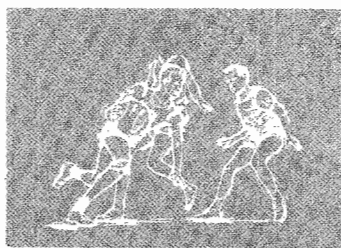
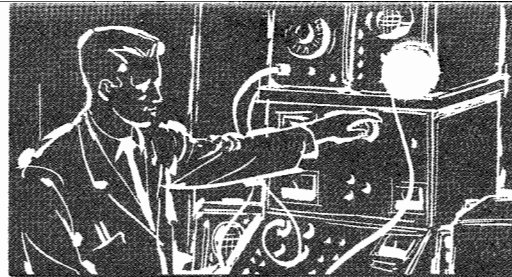
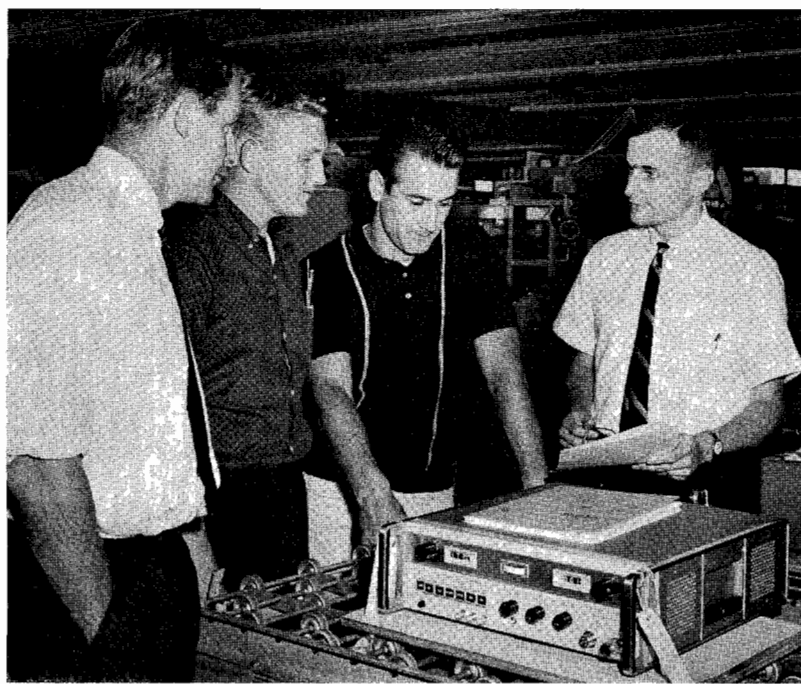


Watt's Equipment



Hewlett-Packard
Palo Alto, Calif.
November 1963



8614—OFF THE LINE. On its way to a defense-oriented, top-priority customer is Microwave Division 4's first highly sophisticated new Signal Generator, the 8614A. The instrument is the culmination of many man hours of engineering effort, and the first of the redesign of certain instruments in our signal generator line. This instrument features an automatic power leveling system using PIN diodes; these diodes are essentially a power absorption device enabling us to amplitude modulate the power. This feature was not available in the 614. Pulse and square-wave modulation are also accomplished by the PIN diodes, allowing greater frequency stability due to the fact that the klystron is continuously operating. The frequency accuracy has been increased from $\pm 1\%$ in the 614 to ± 5 megacycles in the 8614; also the minimum power output has been increased from 1 to 10 milliwatts. The 8614A has won several industrial design awards with its new modular cabinet. It was chosen for exhibit in the Louvre in Paris as one of the examples of industrial design from this country. Pictured in photograph above are, L-R: JOHN DOYLE, Production Manager; Line Leader JIM DAVIS; DENNIS ROACH, Machine Assembly; and RON CHURCH, Production Engineer.

600 Plotters Enjoy 'Day at Ranch'

BY PAT LADOUCEUR

Thanks to Cowpokes Dave and Bill—

Around 600 HP'ites and their families enjoyed themselves at the annual San Felipe Ranch Picnic September 29. It was a beautiful day and everything went well. We sincerely hope that all who attended enjoyed themselves, and thanks again, *Dave and Bill*.

We promised you in our last column that we would give full and complete details on our forthcoming Hawaiian Bingo-Dance. The date is Friday, November 22. The dance will be held at the Sunnyview Club, 266 Escuela Avenue, Mountain View. Dress may be either Hawaiian style or casual, and doors will open at 7:30 p.m. Bingo will start at 8 p.m. sharp (we hope). Twenty games will be played with *Len Ladouceur* doing the calling. Many lovely gifts will be given away, and these will be on display in the cafeteria about one week prior to the dance. Bingo will be played in the downstairs area of the club and for your convenience we will have a bar ready for your pleasure. After bingo it's upstairs to dance to "The Contrasts," a 7-piece band that will play from 9 p.m. 'til 1 a.m. Now you're hungry? Good, because we plan to feed you. A nice warm snack will be served at midnight or shortly thereafter. What will all this cost you?—\$2.00 per person, and this price includes one free bingo card, dancing to a great band, good food, and pleasant company, not to forget a few surprises we have for you. The club can comfortably accommodate about 400 people (200 couples) for a function such as this. Therefore, the tickets will go on sale November 6 and as soon as we have sold the 400 tickets, ticket sales will be closed. So, please try to purchase your tickets early.

The Harmony Plotters thank you for

the interest you have been showing in our functions. We enjoy planning these programs for you and when interest is shown, it encourages us to go on with bigger and better things. Let's make this dance our "best one yet" by making it a "complete sellout"! P.S. Husbands: Please take this issue of "Watt's Current" home and show it to your spouse.

HP Symphonaires

Thanksgiving Program Planned!—

This year marks the first time that the Symphonaires have progressed rapidly enough to present two programs during the fall months. The first target is Thanksgiving, to be followed by our fourth annual Christmas program. Many new voices have added zest to the group. In addition, our new pianist, Morgan Seeley of Palo Alto High School, is fitting in nicely with the group and is giving us a welcome boost. All in all, we have about 25 people singing this year and we should be able to put on a good show for you of HP.

Annual Picnic Pix at San Felipe Ranch

1. Welcome, Partner, hope you have fun today.
2. Bill Kellig, Len Ladouceur, Don Tapley—"Let's see now, have we forgotten anything?"
3. Under the "O"—64—Bingo!
4. The Penny Hunt, look at 'em go!
5. Oh boy, cotton-candy, I love it!
6. And away we go!
7. Me Chief Nail Hammering Champ. Me Princess Nail Hammering Champ.
8. Ain't she sweet, and she can sing, too.
9. Dave Packard, Mr. H. S. Coe (owner, adjoining ranch), and Bill Hewlett.

