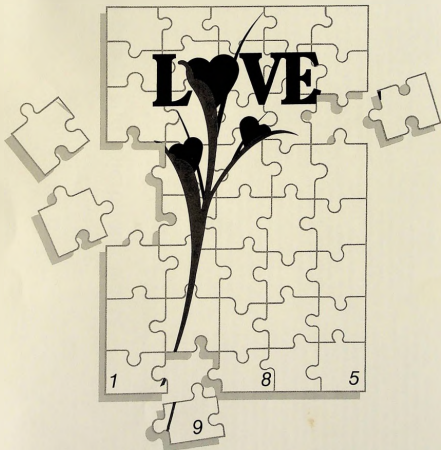


# TWINCITIES NEWS

September 1985



*Employee contribution campaigns, loaned executives and volunteer work are some of the pieces that "help put it together" for the United Way. See the complete picture on pages 4 and 5.*

# TWINCITIES NEWS

September 1985

## Regional Sperry unites operating units

Welcome to the neighborhood. As one of the 15,000 plus Sperry employees located in Minnesota and northern Iowa, your workplace can now be considered a part of the regional Sperry neighborhood.

Following the corporate reorganization into five business groups last year, Sperry has adopted a regional organization concept for the company's local operations. What this means is that all Sperry units within the region will share certain staff functions, such as human resources, facilities, communications and management information systems.

The region in this area is defined as all Sperry operations — Information Systems Group, Defense Products Group, Systems Management Group and Sperry New Holland — in the Twin Cities plus Jackson, Minn., and Clear Lake, Iowa. Ed Decker, corporate vice president and Defense Products Group president, serves as the regional executive of interest for this area. He is accountable to chairman Gerald G. Probst for all coordinated Sperry activities in this region.

Why a regional organizational structure? "The fundamental objective is to show a single face to the community," Decker said. "We also want to eliminate redundant operations. We don't need two groups doing the same job when one group could do the job very well."

For example, under the regional concept only one group in the region is responsible for dealing with the local government, the public and charitable organizations.

"What we want to promote through this is the 'One Sperry' image," Decker said. "We want people to say, 'I work for Sperry. I know what's going on at Sperry.' We want less of the attitude, 'I work for this part of Sperry.'"

"Hopefully employees will receive more information and knowledge about all of Sperry. And I think employees will see less confusion from others about our company."

In addition to reinforcing the one-company Sperry image, Decker said the regional concept follows the current organizational philosophy of a reduced bureaucracy and leaner staffs to gain divisional productivity.

"When people hear words like, 'We are going to streamline the operation; we are going to have lean staffs; we are going to have fewer layers of management,' they go 'Whoops, that might be bad news, my department might be affected by that.' Well, there could be instances where that's the case, although it's our intention to take people who are in that situation and redirect their activities," Decker said. "But the principal attitude ought to be, 'That's great! It's going to take less time to get a decision. We are going to be more responsive, the supervisor and manager are going to have more delegation of authority and we are going to be a more efficient company. That means we are going to do



Ed Decker, corporate vice president and Defense Products Group president

better, and if we do better we're going to thrive and we're going to grow..." I would like employees to take that attitude towards it."

Decker said the regional concept also helps the company maintain uniform policies among major operational functions. He cited Personnel as the best example.

"Whether you are a Sperry employee in Great Neck, N.Y., or Roseville, Minn., we are all under a set of common fringe benefits — and there are a lot of efficiencies associated with that," Decker said.

Hatim Tyabji, group vice president, System Products Division, Information Systems Group (ISG) is the head of 6,000 Sperry employees in this region. Tyabji reports directly to Joseph J. Kroger, corporate executive vice president and Information Systems Group president, and he works with Decker to carry out the regional organization concept.

"To be a leading high technology business, we need to be highly coordinated, standardized and team-oriented in our operational style," Tyabji said. "The

regional concept helps us operate in a one-company mode...as one company, we have a lot to gain by sharing technology and effective business practices."

Lou Collette, controller, System Products Division, ISG, said internal benefits resulting from a regional organization include the sharing of support services, such as payroll and computer services.

"By sharing our individual expertise and avoiding redundancy, we will be more cost effective, and in turn, more competitive," Collette said.

He added that technical resources can be shared between Sperry groups and as an example he pointed out how Semiconductor Operations in Eagan provide technology for ISG, DPG and other Sperry groups.

