

THE

LV PRIDE
PEOPLE
PERFORMANCE
BU

XEROX CORPORATION

LOWDOWN

**X-TRA! X-TRA! READ ALL ABOUT
US AT TEAMWORK '86**



Problem Solving Team



LVBU Curriculum Team

XEROX
Teamwork
'86



Xeroid Tabloids Team

XEROX
Teamwork
'86



Media Communications Team

See pages
14, 15 and 16
for additional
Teamwork
information!



MCV Team

1012-1012 R/E

by Keith Thompson Photos by Craig Wollesen

On August 19 at 8:00 A.M., the Low Volume Business Unit had something to celebrate—the launch of the 1012-1012 R/E Copier. We recently chatted with Keith Thompson, Manager of the Product Delivery Team for the 1012-1012 R/E, regarding the announcement.



LV MANAGEMENT TEAM

Left to right: John Nitka, Keith Thompson, and H. Barry Bebb

LOWDOWN:

We realize it is early in the launch, however we're beginning to hear some very exciting things about the 1012 in the marketplace. Can you elaborate on this?

Answer:

I'd be most happy to. You're quite right—it is early in the launch and we do not have quantifiable information as yet. However, we have launched multinationally; and the feedback we are getting is consistent and very positive. It appears the product is being eagerly accepted by both Operating Companies and their customers. For example, we know BSG achieved both September and October order quotas in the first ten days of September. Prior to completion of the announcement, Mexico has already exceeded its order target for 1986. RX has launched all planned countries, installations have begun, and the operating units have already increased their 1986 outlook.

LOWDOWN:

What do you feel are the major reasons the product is being accepted so well?

Answer:

That question is a little like asking me if I have pictures of my children; I could go on for quite some time but I will try to be brief. The product offers a "no-excuse" feature set. We feel confident the 1012 will become the benchmark for competitors as well as Xerox in its market segment. The two premier features are copy quality and reliability/maintainability. Line copy quality has been measured as being better than any other product (Xerox or competition) in any speed or price range. The 1012 dependability is better than competitive benchmark, setting a new standard for reliability.

In the last stages of our final machine testing, the product was performing roughly 400% better than expectations. We can't say every machine in every environment will perform at this same level; however, it does give us an awfully good feeling that the machine will meet its specified dependability targets. It is those specified targets which were the basis for deciding to offer a three-year warranty on the product. This three-year warranty is probably the chief selling point we have going for us with Operating Companies and their customers.



PDT STAFF

Left to right: R. Titton, D. Cox, K. Thompson, C. Howe, R. Sexton and A. Bower

LOWDOWN:

You keep referring to the Operating Companies as your customer. Aside from the impressive performance you just mentioned, what do the Operating Companies like about the product?



FORMER FX RESIDENTS

The 1012 launch is the first time that a group of former Xerox Corporation residents have worked together on a project. The 1012 PDT members (who were residents at Fuji Xerox between 1978-1986) include: front row, left to right: Chuck Dittmar, Keith Thompson, and Dave Cox; back row, left to right: Tom Hatch, Bob Cardot, and Chuck Howe.

Answer:

Strong Operating Company requirements are on-time delivery at planned cost. That was the case with 1012 for delivery and also for cost as measured in Japanese yen. Outside of those two major requirements, each Operating Company has different things about the product which pleases them. Mexico is extremely pleased they could launch the product and also start their manufacturing and National Integration operations at the same time we were launching in BSG. RX and EMSD felt the same about their concurrent start-up and launch. It truly was a multinational launch and almost all of the Operating Companies saw that as a positive.



MC&SE/CURRICULUM DOCUMENTATION TEAM

Left to right: D. Burdick, P. Klem, N. Shah, P. Barnes, R. Piazza, J. Pearson, and D. Hastings. Absent from picture is D. Smith.

"The Little Champ"

LOWDOWN:

That is quite a list of accomplishments. What in your opinion were the key enablers?

Answer:

In a word, teamwork. Those who attended the internal announcement noticed the motto or slogan of the 1012 Product Delivery Team was "Teamwork Around the World". It's not just a motto—it actually describes what took place on the 1012 program over the two year delivery period. Unfortunately, the term is so broad that I think we have to go down another level. The key enablers for teamwork were individual experience, communications, and the Leadership Through Quality process.