—The end of a delightful day.
—Photos by Pat Ladouceur

BRUCE WHOLEY NAMED SANBORN GENERAL MANAGER

Waltham Company Reorganized as Division—

The Hewlett-Packard Company released today a statement to the effect that its largest subsidiary, the Sanborn Company of Waltham, Mass., will become a division of the parent firm.

Dave Packard, HP president, said Sanborn's transition to divisional status "should be achieved within a few months, pending completion of necessary legal arrangements."

Sanborn, founded in 1917, produces a broad range of medical and industrial instrumentation. It became a wholly owned Hewlett-Packard subsidiary in 1961.

Dave said the conversion of Sanborn into a division of HP is "part of a planned program of gradually dividing our corporate structure."

"The purpose of this program is to achieve greater flexibility throughout the corporation and to improve our over-all operating efficiency," he said. "By dividing our resources more effectively and have strengthened our entire organization."

Dave Packard also announced that Bruce Wholey has been named general manager of Sanborn. He succeeds Alfred Lonnerberg as chief executive officer of the company, Mr. Lonnerberg having recently resigned as president to take a year's leave of absence.

Young Appointed Microwave GM—
Bruce Wholey joined Hewlett-Packard in 1945 and for the past three years has served as general manager of the company's Microwave Division. John Young, formerly sales manager of the Microwave Division, has been appointed general manager, succeeding Bruce. John joined Hewlett-Packard in July 1958 in marketing planning, and has held the position of sales manager of the Microwave Division.

Minck New Microwave Sales Manager—
John Minck becomes the new sales manager of the Microwave Division, succeeding John Young. In addition to his engineering qualifications, Minck is the author of several articles which have appeared recently in technical trade magazines.

UNITED FUND MID-DRIVE REPORT

Nicht ser gut—Down \$8,760.00 from '62-63—

This year, in conducting the United Fund Drive, the procedure was altered so that each individual would receive with his paycheck, September 11 and 13, a data processing key punch card that would enable him to contribute either through payroll deductions, cash, or by check. Since the drive has now been in progress for three weeks, we thought you would be interested in knowing some of the statistics which are important.

Total contributions received	\$19,448.52
Total number of employees	3,358
Total number of donors	1,628
Average gift per donor	\$11.92
Percent of donors to total employees	48

In comparing the above figures with the drive last year, the results are not as we had hoped or anticipated. During the 1963 drive, HP employees contributed over \$28,000. As a comparison of the 1964 drive with the 1963 drive, the following is a breakdown:

Total contributions received	\$28,208.00
Total number of employees	3,536
Total number of donors	2,544
Average gift per donor	\$11.09
Percent of donors to total employees	75

Let's Go! Now!—

As you can see, the United Fund Drive is down \$8,760 from what it has been in the years 1962 and 1963. We would like to encourage each of you who have not

(Continued on page 4)



Soviet Tour Highlights

BY FRANK CAVIER

"A Pretty Grim Place"—

As a member of Congressman Charles S. Gubser's Executive Delegation to the USSR, I recently visited Moscow, Leningrad, and Kiev in the Soviet Union as well as Budapest, Hungary, and East and West Berlin.

The Soviet Union is definitely not a place to go for a fun vacation—many of the things which we as Americans are attracted to when pleasure bent are non-existent or nondescript in Russia. There are no night clubs; restaurant service and food are poor by our standards; and gambling casinos, golf courses, and many other amusements are lacking.

It is a pretty grim place. As a matter of fact, you have to be prepared for your visit to the USSR. Things are so bad there that unless you are prepared, you will be so upset by the poor food, accommodations, and service that enjoyment of your trip will be seriously impaired.

However, because of our world competition with the USSR, it is very interesting to see with one's own eyes what life in Russia is like, and to try thereafter to draw conclusions as to the relative progress of the Communistic and Capitalistic systems. It is a most exciting and stimulating experience, and I would certainly recommend that anyone who has an opportunity to travel in the USSR do so.

Our entire group agreed that, in general, the Soviet citizen seems to be reasonably satisfied with his lot because, for him, things are much better than they used to be. First of all, Soviet people don't starve nowadays when there are wide-spread crop failures or other disasters—their government purchases from the U.S., Canada, etc., whatever wheat or other food may be needed. There is no real unemployment, and everyone can afford food and clothing. Rent (set by the government) is cheap. Also, medical care is free. So the basic necessities are taken care of, which is an improvement over the past. However, when Ivan and Olga find out just how much better life is on the other side of the Iron Curtain, they are sure to wonder what's wrong with the Communist system. It appears, however, that any serious public criticism of Communistic rule is not in the cards in the near future.

Communism's ultimate millennium, as detailed to our group at a briefing session by a high Soviet official, is dependent on a system devoid of personal economic incentives. In an indeterminate period of time their program, in my opinion, is certain to fall apart because of the fact that basic human instincts will never be indefinitely reconciled to such a pattern.

Big Brother Is Watching You—

To be in the Soviet Union is to be able to sense very clearly the fact that there is no freedom of speech, of press, or even movement from one place to another or from one job to another. Imagine being Russian and not being able to travel anywhere without prior application to and approval by the authorities! Think what it means not to be able to switch jobs unless the worker's union, government officials, and your employer agree with your desires. Or what it is like to realize that even your home conversations may be recorded on tape without your knowledge. The atmosphere of fear and apprehension was very apparent to us all.

There is some effort being made in the USSR on more consumer items, but with the lack of profit incentive, I don't believe they will ever get up enough steam to catch up with our present-day living standards. Practically no one owns an automobile. Things like washing machines and refrigerators and TV are very scarce. Families of four or five people are crowded into apartments no bigger than your garage. Practically all the luxuries and recreational activities that we enjoy are absolutely non-existent in the USSR.

So, in summary, Ivan and Olga now have a sort of working social security, but without freedom of speech, press, travel, or job choice, and they do not have the luxuries which we feel make life something more than just existing.



ST. BASIL'S Cathedral in Red Square built by Ivan the Terrible during 16th century as thanksgiving for victory over Tartars (Cavier in foreground).



MOSCOW UNIVERSITY building (1953), one of a series of seven similar skyscrapers built in various parts of Moscow under Stalin's regime.

Rod & Gun Club News

Marksmanship Award Night—Dec. 10—

Walter Murray reports that the next marksmanship award presentation will be on the Rod & Gun Club's program for Dec. 10.

Because the club is affiliated with the National Rifle Association, Walter sent the names and pictures of the award recipients of the September meeting to the NRA headquarters in Washington, D.C. The NRA responded with a very complimentary letter, and Murray states, "This response could not have been possible without the 'Faithful Few' instructors and the support of the parent club itself. We have come a long way in a short time. However, there is much to be done yet—so please call me (Ext. 2457) if you are interested in helping our shooting program."