In the Twin Cities region (which includes the Jackson and Clear Lake facilities), Human Resources, Facilities, Management Information Systems (MIS) and Communications all operate on a regional basis. Human Resources includes security, facilities, environmental protection, person-

Continued on page 2

# Volunteers help paint the town

When approximately 45 Sperry employees "painted the town" on Saturday, Aug. 17, they did more than just have a good time. They lent a hand to several low-income elderly and disabled homeowners in the seven-county metropolitan area as participants in the Second Annual Metro Paint-A-Thon. Their scraping, priming and painting efforts represented a total of 300 volunteer hours, according to Linda Miller, Regional Community Relations representative, who helped coordinate the event.

"We had a great mix of volunteers from every age group, from the north and south ends of town and from all levels of the employee population," Miller said. One of those volunteers was Bill Geiger, vice president and general manager, Computer Systems Division.

"The Paint-A-Thon was a great opportunity for us to work together, in a very tangible way, to help people in our communities who really needed it," Geiger said. "It involved the

kind of work that's 'good for the soul,' working together we saw our results in a very short period of time and the gratitude of those we helped was a tremendous reward. And despite some minor aches and pains, every one of the participants had reason to feel good about their efforts," he added.

The kind of gratitude Geiger described was a humbling ex-

perience, according to another participant. An elderly woman, with tears in her eyes, gathered together a fistful of dollars and offered to buy everyone hamburgers, but was gently turned down. Another of the homeowners filled her kitchen with goodies for the painters and a third sent personal thank you notes to each of her volunteers.

Miller said that a total of 3,500 volunteers helped paint 190 houses in the metro area this year, and she hopes Sperry will become even more involved next year. "This was our first year of participation in the Paint-A-Thon and it proved to be a successful, we hope the word will spread," she said.



## Organization promotes 'One Sperry' image

Continued from page 1

nel policies/practices and labor relations. Paul Ives, vice president, Human Resources, DPG, is accountable for these areas in the region. Accountabilities in the MIS area are coordinated between two directors. Jim Chaffee, director, Midwest Region Information Systems and Communications, ISG, has local responsibility for MAPPER processing, business applications processing and data communications for all Sperry facilities in the region, and ISG business systems application development. Frank Gilligan, director, Management Information Systems, DPG, has responsibility for business applications development and the engineering computer center for DPG and telecommunications for all Sperry facilities other than ISG facilities. Gilligan is also accountable for data communications which are provided by the Midwest Regional Services computer center. Jack Nichols, vice president, Communications, DPG, is responsible for community and governmental relations, internal and external communications and corporate relations for the region.

### Human Resources

For the Human Resources area, Ives said the new regional concept mainly adds more formality and structure to what had been done in the past.

"People basically want to be treated the same," Ives said. "And we equate being treated the same with fairness. We hope to provide more fairness to employees — treating them the same, interpreting company policies the same and maintaining our ability and willingness to pay under the same pay structures and policies."

Ives said some of the policies and programs that already share a commonality include the employee recreation programs, vacation schedules, medical plans, the number of holidays per year, and the retirement plan.

"The thrust of the whole thing, this regional concept, is commonality — the one-company image — and that equates to fairness to employees," Ives said.

### Facilities

Facilities planning is being examined on a regional basis through the Joint Business Unit Facilities Council. Like other regional councils formed for security, personnel and environmental protection, the facilities council brings together people from different Sperry locations and divisions of the company in order to share information and find common solutions to problems and needs.

Dick Newman, director, Facilities Management & Planning, System Products Division, said, "Sperry has 3.7 million square feet of space here, which makes us the largest regional Sperry location in the world." He added that the facilities council will probably be able to achieve some savings through sharing of space, but he foresees the greatest benefit to be overall efficiency and quicker management decisions.

"When communications are opened up between groups then you generally get solutions to problems much quicker — maybe better solutions too," Newman said. Will regionalization mean consolidated Sperry locations in this area?

"It's probably not the objective to get everybody into two or three central sites," Newman said. "But our council will look at what makes good business sense. We will look at the benefits in dollars, and also on the productivity improvements that can result by being consolidated."

Management Information Systems Jim Chaffee, director, Midwest Region Information Systems & Communications, ISG, said Sperry's data communication and information processing operations for this region are coordinated through the Midwest Regional Services (MRS) Computer Center in Roseville.

"By corporate direction, all business units within Sperry strive to use common software and hardware, to take advantage of gains achieved through synergism and compatibility," Chaffee said.

Frank Gilligan, director, Management Information Systems, DPG, further explained the importance of coordinating information

systems operations.

"It's very necessary from an equipment, software and communications standpoint that you have as much compatibility as possible," Gilligan said. "And it's becoming even more and more necessary as the technology changes. If you have technology differences and incompatibilities then you will have problems working together."

