m.

**VARNER-CLOTZ, MINT 6000'** original thru-out, brass steam fittings, stainless hardware. Shown twice for two firsts. Tangerine & black. \$13,000 or trade. Bill Freedl, 326-7291.

**1953 CHEVY CARRYALL,** good mech. shape. Rebuilt engine, 4 speed/compound low, good 6-ply tires. Needs some body work. \$250.00. I. Michelson, 739-8197.

**4 - 14 INCH CHROME RIMS.** Will fit 64 thru 69 GTO or Lemans, 64 thru 69 Chevelle or Malibu. \$50.00 or best offer. After 6 p.m. Mike - Liz Elstad, 263-1341.

**1967 FORD** half-ton pickup, \$1,495 or best offer. One owner. Carol Williams, 365-2634.

**WALTON MASTER CRAFT BELT VIBRATOR** - heavy duty. Like New \$50. Exercise bicycle with wheel tension control for more or less body toning action, \$10.00. Mary Sturm, 327-4222.

## FOR RENT

**BACHELOR TO SHARE FURNISHED HOME.** Pool and utilities included. March 15 to June 15. Call 378-7401 after 6 p.m. John Guldish.

The services provided herein are for the exclusive use of Fairchild Camera and Instrument Corporation's employees. Fairchild assumes no responsibilities of any nature whatsoever for advertisements or notices placed herein, nor does Fairchild extend any warranties, statutory, express or implied, in connection with the subject of any advertisements or notices contained herein. The company reserves the right to limit the types of ads to the following: (1) ads for the sale, rental or leasing of goods; (2) ads for the purpose of locating goods which are for sale, rent or lease; (3) babysitting services; (4) ride pool arrangements; and (5) other types which may be added from time to time. Ads for the solicitation of funds, memberships, announcements of or invitations to meetings, etc., cannot be accepted, except for authorized Recreation Council events. The Company reserves the right to withdraw this publication at any time without notice. All advertisements are accepted subject to approval by the Company. Anyone responding to an ad that mis-states facts or is in any way misleading should report it to the Leadwire Office immediately.

## Rec Council News

### CLUBS & MEETINGS

**Cribbage Ladder** - to start May 7th.

**Bridge Club** - All Fairchild employees who are interested in playing bridge, the bridge club meets in the Ellis Street cafeteria every 2nd and 4th Tuesday. For further information contact Liz Frisz at R & D ext. 2384.

**Flying Club** - For beginners or experienced flyers. Club owns 2 planes. Flight cost is \$7 and \$13 (wet time), and instruction is free. Although this is not a Fairchild sponsored club, many Fairchild employees participate in this activity. For information contact John Thielman ext. 2492.

**Karate Club** - Anyone interested in joining a karate club contact Mike Gates ext. 5131 or 3332.

**Skindiving Club** - Club meetings are held on the second Wednesday of each month in Conference Room A-1 adjacent to the cafeteria in the Ellis Street Building at 7:30 p.m. Business meetings are usually followed by diving movies, slides, or guest speakers. The "Sea Otters" invite employees and their friends to come and join the fun. For more information call Bill Towler ext. 5140.

**Jeep Club** - 4 wheel types, "Broncos" included, contact Bob Whalen, 248-3711.

**Fairchild Camper Club** - The Camper Club has 34 members as of now and growing rapidly.

The meetings take place in Building 20 in the cafeteria at 7:00 p.m. These meetings are held on the first Tuesday of each month. On Friday, March 14 at 7:00 p.m., the club is providing a camping trip to Comanche Reservoir. The weekend will include fishing, boating, water skiing, a large barbecue and lots of fun.

**Rod and Gun Club** - If anyone is interested in joining the Rod and Gun Club, contact Mike Gates, 3332/5131.

**Note:** If you would be interested in organizing or participating in a club not listed here, contact Mike Gates at Mt. View, 962-3332.

### SPECIAL DISCOUNTS:

**Free Discount Cards** available for automobiles, auto tires and parts, Frontier Village, Disneyland, Marine World, Manufacturers outlet stores, and tobacco.

**Dinner Club Booklets** - Buy one dinner and get one free. Includes 55 different restaurants. Regular price \$6.95, employee price \$4.50 and \$5.00. "International Dinner Club" and "Nite-Life".

**Disneyland Weekend** - Special package trip includes round trip flight, 2 nights lodging at Disneyland Hotel, 3 days at Disneyland with all ride tickets. Priced from \$61.00 per person!!! Good any weekend.

**Buy or Lease** any new automobile at fleet prices. Interested? Call 941-3045.

### FOR INFORMATION:

For information on all Rec Council activities, special events, clubs, discounts, etc., contact your Recreation Council Representative or Mike Gates (ext. 3332) at Mt. View; Jackie Abrew (ext. 5522) at Instrumentation; or Madelyn Petersen (ext. 2301) at R & D.

### 1969 BOWLING EXTRAVAGANZA

On Sunday, April 20, the first All Fairchild Handicap Bowling Tournament will be held at Futurama Lanes on Stevens Creek Blvd. This will be a "no tap" tournament, (nine pins down on the first ball is scored as a strike) and the total cost will be \$1 per bowler for the three lines bowled. Spectators will also be charged a \$1 admission fee, payable in advance. More than 60 door prizes and trophies will be awarded, and there will be a free buffet and live music beginning at 1 p.m. The tournament will begin with the first of three flights at 11:00 a.m. and continue through the afternoon until approximately 6:30 p.m. All entries must be submitted no later than April 4th to your Recreation Council Representative. Wives, husbands, girlfriends and boyfriends of employees are eligible to participate. But, only one guest per employee. The Nursery will be open.



## Attention Softball Fans!

The Fairchild Falcons Major Softball Team, better known as "Hogan's Heroes", is getting organized for spring play. This year promises to be the most exciting year ever for the team and fans.

Those of you who have followed the Falcons in the past may remember that they finished fourth in the Nation in 1966 and second in the Nation in 1967. The goal for this year — first in the United States. In an effort to achieve this top ranking, Manager **Pat Campagna**, through diligent work during the past six months, has put together the greatest array of top name ballplayers ever to be assembled on a single ball team. Names like: **Ray Phillips**, Team Captain and four time National All-Star Second Baseman; **Frank Trejo**, four time National All-Star Third Baseman from San Diego; **Ben Gonzales**, second time National All-Star Infielder;

**Bill Lovato**, National All-Star Outfielder from San Diego; **Dave Timok**, National All-Star Catcher from Aurora, Illinois; **Del Howard**, National All-Star Pitcher and Northern California's Most Valuable Player for 1968; **Ed Loveless**, five time Regional All-Star First Baseman; **Chuck Caldera**, National All-Star Infielder just back from Viet Nam; **Glenn Beeman**, three time Regional All-Star Outfielder; and **Roy Burleson**, Regional All-Star Pitcher just out of the Navy. These and other players will be representing Fairchild Semiconductor, Instrumentation and R&D, in the world of softball.

Practice sessions are currently held Friday evenings at 7:30 p.m., Sunday mornings at 10:00 a.m. and Tuesday evenings at 7:30 p.m. at the home field of the Falcons — McKelvey Ball Park, at El Camino and Bailey in Mountain View. Fans are invited to attend practices and catch an

early glimpse of the Falcons.

The first league game is scheduled for April 5 at Sacramento. If enough interest is generated by the fans, a bus or buses may be chartered at a minimum cost. The admission is free to most games.

The first Mountain View appearance of the Falcons will be in a practice game on March 21 at 7:30 p.m. in McKelvey Ball Park. Upcoming will be a pre-season tournament in Santa Clara on April 11, 12 and 13. Watch the bulletin boards throughout the plants and read the articles which will be appearing regularly in the Microwire.

Remember, this is your team. Your support, through attendance at the games, is needed to help them to the National Championship. Come out and cheer them on to a successful season.

## Monday Night Bowling Standings

The Paper Tigers' roar is still making all the noise in the Monday night league. The team won twenty-six out of thirty-six games as of March 3. Rhoads & Co. has won twenty-four out of thirty-six which puts them in second place. The Alley-Gators placed third with a twenty-three win record, and We Five was close behind with twenty-two wins.

In the Men's High Series standing, **Lorin Peterson** has the high series of 669. **Danny Yap**'s 650 puts him in second place. For the Women's High Series standing, **Carolyn McDonald** navigated her way to a high score of 610 and **Lorraine Larsen** was right behind with a

569. The Men's Hi Handicap Series leader with a high score of 725 is **Danny Yap**, and leading the Women's Hi Handicap Series is **Oleta McVeigh** with 710.

**John Sentous** is still leading the Men's High Game standing with a 255 and **Willie White**'s 250 is good enough for second. Another close battle appears in the Women's High Game standing as **Winn Macko** leads with a 220 and **Norma Lias** is a close second with a 215. **Gene Fetters** tops the Men's Hi Handicap Game standings with a 292 and **Sandra Callister** still leads the Women's Hi Handicap Game standing with 259.

Good grief Snoopy, you can't bowl at FAIRCHILD'S BOWLING DAY, APRIL 20TH. You have four feet, and they're all flat. But you can go and watch, maybe even win a door prize!



## Thursday Night Bowling Standings

Gary's Goofs didn't make too many "goofs" winding up on top of the Thursday night league standings, winning fifteen out of twenty games as of February 13. The Out Casts and Team No. 16 have tied for second place by winning fourteen games. Third place was also locked in a tie with the Alley Cats and Norma's Dolls winning thirteen games.

**Dick Cole** leads the Men's High Series

with a 636 and **Howard Lueck**'s in second place with a 594. The Women's High Series was captured by **Norma Lias** with a 583, and **Sandy Johnson** is right behind with a 563.

**Gus Mellick**'s 257 leads the Men's High Game followed by **Ralph Carpenter**'s 244. The Women's High Game went to **Donna Mellick** rolling a 215 and **Ida Cooper** was close behind with a 213.

### MICROWIRE

March 1969 - No. 2

published by and for the employees of Fairchild Camera and Instrument located in Palo Alto, Mountain View, and Sunnyvale, California.

Editor: **Judy Horst**

Editorial Assistant: **Vicki Heinsheimer**

Reporters: **Judy Curiel**, **Marge Killian**, **Wes Cox**, **Lois Eagleston**, **Nellie Covington**, **Ginger Tygret**, **Keith Thomson**, **Iantha Kochsiek**, **John Walsh**, **Edna Loucks**, **Terri Mead**, **Adrienne Juliano**, **Pat Campagna**, **Beverly De Los Santos**, **Shirley Becker**, **Fran Trueblood**, **Shiela Bantillo**, **Betty Smith**, **Millie Dawson**, **Cathy Thomas** and **Edna Pimental**.

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## FAIRCHILD REPORTS FIRST QUARTER

During the first quarter Fairchild Camera and Instrument Corporation had a loss of \$1,614,400, or 37 cents per share, on sales of \$48,188,000. Results of the year-earlier period ended March 31, 1970, were a profit of \$1,092,000, or 25 cents per share, on sales of \$64,654,000.



According to Dr. C. Lester Hogan, president and chief executive officer, "the first quarter loss is substantially less than those sustained in the preceding three quarters, and reflects the impact of our cost cutting measures and a modest improvement in shipments."

Dr. Hogan also pointed out that he expected the company to return to profitable operations during the current year, but did not predict whether a profit or a loss would be posted for the full 12 months.

"We believe the most severe effect of the recession has passed, though the company still faces problems, primarily related to sales volume, a condition common to the industry. The incoming order rate firmed in December and has shown moderate improvement since that time," he said. "Current bookings, however, continue to indicate that 1971, compared with 1970, will be a flat year in sales for the semiconductor industry."

## Invest in Yourself and America

No one has to be told about the value of saving money. The problem is — "how?"

One of the easiest ways to save is by buying U.S. Series E Savings Bonds through Fairchild's Payroll Savings Plan.

Here's how you can get in on the action. From May 24th through May 28th, Fairchild will conduct a person-to-person U.S. Savings Bond campaign. At that time, a campaign representative will contact each employee, making it as easy as possible for everyone to become part of this worthwhile savings program.

*What makes the Savings Bond Plan so great?* The interest on Series E Bonds has increased, making it comparable to the rates of many savings banks. The increase in the interest rate brings the yield to 5½ per cent when bonds are held to maturity of 5 years and 10 months.

There are other advantages besides this guaranteed rate of return.

- Safety — If your E Bond is stolen, lost or damaged, it is replaced free.
- Tax Advantages — You do not pay state or local income tax on the earned interest.
- Cash Reserve — E Bond reserves grow continuously, but are converted easily.

So, for this year's savings program — invest in yourself and your family and take stock in America.



**Take stock in America**  
Buy U.S. Savings Bonds & Freedom Shares

## WALTER BURKE ELECTED CHAIRMAN



Walter Burke, a director of Fairchild Camera and Instrument Corporation for the past 14 years, was recently elected chairman of the board. Dr. C. Lester Hogan, president and chief executive officer, made the announcement on Thursday, April 22, 1971.

Mr. Burke, 48, replaced the late Sherman M. Fairchild, who died March 28th after an extended illness. Mr. Burke had been financial advisor to Mr. Fairchild since 1952, and is a member of the executive committee of Fairchild Camera.

"We are delighted at the election of Mr. Burke as board chairman," Dr. Hogan said. "He has for many years contributed significantly to the growth of Fairchild Camera, and is fully committed, as was Mr. Fairchild, to the future of the corporation. During the months and years ahead, he will provide us with invaluable counsel and leadership."

Mr. Burke is a director of Fairchild Hiller Corporation, Conrac Corporation and the Bank of New York, president of the Fairchild Foundation, Inc., and the Sherman Fairchild Foundation.



# Suggestion Program Committee

"The Management Committee is made up of a cross-section of representatives from various components of the business, appointed by the General Manager. The head of each organization, reporting to the General Manager, or his appointed representative will serve as Management Committee Member."

*Who are the Management Committee Members?*



**BILL BAKER**, representing Tom Longo, is one of Domestic Operations' Management Committee Members. Since joining Fairchild in 1969, Bill has worked on the 8 million-bit Illiac IV Memory and the Standard Memory Line. Presently he is Manager of Bipolar-Memory Products.



**BUD TRAPP**, representing Andy Procasini, is R & QA's Management Committee Member. Bud joined Fairchild in 1968 as Manager of Quality Control for Integrated Circuits and is presently Manager of Support Services, covering all Semiconductor technology in R & QA.