Two club activities coming soon—

First is a VENISON FEED set for November 16, at 7:00 p.m. at Carpenter's Hall, 3065 Middlefield, Palo Alto. \$1.00 per person. Tickets are available from Club Directors after Oct. 21, and the menu will feature: venison stew, French bread, salad and wine. This offer open to Rod & Gun Club members and their families only. New members welcome.

A TURKEY SHOOT will be held November 21, 7-10 p.m. at the Stanford ROTC range. No regular club shooting on Thursday, November 28 (Thanksgiving).



NEWLYWED: Friends and co-workers in Bldg. 2 shown attending shower-luncheon in honor of MARLENE RICCOBONI (standing, head of table), who on September 28 became Mrs. Dino Belluomini. The wedding ceremony was held at St. Simon's Church, Los Altos. Following a week's honeymoon trip to Las Vegas, our new bride returned to her duties in the Pre-Fab area of Bldg. 2.

HP Sailing Club Breezes Home Winners

Three in First Ten—

The Palo Alto to Alviso "Pitch and Roll" El Toro sailboat race ended with the HP Sailing Club taking home the monstrous Perpetual Trophy given to the club with the most boats in the first ten (see photo, above). HP had three in that category, sailed by Norm Williams and the two Veteran brothers, John and Dave. Altogether, out of the 98 boats in the race, HP had ten boats entered.

The race started with low tidal conditions, causing many boats to sit on the mud from time to time without knowing it. Coupled with this was a low wind condition and a fast tide. Many boats vainly attempting to round a windward stake boat finally gave up.

Dave Veteran finished 5th; John Veteran, 6th; and Norm Williams, 7th. Following were: Gene Doucette, 14th; Bard Rice (member of HP Sailing Club), 24th; Paul Schmidt, 29th; and Bob Bonner, 39th. Among the second half were: Bob Schaeffer, Austin Marx, Johnny Morton, and Nick Kuhn (in his first race).

The race was sponsored jointly by the San Jose Sailing Club and the Mercury-News. A spaghetti and beer feed for the families of those entered awaited all at the end of the 9 1/2-mile course.

The first boats were so far ahead that John Veteran, 6th, crossed the finish line, dismantled his boat, hauled it to his car, drank two beers, ate his spaghetti, salad, and garlic bread, and went back to the finish line in time to cheer former HP'ite Bard Rice, No. 26, over the finish line.

Doucette, as usual, drank his case of beer en route. This wiped out his failure of last year to take enough to last the four hours, plus, that the race consumes.

Any eager sailors wishing to join the HP El Toro Sailing Club should contact the new commodore, Dave Veteran; vice commodore, Bob Schaeffer, or secretary-treasurer, Austin Marx.

Your Benefit Program

BY GEORGE CLIMO

The fall academic term is now in full swing, and with it the seasonal increase in self-betterment questions. The most frequently asked questions concern training programs, counseling, and the educational refund program:

Question: How may I obtain additional information on the Junior College courses in the area?

Answer: The main bulletin boards frequently carry up-to-date schedules. If you need further details regarding schedules, contact Dorothy Butler in the Personnel Department. Or you might want to chat with one of the lads in our training group, should you have any specific problems regarding educational courses.

Question: The Audubon Society has a great course in bird calling—complete with two LP records—for only \$125. The lack of our winged friends on the patio is quite noticeable, and I feel with this course I could be of help. Do I qualify for the educational refund?

Answer: Nice try, Phil. To qualify, the course must be related to your present job or one you can be reasonably expected to qualify for in the foreseeable future.

Question: According to an ad in the Police Gazette, I can double my salary by taking the Zilch Radio School correspondence course. What do doctors recommend?

Answer: Stick to the girlie pictures and quit reading the ads! Better courses are now available in the evening for free at local colleges. For this reason, we are generally not approving a refund for such correspondence courses. We strongly urge you to check with Personnel before signing up for any correspondence course.

Question: May I sign up for one of the company training programs?

Answer: Many of these are now held in the evening and available to any employee on a first-come first-accepted basis. Further, you might want to talk to your supervisor to get his suggestions on appropriate training.

Question: Why doesn't the company sponsor a course in basic electronics for employees?

Answer: Such courses are available at local adult education and evening college programs. Generally we do not duplicate any training that is obtainable on the outside as long as we feel it is adequate.

Little Basin Area

BY JACK WEIERSHAUSER

Fall and Winter News—

The Little Basin Recreation Area will be open all fall and winter for family picnics, and all employees are invited to see this Santa Cruz mountain area at its best. For clean, crisp air, and fall and winter coloring, this spot is most enjoyable. Take your family for a hike for a true appreciation of our magnificent recreation area.

Looking ahead, we plan to have work parties in action when open fires are again permitted. The area between the picnic section and the camp sites must be cleared of underbrush and fallen limbs for fire prevention before camping will be permitted. Notices will be in the Weekly Bulletin, or one may call the HP Personnel Department for information.

PAECO NEWS

BY ARLENE HAWKINS

News and Things—

Judy Simonini simply couldn't be more excited about her coming marriage than her mother, Lena Simonini of Paeco's Potentiometer Department. Lena is taking two weeks off, one to prepare and one to recuperate. . . . Ray Ramirez, son of Lee Ramirez (Testing), spent a few days home from the Navy. Ray is going to medical school. . . . Margaret Grist spent her time off sight-seeing through three states, Utah, Montana, and Idaho. . . . Week-enders off fishing and hunting recently were: Olive Dixon and Ron Ricci, with Olive fishing near Columbia, California, and Ron deer hunting. Ron's wife is expecting in February. (Good luck on all counts.) . . . Bertha Dalton is back following her stay in the hospital, but Donna Hopkins is still recuperating. . . . "Lullaby time" finds Cindy Caruso and Fran Veglia leaving this month to await the arrival of their new babies. Fran will be moving into her new home the first of next month. How lucky can one be!

No more waiting for Frank Bunya, as his baby boy arrived October 3 and was named Kory. Frank now has two boys and a girl, and all the names start with the letter K. . . . I would like to apologize to Louie Cooper (Shipping). I called him a farmer and was told he is a rancher. (Hope I am forgiven.) . . . Would like to comment on Kathy Young's hair-do—very pretty, and also to let you know Ormus Craner has the first Richard Burton hair-do in the plant.

Gino Canderle informs me he is turning over a new leaf (he is going to be a real nice guy) and this is music to our ears, right girls? . . . Ivan Scott spent a week deer hunting, which sounds good but tastes better. . . . Don Braman is also deer hunting and went by private plane, no less. . . . Since Gisela Haket (Winding) was married, she has only been late two times, but of course she has only been back one week. Maybe she misses mother awakening her in the morning.