SERVICE GROUP

Left to right: G. Loiacano, R. Titton, G. Beaman, and D. Pomeroy

LOWDOWN:

Those are pretty broad too. Why don't we go through them one at a time. What do you mean by individual experience?

Answer:

Really no more than just having gone down the trail before. If you take a look at the 20 member core Product Delivery Team there is an average of 24 years experience, 19 years of that at Xerox, and an average of 2.3 programs. Within the PDT there was also 13 years of Fuji Xerox residency experience. While the data covering the Fuji Xerox team is not available, it is similarly well tenured.



ENGINEERING GROUP

Left to right: D. White, J. Dubin, D. Dubin, R. Cardot, A. Mattson, T. Hatch, D. Cox, and T. Fisher. Absent from picture is S. Jasinski.

One payback of that experience is knowing where to go when you have a problem or need an answer. Obviously a small team can't have all the answers all the time. Clearly, the 1012 team extended to the entire Low Volume Business Unit and beyond. I could give a list of individuals who have given us support over the program cycle but hesitate to do so because certainly I would miss someone very important. I will just say we've called on every function within Low Volume and have always received their unhesitating support. One of the names for the 1012 is "The Little Champ". Well, it might be little but it sure does have a lot of friends in RBG/LVBU.



Joe Denaro - RBG - "Excellent; very very good. Excellent addition to our fleet in the world. Copy quality is the best I've ever seen." Copier demonstrated by Sheila LaFance.

LOWDOWN:

What do you mean by communications?

Answer:

Most of us complain about the number of meetings we are required to attend, but I remain convinced that face-to-face communications are the most efficient methods of product planning and problem solving. This is true in a domestic developed product and even more so in a multinational product. The face-to-face exchange of ideas is frequently the only way to overcome the barriers of distance, languages and cultures.



Rich Eaton - XSG - "Very impressed"
Tom Wade - XSG - "Does have interesting features, pretty personable."

Fred Masterson - RBG - "Nicely styled. Good copy quality, quiet."

LOWDOWN:

What do you mean by Leadership Through Quality?

Answer:

We should probably include L.T.Q. participation in the category of communications because the process brings us a system of communicating in a non-threatening manner to gain a desired output. The 1012 PDT was fortunate that Low Volume started to get deeply involved in the L.T.Q. process at the time our program was initiated.

LOWDOWN:

Keith, congratulations to you and all LV functions for a successful launch.



REWARD AND RECOGNITION

Editor's Note:

Reward and Recognition for MC&SE employees was not included in this issue. An E.I. team has been formed to address Attitude Survey concerns regarding MC&SE's Reward and Recognition process.

DINNER FOR TWO

MERCHANDISE AWARD

PROMOTION

SPECIAL RECOGNITION

Name	Department
Art Barton	APD
Nezzie Brasfield	Finance
Pat Connorton	APD
Mark Gibson	APD
Carl Holland	APD
John LeClair	APD
Pat Schoch	APD
Bill Statt	APD
Don Tate	APD
Bill Williams	AP/PE
Anne Zimmer	APC

Name	Department
Angie Bower	AP/PE
Jan Dubin	AP/PE
Dave Fish	APD
Satoru Komiya	AP/PE
Pete Sardano	APD
Pam Warney	AP/PE

Name	Department
Henry Bober	APD
Jim Halliley	AP/PE
Dave Johnson	APD
Betty Rumpf	AP/PE

Name	Department
Roger Oelheim	AP/PE

Editor's Note:

LV employees who receive an award from a non-LV organization should contact their secretary or a member of THE LOWDOWN staff with this information. We would be pleased to include your name on this page. LV



Photos and stories by Alloysia Haynes

Meet Anne Zimmer and Julie Storm. They both came to Low Volume in February 1986 and are located in building 311.

THE LOWDOWN welcomes them to LV Low Volume.



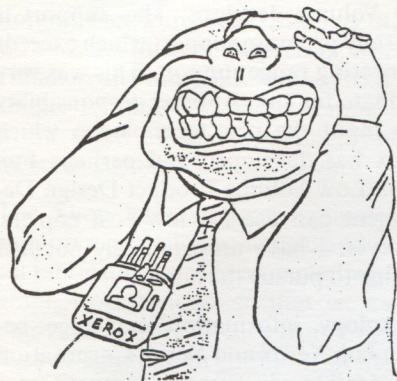
Anne Zimmer

Anne is an Electrical Design Engineer in Tom Maloney's Electronics group in Advanced Product Concepts. She has a B.S. degree in Electrical Engineering from Rensslear Polytechnic Institute and an M.B.A. from the University of Rochester. Prior to coming to Low Volume, Anne worked at Kodak for five years.