**BOB ULRICKSON**, representing Dick Henderson, is Marketing's Management Committee Member. Bob has been with Fairchild for five years as Supervisor, Systems Engineering, Section Head for System and Arrays Engineering, Department Manager of LSI Operations, Manager of System and Applications Engineering, and is currently Department Manager of DIC Product Marketing.



*Chairman*

**TOM DONOVAN**, representing Jack Bogan, is Equipment and Facilities' Management Committee Member. Tom came to Fairchild two years ago as Staff Assistant to the Manager of Engineering Equipment and Facilities, his present job is Manager of Communications and Plant Planning and Layout. Tom is Chairman of our Management Committee.



*Administrator*

**FRAN RODRIGUEZ**, Suggestion Program Administrator, has been with Fairchild Semiconductor's Industrial Relations Department for two years. Fran will act as Secretary to the Committee and represent Industrial Relations.



**AL WATKINS**, representing Roy Pollack, is MOS's Management Committee Member. Two years ago Al joined Fairchild as an Engineer in CIC. He recently transferred from DIC, where he was Processing Manager, to Production Manager for MOS Wafer Fab.



**CONNIE PASQUA**, representing Jim Hazle, is Finance and Purchasing's Management Committee Member. Connie is Director of Materiel with responsibility for Purchasing and world-wide material distribution functions. He joined Fairchild in 1969.



**MERCER CURTIS**, representing Hank Mahler, is Production Control Management Committee Member. Mercer joined Fairchild in 1966 as Staff Assistant to the Manager of Commercial Test and Finish. He was promoted to General Foreman of Commercial Test and Finish, Indirect Materials Manager, Inventory Control Manager, and is currently Production Control Manager.



**STEVE WEICH**, representing Tom Longo, is one of Domestic Operations' Management Committee Members. Steve joined Fairchild in 1968 at our South Portland plant. He was Product Manager of Customs Digital Circuits and later promoted to Operations Manager of Customs Digital Circuits. Six months ago he transferred to Mt. View as LIC Operations Manager.



# To Your Health

By O. Bruce Dickerson, M.D.  
Corporate Medical Director



## "BUSY AS BEES"

As many of you can attest, busy bees, wasps and hornets often take time out from their schedule to greet us as we go out for picnics and cookouts, around our home, to the country side or to the ocean. It's a greeting that we aren't likely to forget for some time.

Have you ever been stung? If so, you'll remember it as an unpleasant, painful experience: a sharp burning stab followed by a lump of swelling that's sore and itchy and takes a day or two to subside.

But for some people — those with bee sting allergy — it's much more serious. For them, it can be a frightening, life-

threatening emergency that requires immediate medical attention.

The severity of the allergic bee sting reaction varies with the sensitivity of the individual and the number of stings. In milder forms, it is similar to the ordinary bee sting except that there is more swelling and itching around the bite and it takes longer to subside.

In the severe form, there may be massive swelling around the bite, hive-like swellings on other parts of the body. There will be swelling around the eyes and in the throat, itching of the entire body, faintness, nausea, cramps, and difficulty in breathing. This reaction may come on suddenly, in a matter of seconds after the sting, or it may develop gradually over several hours. It calls for prompt first aid measures and emergency medical attention.

Most people with a bee sting allergy do not react so violently initially, but with each subsequent sting the reaction tends to become more severe. This is fortunate because it allows time for treatment.

If there is reason to suspect bee sting allergy, see your physician who can administer tests to determine if you are allergic and to which stinging insects. If allergy is

confirmed, he will recommend a series of desensitizing injections, similar to those given for hay fever and other allergies. In addition, he will prescribe a first aid kit to be carried whenever you venture into bee, wasp or hornet territory, and instruct you in what to do if you are stung.

Of course, whether you are allergic or not, it's best to avoid being stung. Here's how:

*Don't* use strong perfumes, hair sprays and tonics. Bees are attracted to floral fragrances.

*Don't* leave exposed food around.

*Don't* wear bright colored black or flowery prints. Dark green, dull white or khaki are best.

*Don't* use swift movements or slap at a bee that lands on you.

*Don't* go poking into hives and nests.

If stung by a bee, wasp or hornet:

*Do* handle the area gently.

*Do* scrape away the injected stinger with a fingernail or tweezers, without squeezing. *Do* apply ice to minimize the swelling, pain and itching.

*Do* consider the kind of reaction you are having if it seems to be an allergic one.

*Do* see a doctor promptly for immediate care and for tests to confirm the allergy.

## "Let's Be Fair"



Cartoon by Linda Stewart

By Lucky Scott  
Corporate Benefits Administrator

Your Fairchild Group Insurance Plan has been established to help pay for covered medical expenses when health services are needed. The purpose is to protect from serious financial loss in much the same manner as the insurance on our homes or our cars. As you know, we cannot be reimbursed for more than our actual losses under these coverages.

But the records show that in the past some people have received claim payments over and above their actual covered medical expenses. This situation, called "overinsurance", can happen when someone is insured under two or more group health insurance policies.

### LET'S SEE WHY . . .

Jim Smith is covered under the group health insurance plan of his employer, the ABC Company, and his wife Betty is covered as a dependent. Betty is employed by the XYZ Company and is covered as an employee under its group health insurance plan.

Betty is hospitalized and undergoes a surgical operation. The total expense for health services in connection with Betty's operation is \$400.

The terms of Jim's plan call for the payment of \$300 and the terms of Betty's plan call for the payment of \$300, or a total of \$600 from both plans, even though the Smith's medical bill was \$400.

There is a profit of \$200 for Betty and Jim . . . an "overinsurance" of \$200.

### HOW "OVERINSURANCE" IS PREVENTED

To avoid the problems that are caused by "overinsurance", your group insurance plan contains a provision called Coordination of Benefits (C.O.B.). Inasmuch as most major group carriers also have this provision, it simply means that a claim submitted to two or more carriers will be paid at not more than 100% of allowable expenses.

Let's look at the effect of our provision on the payment of group health benefits. In determining the health benefits payable under our plan, the amount of benefits payable under "other" plans will be taken into account. You will receive either your regular benefits from our plan, or total benefits to be paid (under all the plans involved) will be adjusted to equal 100% of the total allowable expenses. ("Allowable expenses" are any necessary, reasonable and customary expenses which are covered in whole or in part under any of the "plans" involved.)

NEXT ISSUE —  
COB and the Fairchild Employee



## MOVING UP

Recent Promotions

**Jim Lynch** – Director of International Operations

**John Stengel** – Director of East Coast Data Processing

**Owen Williams** – Schottky Project Team

**Frank Perrino** – Manager of Consumer Microsystems Group (Polaroid)

**Norman Doyle** – Department Head of Systems & Applications Engineering

**Bob Ulrickson** – Department Head of DIC and Memory Product Marketing

**Ray Warnick** – Manager of Inventory Control

**Tony DeCarlo** – Manager of Hi Rel, Production Control for I.C.

**Don White** – Manufacture Planning for Discretes

**Ralph Miller** – Manager of Hi Rel and Special Products for Discretes

**Joe Bailey** – Manager of R. & Q.A. for MOS

**Joe Reilly** – Manager of Management Development & Training for Corporation

**Bob Schumacher** – Manager of Industrial Relations (Operations)

**Bob Hood** – Manager of Automotive Systems & Applications

**Paul Cusick** – Manager of International Finance

**Andy Swank** – Product Assurance Manager, DIC

## Odds & Ends

### GIVING AWAY

**KITTENS** (3) all orange and white with blue eyes, 8 weeks old. Beryl Ramirez 736-7390

**"HEINZ 57-VARIETY" FEMALE PUPPY** – 9 months old, housebroken, needs good home – loves children, has had one shot. Call after 5 pm Sharon Cristman 964-0587

### FOR RENT

**FAMILY CABIN** at Lake Tahoe, North Shore – has 4 bedrooms, kitchen, fireplace. Plenty of room for kids. 100 yards from lake – boating and swimming facilities. Asking \$100 per week until July 1st, \$150 per week July and August. Weekend rates available. P. Robertson 968-2247

### FOR SALE

**¼ ACRE LOT** located at Pine Mountain Lake. Access to lake, fishing, boating, swimming, horseback riding, and private airport. Also country club privileges. Just above smog level, new development by Boise Cascade. Call after 5 pm. Victor Lain 246-8943

## Special Delights...

are what Melba Shaeffer, mask making, specializes in after hours in her kitchen. Melba just doesn't bake any ordinary cake – she adds a very special touch to each one.

Melba can't resist experimenting with different ideas for her cake delights. She has shaped cakes to resemble a pool table, a grand piano, a baby outfit with booties, and the Hawaiian Islands draped with palm trees. Melba considers her most unique cake to be a replica of a Royal typewriter with each key outlined in frosting.



## Our Fair Lady



On Wednesday, May 5, Integrated Microsystems had a special party in honor of **Ruth Wing**. Ruth has been a major contributor the last few months in maintaining a high morale in Building 19. "Ruth always has a ready smile, kind word, cheerful attitude, and pleasant surprises such as homemade cookies for everyone," said one of her co-workers. "We just wanted her to know how much we appreciate everything she has done for us."

## REC. COUNCIL

Sign up sheets will be posted in all buildings for employees interested in serving on the various picnic committees.

Looking for a tennis match and can't find anyone? Fairchild's tennis club is getting into full swing. Anyone interested in lessons (private or group) or tournament play, contact **Dave Tovar** on EXT. 2020.

1971 Giants Baseball Schedules are now available in the Rec Council Office or through your Rec Council representative.

## MAY Five Year SERVICE AWARDS

Margaret A. Priedium  
Clarence C. Beem  
Clayton A. Wilson  
Margaret R. Jaimes  
Patricia J. Langley  
Delbert L. Maggard  
Janice A. Alves  
Jane D. Wallace  
Glen A. Costa  
Ben D. Patrino  
Myrna Mack  
Kimi I. Winters  
Gladys I. Gregory  
Barbara A. Taylor  
Dixie Lee Love  
Geraldine M. Zawadzki  
Sandra L. Granger  
Alice L. Williams  
Ramona Nogales  
Michael C. Mattson  
C. Hugh Mays

MICROWIRE I

May, 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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Including Odds & Ends

# LEADWIRE NEWS SUPPLEMENT

## Open Circuit

Ann Norris' son was going to receive a purple mini-bike for Christmas, but not anymore. It was stolen from her car just two hours after she purchased it. Her car was parked in the Fairchild parking lot at Mountain View. Ann's just one of several who have "lost" things from their cars. Be sure your car's locked and all valuables are hidden from view . . . On a more positive note, **Fran Trueblood** reports that Fairchild has a real-for-sure Sir Galahad wandering around helping poor damsels in distress. During the recent August 29th flood, our Sir Galahad was seen stopping his car, removing his shoes and socks, rolling up his pant legs, and offering assistance to a pretty little blonde in distress. He took her car keys and leaping puddles at a single bound waded to her car and drove it back to where she was waiting. Ah, chivalry is not dead . . .

**Rudy Bartneck**, Supervisor and Design Engineer at Electronic Services recently became a U. S. citizen . . . In the vital statistics column, **Pat and Joseph Breitenbach** (he's in IC Accounting) are proud parents of their first, a girl, born August 17th . . . And, Instrumentation's **Ron Nystrom** and wife Carole have a new son, Eric David. Eric was born July 31st . . . This should confuse you. **Loretta Hayes** clipped a curious article from the paper. It stated that "Headquarters of Fairchild Camera and Instrument will be moved to Mountain View, south of Riverside." San Franciscans are justifiably up in arms, and Mountain View citizens can be heard asking, "Do you know the way to San Jose?"

Next Issue: The new name for the Leadwire News Supplement will be revealed. Yes, there really is a new name!

## New Rec Director for Mountain View



**Mike Gates** was named to take over as Director of Fairchild's Mountain View Recreation Council. Formerly with the U.S. Navy where he was in charge of Special Services, Mike ran a variety of recreational programs and services for the 3000 men of the USS Yorktown. On

ship he was TV sports broadcaster, organized and coached the ship's football, volleyball, and fast and slo-pitch softball teams, and co-ordinated all intramural sports activities. He also served as ship-to-shore liaison for the Yorktown, arranging tours and recreational activities for the ship's crew.

A 1965 graduate of William Penn College in Iowa, Mike majored in Physical Education and minored in Psychology. He lettered in football and ran high and low hurdles. He was active in Student Council affairs and served as president of his fraternity and the Freshman class. Mike is married, and he and his wife Caryl and their five-month old son Scott just moved to the Mountain View area from Van Nuys.

Mike will be working for the Rec Council to expand its services to all Peninsula employees. For starters, he's planning an evening body mechanics class for women, another fashion show, a Vivian Phillips Art Show, a discount to all the California Seals home games, and he just negotiated a special employee discount at Marine World.



## In Fall A Young Man's Fancy....

turns to things similar to those of Springtime. And, lucky **Charlotte Pacheco** of Marketing's Discrete Devices Product Support turned her thoughts to finding out who sent her the giant-sized lollipop. Flowers and champagne followed the "candy". Through careful sleuthing Charlotte was able to find out who her secret admirer was. He works at Fairchild, and only her best friends can tell you who he is, because she's guarding her secret very well.





## Parties and Potlucks

Virgil Williams celebrated his 16th wedding anniversary and the girls at A & D felt a special celebration was in order. Virgil is burn-in Technician for A & D.

A surprise baby shower was held for Martha Pena of A & D's test room.

Bill Bushard was given a surprise birthday party by swing shift girls in Commercial Test and Finish. Everyone enjoyed a Chinese Dinner to top the party off.

Naomi Valenzuela's move from Material Handler of A & D Mark and Pack to A & D Box Stock was the reason for this party.

Merle Martin of Production Control was the center of attraction at a bridal shower given by friends at Mountain View. She was married August 5th to Michael Sopko, former employee who's in Officers Candidate School and the son of A & D's Joan Sopko.

Jim Rierson presented Dick Porter, Applications Technician, with a gift at a surprise shower in Dick's honor. Dick eloped August 10th. Another Tech, Gill Lane is reported to have played cupid in this match.

Ivan McCracken and wife Marilyn were feted at a baby shower given by the Maskmaking group. A little girl came to visit the McCrackens on September 7th.

Silicon Materials gathered together to honor Carol and Jack Wilm and their son-or-daughter-to-be.

A bon-voyage cake and gift were given to Ursula DeVries of A & D who left for a month's vacation in her homeland, Germany.

Carol Arena celebrated her birthday in grand style at A & D. Carol, a Spec Writer, received \$11 in nickles, each individually wrapped.

George Meyers was the center of attention at a party celebrating his promotion from Foreman to General Foreman in the MOS-IC group.