Birthdays in October:

Lorraine Williams	October 5
Bob Layburn	October 6
Gene Lount	October 11
Jack Tweddle	October 12
Bill Noeller	October 19
Mildred Moyer	October 30
Florence (Maude) Callahan	October 31

Anniversary in November:
John and Chris Andrade . . . November 4

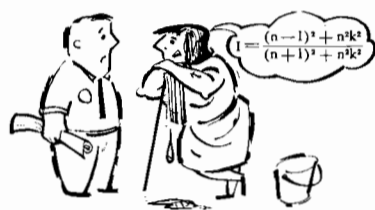
WATT'S CURRENT

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Watt's Fun

Do you know how to stop a charging elephant? Take away his credit card.

"Nhu Deal Nhu Diem Good"—sign carried by Harvard University picket on day of Mme. Nhu's appearance there.

Pedestrian: A husband who didn't think the family had any need for two cars.

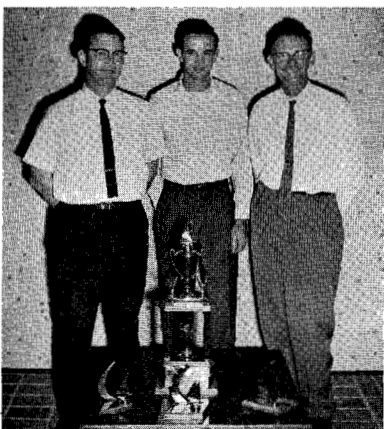
At Carmel's staid but venerable Fine Inn recently, a tweedy, crotchety gentleman was seen entering the hotel lobby in a great rage from the dining area. His grumbling, rumbling remarks made the air blue for yards around—"Damned hotel—last time I'll eat here!" With that he stormed himself forcibly into a captain's chair hard by a window, and with chin in hand settled himself down to a long, steaming dither. His embarrassed wife meanwhile fidgeted about the lobby and eventually wandered over by the reservation desk. This gave the curious hotel clerk, who had witnessed the display, a chance to question the lady. She answered, "Oh, the most dreadful thing happened tonight. My husband wasn't served his artichoke!"
(Overheard by Dave Kirby and wife, Anne, while on vacation in Carmel.)

You can always spot a well-informed man. His views always agree with yours.

Do you remember when people rested on Sunday instead of Monday?

The biggest difference between men and boys is the cost of their toys.

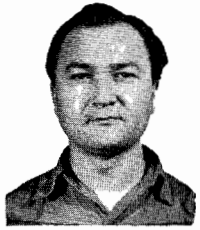
Reckless driver: A motorist who passes you on the highway in spite of all you do to prevent it.



SAILING CLUB winners and their trophies—L-R: Norm Williams and brothers Dave and John Veteran. (See article, right.)

Heart Attack on Hunting Trip Fatal to Julius Simon

Former Hungarian Freedom Fighter—



JULIUS SIMON

Julius Simon, an ace machinist in the Waveguide Department of Building 4L, died Saturday, October 12, the victim of a heart attack. The former Hungarian Freedom Fighter had been on a deer hunting trip with co-worker Stan Wight in the Sonoma County area. Simon's loss will be keenly felt by the 410 group, where he had been consistently assigned to "hot" jobs by Herb Hancock, swing shift supervisor, who considered Julius a top, all-around man. He had been with HP since Jan. 8, 1957.

Simon and his wife, Maria, fled their native land after the attempt to overthrow the Communist government was defeated. The valiant couple came to California under the sponsorship of Grace Lutheran Church of Palo Alto.

Surviving Julius, in addition to his wife, are two children, Marie Ann and Julius Steven Simon, both of Mountain View, and a brother, Steven Simon of Hungary.

Services were held Tuesday, October 15, at the Tinney Funeral Chapel, with burial at Alta Mesa Cemetery, Palo Alto.



JACK CARLOZZI (Bldg. 2U), left, shown presenting MORISABURO KATAKAMI, right, with birthday wishes from Bldg. 2's production gang. The birthday cake is the handiwork of JACK CARLOZZI's missus, and what a fantastic work of art! MORI and YOSIPURA YAMADA (center) are engineers from Y-HP and since they have been in the throes of orienting themselves with the production of the 5245L, it seemed only appropriate to design a birthday cake around a 5245L panel.



NEOPHYTE SALESMEN were given an Indoctrination Seminar September 30 to October 18. Checking performance characteristics of HP Model 202A are, R to L: DON TENNEY, HP Harrisburg; DICK PERRY, Yewell Associates; CLYDE LOFLAND, Horman Associates; and DICK VITALE, Crossley Associates. The instructor (at extreme left) is ART WALTERS, HP Product Training.

Help the College Of Your Choice

By L. A. FULGHAM

Thru Funds Matching Program—

Each year since 1955, we have conducted our HP Funds Matching Program for University Support. This is available to all HP employees who wish to make contributions to the college or university of their choice. Each contribution will be matched by HP up to a total of \$500 per school per year.

Since the start of this program HP employees have contributed over \$52,000 to various educational institutions throughout the United States. This program produces considerable revenue for our vastly overcrowded colleges to aid them in their building funds and expansion programs. At the close of 1962, the concept of funds matching was eight years old and there were 200 business organizations that were operating some form of funds matching program. Since that time, the educational institutions have received approximately \$225,000,000 in support from all funds matching sources. As you can see, this program plays an important part in aiding educational institutions to provide the people in the United States with the greatest opportunities known to man. It is through your continuous support that our universities and colleges will be able to expand to accommodate our increasing population.

Your donations are grouped by the various schools and are matched by HP in March and prior to the end of the fiscal year. If you have contributed without using our Funds Matching sign-up cards, you may still have your contributions matched. To do so, you should send your cancelled check or receipt to the Personnel Department, attention of *Sharon Danielsen*. A record will be made of the contribution and your receipt will be returned.

With your help, I am sure that this year's Funds Matching Program will be equally as successful as those in the past, and your continued support will be appreciated by HP and the educational institutions.

Printed Open Circuit

By BETTY DUNCAN

HI, AGAIN, It's really me this month, and I'll get right down to the things you want to hear. It's been a couple of months since WALLY BROSDAL had his vacation, but it is doubtful that he has forgotten his bout with the bears or his catch of fish. He was in Yosemite the same time as GEORGE TANNER, who got his share of bears, but not fish. . . . DIANNE NORTON covered a good deal of Northern Calif., and some of the gay spots of Nevada. . . . JOHN WOJCIK transferred from Plating to Dymec's Punch Dept.; then went on vacation to Hawaii. While visiting there, he decided it was still home. So it's Aloha to John. . . . JOYCE WALTHERS was very perturbed, and rightly so, when she found her car had been side-swiped while parked in the parking lot. . . . BOB RHOADES is the very proud owner of a new motorcycle. He is finding it great fun and is most enthusiastic.

