

Hear Ye! Hear Ye!

EFFECTIVE MONDAY, FEBRUARY 15, the Hewlett-Packard Stanford Plant will have a new phone number. The Stanford Plant includes: Corporate Groups, Electronic Products Group, Manufacturing Division, Microwave Division, and the International Operations in Palo Alto.

The new phone number will be: 493-1501

Depositor Insurance For HP Credit Union

Up to \$20,000.00—

The HP Employees Federal Credit Union has received its savings insurance certificate from the National Credit Union Administration. To depositors in the HP Credit Union, it means that individual savings accounts are now insured up to \$20,000 by an agency of the federal government.

January, 1971, proved to be another banner month for the fast-growing HP Credit Union. During the month 151 new members joined the credit union and cumulative savings deposits reached \$474,625.24.

Additional savings deposits from credit union members, both via payroll deduction and over-the-counter, are encouraged to help provide the funds necessary to meet the heavy loan demand.

Board of Directors Elected—

The first annual meeting of the credit union was held on January 26. At that meeting, a Board of Directors was elected. The board is responsible for the general policies and operation of the credit union. Also elected at the annual meeting was the Credit Committee.

BOARD OF DIRECTORS — President, Don Carmean; Vice President, Del Fillmore; Secretary, Dixie Smith; Treasurer, Al Dossola; Director, Mary Stahl; Director, Bill Powell; and Director, Bill Killen. CREDIT COMMITTEE — John Jenke, Chairman; Donna Barnes, Secretary; and Dick Anderson, member.

Would You Help World Peace—If You Could?

Your Car and Time Is All That's Needed—

If an interested party were to escort foreign visitors about a geographical, historical or other area of which he was particularly conversant, the result might be a most rewarding experience for both the visitor as well as guide. It could be rewarding in a way that might be multiplied many times by an overseas visitor's report back home of a friendly and concerned America.

"Nothing in the world promotes understanding more than a face-to-face meeting with someone from a foreign land to show them what you know best about where and how you live. Those are the kinds of peace talks that really work, and the people involved don't even have to speak the same language."

The above quote was made by Phoebe Galgiani, Executive Director of the International Hospitality Center located on San Francisco's Grant Avenue. Last year, 9,000 visitors from foreign lands passed through the guiding hands of Phoebe and her staff.

Sightseeing tours are usually taken in members' cars with volunteer drivers acting as guides (along with interpreters when needed) to points of interest around the Bay Area, such as the city itself, Stanford, Berkeley, Lick Observatory, etc. Gas mileage, by the way, is tax deductible.

Giving tours to visiting foreigners is only one function of International Hospitality Center which, as the name implies, works at promoting friendship, respect and understanding between Americans and visitors from other countries. A non-profit entity, it is supported by members and contributions. Members range from individuals to large companies, and anyone is welcome to join.

High school or college students in your home might be interested in showing off the Bay Area to touring students from other lands this summer. Home stays consisting of overnight accommodations—including home-cooked meals on weekends or long holidays—might add stimulating insights for you and your family.

If you would be interested in becoming involved in the International Hospitality Center program, please contact Madie Schneider, Ext. 2303, who has been an IHC driver for the past several years.

HP Wives Elect New Officers

And Feast on Won Ton—

Hewlett-Packard Wives met for their January meeting at the home of Mrs. Neal Walke (Carolyn) for election of officers and to plan programs for the coming year. Carolyn also provided a cooking demonstration showing how to make fried won ton with sweet and sour sauce. The members feasted on the delicious results.

The new officers are: President, Mrs. Don Cross (Geri); Vice President, Mrs. Jim Grace (Debbie); Secretary, Mrs. Don Carmean (Ann); and Treasurer, Mrs. Smith Klein (Anna).

The programs for 1971 will be exciting and worthwhile. They include a slide presentation on Alaska, game night, pyramid luncheon (for fund raising), and instruction in flower arrangement. There will also be a bridge section starting, and those interested should call Mrs. Gordon Smith (Barbara) at 325-2597.

Hewlett-Packard Wives will continue to work with the Volunteer Bureau in

Doolittle and Glaser Elected HP Directors

Sixteen-Member Board—

The Hewlett-Packard board of directors, January 15, elected two new directors, bringing the total membership to sixteen.

They are Dr. Robert J. Glaser, vice president of The Commonwealth Fund, New York City, and William P. Doolittle, a vice president of Hewlett-Packard.

Prior to joining The Commonwealth Fund last September, Dr. Glaser was vice president for medical affairs, dean of the School of Medicine and professor of medicine at Stanford University.

A native of St. Louis, Missouri, Dr. Glaser received his S.B. degree from Harvard College and his M.D., magna cum laude, from Harvard Medical School.

After postgraduate training, Dr. Glaser held medical, educational and administrative positions at Washington University, University of Colorado, and Harvard University. He has also served frequently as a consultant to medical schools and national agencies throughout his professional career. He has published extensively in the fields of medical research and medical education, and is editor of The Pharos, the publication of Alpha Omega Alpha, honor medical society.

Dr. Glaser is acting president of the Institute of Medicine of the National Academy of Sciences, and a member of the executive board of The American Academy of Arts and Sciences. He is a member of many scientific societies, and a director of the Kaiser Foundation Hospitals and Health Plan, and of the Henry J. Kaiser Family Foundation.

William Doolittle joined Hewlett-Packard in 1947 as a production engineer and later became supervisor of prefabrication and machine assembly.