It was Opal Kester's birthday, and Gil Gilmore, Mehdi Hoodi, and Jim Corzine were just a few of those who helped her celebrate. Opal is QA Secretary for A & D.





Bonnie Barth, Fab 4 CIC, was surprised with a bridal shower a week before her marriage August 18th.



Dave Fusaro was feted for his promotion to Foreman from Assistant Engineer in Packaging.



Chock Bailey, Foreman of Packaging Production, transferred to I.C. Assembly, and his girls honored him at a "good-bye" party.

## Picnics 1968

## Marketing





# Central Services





QA, QC, PC





# Insurance Talk

Here it is, the handy insurance guide for exempt employees. Those employees will find the guides in their next paychecks.

STATEMENT OF EARNINGS  
OFFICE: Fairchild  
DATE: 10/15/75  
EMPLOYEE: P. T. Wright  
EMPLOYEE NUMBER: 9927

DOLLARS GO ????

WHERE DO YOUR DOLLARS GO ????

WHO CAN KEEP TRACK? YOU CAN! SOME OF THESE PAYROLL DEDUCTIONS ARE FOR YOUR INSURANCE PROTECTION—FOR YOU AND YOUR FAMILY.

LET'S FIGURE OUT WHAT YOU'RE WORTH INSURANCE-WISE—AND WHAT IT'S COSTING YOU. (IT'S YOUR MONEY YOU KNOW—AND EVERY PENNY SEEMS TO COUNT THESE DAYS!)

---

HERE IS THE HANDY GUIDE FOR EXEMPT EMPLOYEES.....

### BASIC LIFE INSURANCE

FAIRCHILD PROVIDES LIFE INSURANCE FOR ALL EMPLOYEES FREE OF CHARGE. ADDITIONAL BASIC INSURANCE MAY BE AVAILABLE AT YOUR OPTION DEPENDING ON YOUR ANNUAL SALARY.

### SUPPLEMENTAL LIFE AND A.D. & D. INSURANCE

EXEMPT EMPLOYEES ALSO HAVE THE OPPORTUNITY TO PURCHASE SUPPLEMENTAL LIFE INSURANCE ABOVE AND BEYOND THE BASIC LIFE INSURANCE PROVIDED. THE FOLLOWING SCHEDULE APPLIES...

Annual Salary	Amt. Of Free Ins.	Amt. of Contr. Insurance	Cost @ Semi/Monthly	Amt. Of Suppl. Ins.	Cost @ Semi/Monthly
7,000- 7,999	14,000	6,000	\$1.30	7000	2.28
8,000- 8,999	16,000	4,000	.87	8000	2.60
9,000- 9,999	18,000	2,000	.43	9000	2.93
10,000-10,999	20,000	N/A		10,000	3.25
11,000-11,999	20,000			11,000	3.58
12,000-12,999	20,000			12,000	3.90
13,000-13,999	20,000			13,000	4.23
14,000-14,999	21,000			14,000	4.55
15,000-15,999	22,500			15,000	4.88
16,000-16,999	24,000			16,000	5.20
17,000-17,999	25,500			17,000	5.53
18,000-18,999	27,000			18,000	5.85
19,000-19,999	28,500			19,000	6.18
20,000-20,999	30,000			20,000	6.50
21,000-21,999	31,500			21,000	6.83
22,000-22,999	33,000			22,000	7.15
23,000-23,999	34,500			23,000	7.48
24,000-24,999	36,000			24,000	7.80
25,000-25,999	37,500			25,000	8.10
26,000-26,999	39,000			26,000	8.45
27,000-27,999	40,500			27,000	8.78
28,000-28,999	42,000			28,000	9.10
29,000-29,999	43,500			29,000	9.43
30,000-30,999	45,000	N/A		30,000	9.75

Your life insurance coverage increases automatically with respective increases in salary.

### MEDICAL INSURANCE

BASIC MEDICAL insurance is available to all employees and their families free of charge. MAJOR MEDICAL insurance is also available at your option, cost depending on the number of members in the family to be covered.

EMPLOYEE.....cost is semi-monthly....\$.41  
 Employee Plus One .....cost is semi-monthly.... .89  
 Employee Plus Two or more..cost is semi-monthly... 1.43

### LONG TERM DISABILITY INSURANCE

Fairchild provides "LTD" for you free of charge, based on a \$400 per month income. If you should become totally disabled you would receive a monthly income of \$200 for life.

However you also have the option to contribute to the plan. If you contribute your monthly disability income would be equal to 1/2 your current monthly salary. Apply this formula to determine your cost:

$$\frac{(\text{YOUR MONTHLY SALARY} - \$400)}{2} \times .007 = \text{COST TO YOU PER PAY PERIOD}$$


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Deductions for life and medical insurance appear on your payroll statement as one sum under "Insurance". Deductions for LTD appear separately under "Long Term Disability". CHECK YOUR PAYROLL STATEMENT! (Some headwork is required - but it could be a valuable exercise).

IF YOU HAVE ANY QUESTIONS, OR IF YOUR DEDUCTIONS ARE NOT ACCURATE, CONTACT THE GROUP INSURANCE OFFICE, EXT. 2843.

# 300 Safe Days

This should be some sort of all-time Fairchild record! The people shown here, Tom Yagi's Plating group, have worked more than 300 days without a single accident and are celebrating just that. As Dick Fouquet, Central Services Manager and head of the Executive Safety Committee commented, "Not only is 300 safe days a remarkable record, but the nature of this group's work makes this an even more remarkable accomplishment."



## Let Me Out!

Dave Lemberger of Applications thought he would have some fun with Bob West, so he disguised Bob's tool box as a roll of tape. In return, Bob, with a little help from friends, fenced Dave into his working area by placing a huge storage cabinet in the doorway. Dave is shown trying to find a way out. They claim it was all in the name of research.





# ODDS & ENDS

Ad copy should be submitted to the Leadwire Office on the forms provided for this purpose. Ad copy should be 25 words or less. Ads received by the 10th will appear in the mid-month edition; ads received by the 25th will appear in the month-end edition. Ads will appear only once; to renew ad, a new ad card must be submitted. Please use private outside phones in listings.

## FOR SALE

**1965 KARMANN GHIA Convertible**, 1 year old white top and red body. New brakes and clutch, five good whitewall tires, engine, body, and interior are immaculate. Must sell, asking \$1,300. C. Hornisher, 969-0957 after 5 P.M.

**1961 OLDSMOBILE F-85**, new transmission, automatic, runs excellently, must sell. \$650. Hildegard Kruecken, 257-1032.

**1954 CORVETTE (Classic)**, new tires, battery, generator, brakes. Very good condition. Make offer. J. P. Burgard, 657-3446.

**CORVAIR '65 Corsa**, 2 dr., hardtop, red, 4 spd., 1g engine (6 cyl.) has less than 45,000 miles, \$1,000 or best offer. J. Minns, 349-6175.

**1958 CHEV.**, 6 cyl. runs good, good tires. \$150. firm. Ron Wilkinson, 245-6266.

**1967 RANCH WAGON** loaded with extras including air cond. Top condition. Must sell - \$2,800. Sandra Bost, 257-4565 after 5 P.M.

**1963 IMPALA Super Sport**, 327, auto, R&H, buckets. Excellent condition. Take over payments. Scott Seaver, 736-1320.

**1964 CHEVELLE, Malibu SS Convertible**, 327, 300 h.p., 4 speed, R&H, excellent condition. Original owner, low mileage. \$1,325. Ken Loveland, 257-1938 (after 6 P.M.).

**1966 CORVAIR Monza**, 4 speed, 140 h.p., 4 carbs., mags, R&H. Carol Sauer, 246-0958.

**1968 FORD Country Squire**, 390 engine, power steering and brakes, dual tailgate, power rear window, airconditioning. Lime gold. Frank M. Eggleton, Jr., 732-4539.

**1965 OLDSMOBILE, Hardtop**, 442, auto, power steering and brakes, R&H. Good cond., Yellow. Merle Sopko, 967-6812 (after 5:30 P.M.).

**1968 PONTIAC, GTO**, 400 cu., 360 h.p., power steering and brakes, with American mags, \$3,495, without mags., \$3,395. Oliver Ewing, 734-4066.

**1967 CHEV. Camaro**, bucket seats, power steering, R&H. Low down, will finance, call Credit Union, Tom Tuohy, 2401.

**1962 FORD, Convertible**, as is for \$350 or best offer. Bram Kool, 867-2175.

**1964 CHEV. IMPALA**, 2 dr., hardtop, V-8, auto, R&H, good tires. Excellent condition. Bob Gray, 732-1937.

**1958 CHEV. BELAIR**, V-8, auto, R&H, 6 good tires, low mileage, good on gas, excellent transportation car. Good condition. \$300 cash. Linda Paullus, 968-1528.

**1967 VOLKS.**, Fastback, white, sunroof, leatherette interior, AM-FM radio, ww, very sharp. Must sell - returning to school. Top Blue Book, \$2,100. Sacrifice, \$1,900. Al, 245-6592.

**1967 MUSTANG "GT"**, Fastback, 289 cu. in., auto, power steering, wood wheel, disc brakes, yellow exterior, black interior. New tires, super clean, \$2,300 firm. Jim Bell, 233-3778.

**1966 CHEV.**, Pickup, 1/2 Ton, 6 cylinder, 3 speed standard, low mileage, good rubber, see to appreciate. \$1,800. C. J. Reeves, 732-2484.

**1959 FORD, Pickup**, V-8, with rack and tool box. Excellent condition. Best offer over \$600. B. Sage, 258-4179.

**1964 VW CAMPER**, rebuilt engine 9 mos. old. Built in ice box, butane stove and sink, remote forced air heater, Deluxe alum. luggage carrier. \$1,575 firm. Jack Brewer, 969-1763.

**"SKAMPER" CAMPER TRAILER**, sleeps 5, ice box refig., 2 burner butane stove, sink. \$595. B. Best, 968-9563.

**HONDA 1966, CB 160**, foam seat, chrome, perfect condition. \$375 firm. Jim Victor, 967-2786.

**HONDA 1968, CB 160**, scrambler options, braced handle bars, custom "soft" seat, Scrambler "High" pipes, clean machine. \$500 or make offer. Paul Zabel, 742-8463 (days), 736-1573 (after 5:30 P.M.).

**HONDA 1966, Superhawk**, 305 cc, low mileage, excellent condition, \$375. Curt McGinty, 969-0826.

**SUZUKI**, 150 cc, extra clean, saddle bags, luggage rack included. Must sell, \$250. Larry Carlson, 298-0554.

**HONDA 1966, CB 160**, \$350. Bell helmet, \$20. Mike Harris, 969-2506.

**YAMAHA, YD-3**, 250 cc, electric starter, new engine and tires. New Bell helmet and face mask. Fantastic condition. Must sell. Ron Nystrom, 243-8818.

**AUTO PARTS**. Rear axle, ring and pinion gears for late model Chev. 4:88 to 1. Perfect condition. Make offer. Bill Cressy, 739-6605 (7:30-4:00 P.M.).

**CATAMARAN SAILBOAT**, '68 Aqua Cat, 12'. Can be car topped. Sell with car top carrier, motor mount brkt. and hoist for storage under garage ceiling. \$650. M. Seyffert, 732-3481.

**CHRIS CRAFT CABIN CRUISER**, 24'. 145 h.p. Chrysler Marine engine. Bunks, sink, commode, ice box, electric bilge pump, Mahogany Plank. Berthed at South San Francisco Marina. Must sacrifice. Sonja Beard, 379-4939.

**GLASPAR**, 16'. 40 h.p. Johnson motor. Tilt trailer (for easy launching). Excellent cond. Double hull, all fiberglass. \$995. L. Egelston, 736-6851 (after 5:00 P.M.).

**KYAK**, 13', plus scuba gear, regulator, weight belt, wet suit, spear gun, tank, etc. Carol Sauer, 739-6474.

**BOW**, 30 pound, 3 mos. old. Asking \$15.00. Elvis Raby, 365-1839.

**HUNTING BOW**, 68 - left handed custom made, with target and tack. Lee Arnold, 235-4416.

**BICYCLE**, 10 speed, like new, \$25.00. Evelyn Dothage, 657-7045.

**ACCORDION**, white pearl Frontalini, 120 bass, 3 switch, \$60. M. Musil, 253-5340.

**GUITAR**, Fender Jaguar and case, \$250., 12 string and case, \$75., speaker cabinet, 2-15 inch, \$60. Greg Allen, 736-4617.

**HAM RADIO GEAR**. 1 Heath HR-10 "Mohawk" receiver, 1 Heath DX-60 transmitter. Transmitter never used. For sale or trade for? John Williams, 736-3180.

**SILVERTONE CONSOLE TV**. Older model (Sears), B&W. TV works fine. Radio and record player need work. \$25. Kay Petersen, 241-6890 (before 3:00 P.M. & weekends).

**SILVERTONE STEREO TAPE RECORDER**, four-track, with all attachments. Like new, \$150. or best offer. Sylvia Prill, 245-7832 (after 5:30 P.M.).

**PIANO**, Upright, in walnut. Excellent cond., \$195. Ralph Neuman, 248-1492.

**TRUMPET**. Like new, with case, \$85. Ralph Neuman, 248-1492.

**COLLIERS ENCYCLOPEDIA**. Recent edition with Year Book. First reasonable offer takes it. Dave Long, 257-4092.

**KODAK MOVIE CAMERA**, automatic, like new, \$10. Sylvia Prill, 245-7832.

**GOWN**. From the House of Bianchi. Elegant. Floor length with floor length detachable train. Has been dry cleaned and is a perfect size 9-10. \$75. P. Guckenheimer, 379-3968.

**WEDDING RING SET**. Ladies. White gold. 1 large diamond and 5 small. Size 6 1/2. Will sell for \$50. 244-7293 (after 5:30 P.M.).

**ELECTRIC SWEEPER**. Sears tank-on-handle type. Excellent condition. \$15. Chris Norton, (408) 338-3267.

**LAWN MOWER**. 1967 Penncrest rotor-type mower. Like new. \$65. Francis Smith, 286-9662.

**WATER SOFTENER**. Very good condition. Only \$50. or trade for something of equal value. Evelyn Dothage, 657-7045.

**WEDGEWOOD GAS RANGE**. Glass door automatic oven, griddle and waist high broiler. Excellent condition. \$95. M. Musil, 253-5340.