Recent transferees to our department are: JUANITA MINJARES from Dymec and MOSES JENKINS from Maintenance. Juanita is working on Swing Shift drills; "Mo" on Plating's Swing Shift. Missing from the Shift is Shirley's SHIRLEY WATSON, who has been in the hospital for another operation. Theoretically, this should put her back on her feet. Get well fast, Shirley. . . . CARL WALDEN's vacation caused a change for HOWARD HERRING from the Shearing Dept. on the Hill. Howard took Carl's place while he had his turn at going to the Yosemite country. Carl reports the nights were cold, but it was beautiful. Another member of the Shop on the Hill to join us was IVAN GRAHAM, who spent about a month working with us. . . . Celebrating birthdays in September were: ED LINDQUIST, TERRI FARNSWORTH, and CARL WALDEN. In October birthdays were celebrated by DICK RUMMINGER and SUSAN FLETCHER. Happy Birthdays all! . . . CHUCK TAYLOR took his week off to go to Monterey and Lake Tahoe. That's one way to go to the mountains and the ocean. . . . Not many of us have the excitement that NONA MILOVINA has had lately. Not too long ago there was an accident involving three cars and a cement truck in front of Nona's house. It all ended with the cement truck overturned on her lawn, but Nona slept through the whole thing. A few weeks ago, Nona had her car stolen out of the parking lot. It still hasn't been found, but that didn't stop Nona from going on her planned hunting trip to Colorado and Wyoming. Here's hoping the trip will change her luck. . . . A big welcome to newcomer HECTOR VICENTE, who is working with DAVE MEADOWS and CARL WALDEN as our new shearer. Hector is originally from Buenos Aires, Argentina. . . . So long, more next month!



LEE SELIGSON (Personnel Development) shown as head of table as he conducts first overseas training workshop in Geneva (see article below).

Overseas Supervisory Program Launched

By P. SCHEAFFER

Need Recognized—

Some months ago, Fred Schroeder, David Simpson, and Carl Cottrell (managers of GmbH, HP Ltd., and HPSA respectively), proposed that because of the rapid growth in the HP overseas organizations, a need had arisen to begin a development program for their supervisors. This need was also recognized by, and met with the approval of, Bill Doolittle, Vice President, International Operations, and the HP corporate management as well.

Once the green light was given, the task of setting up and conducting a program to meet these needs was delegated to Lee Seligson (Personnel Development). By working closely with the European managers, Lee directed his efforts to insure that the seminar would be planned with consideration given to the unique needs of those personnel located in Germany, Switzerland, and England. In developing the program, special attention was given to the similarities and differences (cultural, educational, and political) in the American and European industrial life.

With the program "firmed up" and briefcase bulging, Lee winged across the Atlantic with hope that this venture might bring a bit more international understanding and closer ties between the operations of the far-flung HP family. To obtain a "feel" for the various working environments, and to become better acquainted with the personnel, Lee made brief stops at the Bedford, Boebingen, and Geneva facilities. Though the stopovers were by necessity all too brief, this did afford Lee an opportunity to witness first hand what he describes as high enthusiasm for HP prevalent throughout the European operations.

On Sept. 2, Lee was joined in Geneva by the team of personnel chosen by the three European managers to receive training—HP Ltd.: Alan Watts, Fabrication Supervisor; Derek Arnold, Works Manager; Peter Lingley, QA Supervisor; Andrew Mellish, Test Supervisor; HP-GmbH: Gunter Warmbold, Manufactur-

ing Manager; Eberhard Knoblauch, Administrative Manager; Robert Hofgaertner, Production Engineer; Reinhold Weyl, Production Engineer; Miss Bruni Gebauer, Personnel and Payroll; HPSA: Curt Edelmann, Assistant Manager of Order Processing.

Here, in Geneva, Lee conducted an Instructors' Training Workshop (an orientation program in the techniques and training of conference leadership), and then developed the group's ability to present the first Supervisory Development Program for HP European personnel. This program concerns HP organization and philosophy, inter-personal relationships, and personnel policies and procedures. Basically this is the same program presented to supervisory and non-supervisory personnel in Palo Alto for the past several years.

Language—No Barrier—

It might have been expected that language barriers would pose problems, but Lee reports that such was definitely not the case—in the few incidents when there was a barrier in understanding, the group worked as a team to assure that each and everyone was "on board." Perhaps because of this and the eager desire for closer ties in the HP family, Lee reveals that he received a thorough "brain-picking" from the group, such as never before in any similar program in which he has participated.

At the completion of the seminar, each participant felt that he was well prepared to conduct a Supervisory Development Program at his home base. Since returning to Palo Alto, Lee states that correspondence from the European plants confirms that plans are now under way to implement supervisory training as a result of the success of this seminar.

In summation, a word from Lee on his feelings concerning the seminar: "To me, the entire experience was very educational and most rewarding. If the group profited, I am sure I profited more by getting to know these people better and by becoming aware of their everyday operational problems. I feel strongly that the ultimate payoff to HP will be significant."



... AND MORE BURNERS OF THE MIDNIGHT OIL: Pictured L to R: LIZ MEDEIROS and SANDY O'NEILL, posting clerks on HP's swing shift, keeping the myriad items on the Kardex right up to the minute. (Both gals are members of the "Inventory Control-Purchasing" team—night-time variety, that is!)



THE RELEASE of news that miniature car races held regularly in the Frequency & Time Lab were to be limited to MEN ONLY was just too much for members of the fairer sex in Bldg. 1U, so the day of the big race found notices posted throughout the building denoting unfair treatment to women. At the start of the noontime race, JEAN BRODIE, bearing an "Unfair to Women Drivers" sign (and backed up by her Pit Crew, PAULYNE MERRICK and SHIRLEY HALL) picketed the area where the race was to be held. At least one happy conclusion was reached by the protest . . . there will be held, within the next month—a Powder Puff race!

WAVEGUIDE NEWS

By DALE DAVIS

A WELCOME TO DAY SHIFT TO Bob Hall, who will be working for Chuck Safford, and to Matt Jasper on Bill Meyer's crew.

A cheery hello to Danny Della Dora, who is home recuperating from surgery. Hope he makes it in time for harvesting his walnut crop.

Vacations are still news: Aaron Batty is back following a rest in the Sierra country. Earl Burr spent a week at Marineland and Disneyland. Lloyd Larsen enjoyed a week "just resting," and Rolly Hastings took to the sea for a fishing trip.

Henrietta and Jose Quintana made an excursion to Mexicali. They returned home to greet a new son-in-law. Congratulations!

Ernie Turner is still pacing the floor awaiting the appearance of a new son (or daughter?). Jerry Heigl spent a week off entertaining his brother from Minneapolis. Quite a party, huh?

This news may mean bigger news in the near future. Bill Marxer, a bachelor by choice, just purchased a 4-bedroom home in Cupertino.