From 1959 to 1961 he served as managing director of Hewlett-Packard S.A., the company's European subsidiary. Upon reassignment to Palo Alto headquarters, he was appointed manager of international operations and, in 1963, was named vice president in charge of international operations.

Doolittle serves on the boards of directors of several of the company's international subsidiaries. Prior to joining Hewlett-Packard, he was with Heintz and Kaufman Ltd. in San Francisco and Dalmo Victor Company in Belmont.

A native of Richmond, California, Doolittle is a graduate of the College of San Mateo. He is a registered professional engineer in California and a member of the Institute of Electrical and Electronics Engineers.

whatever way they can be of support, as they did when providing refreshments for the Volunteer Fair II held in January in Palo Alto.

The next meeting will be February 24 at 7:30 p.m. at the home of Mrs. Ian Band (Suzanne), 721 Casita Way, Los Altos. Viviane Woodard Cosmetics will demonstrate makeup techniques. All are welcome to attend and participate.

Those interested in joining HP Wives should contact Ann Carmean for information at 967-5340.

Perkins Named Director, Corporate Development

A Challenging Responsibility—

Tom Perkins, formerly general manager of Hewlett-Packard Cupertino Division, has been named director of corporate development, it was announced by Bill Hewlett, president.

In the newly created position, Perkins will be responsible for evaluating potential for additional growth in HP's present fields and developing plans for entry into new fields. He will report to the office of the president. The office of corporate development will incorporate the existing corporate planning function.

Perkins was initially with HP from 1957 to 1960 as manager of sales planning and western regional sales manager. He returned to HP in 1966 as administrative manager of the corporate laboratories. A year later, he joined the Palo Alto Division as marketing manager. In 1968 he was appointed data products manager. He became general manager of the Cupertino Division in 1969.

During his career, Perkins has also been with Sperry Gyroscope Company; Booz, Allen and Hamilton; and Optics Technology, Inc. He is a graduate of Massachusetts Institute of Technology with a B.S. in electrical engineering, and has received an M.A. in business administration from Harvard University. He is a member of the Institute of Electrical and Electronics Engineers.

HP Takes Active Stand On Housing Discrimination

Through Employer Subscription Service Group—

What can you, an employer do toward ending housing discrimination against your minority employees? How can you help the individual minority employee find housing? What can you do to help open up the housing market?

These were the key questions on which the Employer Subscription Service of Midpeninsula Citizens for Fair Housing focused at a recent all-day forum held at SRI in Menlo Park.

Participants (approximately 80) included representatives of the eight major subscribing firms—Varian, Syntex, Arcata National (an investment corporation), Stanford Linear Accelerator Center (SLAC), Stanford University, Stanford Medical Center, Alza Corporation, and Hewlett-Packard—as well as representatives of other companies, plus city officials who have expressed interest and

(Continued on page 4)

Management Changes Announced

Cottrell, Terry, Newman, and Edmondson Elevated—



Carl Cottrell, formerly data products group manager for Hewlett-Packard, has been named deputy director of the company's international group, it was announced by William Hewlett, president.

In the newly created position, Cottrell will assist Bill Doolittle, vice president of the international group, in the overall management of the company's activities outside the United States.

"The creation of this position reflects the increasing importance of our international activity, which now accounts for more than 40 percent of the company's business," Hewlett said. He added that Cottrell's appointment "provides greater management flexibility and top level direction to this area of significant growth for the company."

Bill Terry, formerly general manager of HP's Colorado Springs division, will succeed Cottrell as manager of the data products group. Included in this group are divisions producing HP computers, calculators and various other data processing equipment.



George Newman, formerly manager of HP's intercontinental operations, has been named general manager of the company's computer products division in Cupertino, California. He succeeds Tom Perkins, who recently was named director of corporate development for HP. (Please see adjacent article).

Hal Edmondson, formerly marketing manager of HP's Colorado Springs division, has been named general manager of the division, succeeding Terry.

The human brain is a wondrous organ that starts working the moment you're born and never stops until you stand up to speak in public.