The services provided herein are for the exclusive use of Fairchild Camera and Instrument Corporation's employees. Fairchild assumes no responsibilities of any nature whatsoever for advertisements or notices placed herein, nor does Fairchild extend any warranties, statutory, express or implied, in connection with the subject of any advertisements or notices contained herein. The company reserves the right to limit the types of ads to the following: (1) ads for the sale, rental or leasing of goods; (2) ads for the purpose of locating goods which are for sale, rent or lease; (3) babysitting services; (4) ride pool arrangements; and (5) other types which may be added from time to time. Ads for the solicitation of funds, memberships, announcements of or invitations to meetings, etc., cannot be accepted, except for authorized Recreation Council events. The Company reserves the right to withdraw this publication at any time without notice. All advertisements are accepted subject to approval by the Company. Anyone responding to an ad that mis-states facts or is in any way misleading should report it to the Leadwire Office immediately.



## ODDS & ENDS (For Sale) continued

**GAS RANGE.** 4 burners with center grille. Single oven, storage space. Best offer. Gordon A. Sedlack, 379-6862.

**FURNITURE.** Corner desk, dresser and bookcase. Painted yellow. \$20. M. Musil, 253-5340.

**FURNITURE.** Custom made 8 ft. BBQ table and benches. Redwood and pine. Also charcoal broiler with spit, motor and electric blower. \$60. Lena Jobe, 245-1111.

**FURNITURE.** Couch (bed), coffee table, 2 end tables, 2 lamps, arm chair, 1 Danish modern chair. All for \$120. Bill Ahlborn, 258-1791.

**FURNITURE.** "Pedestal" 5 piece dinette set. Recently purchase - must sell. Will sacrifice for \$100 or best offer. Sam Guida, 378-2562.

**FURNITURE.** Danish modern brown striped couch and chair plus an orange accent chair, \$100. Long low walnut coffee table with matching square end table with drawer, \$40. Jack and Missy Singer, 244-7293.

**GERMAN SCHNAUZER,** miniature, salt and pepper coat. AKC International Champ stock. Clean, well mannered. Up-coming breed. Wayne Bloechl, 243-2292.

**POODLE.** Chocolate brown, miniature, AKC registered. Loves children. Janet Arbuckle, 262-4954.

**BELGIAN SHEEPDOG.** AKC registered male. Has companion dog certificate. Beautiful rare breed. Similar to Black German Shepherd. \$100. Irene Weeks, 258-0553 (after 5:00 P.M.).

**HALF POODLE PUPPIES.** 7 weeks old, cute and cuddly. Jean Wilson, 265-0259.

**BUNNIES.** Pure white, black, black and white spotted, \$3.00 each. Pure bred silver martins (black and silver), \$6.00 each. Make lovely pets and can be housebroken. Chris Norton, (408) 338-3267.

**COCK-A-POO.** About 8 months old. Affectionate. Had shots and is partly housebroken. only \$7.50. P.J. Barlow, 225-6034.

**HEALTH CLUB MEMBERSHIP.** Will sell or trade. You have 5 years in which to use this 3 year membership. Contract is paid in full. Original cost was \$300.00. Jack Singer, 244-7293 (after 5:30 P.M.).

## REAL ESTATE

**RESORT MOUNTAIN PROPERTY.** 1/2 acre. Located 1/2 mile from Big Trees State Park in Calaveras County. Year round recreation facilities. Fishing, swimming, hunting, skiing, etc. M. Whelan, 968-2221.

**INVESTMENT PROPERTY.** Inexpensive lot for weekend/holiday cabin. Lots appreciating rapidly. Must sell. Lake of Pines, 2 1/2 hours from Bay Area. Will trade. R.S. Lee, 326-4826.

## FOR RENT

**ROOM.** Beautiful, quiet, large garden, in Barron Park (Palo Alto), ideal for working man. \$50 month, util. incl. Mrs. Bacher, 323-6994.

## WANTED TO BUY

**PARTITION** for Station Wagon (barrier for dogs). Carrier cage. Wire cage. Pens. Irene Weeks, 258-0553

**USED FREEZERS & REFRIGERATORS.** Fred Jameson, 251-5615.

**CAR,** clean good running. For equity in '68 VW Automatic. Assume \$61.65 mo. payments. Red, low mileage, many extras. Susan Beatty, 739-1317.

## Falcons Wind Up Season

Fairchild's Falcons had to settle for second place in the Regional Softball Tournament, dashing all hopes of winning a National and World Championship this year. However, the team, runner-up in last year's Nationals, is lending Ray Phillips to the Aurora team, last year's World Champs, in their quest of another World title. Aurora was allowed to pick up two players for the tournament, and Ray was chosen to be one of them. As for next year, there are still those elusive National and World titles to capture, and Manager Pat Campagna hopes to snag them both.

Let's keep it clean . . . Fairchild, that is!  
Do your share by co-operating and keeping your building neat and orderly during the work day.

## LEADWIRE SUPPLEMENT

September 1968 - No. 1

published by and for the employees of Fairchild Camera and Instrument located in Palo Alto, Mountain View, and Sunnyvale, California.

Editor: Judy Horst

**Reporters:** Judy Curiel, Marge Killian, Wes Cox, Lois Eagleston, Nellie Covington, Ginger Tygret, Keith Thomson, Iantha Kochsiek, John Walsh, Edna Loucks, Missy Singer, Bonnie Webber, Donna Hudson, Janet Jones, Terri Mead, Andrienne Juliano, Janet Lumley, Pat Campagna, Beverly De Los Santos, Shirley Becker, Fran Trueblood, Sheila Bantillo, Betty Smith and Cathy Thomas.

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## Rec Council News

Mike Gates' phone number is 3332 if you are calling from Instrumentation or R&D. Use 5131 if you are calling from the Mountain View building.

### CLUBS & MEETINGS:

**Tennis Club** - Playing Wednesday evenings at 6:15 at Mt. View High School. To participate on the tennis ladder, you must challenge a player who has already established a position on the ladder.

**Bridge Club** - Meets every 2nd and 4th Tuesday night in the new cafeteria. For information call Liz Frisz at R&D, 2384.

**Flying Club** - For beginners or experienced pilots. Club owns 2 planes. Flight cost is \$7 per hour in the Cessna 150 and \$3 per hour in the new Cessna 175. Lessons are free.

**Soccer** - Anyone interested in joining the Soccer Club, contact Mike on 3332.

**Sports Car Club** - Anyone interested in forming a Sports Car Club, contact Mike on 3332. Will plan rallies and gymkhanas.

**Rod & Gun Club** - Anyone interested in joining the club, contact Mike on 3332.

**Political Science Club** - Anyone interested in forming a Political Science Club, contact Mike on 3332.

**Sailing Club** - Anyone interested in joining a Sailing Club, contact Mike on 3332.

**Skindiving Club** - Anyone interested in joining contact Bill Towler, Fairchild Drive Building, extension 5224.

**Note:** If you would be interested in organizing or participating in a club not listed here, contact Mike on 3332.

### SPECIAL DISCOUNTS:

**Free Discount Cards** - Available for auto tires, Frontier Village, Disneyland, Sea World, etc.

**Dinner Club Booklets** - Buy one dinner and get one free. Includes 55 different restaurants. Regular price \$6.95, employee price \$4.50.

**Disneyland Weekend** - Special package trip includes round trip flight, 2 nights lodging at Disneyland Hotel, 3 days at Disneyland with all ride tickets. Priced from \$56. Good any weekend.

**Reno Trip Package** - Weekend discount trips to Reno. Good any time. For details, contact Mike on 3332.

**Free Trip to Fallon Nugget Casino** - Friday, September 27. Complimentary round-trip air transportation and limousine service. Free drinks and \$2 play. Leave from San Jose airport 7:00 P.M., return 7:00 A.M. Contact Mike Gates, 5131.

**Permanent Employee Discount Card** for Manufacturer's Outlet Stores, 344 California Avenue, Palo Alto and 1131 Chestnut Street, Menlo Park. Ladies apparel, brand names, at half price.

### TICKETS AVAILABLE:

**Baseball** - Tickets can be obtained for all Giants and Oakland A's ballgames. Regular prices - no discount.

### FOR INFORMATION:

For information on all Rec Council activities, special events, clubs, discounts, etc. contact: Mike Gates (ext. 3332) at Mt. View; Jackie Abrew (ext. 5522) at Instrumentation; or Madelyn Petersen (ext. 2301) at R&D.



**FAIRCHILD**  
SEMICONDUCTOR

## 'AAA' Softball Team



**FAIRCHILD FALCONS OF 1965**—(Standing l. to r.): Al Talboy, Rich Balswick, Rich Rodriguez, Paul Melvin, Ray Phillips, Larry Phillips, and non-playing manager Vince Fulginiti; and (Kneeling, l. to r.): Manager Pat Campagna, Eddie Loveless, Frank Aquino, Ben Gonzales, Larry Becker, and batboy Marty Watson. Not pictured are pitcher Verne Grafton, Jim Duncan, and John Noce.

**FALCONS**

**1965**





MARTY WATSON (batboy) plays his baseball for Miller junior high of Cupertino, and has competed in the Belmont little league. His mother is a Fairchild employee in Mountain View.  
Age: 15 Ht.: 5' 3" Wt.: 110



PAT CAMPAGNA (mgr.) is a long-time veteran of first class softball competition. He has played in 13 world tournaments, and was an all-world short-stop two years. A righthander, he played for the champion Sunnyvale Stars last year.  
Age: 41 Ht.: 5' 11" Wt.: 170



VINCE FULGINITI (bus. mgr.) has played on and managed several Fairchild teams in the past. A native of Pennsylvania, he played high school baseball at Overbrook High in Philadelphia. He hit .287 last year for Fairchild.  
Age: 29 Ht.: 5' 5" Wt.: 150



BEN GONZALES (2b) played six years of professional baseball in the Cincinnati, Boston, and St. Louis chains before turning to softball. At San Jose High in 1954 and 1955, he was SPAL player of the year. A righthander, he was an all-world selection last year for Sunnyvale Stars, which took third place in the world tournament.  
Age: 29 Ht.: 6' Wt.: 175



Righthanded VERNE GRAFTON (p-of) is one of the truly outstanding softball players. His list of credits, from his school days at Bakersfield High and Bakersfield JC, to the present, includes all-league, all-tourney, all-state and MVP citations. His personal record last year: a .418 batting average, and a 54-9 mound record (including world tournament competition).  
Age: 40 Ht.: 6' 3" Wt.: 215



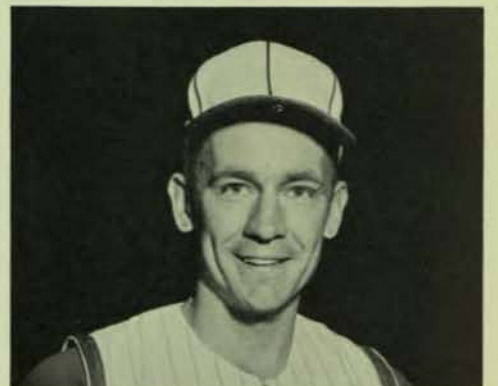
RICH BALSWICK (p) rolled up a 16-4 pitching record for a Modesto team which won the second half city championship. A righthander, he has had fine baseball careers at Turlock High and Modesto junior college.  
Age: 24 Ht.: 6' 4" Wt.: 220



AL TALBOY (of-if-c) was an all-PAL and all-Northern California choice while playing for Palo Alto High in 1949, and later performed for Menlo JC and Stanford. He has played in this area several years, last year with Avis of Palo Alto, where he batted .300. He bats lefthanded.  
Age: 33 Ht.: 5' 11" Wt.: 190

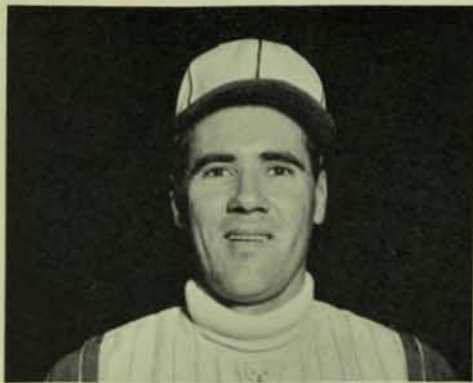


Righthander RICH RODRIGUES (p) had a 24-2 record for the AAA Rolinda Merchants of Fresno last year, with 5 no-hitters, 1 perfect game, 256 strikeouts, and a .250 batting average. His record speaks for itself; he is an outstanding pitcher.  
Age: 28 Ht.: 6' 1" Wt.: 200



LARRY BECKER (3b) was an all-city player in his native Rochester in 1946 and 1947, and went on to perform in the college world series of 1951 for Princeton. He was all-state (Calif.) in 1962, and last year he led his Palo Alto team in home runs and scoring, while batting .340. He is a righthander.  
Age: 35 Ht.: 5' 11" Wt.: 170





RAY PHILLIPS (ss) was a three-year all-leaguer in high school, and has kept up the pace by earning all-world selection in 1960 and 1964, and being chosen a regional all-star five straight years. A righthanded slugger, he blasted 10 homers last year for Sunnyvale with a .323 batting average.

Age: 28 Ht.: 5' 10" Wt.: 170



PAUL MELVIN (1b) was a two-year all-league performer at San Mateo's Serra High and later played at Santa Clara University. A lefthanded batter, he has been an all-Northern California pick seven years in a row while playing for Peninsula teams.

Age: 30 Ht.: 6' Wt.: 175



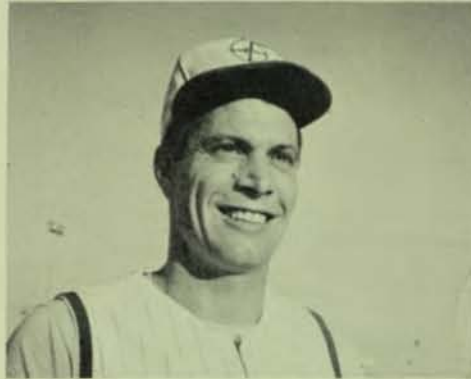
JIM DUNCAN (of-if-c), a righthander, has been picked all-world at two positions (3b-of) which gives an indication of his versatility. He is another long-time veteran of AAA competition having played for Stratford, Conn.; Clearwater, Fla.; and Huntington, N.Y. He hit 20 home runs last year for Madden Construction of Bossier City, La.

Age: 30 Ht.: 5' 11" Wt.: 185



LARRY PHILLIPS (of-if-p) led his winter league team to a championship last year with a 9-3 pitching record; and a .290 (3 home runs) batting average. A versatile player, he has played for Fairchild several years. He bats righthanded.