The Fearsome Perturber

Bldg. 2, Line 13

By JOHN BRAZIL

FOL DE ROL—

Some of our employees eat the strangest things. BILL KATZ packed a lunch to work and it consisted of an onion. He said the wrong bag was picked up at home. . . . Things have quieted down a bit since the series is over. WANDA TILLERY and BILL KATZ won a few pesos on the games, and MORRIS GRAVES spent his vacation watching the series. . . . Say, Line 13 is being infiltrated with law-breakers. One of the more habitual types is DON GISH, who collects speeding tickets. TANDY WATSON has been the receiver of one also. . . . BILL TIBBETTS is now the owner of a newer Pontiac. He says it is not a very good car and it was a holdup. . . . HAL SMITH said he never saw his name in ink. Here it is, Hal! . . . Some of the recent schoolgirls on the line are: JEAN ESLICK, JUNE WESSEL, and JUANITA STEWART. . . . CARL HANSEN has left us for work on the "fratizer." . . . We cannot close without saying a few words about GIL's Cadillac. BRYANT said that if the gas from his full tank were put in Gil's Cadillac, he wouldn't have enough to get out of the parking lot. . . . All those who were thinking about fixing DOROTHY MELLOR's roof will have to forget it. Someone has fixed it for her. We still think your tulips should be picked, Dorothy. Either that or may we gaily tip-toe through them? . . . Bill Katz is starting his own KOSHER NOSTRA since the recent underworld shakeup. Hope your head is back to normal since the "Halloweenie" party. Happy Thanksgivings!

News from Bedford

BY CHRISTINA MANN

The Toddler Walks—

It was with pride and a feeling of real accomplishment that we at Bedford celebrated our second birthday on October 23. The changes and expansion during those two years are rather inclined to take our breath away, although we are all conscious of the fact that it is still only the beginning of an even brighter future. A dinner party is to be held by the original employees who started on that day two years ago, and we would like to take this opportunity of sending our warmest good wishes to those friends, now back in Palo Alto or at Geneva, who were with us on that occasion and who did so much in those early days. They will be glad to hear that the good work is still being carried on!

The Sports and Social Club has been extremely active in the past month, the highlight being a Grand Dance held at the Dujon on October 3. A good crowd of members and friends supported the venture and everybody agreed that it was a great success and should be repeated soon. *Josephine Leeson* won first prize, a record player, in a draw held at the dance. This was the very generous donation of *John Cage* for the raising of Social Club funds and was presented by him shortly before his departure for California. The second prize, a bottle of whisky, was won by *Judith Trundley*, and the third prize, a one-pound box of chocolates, by *Sebastian Joseph*.

A ladies "Keep Fit" class led by *Kay Hagger* has been started on a Tuesday evening in the Canteen. Some of us are having considerable trouble in getting fit.

We were pleased to welcome *Dick Alberding* from Palo Alto, who visited us for a short while this month, and *George Newman* and *Paul Warnock* from Geneva, who also came on a lightning visit.

Peter Sample (R&D) and *Glyn Harris* (Quality Assurance) both take on new responsibilities this month by getting married. Congratulations and very best wishes to you both.

A recent innovation, arousing considerable interest, has been the starting of a monthly dinner party by *David Simpson*. The idea is that approximately six members of staff will have an opportunity of getting together in an informal atmosphere to discuss problems, future plans, new products, etc. The first of these held at the Falcon Inn, Bletsoe, on October 9, was attended by the following people and voted a great success: *Brian Humphries* (Sales), *Sonia Compton* (Admin. Office), *Arthur Poe* (Production), *Mike Clark* (Test), *Pauline Powell* (Production), *Alan Wright* (Machine Shop), and *Don Summers* (R&D).

Until next time, best wishes from us all at Bedford.

Printed Circuit, 2U

By BETTY RUDD

WE FINALLY had our long-planned beach party. A small crowd but lots of fun. *ABBY*, *ALICE*, and *RUTH* aren't used to such affairs—they were caught by a wave with all their clothes on. What, no one surf-boarding? Girls, do you think *GERRY* has been kidding us all this time about surfing?

Proud Papa of P.C. is *HERB SERMOL*. It's a girl, weight 9 lb. 1 oz., named *Annette*. Congratulations, Herb!

P.C. sincerely welcomes our new girls, who are: *RHODA WILLIAMS*, *SALLY BIGGIE*, *SEVERA ROUSA*, and *PAT SANTIAGO*.

We have one energetic gal in P.C. With bowling and *Eileen Feather's*, she has one free evening on Tuesday. Anyone need an extra player on some team?

Thanks to our "bang-up" popcorn business, we had a nice turkey pot-luck . . . turkeys bought with the popcorn money.

Glad to see *HARRIET INGERSOL* has recuperated; she returned to work Monday.

DOROTHY flew to Nebraska to visit relatives. The weather was warm, except when it hailed. 'Nuff said!



"I'd still be wearing work clothes instead of a sheet if I'd heeded that sign."

CUSTOMER SERVICE

By PIERRE

REPAIR SECTION PERSONNEL CONTINUE RECORD-BREAKING PACE—

During the week of Oct. 7, the average turn-around time was 5.2 days—an all-time low. A new record was also established that same week when 97 percent of the 179 individual repairs were shipped on schedule.

The annual Service Managers Seminar was held during the week of October 21. There were about 35 service and parts managers from the field offices and subsidiaries in attendance. The theme was the discussion of the establishment of regional service centers. The Western Service Center, covering the area formerly serviced by Lahana, Arva, and Neely, is already in operation. The Eastern Service Center, still to be established, will be located in the New York area.

CLIFF JONES held a very successful Waveguide-Microwave Seminar at Yewell and Syracuse Sales Division.

We were indeed very happy to welcome some European visitors—*HENRI WITT* of EMC-Amsterdam, and *Karel Van Schoor* and *Joseph Cormann* of the Belgian Air Force, Brussels. They were studying the maintenance and calibration techniques of our products. *KURT AEBERLI* from HPSA came just in time to snatch a desk. (Kurt came to attend the Service Managers Seminar and to discuss some of the service problems they face among our European customers.)

There were several changes in personnel made this month. Farewell to: *GEORGE KAN*, who is with Dymec Materials Engineering; *DON GREENING* to Products Training under *CARL MAHURIN*; *CLIFF EDGINTON* to Order Processing under *LES OLIVER*; *DAVE WIDMAN* and *GENE MARCUM* to 3U Microwave Division Service Engineer; *DICK ISAACSON* to 1U Frequency & Time Service Engineer; and *NORM OVERACKER* to Scope Division as Product Design Engineer. A big welcome to: *ANN SHORT* who has joined *DICK LOVE*'s group; *RICHARD IRWIN*, formerly of Division 4, who joined our Signal Generator Group; and *NEIL NEILSON*, formerly of Paeco and Division 2, who has joined the Audio group.

Our proud papa of the month is *BERT VAN ALSTINE*, whose daughter, *Denise Marie*, was born Oct. 10. Congratulations, Bert!