Because information technology changes so quickly, Gilligan said it's vital for different MIS groups within the company to share their expertise and resources.

"The way to improve productivity in the user and MIS area is to have as much sharing as possible," Gilligan said, "whether it's systems technology, hardware, software or whatever. If we are going to be productive, to keep the costs down, it's necessary that we share ideas — and share our individual accomplishments with each other."

### Communications

The regional concept as it applies to Communications is centered on a single idea — promoting the "One Sperry" image. The regional communications function has overall responsibility for communicating with customers, employees, stockholders, news media, elected representatives and the community. Jack Nichols, vice president, Communications, DPG, said the wide variety of Sperry activities in this region called out for a regional communications structure.

"From the public's viewpoint, when Sperry is active in the community, it doesn't matter which business group is involved, we just hope they remember the name Sperry and have a favorable image of our company."

"We are trying to promote the 'One Sperry' idea in a lot of ways — our involvement in KTCATV's Action Auction, the United Way campaign and many other community relations programs," Nichols said.

"It will take a little while for the regional idea to get across," Nichols said. "Communications can help a lot, but most importantly, we need the support and cooperation of Sperry employees."

## In Memoriam

Wallace (Wally) E. Miner, former vice president of Manufacturing, System Products Division, died accidentally on Sunday, Sept. 1, at his Danbury, Wisc. lakehome. Miner was a 1949 Mechanical Engineering graduate from the University of Minnesota. He served in the U.S. Army and held positions at the Twin Cities Ordnance Plant, Seeger Refrigeration Company (now Whirlpool) and Dayton's Department Store, before joining Sperry Univac in 1956 as a supervisor of Industrial Engineering. He held a variety of management positions with Sperry including manager of Roseville Factory Operations and director of Roseville Manufacturing Operations before being named to vice president of Manufacturing, SPD, in 1973. Miner retired from Sperry in January of this year and moved to his year-round lakehome in Danbury with his wife, Dorie. Services were held Wednesday, Sept. 4 in the Twin Cities. Survivors include his wife, Dorie; daughter and son-in-law, Cathy and Bruce Salinger; son and daughter-in-law, Gary and Nancy Miner and three grandchildren.



Wallace E. Miner

## Sperryaires men's chorus tunes up for new season

by Dave Hrbacek

*"Hail friends of music  
In her praise we gather  
To do her honor  
In fellowship together."*

These are the opening words to "Salutation," a song sung by the Sperryaires, the company's all-male chorus, at the start of every concert. According to Chorus Manager Harry Waldo, supervisor, Production Control Information Systems, CSD, these lyrics describe the spirit of the group.

The 24-member chorus will have plenty of opportunities to sing this anthem during the upcoming season and Waldo hopes that other men will stretch their vocal cords and give the chorus a try. With a membership drive beginning this fall, Waldo said he hopes men will see joining the chorus as a chance to have fun and meet other employees.

A professional director, new uniforms, and the group's first trip to a "Big Sing" (sponsored by the Associated Male Chorus of America, of which the group is a member) to be held next April in Marshall, Minn. should make this year the best ever, Waldo said. He is aiming to boost membership to 40 this fall.

The Sperryaires were formed in the fall of 1982 by the current director, Steve Boehlke of Rosemount High School. He was directing the Rosemount Methodist Choir at the time, but he had been hoping to some day direct an all-male choir. After

hearing a chorus sponsored by 3M Corp., he talked to a member of his choir, Don Jones, a Sperry employee who is now retired, about starting a men's chorus at Sperry. Jones liked the idea and so did Sperry. Thus the Sperryaires were born.

Twenty men signed up the first year and 10 are still members, including Boehlke. Waldo joined in 1983 because he has "always enjoyed singing." Although he hadn't sung in an organized group since junior high school, he decided to join after a member heard him sing and asked him to give the chorus a try.

Waldo said he enjoys the fellowship with other members as much as the singing. "We're a very loose group," he said, and despite differences in age and rank, all members relate on a first-name basis. The atmosphere at rehearsals is relaxed even when there is much work to do. The group strives toward excellence, but members don't worry about making mistakes or proving how good they are. "We're not competitive," Waldo said.

However, several members have backgrounds in music. Some have sung in barbershop quartets and one member, Jim Olson, has a 4-year degree in Music Education. Olson's musical knowledge is recognized by Boehlke, who asks Olson to direct when he is absent.

Olson said he enjoys directing and he noticed one aspect of it

that he found interesting — he gets the chance to stand over top-level managers such as Dexter Pehle, director, Facilities Planning, CSD, and lead them in song.