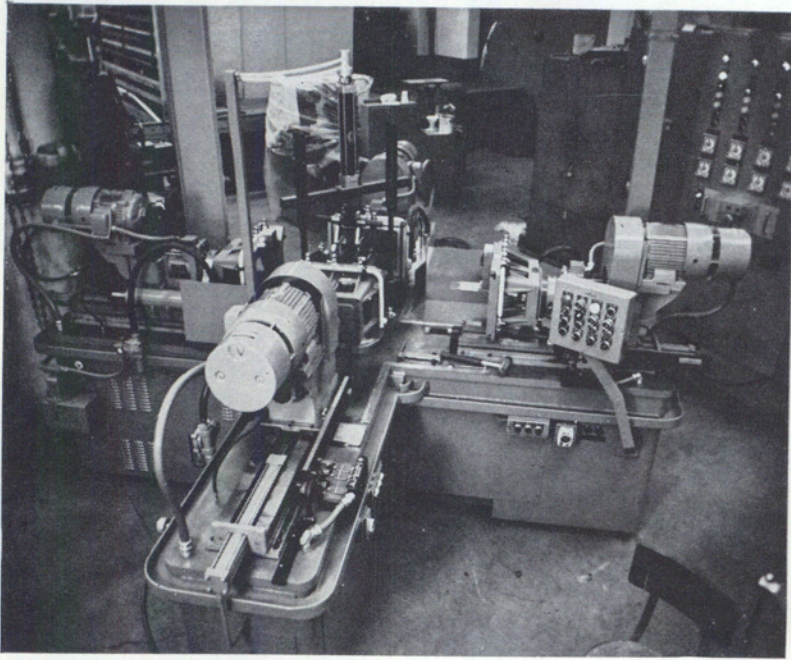
HP ART GALLERY



ON DISPLAY recently in Building 3U were paintings by Kwok Pak-shing (artist's name, "Kay-ping"), a native Pun Yue District, Kwangtung, China. Born in 1913, Mr. Kwok has been headmaster of Ming Lung School and many other schools in the capacity of executive artist. As a young man he studied under the famous Chinese painter, Lee Yiu Ping. Mr. Kwok's paintings of views, human figures, flowers, and birds in North and South styles have gained him the reputation of a painter of all styles. His Chun Fung Art Gallery cradled many young painters in Hong Kong, and the many exhibitions of his artistic productions have been well received. For additional information, please contact KENT GARLIEP of HP Labs, Building 1 Upper.

Advertisement for HP Credit Union with various job listings and financial services.

HP HISTORIC PHOTO SERIES



4 LOWER'S DRILL SECTION enthusiastically announces the arrival of the new HP made automatic indexing multi-horizontal drill. The unit, shown in photo above, has four hypnemaunt, air hydraulic heads mounted horizontally on an X-type base. The heads are equipped with lead-screw drive for tapping. The hypnemaunts are mounted on a hydraulic master way slide and are operated by a hydraulic pump mounted under the base. The heads are driven by a two-horsepower, two-speed motor with timing belt and pulleys, and an RPM range from 540 to 3000. There is a Telco multi-spindle head mounted on each driver.

Located in the center of the base is a 12x12-inch work table with a vertical air clamp mounted to the table. The work table is mounted on an eight-inch cylinder, which extends underneath the base and is bolted to an Erickson indexing table. This can be elevated up and down with a travel of six inches. The work table can be indexed to 90° increments.

The unit has an Allen Bradley control with a tape-punched control programming. The tape can be made up by either the operator, supervisor, or tool engineering. Once a drilling procedure is decided on, the most complex program can be punched out with the tape puncher in five minutes. The tape gives commands to the heads to advance to manually set trip dogs which trip micro switches, initiating return of the heads. There are manual switch settings for drilling, tapping, and deep hole drilling. There also are timers for dwell and deep hole drilling. This machine cost about \$42,000.

The design was developed by the supervisors and personnel in BILL MEYERS' Drill Section as to what their needs were. It was then laid out in detail by CLIFF SEYMOUR and RUBE LEAMONS. Rube, along with his group, and ERIC JURAK, who designed and built the entire electrical system, completed the building of the machine in time to win a deadline bet of dinner for all.



HP WON ITS FIRST "E" IN NOVEMBER, 1943—JACK GOODWIN and RAY ROONEY, at right, unfurl the Army-Navy "E" awarded to Hewlett-Packard at impressive ceremonies conducted in the Mayfield School in November '43. Only a very small percentage of American industrial organizations won this coveted honor, of which HP was a four-time winner. AL SPEAR, at extreme left, made the acceptance speech for the Token Pins awarded to company employees, whose representatives on the platform—were DICK ARMS, TOM DEEVER, ZERA MOODY, and DAVE PACKARD. The U.S. Marine Corps Color Guard from Moffett Field was present and also the U.S. Coast Guard Barracks Band. That evening all concerned celebrated at a gala affair given by the company at Los Altos Country Club.

As reported in the November 25, 1943, weekly issue of WATT'S CURRENT:

"Martial music by members of the U.S. Coast Guard Barracks Band resounded in the auditorium of the Mayfield School, where the program was held due to inclement weather. The Color Guard, members of the Marine Corps at Moffett Field, stood at attention throughout the ceremony. The chairman of the day was Joseph F. Donovan of the Joshua Hendy Iron Works. Dave Packard accepted the award from Captain Court, U.S. Inspector of Naval Material with headquarters in San Francisco.

"Both Dave Packard and Captain Court's addresses were marked by the utmost sincerity and understanding of the great importance of the work accomplished by HP. Packard stressed the fact that we must not rest upon our laurels, that even greater effort must be put forth, that for every hour our enemies are putting in, we must not

only match but out-produce and surpass their greatest endeavors. Dave wants us to fully appreciate the real meaning in winning this award when we see the Burgee flying from the masthead with Old Glory.

"The Army-Navy 'E' Burgee was then raised by Ray Rooney and Jack Goodwin.

"The presentation of token pins was made by Major Bernard Ensmann of the San Francisco Signal Corps Inspection Zone, to the following representatives of Hewlett-Packard employees: Al Spear, Dick Arms, Tom Deever, and Zera Moody. Al Spear responded with an acceptance speech for the entire organization.

"The ceremonies were brought to a conclusion by the playing of 'America' by the Coast Guard Band."



JOYOUS SCENE around the Christmas tree at Bldg. 17 was the presentation of HP service awards by FRANK CAVIER (right) to four HP employees of the Printing Services Department. In the receiving line (left-right) are SEGUNDO RODRIQUEZ, pressman, awarded a 5-year service pin; ROGER COWGER, Supervisor of Microfilm/Records Coordination, a 15-year service award tie clasp; RUDY VERA, pressman, a 10-year tie clasp award; and JEAN BAER, a 15-year service award necklace. (Note the happy smile on Rudy's face as Frank hands him the award PLUS 10 shares of HP stock!) Climax of this occasion was a luncheon in the Cafeteria 3U, hosted by BILL HEWLETT for all 15-, 20-, 25-, and 30-year HP employees. 131 eligible employees attended the luncheon, culminating three decades of industrial achievement and fulfillment.