Age: 29 Ht.: 5' 10" Wt.: 175



EDDIE LOVELESS (1b) was one of the stars of the Sunnyvale team which played in the world tournament last year. A long-time veteran, he was an all-world selection in 1958, and last year won an all-ISC (International Softball Congress) berth. Eddie is another player who joined Fairchild at midseason, and has helped in the stretch drive.

Ht.: 5' 10" Wt.: 180



JOHN NOCE (c) completed one of his best seasons last year when he won all-world selection while playing for the Santa Clara Metro champion Sunnyvale all-stars. He played college baseball in this area—at College of San Mateo and College (now University) of the Pacific. He is righthanded.

Age: 34 Ht.: 6' Wt.: 175



FRANK AQUINO (inf.), a late season acquisition, is seeing his first action in AAA ball this season, and has been a valuable addition to the Falcon's stretch drive. He was a three-sport performer at Mountain View High and later played at Foothill College. Frank played previously for Fairchild in class C softball.

Ht.: 5' 6" Wt.: 140

## SEE THE FALCONS IN ACTION—

NORTHERN CALIFORNIA REGIONAL TOURNAMENT: Weekends of August 20, 21, 22, August 27, 28, 29, and September 3, 4, 5, and 6 at Stockton, California. Tourney Champions advance to the world tournament in Clearwater, Florida, September 17 through 24.



## BORN CHAMPIONS

Fairchild's high-flying Falcons stepped into the big time of amateur softball this year for the first time, and made themselves right at home.

The Falcons have already claimed championships in the Sunnyvale Open League with a sterling 8-0 record, and in the Hayward Open League with an outstanding 16-1 mark. In games through August 15, the team was tied for the lead in the Northern California AAA league at 15-5.

Add to this Fairchild's phenomenal success in non-league competition and you come up with a Falcon season record of 55-8, easily the best in Northern California.

Among the team's non-league achievements is its championship in the Santa Clara Metropolitan Tournament (with a 5-1 record) which qualified Fairchild for a berth in the Northern California regional playoffs in Stockton, August 20 through September 6. The winner of the regionals goes to the world championship playoffs in Clearwater, Florida, September 17 through 24.

Fairchild has also won the championship of the Santa Cruz Memorial Day tournament, and second place in the Hayward tourney this season.

Individually, the players have earned more than their share of honors. Among the more notable ones: Verne Grafton, Ben Gonzales, and John Noce were named to the All-America team which was invited to play a five game series against the world-champion Detroit team in the Motor City; and Grafton, Al Talboy, and Ray Phillips were chosen to play in the Northern California all-star game, scheduled for September 11 at the Falcon's home field, McKelvey Park. Credit for the team's great success must go first to the outstanding group of players who compose the team.

But a great share must go to Manager Pat Campagna, an outstanding player, himself, who almost single-handedly was responsible for the formation of the Fairchild Falcons.

Pat conceived the idea of a Fairchild triple-A softball team last year; and his reputation and recruiting prowess brought most of the team's outstanding individuals into the fold.

The team was born this year with the support of Fairchild Semiconductor, a division of Fairchild Camera and Instrument Corporation, and the personal encouragement of Group Vice President Robert N. Noyce, and General Manager Charles E. Sporck, and the Mountain View employees of Fairchild Semiconductor, through their Employee Recreation Council.

The Falcons' season-long success has been a team effort in every sense of the word.







# Affirmative Action



## In this issue...

**A**ffirmative Action is adding color and variety to all levels of the corporation as evidenced in the cover photograph. Women, such as Mary Shouse (right) and Juanita Holmes, are making greater contributions to the company's technology and management. Mary, who recently left the college campus, is a Scientific Computer Programmer; Juanita is assistant to the Corporate Secretary. Members of minority groups such as Curtis Nakayama (left), Test Engineer; Gene Young (center), Senior Test Engineer; and John Salazar, Corporate Director of Labor Relations, can be found in increasing numbers in assignments throughout the company as a result of Fairchild's aggressive Affirmative Action approach to recruitment and promotion. (See pages 2-6.)

Fairchild's top engineers and managers of tomorrow are being contacted today on college campuses throughout the United States. In an attempt to attract the cream of the graduating crop to Fairchild, a small army of volunteer recruiters visit campuses throughout the country, led by Roz Hopkins, Corporate College Relations Coordinator. (See pages 7-9.)

One of the most important current advances in semiconductor technology is the new charge coupled device. The man at Fairchild who has been most deeply involved in the development of the technology is Gil Amelio, of the Semiconductor Research Lab. (See pages 10 and 11.)

A subject usually discussed only in whispers has been brought out into the open. Alcoholism is viewed as an illness by Fairchild's medical staff and treatment programs, rather than termination of employment, are prescribed for employee-alcoholics. (See pages 12 and 13.)

## A growing consciousness of the needs of the individual

**S**he stands at the entrance to New York Harbor luring all with her promise. The Statue of Liberty epitomizes the American dream. Miss Liberty's flame lights the way to her shores for all who have known oppression.

And they came, from Scandinavia, from England, from Italy, from Ireland, from throughout Europe, and Asia. Many came to escape religious and social persecution or poverty—they came lured by the Miss Liberty's pledge of the ideal society where every individual could rise to the peak of his or her potential unfettered by social systems that weighed upon them in their native countries.

And Miss Liberty fulfilled her promise. A bit of intelligence, perseverance, resourcefulness and a great deal of hard work offered unlimited opportunity and accomplishment—for some. If you were Caucasian and male, Miss Liberty was viewed as a benevolent and truthful lady. If you were black, or brown, or red, or yellow or female, her whispered promise lacked credibility.

The time is the 1960s. Look around you at business, government, higher education—virtually all of the meaningful jobs are staffed by people who are the realization of the American dream. The sons of immigrants . . . The promise fulfilled . . . But look closer, Miss Liberty isn't color-blind, she systematically bestows her favors on those who are white and male.

There's a rend in the fabric of the ideal society.

Overt discrimination? Let's give her the benefit of the doubt. Her favored sons achieved as pledged; they brought up the next generation to take over their work. They carefully groomed their successors in their own image—so they had to be white and male. They created an unconscious

but impenetrable wall around the achievers. They perpetuated the whiteness and the maleness of the people who managed the country's business, who ran its government, who decided the educational standards for its children.

"Sure, some of my best friends are black, or brown or red; and after all, my wife is a woman. You can't say that I've ever discriminated against anyone."

But it was easier to hire someone with whom you could immediately identify. There was greater ease of communication with a subordinate who was white and male, because he had life experiences and values with which you could relate. You went to the same schools, received the same education, were instilled with the same values from your similar fathers. It was easier to hire or support political candidates with whom you could immediately identify. Conscious discrimination? For some, perhaps. For most, no. They had a job to do and took the most expeditious route to get it done.

But absence of guilt didn't absolve the social ills that were created by the lack of opportunity if your color wasn't the one in favor. Blacks and browns and reds were locked in the perpetual cycle of poverty that drained ambition and incentive. Young women on the threshold of adulthood wanted to become doctors, but were steered into nursing. Surgeon's instruments were replaced with kitchen utensils. Potential engineers, if they were female, were redirected toward more "socially acceptable" careers.

The energy that built up as a result of widespread frustration among minority groups and women, threatened to fragment American society.

The seething, smoldering discontent had been formally recognized by



government in the 1940s, when Franklin Delano Roosevelt called on American business to take "affirmative action" in bringing more members of minority groups into the workforce. His request was echoed with renewed force by John F. Kennedy in the early 1960s when he called on American business and industry to use its resources to cure some of the social problems that plagued the country. Voluntary affirmative action programs were under way. Consciously seeking out, hiring and upgrading members of minority groups and women began to add color and variety to all levels of U.S. employment.

In 1964, Title VII of the Civil Rights Act, which made equal employment opportunity a law, further stimulated the absorption of minorities into the workforce. In 1970, under an Executive Order from President Nixon, companies were told to develop formal Affirmative Action Programs which would establish goals for increasing the use of minorities and women in all job classifications within their operations. In 1972, companies were told to develop separate goals for upgrading and hiring women

and members of minority groups. This legislation greatly stimulated the entry of minority group members into assignments of increasing responsibility within American business, and relieved women from stereotype occupations to pursue any job which their talents and interests prepared them for.

"Discrimination in employment, whether conscious or not," states Warren Bowles, Vice President of Industrial Relations, "is irrational, destructive to society and degrading to the individual. Any thinking person must admit that our economic system carefully excluded those who did not fit in comfortably—everyone whose skin hue wasn't the proper shade and whose sex wasn't male. The cause of discrimination is much too lengthy and too subject to individual theory to go into in these few pages; but the cure is another matter. The cure is our responsibility. We, as members of a corporation, have great influence on the fabric of our society. We have jobs, we have opportunities and we have an obligation to strengthen the society that helps us to prosper.

"Every Fairchild facility in the United States has its own individually

developed Affirmative Action Program. In the center of each of these documents is the goals we've set for ourselves for the coming year. Based on our experience in recruiting, we project that we can hire or upgrade so many minorities and women. We've established formal programs with goals and timetables, not simply good intentions without the foundation systems that make them work.

"But most interesting in each of our Affirmative Action Plans are the things we will do that will help us achieve our goals. We recruit at colleges and universities that graduate a large number of minority members and females; we work with community organizations that are designed to help increase job opportunities for women and minorities, we advertise our job openings in newspapers in minority communities and in women's publications, we survey the skills of women and minorities presently in our workforce and counsel them on preparing for advancement. We go to schools to talk with students about job opportunities at Fairchild and encourage minorities and young women to prepare themselves for the job openings that do or will exist. We're



Handicapped workers at the Microwave and Optoelectronics facility.



The spirit of Affirmative Action goes beyond a pledge to hire and promote women and members of minority groups; it influences a company's relations with all of its employees. It produces a heightened awareness of the needs of the individual and increases respect for each person's unique potential. It also encourages the company to become more involved in the problems of its communities; human problems which might find solution in the jobs which a growing company has to offer.

The spirit of affirmative action was recently brought to life at the Discrete Products Group's Microwave and Opto-electronics facility. Hope Workshops, part of Hope for Retarded Children and Adults, Inc., is always in search of jobs for its workers; assignments which handicapped persons can perform. The Discrete Products Group needed a number of temporary employees. The two needs came together in January, when the Group established a production line entirely staffed by handicapped workers. Fairchild worked with the Hope trainers to prepare the new employees for jobs sorting and testing light-emitting diodes. The Hope-Fairchild relationship was so highly successful that some of the workers switched their status from temporary to permanent employees as job openings occurred. Others were moved to new assignments as the initial project for which they were hired reached completion.

Throughout the first four months of 1973, the Microwave facility employed up to 20 handicapped workers.



applying the same management ingenuity that has made our company a leader in the world, to developing a workforce that is more representative of our society.

"We're conducting awareness programs for managers and supervisors that will help them identify with the problems that women or members of minority groups might encounter in a corporate environment and we're asking them to offer their proposals for enhancing our further advancement of minorities and women at Fairchild.

"The result has been not only improved opportunities for Fairchild women and members of minority groups, but a growing consciousness of the needs of the individual. Management sensitivity to our affirmative action efforts has produced side benefits—there is an increased awareness of the need to provide counseling and to encourage all members of Fairchild, even the currently beleaguered white male, to pursue their career aspirations.

"We don't claim to have any solutions yet; and won't until women and minorities move naturally in all strata of the corporation. But we're trying and have evidence that we're experiencing success in the numbers of minorities and women who hold increasingly responsible jobs in our company. More than numbers, in my tours around our facilities I am meeting more and more minority and female managers, engineers and other professionals. I'm meeting women and men who are contributing significantly to our company."



On the receiving end of affirmative action are Fairchild's present and future minority and women employees. In an attempt to determine how they view this increased concern about their careers, HORIZONS conducted a random, informal canvass of many U.S. facilities. The consensus, though many employees had never been fully introduced to the Affirmative Action concept, is that new opportunities have opened for minorities and women in the past decade. They generally like the idea of affirmative action because they feel that formal plans are needed at this time to destroy social stereotypes of the woman or minority worker and to establish equal footing with their white, male counterparts. Virtually all hope to see the day when such formal programs are no longer necessary because discrimination, overt or unconscious, would no longer exist in business and industry.

What these women and members of minority groups said is:



**Phil Marquez**

**Contracts Accounting Manager  
Semiconductor Components**

*"I believe that increased social awareness by supervisors and managers will be the most effective step toward meeting the company's Affirmative Action goals. Also, I believe that the company must be realistic in its job requirements. If a college degree isn't necessary to do a job, it shouldn't be a requirement. Many minorities do not have advanced education, because they were unable to afford to go on to school or because they didn't really believe that opportunities awaited them if they did finish college."*



**Jean McNeal**  
**Sr. Specification Writer  
Discrete Products Group**

*"Most women are doubtful that Affirmative Action will have any real impact on their job opportunities. I, because I have been involved in the awareness programs that are being conducted at Fairchild, believe that changes can be made. The results are not in yet, however. It is going to require education—education like that which Fairchild is conducting—to make people blind to color and sex when it comes to hiring and promotion. Fairchild has taken a very good stand on true equal employment opportunities and we're seeing improvements. People are learning more about other people. There are a great many good ideas that have come from managers, women and minorities on how we can meet and resolve the problem of discrimination. I expect to see major changes in my working life, but I have complete confidence in the generation that is just entering business. I know that if we can't totally eliminate discrimination, they will."*





**Arzine Kimble**  
**Programmer**  
**San Rafael, Calif., Plant**

*"I believe one of the ways in which a company that is sincere about Affirmative Action can advance women and minorities is to look within their own plant to fill job openings before going outside for new employees to fill jobs that would represent promotions. We have such a program at our plant, and it works. In the past year, several women have gone into management jobs.*

*"I believe that equal opportunity in employment will solve a great deal of the unrest that has occurred in our society. Jobs are the answer. Over the long stretch, women and minorities were excluded from many jobs because it was easier to hire a white male. Things are getting a great deal better—at least at Fairchild.*

*"Another thing—a company has to have an image of being an equal employment company in its community. If you already have minorities and women in management, others will apply for jobs. If it is obvious that you have only the minimum necessary to satisfy the government, you'll find that trained minorities and women won't apply."*



**Dick Piggott**  
**Developmental Technician**  
**Space and Defense Products**

*"I've seen many changes in employment attitudes in my 20 years in industry," states Dick Piggott. "But I have seen more changes result from the Affirmative Action approach than from any other single source. I do not believe that the Affirmative Action concept affects only women and minorities, it influences the entire workforce. I know that at Space and Defense Products Division, the development programs which are encouraging minorities and women to prepare for promotion extend to the entire workforce. As far as I can see, everyone benefits from Affirmative Action.*