Despite the group's non-competitiveness, the men have steadily improved and are enthusiastic, Boehlke said. "They've grown a lot, and I don't think I've worked with any group that has more enthusiasm."

The list of songs they sing has also grown. They choose songs from a list of 150, including everything from "Amazing Grace" to "White Christmas." They sing a variety of songs — show tunes, religious songs, old standards, and pop music.

According to Olson, one of their favorites is "Brothers Sing On," which is also their theme song.

The audiences the group sings for are varied. Most of the time, the group sings for Sperry employees. But they have also sung for disabled children, senior citizens, and even Gov. Rudy Perpich. Pleading the crowd is one of the most satisfying parts of singing, Waldo said. "It's an uplifting experience" to see smiles in the audience while they sing, he said.

The Sperryaires may never sing at Carnegie Hall, but they have had a positive impact on the local community and they will continue to be a valuable public relations tool for Sperry.



These four men, along with 20 others, know a good way to unwind after a hard day's work. They're members of Sperryaires, the company's all-male chorus. Chorus Director Steve Boehlke (foreground) keeps the group in tune with weekly practice sessions. The Sperryaires pictured, left to right, are Dexter Pehle, director, Facilities Planning, CSD; Harry Waldo, supervisor, Production Control Information Systems, CSD; and Thomas Weynick, manager, Performance Analysis, Customer Services, CSD.

# The United Way

## Loaned Executives help make United Way work

The United Way campaign is well under way and employees are familiar with themes, goals and campaign events. But there's one vital piece that "helps put it together" that employees may not be aware of: the United Way loaned executive program.

From August to mid-November, four loaned executives (LEs) from Sperry report to work at United Way's headquarters in downtown St. Paul. While they continue to be on Sperry's payroll, these LEs work long and hard to promote and organize United Way campaigns in other companies. Each has separate responsibilities for promoting United Way, but there exists one common goal — to educate.

John Robertson, who works for the Business Management Group of DPG's Material Management Center in Eagan, welcomes the opportunity to work as an LE for the United Way. He said it gives him the chance to develop internal strengths as well as improve on skills such as time management, organization and communication.

"I think you make of it what you make of it," John said, referring to the LE experience. "It's given me the opportunity to do something challenging and completely different." The bonus for Sperry is derived from the personal growth and experience he will gain.

John brings to the job an analytical mind, a desire to become involved in his community and a strong affection for his native St. Paul. He said this experience will allow him to educate people not only about what's going on in United Way, but also about what's going on in the St. Paul community.

John is working in the Key Development area which includes independent businesses, outlying community businesses and special tech companies. He's particularly enthusiastic about his special tech accounts because he hopes to further his understanding of the direction technology is going in the Twin Cities.

"I think my background in high tech will be a benefit for the United Way," he said, "and I hope to contribute a broader perspective in this area when I report my experiences at the end of the campaign."

John does his homework before setting foot in the office of a corporate CEO. He said it's important to understand "who they are and what they do." Knowing about a company makes his job as a goodwill ambassador for United Way easier, he added.

"You have to be able to converse with CEOs and establish credibility," he explained. And while he's there promoting United Way and civic responsibility, he is also a knowledgeable representative demonstrating Sperry's strong interest in the LE program.

In addition to promoting United Way to corporations, John is looking at the United Way organization to see how it works. "I'm impressed with the long-range planning strategies they are developing" he said.

John intends to educate potential givers that the United Way helps fund proactive and educational based organizations such as the Boy Scouts, Girl Scouts, YMCA and YWCA, as well as reactive agencies that serve the less fortunate members of society.

"Giving to the United Way is an opportunity to support programs that meet the needs of all members of society," he added.

Jackie Moriarty, schedule analyst, Production Control, System Products Division, Roseville, says that working as one of Sperry's LEs is an exciting experience. And though she was apprehensive at first, she's gaining invaluable benefits.

"This is such a neat group of people and it's almost as if we've worked together for years," she said. "We are all in this together and we help each other out as much as possible."

Jackie works in the Key Community area, more specifically with state government and non-profit organizations such as the St. Paul Chamber of Commerce, Minnesota Landmarks Organization and the Minnesota State Fair. Her responsibilities include meeting with campaign coordinators to discuss "game plans" and with solicitors, to whom she provides training.

"We act as a support function...a complete resource which can mean everything from supplying films to making presentations," Jackie explained.

She said her years of experience as a staff assistant to vice presidents at Roseville has prepared her for the job as an LE.

"I've had a lot of contact with top management and meeting with them should be pretty comfortable for me," she said.

Jackie thinks the LEs are a valuable resource for companies participating in the United Way and appreciates Sperry's support of the LE program.