Solution to Pollution?

An HP Answer—

What is Hewlett-Packard doing about pollution? This question was asked Olin Davis of Santa Clara Division by his daughter Nancy last December. Nancy is very active in her environmentally concerned class at Miller Junior High in San Jose.

Olin referred his daughter's question to Glenn Affleck, Hewlett-Packard Environmental Control Coordinator. To answer this and other environmental questions, Glenn visited Miller Junior High on Wednesday, January 27. He gave a 30-minute presentation, followed by a 15-minute question-and-answer period for four classes combined in one large meeting room.

The interchange demonstrated the sophistication of this young group. A few of the questions and answers are as follows:

How does HP clean up air effluents?

1) Particulates are removed by filtering through a baghouse, washing in a scrubber, centrifugal separation, or electrostatic precipitation.

2) Sulfur-oxides are removed by using

low sulfur fuels, by removing sulfur from fuels or, with much more difficulty, removing sulfur oxides from combustion gases with gas absorption equipment.

3) Hydrocarbons are removed by using direct-fired or catalytic afterburners, carbon adsorption columns, vapor condensers, or gas scrubbers.

4) Nitrogen oxides have no practical removal technique except adjustment of flame and stack gas temperature to minimize formation of these gases.

5) Carbon monoxide is eliminated by supplying enough air to insure complete combustion.

How do phosphates pollute?

Phosphates are excellent fertilizers and cause water plants to grow rapidly. As this plant growth dies it removes oxygen from the water through its decomposition process and does not leave enough for fish to live.

What happens to the dust collected in a baghouse?

It is either recycled back into the process or used as land fill, depending on its makeup.

What is done with the water that is used to scrub impurities out of the air?



IN PHOTO ABOVE are just a few of the many people who made possible the first shipment of the new 8580A Automatic Spectrum Analyzer on January 12. This first system was dispatched to Europe as a sales demo and arrived in time for a Field Engineers' Seminar. The exacting targets were set and met by a great team. Pictured left to right are: DOUG SCRIBNER, DAVE HALL, PETE HOUNTIS, BUD EDGAR, STEVE WEDEKIND, MARK PASTUREL, SAM SCOTT, BUD MATHEWS, MONTY MONTGOMERY, JERRY BROWN, DAN KOSITCH, HAROLD WILKINSON, and BILL RAY.

Particles can be filtered or settled out. Dissolved gases may be either recycled to the manufacturing process or chemically treated to make them harmless. Hydrocarbons in some cases can be recovered by distillation.

Why can't they change waste plastic back into usable hydrocarbons?

This is very difficult chemically. It is more feasible to burn the plastic or to continue researching a bio-degradable plastic.

When they break old neon and fluorescent light bulbs, what do they do with

the poisonous gases inside?

I guess they are released into the atmosphere with the mistaken assumption that dilution is a solution to pollution.

What is the worst kind of pollution for humans? Air? Water?

I believe human health is harmed much more by air pollution than other kinds of pollution. We are still able to supply adequate good drinking water. Water pollution does more to impair the water use for swimming, fishing, and aesthetics than to harm our health.

Note of Appreciation

Gussie Carter, longtime 1 Lower custodian and with HP for 14 years, wishes to thank her many friends at Hewlett-Packard for the blood donations and other kindnesses extended her family at the time of her father's death.

Gussie's father, Larry Piggie, 82, passed away January 17, following an illness lasting a number of years.

* * *

Sign in poultry shop: "Mini-hens for the small fry."



By GEORGE CLIMO

Questions We Hope Never Arise—

The unemployment compensation program in California has been much in the news of late due to the increased level of claims. Although most of us may never have need to apply, here are some of the more frequently asked questions about this program:

When I resign next month to stay home and take care of the kiddies, will I be eligible for unemployment benefits?

No! The basic requirement for eligibility is that you must be available for work and actively seeking employment.

Since I have been paying to the unemployment fund during my working years, why shouldn't I automatically be eligible for any benefits?

Unemployment compensation in California is paid entirely by the employers of the state. The present rate we pay is 1.6% on the first \$3,800 of your earnings this year. The SDI tax deducted from your paycheck for the first \$7,400 goes only toward your disability insurance to cover periods of illness. You pay nothing to the unemployment fund.

If I resign voluntarily, will I be disqualified from receiving benefits?

Perhaps, depending upon the reason for your leaving. If you quit voluntarily, it must be for a compelling reason in order to be eligible for benefits. Each case is considered individually by the claims interviewer at the State Department of Employment.

Name change—

Your Department of Employment—now called in California the Department of Human Resources Development—is primarily to aid you in finding work. If you are actively seeking work, your unemployment compensation will help to make up for your lack of regular earnings until you get another job.

As you would expect, claims of former HP employees have been far less than for comparably sized companies in our industry. This past benefit year, total charges to our account in California were \$95,978. During the same period, we paid the state \$258,327 in unemployment insurance taxes!