*"Employees—all employees—are encouraged to use the Tuition Aid program to obtain the educational requirements they need for promotion. I returned to school recently to begin my work toward a degree in engineering. If I did not have tuition aid and the knowledge that Fairchild will probably have a job for me when I get my degree, I might not have returned to school."*



**Carmella Simiele**  
**Assistant to Office Manager**  
**Electro-Metrics**

*"I wish I was 20 years younger," declares Carmella Simiele, when she talks about the effect Affirmative Action is having and will have on job opportunities for women. "When I first went to work, women didn't stand a chance for promotion in industry. I have known many women who had the talents and the skills to take over higher level jobs but were frustrated because of their sex. Some of the stereotypes of 'women's work' are disappearing. I have seen radical changes recently in attitudes toward careers for women. I only wish these opportunities were available to me at the beginning of my working life.*

*"On the other hand, however, I worry about what this new career consciousness will do to the quality of family life. I believe that a woman's family should come first. Few women can successfully combine care for a home and family with a career. I'm happy to see more opportunities open for women, but hope that this doesn't degrade family life in our society."*

**Joan Traugott**  
**Senior Clerk**  
**Space and Defense Products**

*"I believe one of the foundations of any Affirmative Action Program has to be profitability. A company that is not profitable cannot offer opportunities to anyone—including women and minorities. I've always wanted to do something more than clerical work and, in 1969, I went back to school to work toward a degree in Business Administration. The company's Tuition Aid program helped me to return to school. When I get my degree, I hope that I can qualify for an administrative job."*





(Fairchild's plant in Shiprock, New Mexico, is an excellent example of Affirmative Action. The company located the facility in an American Indian community—an area in which unemployment was very high. Today, more than 95 percent of all jobs in the facility, which employs more than 950 persons, are held by American Indians. In almost all cases, Indians, who are now supervisors and managers joined Fairchild with no experience in the semiconductor industry, were trained and promoted as their skills increased. But for a first-hand impression of what the Fairchild plant has done for the Shiprock community, HORIZONS talked with Alice Funston, who was recently promoted to Forewoman for the Reliability and Quality Assurance Section of the plant.)



**Alice Funston**

"Fairchild has not only helped women get ahead, it has been good for the entire Indian community in Shiprock. Before the plant was built here, there weren't many jobs available. You could work for the Bureau of Indian Affairs, the Navajo Tribe or other government agencies, but there just weren't enough jobs to go around.

"I started in assembly in 1965 and was recently promoted to Production Supervisor in R & Q.A. Since the beginning of the year, a number of women have been promoted into supervisory positions. When I joined Fairchild, most of the members of management were non-Indian. Today, almost all of our supervisors and managers are Indian."



**Eiko Johnson**  
Senior Programmer  
Systems Technology Division

Though Eiko Johnson wouldn't classify herself as a woman's liberationist, she has some definite and well thought out views on a woman's role in business. Basically, she believes, that with equal qualifications, women should be given opportunity that is equal to men. "Women," she states, "must be very aggressive today to share in the career opportunities that are available. I'm optimistic," she adds, "that much of the discrimination women have experienced in the past will disappear. After all, intelligent use of the talents of all people is beneficial to the entire society. To date," she believes, "any minority has had to be better than his or her majority counterpart to gain recognition in business. But this is rapidly changing. Sex and skin color are considered less and less in hiring and promotion throughout industry."

**Bobby Lyles**  
Service and Repair  
Industrial Products Division

Though Bobby Lyles was not aware of Fairchild's formal Affirmative Action program and how it works, he states that he has noted an increasing number of members of minority groups and women being hired and promoted in the past year and a half. Because of Fairchild's encouragement of minorities, he believes that he has good opportunity for development of his career at Fairchild if he identifies where he wants to go and begins acquiring the skills necessary to get there.



**Yvonne Sinclair**  
Machinist  
South Portland

Now that the delineation between women's and men's jobs has been eliminated, Yvonne Sinclair of the Fairchild plant in South Portland, dusted off some long-unused skills and found herself to be the plant's first woman machinist.

The tiny grandmother worked as a machinist throughout the Second World War. After 1945, she turned to more traditional "female" occupations of saleslady and cashier because the male machinists returned from their tours of military duty and reclaimed their jobs.

After working in assembly for Fairchild for several years she heard of a job opening for a machinist with the company. Yvonne applied and was accepted for the promotion. She found that machines had changed radically in 30 years, but she became quickly acquainted with all the new buttons and levers that had been added in the three decades. Her male associates, seeing that her 4'11" stature handicapped her in operating the machine, chivalrously built a platform which eliminated the problem.

About the new job opportunities that have opened for women, Yvonne states, "Most women work out of need, not by choice. Their incomes are not for luxuries, they are used for necessities, so I believe that it is only fair that they have an opportunity to qualify for higher paying jobs."







## Growing Our Own

Every farsighted company must lay plans for perpetuating itself. It must grow its own future managers and engineers who will be responsible for tomorrow's ideas and accomplishments.

Fairchild looks inside the company to identify and develop those employees who have demonstrated the interest and talents to move up in the organization. But to continue feeding the ever-growing need for trained professionals and managers, the company must look outside, too.

One of the most productive hunting grounds for engineers is the college campus. Months before the annual graduation exercises, an army of Fairchild recruiters, led by Corporate College Relations Coordinator Roz Hopkins, begins combing the campuses for Fairchild's future engineers and managers. At present, the college recruiting program is limited to U.S. schools, but the way in which the company is growing abroad it is not unrealistic to predict that college recruiting will soon drop its national boundaries in favor of a world-wide program.

Roz Hopkins is the single full-time college recruiter employed by the company, but she augments her efforts with the volunteer service of dozens of Fairchild managers and engineers who make one or more tours of duty during the school year.

The schedule for visits to college campuses is usually set a full year in advance with emphasis on those schools that graduate an impressive number of engineers. As part of the company's Affirmative Action Program (see story elsewhere in this issue), visits to colleges that graduate a large number of women and members of minority groups in the technical disciplines are also included on the itinerary of college visits.

But, more than simply setting a visit schedule, Fairchild's success in its

**Roz Hopkins leaves the University of Santa Clara Student Center obviously pleased with the results of a day of student interviews.**



college recruiting program is largely due to developing and maintaining good relations with each of the colleges it visits. "We attempt to keep college placement personnel up to date on events at Fairchild through a constant flow of literature to their reference libraries," states Roz. "The libraries are used by students who are near graduation and thinking about the type of work they would like to do and the kind of company they'd like to join. Usually," Roz continued, "the students with whom we will talk have introduced themselves to Fairchild through the material we supply long before we arrive on campus. They know of our past accomplishments, they're aware of our fields of interest, and they can visualize themselves as part of the Fairchild team.

"In addition," she adds, "we invite the college placement personnel to visit our facilities so they can see the types of jobs we have and the environment in which employees work.

"Naturally, we're looking for the top students in each graduating class," Roz admits. "We are attempting to fill at least 20 percent of all exempt job openings with employees directly from campus. And we want the best." During the present school year (September, 1972, to June, 1973), Fairchild representatives have visited or will visit more than 50 schools to interview and be interviewed.

"Our business," Roz explains, "particularly the semiconductor portion, is young and still forming. We need the kind of people who will be innovative; who will question the way we do things in order to develop better methods."

On the other hand, Fairchild recruiters have to be prepared to be interviewed, too. "Today's students hit us with questions that we never heard five years ago. We're asked the company position on ecological preservation, social consciousness, Affirmative Action . . . I believe that these questions are healthy because they show that the young people are not looking simply for a job; they're looking for an involvement in an effort that goes beyond product design, manufacture and marketing.

"Money used to be the prime determinant in a student's choice of an employer," Roz reveals. "Today salary takes third place, in my experience. It follows the desire for a congenial

atmosphere in which to work (a compatible supervisor creates that atmosphere), and the ability to do meaningful work.

"When we're on the campus," Roz continued, "we're competing with hundreds of other companies for the school's most talented graduates.

"As I've said, the student knows the basic facts about our company before he or she enters the on-campus interview. The 20 or 30 minutes he or she will spend with a Fairchild representative will weigh the scales for or against the company. This is why we rely heavily on seasoned Fairchild managers and skilled engineers in addition to Industrial Relations personnel to tell the company story. After all, these people are in the jobs that the students hope to perform some day. No one can explain what it's like to be part of Fairchild better than someone who is deeply involved in the vital operations of the company."

Following the campus interviews, the recruiters compare notes on the the students to whom they have talked. They decide through consensus who will be invited to one of the Fairchild facilities for further interviews. The invitations are extended; some are accepted, some are turned down. "Our ratio of acceptance is very high," Roz reports. "When a student in whom we are interested decides against further interviews, we like to know the reason. Usually, it turns out that they would like to join a smaller company. A large, and growing, company like Fairchild appeals to many because it represents more numerous and broader job opportunities. To others, it threatens a loss of personal identity to be one among hundreds of engineers.

"We have a great many things going for us," Roz believes. "Our plants are in desirable locations—California, New York, Maine and New Mexico. There is the possibility of international assignment because of our broad, and growing, ventures in other countries. And we're respected as a leader in every field in which we are involved. We really believe that we have more to offer than most of the companies we meet on campuses. Projecting that belief during the campus interviews usually means that we are assured of a fine crop of engineers and managers that can be nurtured in the Fairchild environment to be prepared to take responsibility for tomorrow."



John East, who looks as though he just recently left the campus himself, was one of Roz Hopkins' volunteer college recruiters earlier this year. His eagerness to talk with graduating engineers had a self-serving purpose. John, Product Engineering Manager, DIC, desperately needed four engineers to staff his section. But, like all who sign on as volunteer recruiters, John was committed to searching for graduates who could fill other job openings which existed in the company.

In visits to three campuses, John talked with more than 40 graduating engineers. "It's an interviewing marathon," he remembers. "You're scheduled a half hour with each student. I used 20 minutes in actual dialogue; the remaining 10 to jot down my observations. Twenty minutes is plenty of time to determine whether the student has the training and the interests that will match Fairchild's needs. But, it is definitely not enough if you find someone in whom you're interested. There's no time to answer all the questions the potential employee has about the company. If you're really impressed with the student, you immediately invite him or her to the plant for interviews. There, in a much less hurried atmosphere, he or she is able to become more fully acquainted with the company.

In his visits to University of California, Cornell and Newark, John was successful in finding three candidates for his four job openings. Asked to evaluate the recruiting tour, he stated, "Overall, it was probably more efficient to go to the campuses myself than to wait for applicants to be sent to me. I knew what I was looking for and could evaluate the students on the spot."

Asked how today's engineers differ from the 1968 vintage (the year he received his master's degree), John observed that they are "more aware of what an engineer actually does in industry than I and my fellow graduates were in 1968."



If someone had suggested that I apply at Fairchild for a job right after graduation, I would have thanked them for their advice, but would probably never have gotten to 464 Ellis Street in Mountain View." Today, Polly Shouse works at that address because Fairchild came to her on campus.

Polly, a January, 1973, Math Science graduate from Stanford University, had never heard of Fairchild before reading about it on the schedule of company visits posted in the placement center at Stanford. Even then, she believed the company made only cameras. What encouraged her to obtain an appointment to talk with the Fairchild representatives, was the descriptions of job openings that accompanied the Fairchild announcement. "There were several jobs that matched my academic background," she reports.

Polly does not feel that she is untypical because she did not have a firm job in mind when she selected her major. "My decision to be a Math Science major was evolutionary," she reveals. "I had an aptitude for math in high school, but did not want to go heavily into theoretical study so I selected Mathematical Science, a relatively new major at Stanford. I had no firm idea of how my knowledge could be used in industry. It would be highly beneficial to students," she advises, "if companies would send representatives to the campus to talk with them in their sophomore year to tell them the kind of jobs that would await them after graduation if they pursued specific majors. Had I known that engineers were in great demand, I might be an engineer today. The word on campus is that engineering opportunities are diminishing; you believe that's true unless you hear otherwise from the technical companies."

Polly's interview with Fairchild, which was conducted by Roz Hopkins and Dr. Robert Seeds of the MOS Research and Development Laboratory, was carried on under rather trying circumstances. "Right outside the door of the interviewing room," she reports, "students were staging a protest against another company whose representatives were on campus that day. We literally had to shout to each other to be heard above the disturbance."

Asked how she felt about campus reaction to companies that supply parts or products for defense, Polly stated, "Of course, the application of a company's products is important to me. I would not think of joining a company I believe contributed to projects detrimental to society or the environment; but, on the other had, just because a company supplies the Department of Defense does not make it immoral. I'm definitely not a radical on this subject."

In spite of the difficulties in communicating above the furor, the Fairchild representatives liked what they saw and heard in their interview with Polly and invited her to the plant for further interviews. She was offered a job as a Computer Aided Design Programmer and eagerly accepted the offer at a salary "higher than I thought I would be offered."

Since joining Fairchild in February, Polly has received offers from other companies she talked with on campus and though curious to see what their jobs would be, is "extremely happy with what I am doing and wouldn't think of changing jobs."