"It really makes me feel good to see how much Sperry is doing as a company to contribute to the United Way," she said. "Their backing is marvelous."

Jackie hopes to strengthen her skills in communication, time management and public speaking, but she sees the real benefit of this experience as personal growth.

"Any way I grow, or anything I gain will make me a better person, which will also make me a better employee for Sperry," she explained. "There's a lot of hard work ahead, but I think the benefits will be well worth it."

Sperry's other 1985 LEs are Gerrie Bencke, product control administrator, Semiconductor Control Facility, Roseville and Byron Smith, staff engineer, Design Engineering, CSD, Eagan.

In total, the United Way has 55 LEs from area business.



Sperry employees Jackie Moriarty and John Robertson, working as United Way loaned executives, discuss strategies for the 1985 campaign.



## Sperry campaign goal up 10 percent

The time for Sperry's annual United Way campaign is at hand. During the campaign period, Sept. 19-27, Sperry employees will have the opportunity to help the less fortunate members of our community by contributing to the United Way fund drive.

This year Sperry hopes to increase its total campaign goal by nearly 10 percent — to \$635,000. The Twin Cities North (Roseville-based) campaign has a goal of \$253,000. The goal for the Twin Cities South (Eagan-based) campaign is \$382,000.

Sperry's 1985 United Way campaign theme is "Help put it together!" It was developed from the idea that every volunteer effort and employee contribution is needed to help make the United Way picture complete. Your individual contribution joins thousands of others who also realize that a gift to the United Way is an effective and personal way to

reach the many people in our community who need our help.

Sperry's employee and corporate contributions to the United Way account for approximately 10 percent of the Saint Paul Area United Way budget. Your contributions help fund 67 agencies that serve a variety of health and human care services in the community. These services make the world brighter for the homeless, the jobless, the physically and mentally handicapped, the troubled youth and the vulnerable elderly. But these services are not just for the disadvantaged. Your neighbors, co-workers and family members can benefit from United Way services too. Someone you know has probably received benefits from family counseling, day care, chemical abuse or fitness programs. And if they haven't, your United Way contribution helps insure that those services will be there when they need them.

## Where your contributions go

When you make a gift to United Way, you're making a broad range of services available for neighbors, co-workers, family members and others who may need them. And because the United Way is one of the most efficient of all charitable organizations, you can be assured that your giving will result in maximum benefits. Only 10 percent of United Way contributions are used for administrative and fund-raising costs, which means that nearly 90 cents of every dollar goes directly to those in need.

United Way agencies receive an average of 15 to 20 percent of their budgets from United Way contributions. Some agencies receive as much as 80 to 90 percent, while others receive 5 percent or less. Agencies not totally funded by United Way depend on memberships, endowments, grants and fees for the balance of their support. This combination stretches your United Way dollar as far as possible and allows even more people to benefit from your contributions. Below are brief profiles of some of the local agencies funded by the Saint Paul Area United Way. Their total budget and United Way funding are indicated.

### American Heart Association, Metropolitan Office

A national voluntary health agency dedicated to its mission of reducing premature death and disability due to cardiovascular disease. Major emphasis on heart research, professional and public education and community service programs.

TOTAL BUDGET \$2,745,300  
UNITED WAY \$183,260

### Boy Scouts of America, Indianhead Council

Provides young men, ages 7-20, and young women, ages 15-20, with growth experiences based on their individual needs, abilities and interests so they will: feel good about themselves, live by values based on democratic and religious principles, appreciate their relationships and responsibilities to others, and possess sufficient physical, mental and emotional capacity to begin their chosen role in society.

TOTAL BUDGET \$1,774,169  
UNITED WAY \$510,378

### Family Service of Greater Saint Paul

Provides counseling, education, advocacy for individuals, couples, families and groups in the areas of parent-child relationships, domestic violence and child abuse, sexuality, separation-divorce, financial problems, alcohol and drug misuse, services for seniors and their families and couple communications.

TOTAL BUDGET \$1,364,610  
UNITED WAY \$989,579

### Management Assistance Project

Provides technical assistance to local non-profit agencies through volunteers from local businesses who consult with agency management in all areas of administrative concern such as: strategic planning, account-

ing, organizational development, marketing and business venture planning.

TOTAL BUDGET \$170,600  
UNITED WAY \$10,000

### Minnesota Association for Children & Adults with Learning Disabilities

Provides public and professional information on learning disabilities including referral for diagnosis and services for learning disabled persons. Offers statewide workshops, speakers and training programs, vocational and college opportunities. Provides information and support in local communities through 60 chapters or contact persons throughout the state.