LETTER BOX



From: Art Fong, YHP Date: 1-11-71

To: Bill Bigler, Editor

I'm quite pleased to see that picture of the old gang on the front cover of November 1970 WATT'S CURRENT. It's interesting to note that, with the exception of Howard Ziedler (now at SRI), everyone else is still at HP. Schrock and Meyers were also there, but didn't appear in the picture.

Another observation: I built that doppler radar, but it can now be replaced by that microelectronic doppler module of Paul Ely's. Note that mine took a whole cart, and most of the stuff was war surplus junk.

Bill, could you send me an 8x10 (or 5x7) glossy print of that picture? Sure would be pleased if you would. And also please see that my name is on the WATT'S CURRENT mailing list. Many thanks!
ART

News Intercontinental

By PAT CHRISTOFFERSON

Rapid Start-up—Taiwan Style—

The events which led to this article being written began a little over ten years ago when Hwa Sheng Electronic Co. of Taipei, Taiwan, was contracted to represent Hewlett-Packard Co. At that time HP was a small, one-plant operation based in California, predominately involved in electronic measuring instruments. Over the course of those years, HP grew into a multi-national corporation with more than 17 manufacturing facilities located throughout the world.

This rapid expansion of HP's activities brought with it a need for more extensive service facilities with larger inventories of spare equipment and components. With assistance from Hwa Sheng, it was mutually agreed that the best way to provide the increased technical support for our customers was for HP to form its own sales and service company in Taiwan.

Around the middle of last year, Hwa Sheng and HP agreed to terminate their long-standing relationship, and on November 1 the new HP office opened its doors. The responsibility for establishment of sales and service was vested in Lee Ting, General Manager; Lok Lin (known as "Rok Rin"), Marketing Manager; Dick Hornor, Service Manager; and S.C. Huang, Administrative Manager. Not only were they confronted with the task of hiring a staff, but the facility was not ready—so they had to operate out of the President Hotel in Taipei for 2½ months. The office is now completed and located in the Overseas Insurance Building in Taipei. It is set up in two wings—one used for parts and service and the other for marketing and administration.

Indigenous Staff—

S. C. Huang, as well as the rest of the staff hired locally, can speak and write English fluently. The HP Taiwanese add much background and competence to the operation.

Six months prior to the opening of the office in Taiwan, many HP personnel had their heads together planning office start-up operations. A major decision was to participate in the U.S. Commercial Exhibition for Industry and Business, conveniently scheduled in Taipei November 30 through December 5, 1970. In the final analysis, the exhibit served as a catalyst in promoting rapid penetration of a "virgin" territory insofar as direct sales are concerned. When the exhibit closed on the sixth exhausting day, HP Taiwan was well on its way.

Calculator, gas chromatograph, and medical seminars were conducted in conjunction with the exhibit, and a three-session medical seminar was also presented by HP. Through the highly motivated team effort by HPIC, HP Taiwan, Corporate Training, our affiliates in Tokyo, and other subsidiary offices, the exhibit and seminars were a great success!

Credits—

The following people are just a few of those involved who are credited with making the show a success.

Greer Johnson of Intercon and Ken Martinez of Corporate Exhibits did an excellent job on the booth design and layout. We had a double booth with extensive HP equipment in all categories (electronics, medical, analytical, data products, and calculators).

Jane Kanemoto of Intercon performed all arrangements to acquire demo equipment, along with collaboration from Dolores Bogue, also of Intercon.

Len Gibson and Chuck King of Corporate Training, under the direction of Carl Maburin, did an excellent job of producing a very comprehensive video memo detailing the way in which electronic instruments were to be set up and demonstrated. This was reviewed by the HP Taiwan staff to give them on-site training in order to prepare them to demonstrate equipment they were not able to study in depth here in the U.S.A.

Ted Rowan of C.S.C. worked with Dick Hornor and his staff on hospital equipment and also did a great job substituting for Tom Breitbart of Intercon,



FEATURED ABOVE is Intercontinental's managing staff in HP Taiwan, as well as several product managers from Intercon Palo Alto, along with several of their wives. From left to right: SY CORENSON, HPIC Training Manager; S. C. HUANG, HP Taiwan Business Manager; TOM BREITBART, HPIC Medical Instruments Sales Manager; MRS. HUANG; LEE TING, HP Taiwan General Manager; MRS. TING; DICK HORNOR, HP Taiwan Service Manager; MRS. LIN; LOK LIN, HP Taiwan Sales Manager; MRS. SLOMINSKI; ED SLOMINSKI, HPIC Analytical Products Sales Manager; MRS. TURNER; and BOB TURNER, HPIC Calculator Sales Manager.

who was unable to present the seminar planned for him because of an ankle injury he sustained in New Zealand.

Andy Peet of Corporate Training was also on hand (Shanghai-ed or Taipei-ed, says he) and did a great job in giving pre-show medical training to local personnel.

Al Hannmann, Far East Area Manager, participated in most of the show, lending his depth of international background.

Bill Doolittle, Vice President of International Operations, stopped through Taipei on his swing through the Far East to give added emphasis to the office start-up activities.

The product managers on hand from Palo Alto to present one seminar each were Bob Turner, Calculators; Ed Sломinski, GC instrumentation and analytical; and, as mentioned before, Tom Breitbart, medical. They did a great job of presenting their seminars in view of the fact that the seminars were arranged with minimum lead time for preparation. It takes real "pros" to do so well under these conditions.