## On the other side of the interviewer's desk



Polly Shouse



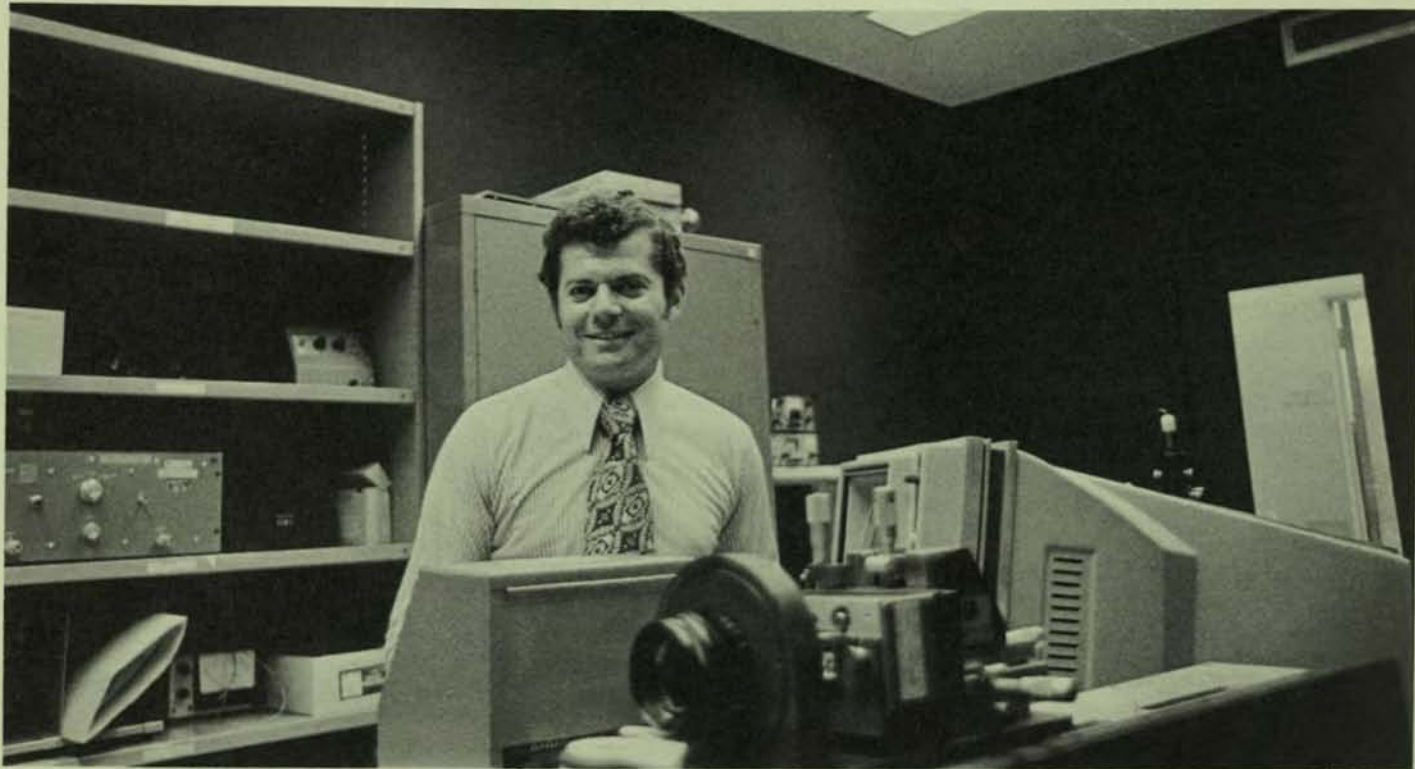
Jon Roberts

Jon Roberts, faced with graduation from the University of California at Berkeley in January, 1973, began to firm up his career plans. Jon knew how he wanted to apply his knowledge and was aware of the companies that could best utilize his skills; so, when the company visits began, Jon selected three from among the lengthy list of interviewing companies. "I had a firm idea of what I wanted to do and what I wanted from the company," he explains. "Naturally, salary is important, but equally vital are job satisfaction and the opportunity to learn more about my field."

Jon, who maintained a perfect grade point average while in college, was invited for further interviews by each of the company representatives with whom he talked. He admits to being impressed with the Fairchild representative who talked with him (Ms. Hopkins) and felt that Fairchild, through her, projected the image of being concerned with its employees as individuals.

However, this first impression of Fairchild didn't stop him from investigating the other two companies in which he was interested. Obviously, he opted for Fairchild. The factor that prompted his decision: "I believed that I would have greater opportunity to develop as a professional at Fairchild."





## Charged Coupled Device and the man who shepherded the concept from the laboratory to the marketplace

A truly creative scientist is:  
single-minded in his pursuit of  
advanced technology;  
oblivious to most human relationships;  
absent-minded;  
concerned only with ideas and  
concepts, never relating them to  
anything practical;  
bearded;  
most happy in his own laboratory;  
and unable to communicate with  
anyone but the few who can  
comprehend his latest theory . . .  
. . . or at least that's what their biog-  
raphers would have you believe.

Aw, c'mon. If you've had any contact with Fairchild's top scientists and engineers—and Fairchild is the home of some of the most creative technical-types in the world—you already know that most of the stereotypes about scientists have been shattered. But, we restate the clichés just to contrast the concept of the scientist with the reality of Gil Amelio, who is currently making headlines for his contributions to the development of the charge coupled device.

True, Gil has been rather single-minded in his desire to bring the CCD (as it is known in scientific circles) to reality. But there the stereotype stops. Highly practical, communicative, attentive and retentive; Gil doesn't even sport a beard.

He's as concerned with the profit and loss statement as the next laboratory breakthrough.

But, we're getting ahead of the story. It really begins in September, 1971, when Gil Amelio joined the Fairchild Research Lab to work with Dr. Jim Early in the development of a new semiconductor technology—the charged coupled device. Within six weeks after joining the company, Gil was named Manager of CCD Development and assumed responsibility for carrying out the charged coupled device concepts which were underway at the Fairchild laboratory.

"Before joining Fairchild," Gil reveals, "I knew that the company's research staff had accomplished much of the foundation technology in photo diodes that preceded the charge coupled device concept. I also believed that the company would be deeply involved in this new technology; how deep, I wasn't sure. I was amazed at the amount of work that Dr.



Early and his staff had accomplished," he relates. "They had many good and original ideas well underway. We're still drawing from the CCD concepts that were developed at Fairchild by 1971 in our present research efforts."

Results of the work in CCD development, under Gil's management, over the past 1½ years were told to the entire world recently in stories in major publications on Fairchild's first CCD device—the CCD-101—and its potential applications. Following the announcement of the CCD-101, Gil has spent a great deal of time addressing interested technical audiences on CCD technology. He has had more requests to present papers on the subject than he could possibly fulfill. Again, another stereotype shattered. Gil is as comfortable as a key speaker for a massive gathering of engineers and scientists as he is in a CCD laboratory.

Shortly after joining Fairchild, Gil eagerly left the R&D laboratory in a major marketing effort for CCDs. The customer was the U.S. Government. Gil and Jim Early firmly believed it was in the country's best interests to underwrite further development of CCDs for future applications. Gil's and Jim's marketing techniques and their firm conviction in CCD were so effective that they convinced a blue-ribbon committee of some of the nation's top scientists that they were right. The result was funding for a research project of six months duration. The only catch was that, at the same time, the government granted contracts in CCD development to two other manufacturers because of the importance of the technology. At the completion of the pilot project this past March, the evaluation committee convened to determine each company's effectiveness in moving CCD technology ahead. The conclusion: Fairchild's results were far more impressive than the two competing companies. Thus, the government agreed to re-fund Fairchild as sole source for a second and longer project.

Once the fanfare and applause over CCDs dies down, will it be back to the laboratory for work on another major project? Perhaps that's what

our stereotype scientist would do. But, again Gil doesn't fit this form. He envisions staying with CCDs long after they lose their glamour status of the moment and are at work in a variety of applications.

Gil is that rare combination of scientist and entrepreneur, a practical dreamer. He came by this personality naturally. The scientific part began to show itself while he was in high school. An aptitude for math and physics drew him toward a career in the sciences. An almost equal talent for public speaking combined with a logical mind pulled him toward a legal career. Science won out. He received his undergraduate degree in Physics from Georgia Tech.

Even before graduation, his entrepreneurial skills surfaced when he joined with a friend in the formation of a computer software company. They operated the company for little over five years before the two men decided to sell their interests to another larger company. Gil had grown restless. By this time he had begun to form a life plan. Deciding that he would require more formal education to make any major contribution to science, he returned to Georgia Tech to work toward a Ph.D. While he went to school, he worked as a consultant to support himself and his family. Some of his consulting assignments included the development of heart monitoring hardware for the Emory University Anesthesiology Department which worked closely with Grady, one

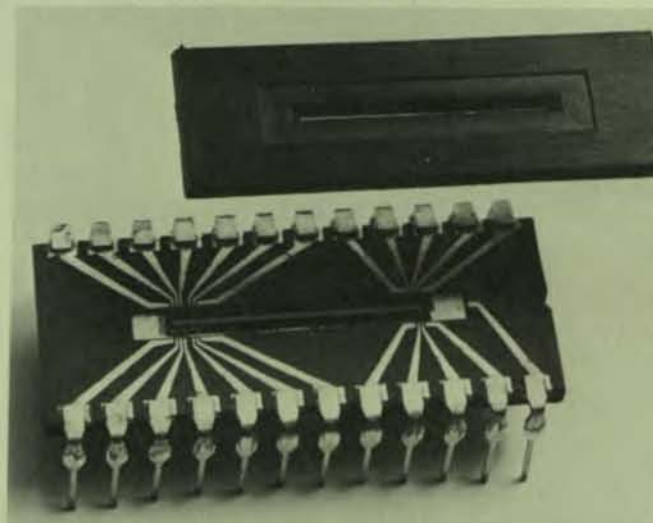
of Georgia's major hospitals. During that assignment, he once found himself in the operating room while a patient underwent open heart surgery. Gil's job was to monitor the newly developed equipment which read the patient's vital life signs. A rather tense five hours.

After receiving his doctorate he received an opportunity to join Bell Telephone Labs.

Then he joined Fairchild where he found an atmosphere which encouraged creativity. "Even in hard times, company management never deserted the CCD project knowing its significance," he states. Gil received financing for CCD innovation and development, not only from the Semiconductor Divisions—the obvious benefactors of the technology—but from the Space and Defense Division which identified an immediate application for the new device in a new line of cameras which would offer significant advantages over existing aerial reconnaissance cameras. The CCD development effort is part of Dr. Tom Longo's Digital Products Group.

At the heart of Gil's and Fairchild's excitement is a tiny sensor almost two-thirds of an inch long that contains 500 imaging elements. This tiny device is projected to be the seed of a several hundred million dollar annual industry.

That kind of potential would probably even get a reaction from a stereotype scientist.





## Alcoholism: not a choice; an illness

**M**ore than 20 years of chaos, sorrow and degradation. Court battles to retain the custody of her children.

Arrests.

Violence.

Despair.

Hope.

Despair.

The classic story of a woman alcoholic.

It's not a Hollywood movie outline; these are the spare facts of the life of a Fairchild employee—an alcoholic.

It was not too many years ago that you would never see the term "alcoholic" printed in a company publication. If discussed at all, alcoholism was spoken of in hushed whispers. It was ignored until it affected an employee's work; then dealt with in a very direct manner—termination. Even then, the official reason given for the employee's separation was that he or she could no longer manage their job. Alcoholism would never be mentioned. A

person's right to drink or not to drink was a very personal matter—it was no area in which a company could interfere.

In recent years, however, many companies, including Fairchild, have taken a new look at their responsibilities to employees. Do you allow an employee who has been diagnosed as having work problems directly related to alcohol degenerate to the point that he or she loses value to the company, to their family, to society? Do you allow a valued employee to destroy himself with a disease that is beyond his control without help? The answer from enlightened companies is a resounding, "No."

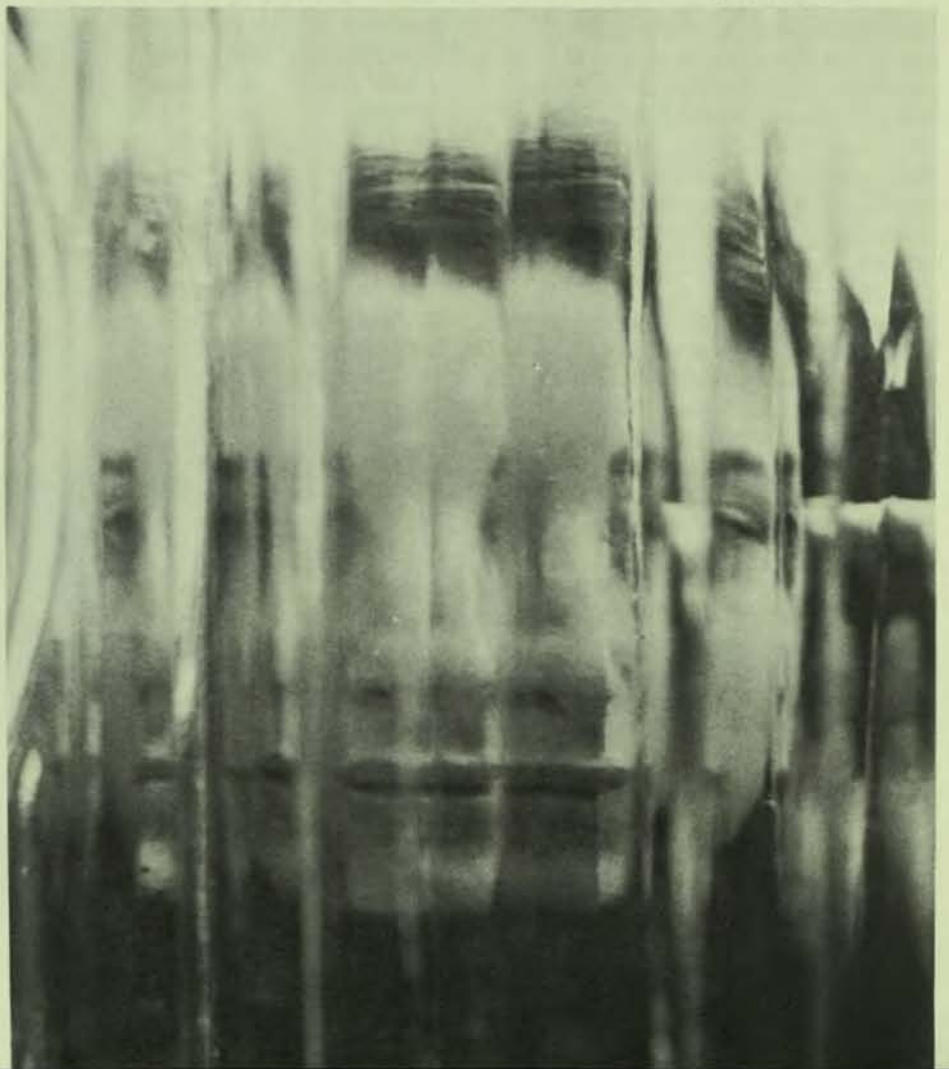
If, twenty years ago, the woman we described had worked for such an employer, perhaps some of the misery could have been taken out of her life story. We'll call her Mary, because, although "Mary" acknowledges herself as an alcoholic, she believes that others hearing this term will treat her differently. As it is, she is viewed as a highly qualified and productive secretary. The term "alcoholic" may change that opinion in fellow em-

ployees' minds. Though Mary has not had an alcoholic beverage in more than eight months, she is still an alcoholic. A single drink would start the spiral that led her into the previous destructive drinking pattern.