TOTAL BUDGET \$268,285  
UNITED WAY \$26,774

### Voluntary Action Center of the St. Paul Area

Promotes voluntary citizen participation in the Greater St. Paul Area. Recruits and refers volunteers to over 550 agencies/organizations serving the St. Paul Area. Provides training and development on Volunteer Program Management. Offers comprehensive consultation and technical assistance services to agencies/organizations on the administration of volunteer programs.

TOTAL BUDGET \$136,010  
UNITED WAY \$98,418

### Women's Advocates

Provides emergency shelter to battered women and their children. Offers advocacy, counseling and support services to resident women and their children. Provides 24-hour telephone information and referral, education to professionals and community groups, weekly support group for non-resident battered women in the community.

TOTAL BUDGET \$548,989  
UNITED WAY \$69,908



Incredible sales occur daily at Community Action Council's Clothes Closet in Burnsville. Most items in the Clothes Closet are priced at under \$4, yet the United Way participating agency averages sales of \$400 per day. Run entirely by volunteers, the Clothes Closet provides free clothing to persons in crisis or need and sells clothing at nominal prices to others in the community. The Closet is stocked through donations with the proceeds going to support other Community Action Council programs and services. United Way funding helps by supporting the agency's volunteer coordinator who is responsible for recruiting, training and placing the approximately 600 volunteers who run the Clothes Closet and other CAC programs.

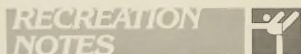


## CSD employee magazine goes video

Lights! Camera! Action! The set is ready and the participants are in place. Computer Systems Division (CSD) employees now have a new quarterly communications vehicle — in video format — dedicated to news and views about Sperry. The first edition of *FYI 85 — Video Magazine* gives CSD employees an inside look at Bill Geiger, vice president and general manager, CSD, as well as stories on the Twin Cities Institute for Talented Youth and the CSD employee picnic at Cedar Lake Farms. A collaborative team effort by the staff of CSD Employee and Management Support Services will produce each edition of the video magazine. Stories will range from in-depth interviews and corporate activities to lighthearted looks at the people, places and events that are a part of Sperry.



The United Way



The second period fishing contest winners for CSD were:

Mike King	walleye	7 lbs. 4 oz.
John Hoyny	northern	11 lbs. 6 oz.
Rick Culver	largemouth bass	5 lbs. 8 oz.
Elaine Hafner	smallmouth bass	4 lbs. 9 oz.
Bill Wolfin	crappie	1 lb. 14 oz.
Ardell Johnson	sunfish	1 lb. 4 oz.

Twin Cities Fine Dining Coupon Books are available at SPD (Roseville) and CSD ticket locations at a 25 percent savings. Cost of the book is \$15.

Rosters for the Sperry Intramural Basketball Program (CSD) are due to Employee Programs, M.S. U1F21, on or before Friday, Oct. 18.

A 15 percent corporate discount card is available for all Guthrie Theatre performances for Sperry employees through CSD Employee Programs and SPD Employee Services. "Cyrano de Bergerac" and "A Midsummer Night's Dream" are the remaining season performances, and it's not too early to make plans for "A Christmas Carol." Call CSD Employee Programs at 456-2841, or SPD Employee Services at 635-5737.

## Open parking to begin at Roseville

System Products Division (SPD) employees at Roseville will see the employee parking lots converted to open parking effective Oct. 1.

The issue of assigned parking was discussed earlier this year by a management advisory team and the Badge of Quality group (the Roseville security force quality circle). After assessing the current parking situation, the circle made a presentation to management representatives recommending suggested changes. Those changes are now being implemented.

In a memo to all Roseville employees, Hatim A. Tyabji, group vice president, SPD, stated: "One major goal of our organization is constant improvement of the ways in which we do business, including the encouragement of effective two-way communications, the reduction of barriers between departments and organizational levels, and increased emphasis on helping people do a better job. Working together to create a parking arrangement that is equitable for the entire Sperry

Roseville population is one small manifestation of that goal."

The success of the change requires the cooperation of every employee, especially in areas designated for handicapped, fire lanes, visitors, inter-plant, etc. Tyabji said, "Management will provide full support to the Roseville Security Department to assure successful implementation of the new parking procedures."

All Roseville facilities will be affected by the change. The Waters Edge and Earle Brown facilities have used an open parking policy since initial occupancy. According to the Roseville Facilities Department, parking at these facilities operates efficiently.

When the open parking change is implemented, specific areas will be designated as reserved for visitors, handicapped, and inter-plant short term travel. Directional signage will be upgraded to reflect the changes and areas designated "reserved" will be clearly identified.