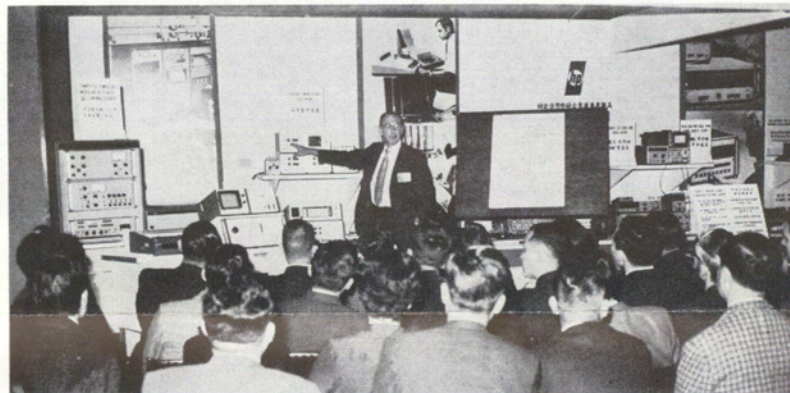
"Show - Perfect Formula"—

HP doesn't always go into shows as they do not always serve an immediate or direct need, but in this situation the show was a perfect formula. It was a great help in getting HP Taiwan started and great motivation to the crew in letting them know that everyone back on "the farm" was backing them.

The exhibit was not open to the public, but to business and trade visitors, ROC military and import decision makers, who were all personally invited. A total of 27,514 passes were handed out. There was a lot of news coverage, with the show management people sending out letters of advertising. Bingo cards (information request cards) were handed out to the visitors, and this resulted in 1,000 new leads.

All the instruments needed for the seminar were delivered on time, with only one damaged piece of equipment. Large amounts of technical data sheets were supplied and kept in files to hand out to people interested. The visitors were hungry for knowledge, especially the students who were there on "student day" at the close of the show.

When the tent folded, the show did not really close. The HP Taiwan staff demonstrated drive which has shown results in increased sales at a rate substantially greater than predicted. The problems are not all solved, but recent visitors going through Taipei have noticed a rather smug self-satisfied smile on their faces!



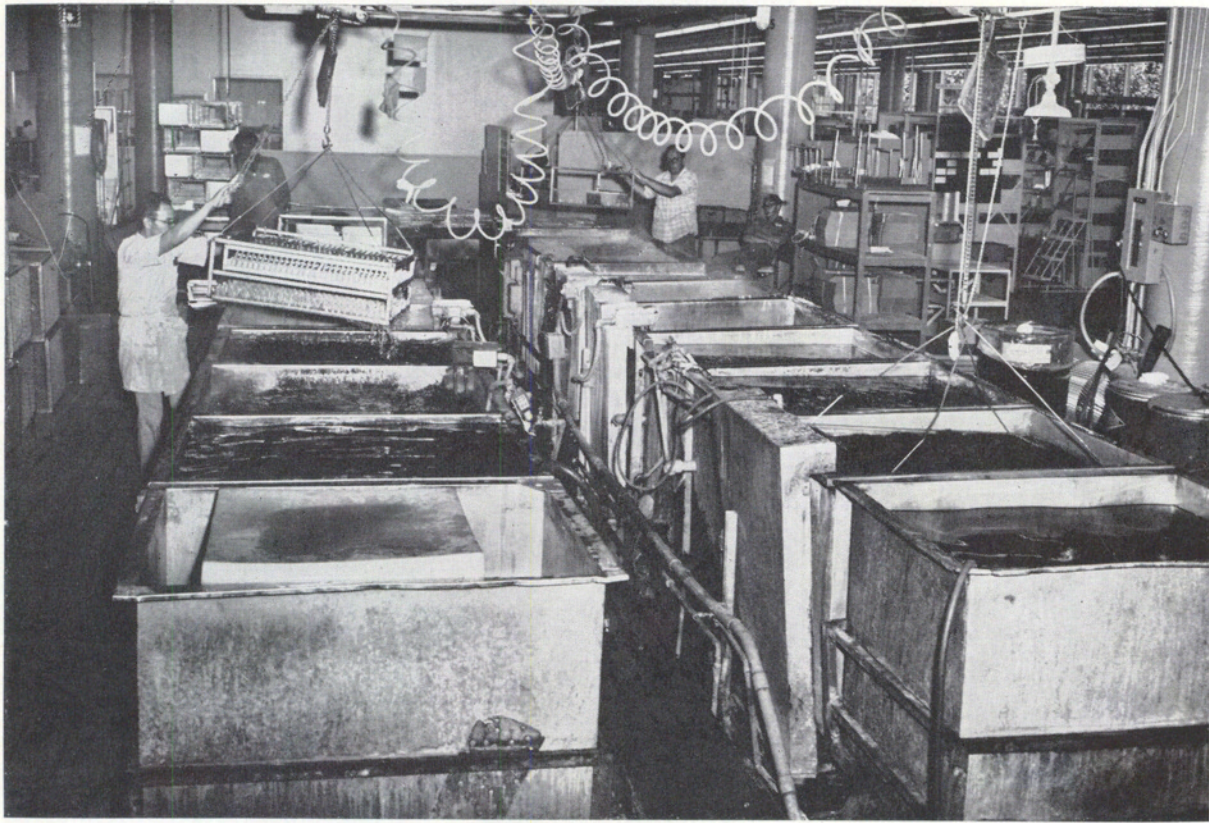
TAIPEI '70 Medical Equipment Seminar was conducted by TED ROWAN of Customer Service, shown in photo above, with doctors, nurses, hospital administrators, and military medical experts in attendance.