The last vacationers: *GERTRUDE STEELE* to the South Shore of Lake Tahoe; *MARY JANE FOX* returned with 28 jackpots from the same machine. (What's the secret, Mary Jane?) *BILL* and *OLIVE BARROW* traveled through Arizona, Nevada, Colorado, and New Mexico. *MARCIA BRISTOL* drove to New York to visit relatives, and *DELORES GUERRA* flew to San Diego to visit her son in the Navy.

DEPARTMENTAL NEWS

PRE-FAB PIPELINE

By JUNE LAHN

"GOODBYE" MICKEY AND THANKS—

Our former reporter, *MICKEY LEONARD*, has been transferred to DYMEC. Our loss is their gain and with her go our thanks for a job well done! "Clowns" aren't usually reporters, and what will happen when this one gives it a "go" remains to be seen.

Many of us in 2U have been working on the pilot run for our new "Synthesizer." It's been quite an experience! Believe me, the sardine canneries have nothing on HP when it comes to packing a lot into a small space! There are more printed circuit boards, cables, nuts, and bolts in this instrument than you can imagine! (Remember, Ellie?) We are all anxious for the first run to begin on the lines.

MARLENE RICCOBONI became "Mrs." at a lovely church wedding September 28. After the reception the newlyweds honeymooned at Las Vegas.

Another bride, *DORA WILTROUT*, on August 31 shed single traces for double harness, at Carson City, with *Vic* and *Margaret Hibbler* as attendants.

RUTH ROMAN's beautiful garden was the setting for a wedding reception in her son's honor on September 28—and to borrow an exclamation from Ruth herself, "Terrific!"

Home again: Back at HP after extended leaves are *BETTY FULLRIDE*, *BETTY POHL*, *VELMA NORTUM*, *RITA MCOMBER*, Line 2; *DORA SMITH* and *MARGARET KENDALL*, Line 3. Welcome home!

New HP'ites: *CORA CULPEPPER* of Menlo Park is married and has three children, two girls, one boy. *MIYAKO WATANABE*, single, from Mountain View, attends Foothill College nights. Nice to have you join us on Line 3.

BETTY BARDSLEY and *IRENE CRABTREE* are busy as beavers in their new homes. Good luck, gals.

BOB NORMAN warmed up the cabin at Tahoe and, from all reports, a good time was had by all—with one exception. One couple didn't quite make it—seems like one small son of *RALPH KELLY* picked that weekend to erupt in big, beautiful red spots! Better luck next time?

JERRY ARMADA, Line 2, will be leaving us soon. Her absence will be keenly felt. We tried to keep her anyway, but since her leaving is due to the impending birth of her first child, we'll have to concede this time. Good luck, Jerry!

Give Away Department: Anyone in the market for slightly used and just a little bit mutilated pingpong balls? Contact *GERRY AUVINEN*.

See you next month!

WILMA MOESSNER has her folks visiting from Germany. This is their first visit to the United States. *NEOMI ADRIAN* went on a luncheon date and found she had an uninvited lizard as passenger in her auto. It took all the government packaging personnel to shoo the frightened lizard out of the car.

BONNIE BRIGHAM is planning a trip to Europe because the collect calls from Rhode Island are depleting her allowance.

The Customer Service picnic at Little Big Basin held Saturday, Oct. 19, was a big success. It was a bit cool, but some of the more "athletic" type fellows played touch football to keep warm. The "field" was covered with mugs of beer but not one drop was spilled.

A correction—*ED COLLETT*'s son, *Robert*, was ordained minister of the Church of Christ and not, as stated, the Church of Jesus Christ of Latter-Day Saints.

'Til another time, 'bye!



... AND ON INTO THE NIGHT: After most of us have gone to our homes at night, there still remains a small working force to carry on the "daily" business. One of these areas where a small staff keeps on top of the paper work detail is in "Inventory Control-Purchasing," where we see pictured *ANNE NELSEN* keeping ahead of the typing load.

WAVEGUIDE NEWS

By MADELEINE McNITT

KELI IS THE NAME of the new daughter born Oct. 3 to *ERNIE TURNER* and his wife. The family just moved a few weeks before from Milpitas to Sunnyvale.

The combination birthday-wedding shower plus home-cooked luncheon that *DOROTHY PARKS* and *HENRIETTA QUINTANA* held for *JUDY SIMONINI* Oct. 11 was a huge success. The gang presented Judy with an electric blanket for her wedding gift. She was married Oct. 26 and will henceforth reside in Santa Rosa. Good luck and best wishes to you! . . . Our best birthday greetings go to *TOM EDWARDS*, Oct. 18, and *MARY SCHABILLION*, Oct. 25. . . . *JERRY HEIGL* and wife, *Phyllis*, celebrated their wedding anniversary Oct. 22.

Vacations are still going strong in our department. . . . *TOM STEWART* spent a week relaxing following the wedding of his son, *MIKE* (who works in 4U). *DOROTHY PARKS* is currently in the Redding area. *JOHN WEIS* to Alturas and points of interest and then home to rest. *SCOTTY CAMPBELL* shot his deer in the High Sierra. *JOHN KELLY* is painting his house and relaxing for the next few weeks. *EMMETT GERRITY* is going deer hunting in Wyoming the middle of November. Good luck, old boy! . . . Welcome to *CLARE ROSS*. She is our new secretary taking *Judy's* place. *Clare* comes to us from Building 2.

. . . *DANNY DELLA DORA*, ill for the past month, is much improved. Hurry and get well, *Danny*—we miss you! . . . *PETE TEMBY* also has been ill and in the hospital. He is now home, but may have to return for an operation. Our best wishes go with you, *Pete*. . . . For Sale! One Corvette Sting Ray. At least *DAVE HERLINGER* has one for sale. Anyone interested in a good deal, contact *Dave*. . . . *MARILYN PAYNE* is off with her hand in a cast. She broke her finger shifting gears. Had her cast put on—went home and started to take a bath—bumped her hand and had to return to the doctor's office for a bigger and better cast. Next time, *Marilyn*, specify an automatic shift!

Lower Level, Bldg. 3

By JEAN BAER

NOW THAT DESKS, presses, and people have been thoroughly shuffled about into new locations, the bindery is settling back to normal once again.

BRIDE OF THE MONTH—a bridal shower sponsored by *SACHI SHIMADA* and *MAE WIMER*, held at the home of *JEAN BAER*, started the ball rolling for *BARBARA CASSIDY*, who, on October 18 at 8 P.M. became the bride of *David "Josh" Sell*, recently discharged from Uncle Sam's Navy. The surprise shower was well attended and judging from the many and varied gifts received, these two will set up housekeeping in high style!

The wedding was held at St. Athanasius Church in Mountain View, followed by a reception for over 60 guests at Rickey's Executive Hall. *Barbara* wore a white satin gown and veil and was attended by her sister, *Nancy*, whose gown was shocking pink satin. (*Nancy* recently arrived here from Texas.) The groom is presently employed by *Alemco Electronics* in Mountain View where the newlyweds will make their home. Our best wishes to *Barbara* and *Dave* for a very bright and happy future.