## Want to bewitch, bother and bewilder? 'Buzzword Generator' will do the job

"Integrated transitional mobility" or "functional logic contingency." Confusing? You bet. You've probably come across phrases like these in company memos and reports, or even the daily paper.

With the aid of the "Instant Buzzword Generator" below, you can create your own daz-ling array of incomprehensible gobbledygook.

Simply select a number from each of the three columns. Then combine the words opposite each number into a pseudo-scientific phrase guaranteed to produce confusion and irritation.

### COLUMN 1

0. integrated
1. total
2. systematized
3. parallel
4. functional
5. responsive
6. optical
7. synchronized
8. compatible
9. balanced

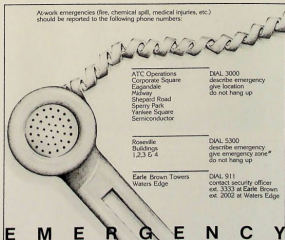
### COLUMN 2

0. management
1. organizational
2. monitored
3. reciprocal
4. digital
5. logic
6. transitional
7. incremental
8. fourth-generation
9. policy

### COLUMN 3

0. options
1. flexibility
2. capability
3. mobility
4. programming
5. concept
6. time-phase
7. projection
8. hardware
9. contingency

At-work emergencies (fire, chemical spill, medical injuries, etc.) should be reported to the following phone numbers:



E M E R G E N C Y

# SERVICE AWARDS



## ROSEVILLE

### 30 Years

Clyde Babb  
James Becker  
Frank Jeffrey  
Ronald Middlestaedt  
John Murphy  
William Richner  
Jack Ross

### 25 Years

Joan Anthony  
Eugene Barringer  
Gladys Brant  
George Brown  
Roger Gillette  
Raymond Maustad  
Duane Meyer  
Wayne Meyer  
Natiyn Vierling  
Loretta Wright

### 20 Years

Vernon Andersen  
George Barnett  
Henry Deboer  
Donald Erikson  
Donald McCready  
William Shepard

### 15 Years

Deen Faltnerpaker  
Petrol Miller

### 10 Years

Rolf Bergerson  
Joan Finkelson  
Julian Sellers

### 5 Years

Lyle Amundson  
Wendy Bain  
Elaine Bolich  
Guy Bristol  
Robert Cross

Julie Entenmann  
Charles Grieb  
Donald Morrison  
Mark Quandt  
Nancie Rape  
Nancy Thomas  
Judy Walker  
Judy Watson  
Brian Wedge  
Micci Wong

## DPG

35 Years  
Richard Daly

### 30 Years

Donald Anderson  
Joseph Haider  
Harold Kendall  
Marilyn Lauer  
Raymond Peters



Arthur Peterson



Franklin Vanderhoff

### 25 Years

Wesley Behm  
Charles Belitz  
Alvin Besse  
Matthew Britlich  
Laverie Cocchiarella  
Donald Dunn  
Helen Friesen  
Robert Hedlund  
Ronald Huemoller  
James McGuire  
William Reinhardt  
Norbert Weiler

### 20 Years

Eugene Bauer  
Dennis Czech  
Edwin Hawkins  
Phillip Jorud  
Joann Orr  
Donald Ottenstroer  
Joseph Paul  
Ronald Pederson  
Joseph Schwarz  
Charles Sheridan  
Wavel Storm  
Frederick Vey  
Henry Walker

### 15 Years

Patrick Butler  
Mary Eckhoff  
Maureen Jaspersen  
Yvonne Miller  
Jeanne Mudek  
Doris Ristow  
Kathleen Stuteville  
Norma Tillges  
Sue Tutewohl  
Kay Ulick

### 10 Years

Kenneth Beene  
Alfred Bettis  
Jesse Fresse  
Dave Haggerty  
Marcia Hudyma  
Daniel Hueter  
Richard Miele  
Dennis Pea  
Loretta Poole  
Diane Schultz  
Kathleen Svihel  
Nancy Tschida

### 5 Years

Ronald Aasen  
Allen Dunsmore  
Judith Erhardt  
Anita Jacobson  
James Kallis  
Michael Kimbell  
Bruce Kluge  
Anthony Lancette  
Thomas Nagjili  
Deett Rayman  
Frank Ritter  
Randy Sporre  
Karen Springer  
Mark Springer  
Danyne Swanson  
Tanner Thompson  
Harriet White  
John Worachek  
Mary Zilles