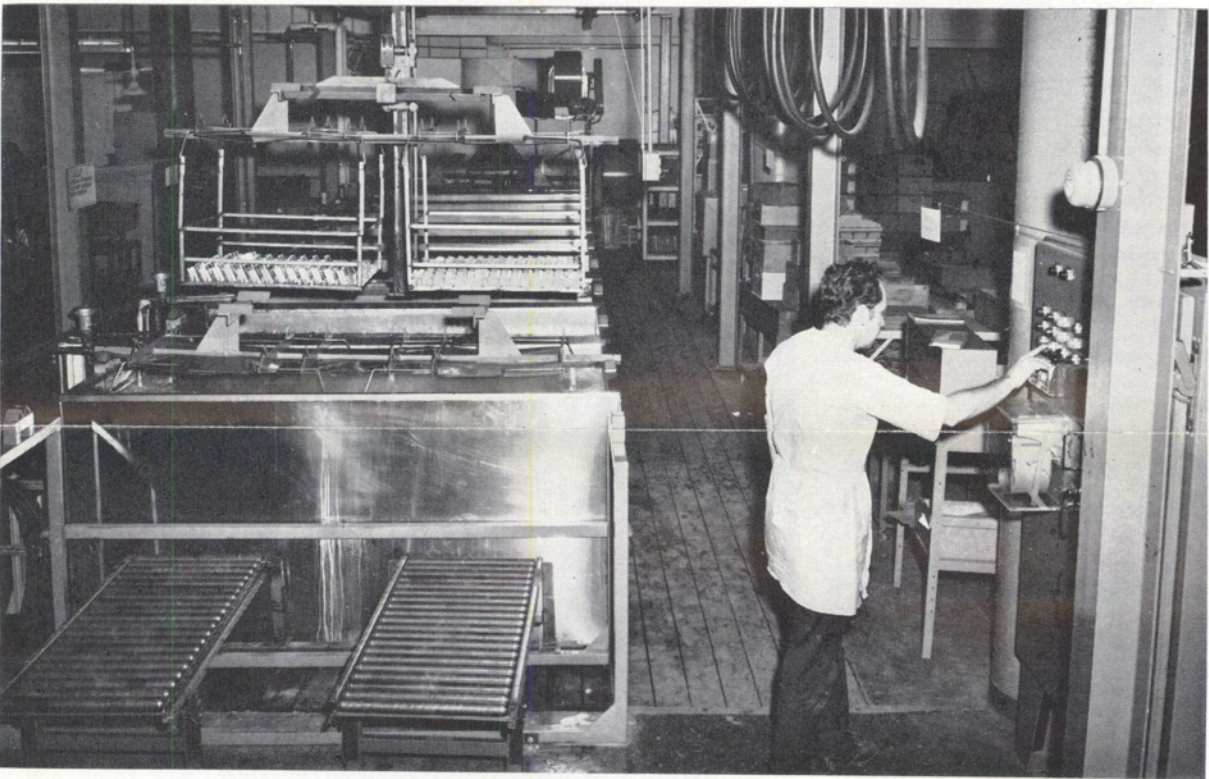
HP BOOTH 31—TAIPEI '70. Shown manning the impressive exhibit, center, is LEE TING, General Manager, HP Taiwan. Giving with the sales pitch at extreme left may be seen AL HONG, HP Taiwan calculator field sales engineer.



HP TAIWAN, Opening Day Ceremonies. Officialdom, left to right: Walter P. MacConaughy, U.S. Ambassador to the Republic of China; Carl H. Halin, U.S. Exhibition Manager; Vice President C. K. Yen, Republic of China; and Walter H. Fausel, Director of Marketing Activities, U.S. Exhibition.



"BEFORE" photo depicts Brite-dip area (2L) that outgrew its efficiency in this age of automation. Rosario Jimenez, left foreground.



"AFTER" picture shows new automatic Brite-dip facility recently installed in finishing department of Manufacturing Division (2L) developed with "do it ourselves" HP know-how. Under full tape control, conversion from one Brite-dip process to another is accomplished by a simple tape change (please see adjacent article). Bernie Surdez is shown at controls.

Manufacturing Develops Automatic Brite Dip

By LLOYD BURKHART

Under Full Tape Control—

Work smarter, not harder! With this thought in mind, the finishing department within the Manufacturing Division is the proud owner of a new automated aluminum treatment line. This system replaces the original "Brite Dip Line," installed in Bldg. 2L in 1957 (see "before" picture). Although this old line processed some five million parts in its life span, its productive days were numbered and it was decided to invest in a new, up-dated system. After examining commercially available machines and finding none that met our function and cost requirements, we decided to apply HP know-how and "do it ourselves."

We are fortunate in the Manufacturing Division to have an extremely competent group called "Custom Machine Services." This group, managed by *Rube Leamons*, built the basic structure as well as the electrical system. *Erich Jurak* and *Martin Burtcher* designed and built the control system which incorporates the tape reader and timing controls.

This machine is capable of handling loads weighing up to one ton and moving them at a rate of 75 feet per minute. All movements and time sequences are under full tape control and conversion from one process to another is accomplished by a simple tape change. At present, we have ten different tapes controlling ten variations of the aluminum treatment process. All this can be done at the rate of approximately 14 basket loads per hour and with a one-third reduction in direct labor cost.