In the cold, objective view of sobriety, Mary traces her alcoholism to her first drink at age 19. "I was never a social drinker," she believes. "I used alcohol as a crutch to ease my shyness with people. I drank more than anyone else I was with and soon couldn't have 'fun' without alcohol.

"When I married, naturally I chose a man who drank as heavily as I did, because I could have 'fun' with him." The marriage produced three children; one died shortly after birth.

Somehow, for the next five years, Mary managed to juggle a job and care for her family as her drinking problem increased. Then she found that "fun" was being taken out of her drinking because her children were beginning to notice her strange behavior. She solved that problem by planning weekends away from home—leaving her sons with a housekeeper. Her relationship with her husband had deteriorated to the point that her





lone weekend excursions were not questioned. She sought out people. "I had a loneliness that couldn't be satisfied by my family, my friends at work or anyone close to me. I sought strangers who would not admonish me for drinking."

Her weekends away from home delayed the time when she would have to face the fact that alcohol was destroying her relationship with her children. Meanwhile, however, the tension between Mary and her husband, fueled by alcohol, increased. Incidents of violence occurred and the marriage ended.

Another marriage soon followed—again to a man who shared her interest in alcohol. During this marriage, which produced two more children, the couple made several geographic moves in an effort to start over. "It was becoming more and more difficult to go to work every day. I was beginning to drink during my lunch periods when I was able to go."

Then came the incident which triggered Mary's first dedicated attempt to stop drinking. She was stopped on the highway by a policeman, charged with drunk driving and taken to jail. Her children, who were in the car with her, were taken from her. Her sentence: six weeks in an alcoholics' rehabilitation program.

She completed the program and found renewed hope. Her new perspective encouraged her to begin proceedings for divorce from her alcoholic husband. She obtained a job as a secretary and began the process of putting her life together again. Two of her children were returned to her after six months. The paternal grandparents continued to fight Mary's right to custody of her youngest children.

"It was a trying period," she remembers, "but I had hope. I had not been drinking in months. As soon as my divorce was complete, I made plans to marry a man I had met in the

alcoholic rehabilitation center. Everything appeared promising."

In retrospect, Mary believes that she and her third husband should never have married. "Neither of us was strong enough in ourselves to continue our sobriety. We were soon back on the bottle. I would have a dry period, then he'd start drinking. He'd stop and I'd start almost to spite him." The antagonism that grew between them led to violence and soon Mary began to fear for her own physical safety. Her only route of escape was another divorce.

Helped by Alcoholics Anonymous, Mary went through several years of intermittent sobriety before coming to Fairchild. Shortly after she joined the company, she began drinking again.

Her supervisor was preparing to fire her for her poor attendance and performance when, remembering having read the company policy on alcoholism, he discussed the matter with Dr. O. Bruce Dickerson, the corporate medical director, before taking any action.

He was advised, as any other supervisor who would visit Fairchild dispensary for advice would be, that he must be sure that it was indeed alcohol that was affecting Mary's work, not some other physical or psychological problem. The supervisor reviewed with Dr. Dickerson his reasons for thinking Mary had a drinking problem, and from the review alcohol appeared to be the cause.

Still Dr. Dickerson had no preconceptions when he invited her in to his office for a conference. Within moments, however, Mary admitted that she was an alcoholic.

Together they mapped out a program for rehabilitation: regular meetings with Alcoholics Anonymous, a weekly visit to Dr. Dickerson and absolutely no alcohol—there was no room for error in the program they agreed to.

Mary knows her job depends on absolute sobriety and has never slipped in eight months. "I'm still not cured," she believes, "and never will be. I must always remember that there is no such thing as 'just one drink' for an alcoholic. One drink and I'd be on my way again."

Mary's success with sobriety has encouraged Dr. Dickerson to ask her to provide counsel and support to

other employee-alcoholics who were in danger of losing their jobs because of their problems. She is presently sponsoring another woman in Alcoholics Anonymous—acting as her confidant and helping her over the rough spots in her first months of sobriety in years.

Mary's case, Dr. Dickerson explains, "is far more dramatic than the usual alcoholic. She was able to survive in a work environment far longer than most. Her stamina was incredible. She continued to hold a job and to care for her children throughout almost 20 years of alcoholism. With this history," he explains, "an alcoholic would usually be beyond the point of rehabilitation. Custodial care in an institution or 'skid row' is usually the result of this lengthy experience with alcoholism.

"Industry has a unique motivation for the rehabilitation of the alcoholic," he continued. "Studies have proven that alcoholics can be more effectively stimulated to sobriety when their job is in danger than through any other single motivation.

"In Fairchild's approach to alcoholism, we encourage the supervisor to identify work problems that might result from alcoholism as soon as possible. This is not to be interpreted that we encourage 'witch hunting.' Never is the supervisor asked to provide a concrete diagnosis; he or she is simply asked to refer the person to the dispensary for counsel if the individual's job is being threatened for behavior which might stem from alcoholism.

"We approach alcoholism in the same manner we address any other illness. We develop a treatment program. We're firm in our approach. The employee must stay sober or jeopardize his job. And, it works. Our rehabilitation rate since the installation of the program has been more than 70 percent. This represents many salvaged lives."



## New Silicon Plant To Open In California

Fairchild has acquired a site for a new silicon materials plant in Healdsburg, Calif., 70 miles north of San Francisco.

The 9½-acre location, purchased from Sunsweet Growers, Inc., includes an 84,000-square-foot building which will be renovated before installation of new crystal growing and slicing equipment.

Initial employment will be 25 to 50 persons, with gradual expansion to a maximum work force of 400 over the next three years, according to Charles H. Smith, General Manager of Central Operations for Semiconductor Components. He said Fairchild will begin occupying the facility by mid-May.

"We expect actual production to begin this Fall and, when completed, the Healdsburg facility should be the most modern silicon materials plant in the industry," Smith said. He added that Fairchild plans to hire employees primarily from the Healdsburg area.

## Manufacturing Space To Double in Korea

The Semiconductor Components Group is expanding its manufacturing facilities in Korea to 168,000 square feet, which more than doubles the existing plant space.

The expansion includes additions to the company's existing assembly plant near Seoul, as well as acquisition of a new site about three miles away. The additions are scheduled to be fully operational by September.

Principal operations in Korea include assembly, testing and finishing of transistors, integrated circuits and optoelectronics products.

Fairchild recently completed a new administration building at its existing site at Yung Dung Po, on the outskirts of Seoul, and is presently adding a tin plating and chemical mixing facility at that site. These additions will bring total space at that location to 68,000 square feet.

The new Koro Dong facility of 100,000 square feet will be complete by September.

## Canadian Researcher Claims 1972 Fairchild Photogrammetric Award

Teodor J. Blachut, head of photogrammetric research at the National Research Council of Canada, has been named winner of the 1972 Sherman Mills Fairchild Photogrammetric Award.

The award officially was presented at the 1973 convention of the American Society of Photogrammetry and the American Congress of Surveying and Mapping, at the Washington Hilton Hotel in March.

Blachut was recognized for his work in deriving three-dimensional information from orthophotos (photography indicating all features in accurate position, as on a conventional map), as well as developing an orthocartograph-stereocomplier system for plotting maps from aerial photography.

Irving W. Doyle, technical director of the Fairchild Space and Defense Systems Division—sponsor of the award—presented a silver plaque to Blachut's associate, G. H. Schut, at the ASP annual business and awards meeting, Wednesday, March 14. Blachut was unable to attend due to previous commitments.



**KOREAN VOLUNTEERS HELP UNCLOG THE MAILS**—The Fairchild Volunteer Service Group of the Semiconductor plant in Korea, an organization of approximately 25 young women at the Fairchild facility, offers its services wherever they are needed. In addition to providing support to local social and charitable agencies, the women recently pitched in to help unclog the mail jam (above) at the Central Post Office.

## East Outscores West In Annual Bowling Tourney

Bowling league results, though interesting to individual league members, rarely make headlines throughout the corporation. A very visible exception to this rule is the results of the annual East-West Bowling Tournament organized by Dick Marz, Recreation Coordinator for the Fairchild divisions on Long Island in New York.

Each spring, by inter-office memo, Dick pits the skills of the top Fairchild bowlers in the Eastern United States against those in the West. The tourney runs for four successive weeks. This year six teams were organized to represent divisions on both coasts: Team 1, Space and Defense Systems in Syosset; Team 2, Systems Technology, Palo Alto; Team 3, representing Semiconductor Divisions on the West Coast; Team 4, Semiconductor, South Portland, Maine; Team 5, Industrial Products, Commack, New York; and Team 6, Defense Products, Copiague, New York.

This year the tourney ran March 5 through 26. Each team secretary faithfully submitted the results of each week's games to Dick. Individual and team awards were made as the result of performance in the 12-game series.

In 1973, it appears that the bowling talent lies mainly on the East Coast with the Space and Defense Systems Division taking top team honors, and the Industrial Products Division claiming the incentive team award (most improved). Individual awards went to: Nick Simon, Space and Defense, for high individual game (237); Walt Girolamo, Defense Products, placed second in high individual game with 236; Jay Quinn of Industrial Products took the High Individual Series award with 599; he was followed by Nick Simon of Space and Defense with 595.



## Discrete Lowers Price On 1/2 in. LED Displays

The Discrete Products Group in March reduced the price of its 1/4-inch LED display digits to \$1.85 in 10,000 quantities, making them the lowest priced such units available.

The cost reduction results from high-volume production rates and the inherent economical design of Fairchild's FND-70 display units.

The FND-70 uses a unique design which reduces the amount of gallium arsenide phosphide material to one-third of that required by other 1/4-inch displays, as well as a low-cost plastic package assembly method that eliminates extensive hand assembly operations usually required for light-emitting devices.

## First TDK Products On the Market

TDK-Fairchild Corporation, the Tokyo-based company which Fairchild owns jointly with TDK Electronics Company of Japan, began production of LED display modules for calculators in February. Initial production is conducted at the Okinawa facility of the company (formerly part of Semiconductor Components Group). The newly formed company plans to begin integrated circuit assembly in South Korea in 1974, reports Hiroshi Sata, president of TDK-Fairchild.

## New LED Display Driver Introduced

The Digital Products Group has announced a monolithic TTL/MSI integrated circuit specifically designed to decode and drive LED seven-segment displays directly without external components.

Although the new device, the 9368, is optimized for use with Fairchild's FND-70 1/4-inch LED displays, it is compatible with other common cathode LED digits. The 9368 and FND-70 combination provides the most cost effective display subsystem available today.

## Fairchild Foundation Finances Stanford Neuroscience Center

The Fairchild Foundation has donated \$7.5 million to Stanford University Medical Center in Palo Alto, California, for construction of a center for neurosciences.

The grant, the largest foundation gift to the center, is in memory of Sherman Fairchild, Founder of Fairchild Camera and Instrument Corp.

The new facility, to be called the Sherman Fairchild Center for Neurosciences, will house departments of anatomy and physiology, research laboratories, classroom instruction and administrative support. Construction is expected to begin in about a year.

## Sentry 200 Performs At INTERCON

On operating Sentry 200 semiconductor tester—featuring a new computer-aided test generation system—was displayed by the Systems Technology Division at INTERCON in New York City, March 27-29.

Systems Technology's live demonstration at the IEEE-sponsored show featured PC board testing and fault isolation on the boards. Fairchild's new testing techniques, designated FAIRTEST, highlighted the fault isolation demonstration, producing functional test programs for digital logic subassemblies.

FAIRTEST, a proprietary Fairchild program, is composed of program modules, libraries, and an operating process which can be supplemented with unique logic macros as required.

The Sentry 200 can perform 286,000 functional tests per second and 2,000 DC tests per second. It is one of Fairchild Systems Technology's six modularized, expandable computer-controlled test systems for production and engineering testing of discrete devices, integrated circuits, PC boards and sub-assemblies.

## EMD Announces New Frequency Receiver

The Electro-Metrics Division on April 4 announced availability of a new model single-package receiver for frequency reception, analysis and surveillance of the 24-to-1000 megahertz (MHz) range, covering both VHF and UHF bands.

The new model—designated EMC-25RX—is particularly designed for testing for receiver certification under FCC Rules and Regulations, Part 15, Subpart C.

In addition to retaining all basic features of Fairchild's EMC-25 in the 24-1000 MHz frequency range, the new model includes full capability for computer-control, non-computer automated operation, full remote control and front-panel manual operation. The EMC-25RX also incorporates the third ultra-narrow bandwidth (one-tenth the regular narrow bandwidth) to enhance sensitivity for narrow-band CW type signals.

This Fairchild division produces specialized radio frequency instrumentation systems, including interference analyzers and spectrum surveillance systems.

## Semiconductor Bookings Set All-Time Records

Semiconductor industry bookings continue to exceed shipments and Fairchild's backlog is at all-time record levels, C. Lester Hogan, Fairchild's president and chief executive officer, told a group of security analysts in late March.

"We find that the bookings and shipment curves continue to diverge and barring any major recession in 1974—which we do not anticipate—the industry will not experience over capacity this year or next," Dr. Hogan said.

Dr. Hogan also reported that Fairchild, which is supplying solid-state modules to control the exposure, flash-firing and motor functions of Polaroid's new SX-70 instant-picture camera, is now shipping all three devices in volume.



# Photo Contest For Employees

Have a special photograph that you've taken since the beginning of the year that is simply too good not to be shared?

Here's your chance. HORIZONS will sponsor a 1973 Photo Contest for employees (except professional photographers) with cash prizes awarded in three categories: People, Scenic and Animals. Three top prizes of \$25, \$15, and \$10 each will be awarded in each of the categories. In addition, we'll publish all the "honorable mention" photographs that our space will allow.

Deadline for the contest is August 15, so you still have plenty of time to take that award-winning photograph. Judging will be handled by Fairchild professional photographers and members of the company's art departments. There's no need to go to special trouble to print your photographs. Standard snapshots are acceptable. We'll leave it to the judges' imagination to determine how much more impressive they would be if enlarged and cropped to their greatest potential.

There are no separate categories for black-and-white and color photographs; both will be judged together. Even color slides are acceptable. If a color slide claims a prize, we'll have a black-and-white print made for publication.

The imagination of the photographer will be the greatest single factor that will be judged; so that photographs taken with a Brownie camera will have as much opportunity to claim a prize as those shot with a Hasselblad.

Send your entries to the Employee Communications Office, Fairchild Camera and Instrument Corp., Mailstop 20-2284, 464 Ellis Street, Mountain View 94040. Include your name, location, and job title with each of your entries. All photographs will be returned to the owners, unmarked, following the judging. Winners will be published in the September-October issue of HORIZONS.

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