The *PAT HARTWICKS* believe in doing their Christmas shopping early. Bought a brand new 1963 Plymouth station wagon, white with green upholstery . . . their Christmas present to each other for the next three years! Congratulations!

CHARLENE BOATRIGHT and husband took off for a week to try their luck with the one-armed bandits at Crystal Bay and Reno. If *Charlene* is as lucky as she was the last time, the "Revenue Man" will beat a path to her door! Happy Halloween birthdays to *ARDENE RYERSON* and *BONNIE ROBERTS* who both celebrate their birthdays on October 25!

IRENE TONNESEN, who with daughter *Doris*, cut short their stay in England, has returned to the Bindery and it seems like old times once more. The old adage that ". . . the sun never sets on the British Isles," is all true, sez *Irene*. It never sets . . . but it never rose either all the while she was in England! And since her return she has been wondering how she can bottle up this delightful California sunshine to send back to the gang at the Bedford office.

Meanwhile, Cheerio!!

The Fearless Observer

Line 12, 2U

By DON TAPLEY

GOODBYE SUNSHINE, HELLO RAIN—

Alas, alack, woe is us, and so on. *CLAIRE ROSS*, our own "Sunshine Girl," is leaving us and will soon brighten the lower reaches of Building 4's Machine Shop area. *Claire* will perform such duties as voucher checker, upper-and-offer, work order writer and organizer, filer of things to be filed, and doer of things to be done. (Sniff) Goodbye, *Claire*, and (snort) Good Luck.

More woe and unhappiness! *AL LINDER* (the Army's sequel to *Kilroy*) has discovered that the bed of roses painted during his Basic Training (HE had a semi-private room!) is supplied with an equal amount of thorns! Away from his Haven-by-the-Sea (Fort Ord) is our Signal Corps Private, and into the secluded luxury of an idyllic resort known in military circles as Camp Hunter-Liggett, an area of much acreage and little else. It may not be too bad—the Army is having mirages of swimming pools installed at various places.

LORNA and *BOB NELSON* bought a new pickup truck in anticipation of a permanent move to Colorado Springs—but—according to the latest word, the truck may be antique by the time they leave. Put it on blocks, kids.

ANNIE STALLINGS is planning on trading in her Buick on a new one, simply because the turn signals work in the opposite direction from which they are turned. Knowing *Annie* as we do, it is felt that there may be some pilot error involved.

There's no joy in Mudville tonight. *EMMA CRUMP*, while reaching for a soldering iron, burned three fingers on her right hand. Now—NO golf, NO bowling, and darned little Quija!

It has come to our attention that a skeleton could exist in one or more of *DEE NORMAN*'s closets. When asked for some word for "Watt's Current," *Dee* turned bright red and said, "Oh, no! Oh, gosh!" *THOSE*, ladies and gentlemen and *BOB REED*, are the words of a person with something to hide!

"*RUBY AUSTEN*"—the name that makes doctors smile, and pharmacists stock their antibiotic shelves—has been missing from the sick list lately, a sure sign that her boys are enjoying school. And that *Ruby* is enjoying a rest from doctors and pharmacists.

DAVE KELLER, a man who leads a quiet, normal life, has a father (no spring chicken, sonny!) who enjoys life to the utmost. The aforementioned father recently jetted out from Colorado (he would have flown himself, but said his arthritis slowed down his arms so much he couldn't clear the Rockies), decided it was too hot, and jetted back, waving his eyebrows at every stewardess within waving distance.

NINO CAMPAGNOLO must be a walking sinus cavity—his guy takes *Dristan*, not by the tablet, bottle, or package, but by the pound! Oh, well, his teeth are strong.

GEORGE HODGE and his dining room, in moving picture form, would make "Lawrence of Arabia" look like a "Pete Smith Short." No one has ever gone through the things *George* has in the past few weeks. At last report, the foundation for the dining room was being dug five feet from the house. Courage, *George*—courage.

DAVE (Let's Have a Party) *GUIMONT* arranged a party for (you guessed it) *PVT. AL LINDER*. Nothing unusual, you say? Ha, I say! The party was arranged on the Friday night before the Saturday night on which the party was to be given. That involved gathering enough people to have a party with, getting a roof over the party (Rosemary's house), and finally, getting *Al Linder* to go to this party. Needless to say, the party was a smashing success. (Make of that what you will!)

RAY (Our Leader and Commandant) *ROONEY* went to Tahoe (with *DAVE PUGH*, *JOHN* and *STELLA TERRY*, and other notables) to celebrate *BOB NORMAN*'s new mountain greenery home in which he plans to spend much leisure time (*Bob*, I mean). Then on to the brightly lit establishments clustered on the east side of the lake to discover the fickleness of a deck of cards (*Ray*, I mean).

Ask *BOB O'KEEFE* any time of day and he'll tell you that there are only two problems in the manly art of pingpong: 1. *NET*—too high. 2. *TABLE*—too short.

Until next time, I bid you adieu (Fr., Good-bye; Toodeo; So Long; etc.)

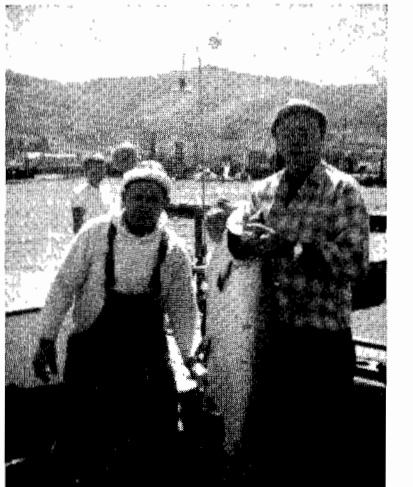
UNITED FUND MID-DRIVE REPORT

(Continued from page 1)

contributed to please do so in order that we may meet our projected goal. Let's remember those less fortunate, and support our community's United Fund. If you are in need of another key punch card, please notify the Personnel Department and they will be glad to forward one to you. Let's try hard to meet our goal of \$28,000. As you know, the amount the company contributes is based on the employees' contributions. If we fall \$8,000 behind in our goal, it means a loss of \$16,000 to the United Fund effort.



HERE'S A HAPPY GROUP photographed at Bedford's annual Sports and Social Dance—a truly gala affair.



JERRY PARKS (Maintenance) proudly holds his "payoff" resulting from recent fishing trip made from charter boat, "The Hurricane," out of Sausalito. Fellow HP'ite *JOHNNY WRIGHT* (Bldg. 2, Finishing Section), left, was amongst those on the trip and can attest to the weight of this prize 35-pound salmon—the BIG CATCH OF THE DAY.