Coupled with this machine are nine stainless steel tanks and one hot-air drier. This tank system, designed by *Stig Lundb* of our Facilities Engineering Department, incorporates a new hot-water heating system that offers many safety features not present in the old system. (An excellent job was also performed by the Facilities Maintenance personnel, who handled all the carpentry and utility system installation.)

With a total system cost of \$47,000, this investment will be returned in less than two years. Besides this cost advantage, our rework and reject level shows marked improvement owing to the precise and constant process control.

The many departments and crews involved in this project are to be congratulated for the fine work and spirit of cooperation shown. We are hopeful that this system may be the prototype of other similar installations within HP.

Housing

(Continued from page 1)

MCFH board members and staff.

Representing Hewlett-Packard were *Dave Jordan*, *George Lewis*, *Dixie Smith*, *Ray Wilbur*, *Harold Wild*, and *Bob Winston*.

The answers to the above questions revealed the complexities of the problem faced by minorities seeking housing in this area. The focus of the forum was an opportunity for employers to help open the housing market for everyone.

Group Procedure—

Role-playing in small groups (as landlord, applicant tenant, employer, and employee) helped participants develop a better understanding of the problems and their reactions. Finally, those in attendance were divided into four large groups to develop suggestions of specific ways to fight racial discrimination in housing.

Among the conclusions following the first meeting, the group found:

—It is an unfortunate fact that racial discrimination in housing is still taking place in our area. Such discrimination is totally illegal, as well as unfair. For the sake of the community as a whole as well as our minority employees, the group suggested a public stand in favor of completely open and fair housing.

Further Suggestions—

—In order to help this situation, community leaders can meet with local realtors to discuss the solutions and to make their position on open housing clear.

—Community leaders can join with their cities in taking a strong and highly publicized stand against discrimination practice.

—Company management can assure all their people of their interest and concern for non-discrimination in housing for minority personnel. Active participation in the MCFH and its services can be of significant help in this respect.

Your Help Is Asked—

MCFH is prepared to:

- Verify reports of illegal discrimination and assist our employees in obtaining their legal rights. Minority employees who suspect that they are being discriminated against in renting or purchasing apartments or houses are urged to report such incidents *immediately* by calling 327-1718. Bringing fair and firm pressure to bear on the people who persist in discriminating can change their practices.

- Provide descriptive material on methods of achieving equal opportunity in housing.

- Help employees and management to become more aware and involved with the problems faced by our present and prospective minority employees.

The assistance of all HP employees with MCFH in this program will be greatly appreciated.

Sport Flash!

THE HP GIRLS' Softball Team is looking for interested girls and coaches to participate in this year's Summer League. Last year they finished an undefeated season and are ready to start anew. So, lose or win, let's give it a spin!

All interested please call *Phyllis Kendall* (7-83-376) or *Gayle Hays* (7-83-512).

A Pertinent Question

DID YOU KNOW that HP spent \$38,000 last year for misdialed telephone calls?

Please check and use the front page of your HP telephone book to help save this wasted money.

HP'ites to the Rescue

By MADELYNN TAYLOR (Bldg. 11)

Operation Dirty Birds—

Two days after the San Francisco Bay oil spill, offshore patches of oil sent many sick birds onto the beaches between Santa Cruz and Half Moon Bay. A treatment center was set up in a granary near the main entrance of the University of California at Santa Cruz. Volunteers from the university and surrounding counties converged on the area.

Many HP volunteers aided in the search and cleaning operations, while others donated food, towels, rags, and moral support. On Saturday, when I volunteered to take a truckload of supplies from the Stanford collection center, I never dreamed I wouldn't see my home

again until 5:00 a.m. Monday (just in time to shower and go to work).

In one week, 400 to 500 dirty birds were processed, most of them on that first weekend. The oily birds included thick-billed and common murres, western grebes, ancient murrelets, surf scoters, arctic loons, one rhinoceros auklet, and one very rare "common" scoter.

"Vitamins, Honey and Haig"—

Also brought into the station were two huge herring gulls that were clean but suffering from upset tummies. We fed them Pepto-Bismo and our special brand of bird food—which consisted of ground smelt, catfood, vitamins, honey, and Haig. After one day of that stuff the gulls, dubbed "Sophocles" and "Uncle Theobald," were standing up again and screaming for solid food.

Feeding the birds was more of a problem than bathing them. The cleaned birds stayed at the station for 24 hours before they were dry and strong enough to be shipped. In 24 hours one murre can eat up to 16 whole six-inch smelts. Each fish had to be held up and wiggled in front of the murre to convince him that it was food.

The western grebes refused to take those dead fish, but we finally discovered the way to make them eat: if a hungry grebe is placed in a pan of water with live minnows, 60 minnows disappear in about three minutes flat!

The last sweep of the beaches on Sun-



THE HARDEST PART of the cleaning operation was getting the birds dry. Here a volunteer carries a cleaned bird to the heater to finish drying.

day netted very few live birds. In fact, *George Woodley* from AMD was returning from a fruitless search south of Ana Nuevo Beach when a tourist presented him with a sick piper.

Millie Meyer, also of AMD, couldn't find any birds, dead or alive, but she did find the nudist beach. 'Nuf said!

"Woe unto them that join house to house, that lay field to field, 'til there be no place, that they may be placed alone in the midst of the earth."

—Isaiah 5:8



THESE WESTERN GREBES make short work of a dinner of live minnows. When it was learned that live bait is not sold on the coast, two HP'ites drove 310 miles to buy the fish.