## ATC

### 25 Years

Wayne Lofness

### 20 Years

Richard Syverson

### 10 Years

Edward Stuart

## TSD

### 25 Years

Gerald Butenhoff

### 15 Years

James Sleeth

### 10 Years

Frederick Emrod  
Jo Ann McKee  
Gail Walsh

## JACKSON

### 5 Years

Deborah Danielson  
Lewia Heaverlo  
Gail Kemp  
Ruth Krogh  
Ly Xiang Lam  
Jurene Murray  
Betty Rindfleisch  
Julia Smith  
Norita Thiemlitz

## BLUE BELL

### 15 Years

John Bunker

### 10 Years

Baheriy Alemu  
Alan Fluin

### 5 Years

Barbara Nelson

## SEMICONDUCTOR

### 15 Years

Charlene Johnson

### 10 Years

Diane Brausen  
Cindy Kuckacka

### 5 Years

James Jordan  
Tim Lindenfelser  
Michael Marinkov  
Thomas Weigel

## RETIREES

George Duncan  
Betty Foley  
Raymond Hrbeck



Dorothy Spoon

# Help reduce paper and microfiche waste

They arrive in boxes and manila envelopes. Some people receive them weekly, others get them even more frequently. But they all come from the same source — the Midwest Regional Services (MRS) Computer Center, located at Sperry's System Products Division (SPD) facility in Roseville.

Cumulatively, the amount of computer paper printed and sent out annually from MRS is staggering. If all the reports for one year were printed in one continuous run, they would reach halfway around the world — a distance of 11,274 miles. In addition to the paper printouts produced at MRS, the computer center generates 482,229 microfiche cards annually. Each card holds between 207 and 323 pages of data.

But the most significant fact about the data generated by MRS is the cost. The expense of

generating and printing computer paper reports and microfiche totals \$1.3 million annually. That amount is charged back to the various MRS users who request the reports and fiche.

Roger Mickelson, business systems manager, MRS, believes a great deal of the data generated for MRS users, and the subsequent expense, can be reduced. Toward this aim, his department is initiating a program to reduce computer paper and microfiche waste.

"We generate a horrendous amount of data for our users, unfortunately, some of the reports are redundant and unneeded," Mickelson said.

For example, he said a department might be receiving three identical reports, but because of workload or staffing changes, there is a need for only one report. "If the users

don't know how to, or forget to ask for only one report, they will continue to receive the unneeded reports," he added.

In another example, Mickelson said some users need only summary numbers from a report, but they receive an entire lengthy report to obtain those numbers. "It's similar to getting a newspaper only because you want to look at the funnies," he said. "We can change programs so users will only receive the information they need."

These are just a few examples of how waste in computer reports and microfiche occurs. Mickelson believes there are many more situations where redundant data is sent out from MRS.

"We would like people to isolate and identify these problems. And if they see ways to reduce this waste, we'd like to discuss those alternatives with

them," Mickelson said.

Some of the alternatives that can be used include putting data on a floppy disk and reading it off a mini-computer. Many computer reports already exist on MAPPER but users may feel a need to request a paper copy as back-up. However Mickelson points out that all MAPPER data is already recorded and stored off-site as a back-up and that data can be obtained if the need arises.

Mickelson said his department will be actively starting a program to reduce paper and microfiche waste by the end of this month. In the meantime, he asks that MRS users examine the reports they now receive, decide what they really need and then determine ways to reduce or eliminate redundant information.

"It may be hard to relate this to real cost, but these waste reducing efforts will save money overall," Mickelson said.





## TWINCITIES NEWS

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## COMMUNITY INVOLVEMENT



**Parent Aide** — Hennepin County needs volunteers to become friends with parents having problems raising their children in a positive, nurturing way. Most are single parents and lack emotional support from family and friends. If you are patient, sensitive, have some flexibility and are a good listener with parenting experience, you can help. Commitment is for one visit per week with one parent for one year. Training is provided.

**Child Care Assistant** — Care for newborn through 6-year-old children from stressful family situations. Four hours per week, weekdays or weekend overnights at a South Minneapolis center.

**SOS Advocates** — Sexual Offense Services (SOS) of Ramsey County needs volunteer advocates to serve as on-call phone workers on the SOS crisis phone, to provide information on available services, procedures and resources and to serve as outreach workers when necessary. Training will be provided in October.

**Host Family** — Macalester College's International Center is seeking St. Paul area families to act as hosts for new international students this fall. Families will be matched with international students for the purpose of sharing friendship and leisure activities. Students do not live with the hosts. Through the Host Family Program, international students can experience life in the United States other than it is known to them on campus, and hosts can enrich their lives with an international, cross-cultural experience.

FOR MORE INFORMATION, CONTACT YOUR  
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