Julie Storm

Julie is a Project Engineer with the Product Enhancement Group, reporting to Paul Moore. She graduated from Valparaiso University in Indiana with a B.S. in Mechanical Engineering. Before joining Low Volume, Julie worked for Cleveland Electric Illuminating Company in Cleveland, Ohio.



Telephone Courtesy

by Fred Giovagnoli
(who will answer it eventually)

Has this ever happened to you? You are deep in thought, frantically jotting down notes. The words are almost there.

A phone rings in the background!

You continue with your work.

It rings again!

You ignore it - after all, the words are almost there.

It rings again!

You know it will stop, so you continue to ignore it.

It rings again!

You now wonder how many times the caller will let it ring. After all, there obviously is no one there.

It rings again!

You concentrate harder; you don't want to lose your train of thought.

It rings again, and again, and again. !!\$!*@#\$!!

You interrupt your work and, in a fit of despair, answer the phone. The caller asks "Is 'What's His Name' there?" You respond, "Of course not. Would you care to leave a message?" The caller responds, "No, I'll try later."

Mr. and Ms. Caller: If 'What's His Name' doesn't answer by the third ring, he isn't there. Please hang up and try later or call the building page number or the group secretary. Don't just let it ring. Give the workers in the surrounding area a break. Thanks.

LV

Meet the Lowdown Loafers



by John Harle

C&SE at Welwyn Garden City now has a half marathon team of its very own. Meet the Lowdown Loafers. From left to right - rear row: John Elliston, Mike Garfitt, Malcolm Williams. At front - Roger Battye and Bernie Ayre.

On Sunday, July 20, the Lowdown Loafers ran the Wycombe half marathon (distance 13.1 miles). All the members of the team were sponsored, and have raised 425 pounds sterling (approximately \$600), which was donated to the De Knoop Trust for Research and Education in Ophthalmology.

We congratulate them on a fine effort and look forward to their future achievements.

LV

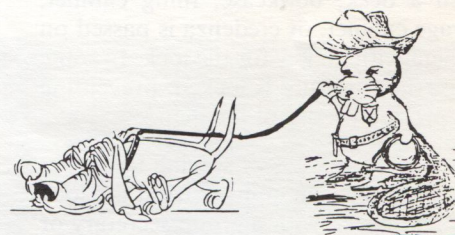
BEC Corner

by the Business Effectiveness Council

We're Roundin' 'Em Up. The following "Quality Criminals" have been turned in at the BEC Sheriff's office. Check out our 'WANTED' areas for their mug shots.

DENNIS ANKROM
LENNY BARRON
JOHN CARNEVALE
DON CLARKSON
LYNN TERWILLIGER
ROBERT WENSLEY

GUILTY: Team Player
GUILTY: Brainstorming/Peopleship/Effective Meetings
GUILTY: Team Player
GUILTY: Team Player
GUILTY: Team Player/Customer Oriented
GUILTY: Team Player



Keep the posse on the move, keep looking, finding, and turning 'em in!

LV

FX Resident Assists LVBU

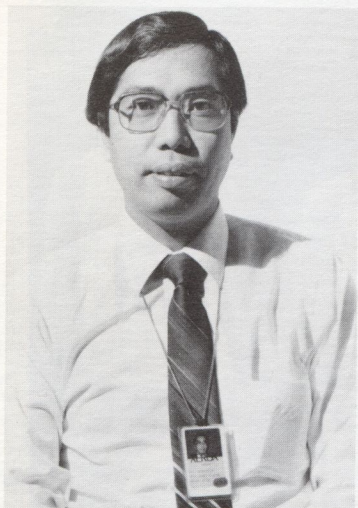


Photo by Alloysia Haynes

by Satoru Komiya

On the 8 November 1984, my wife Yukiko and I, Satoru Komiya, departed from Narita Airport in Tokyo and arrived in Rochester through John F. Kennedy Airport when Fall was about to end in Rochester.

Kenji Matsunaga, who was the former Fuji Xerox Low Volume resident, and Kenichiro Nakayama, who also was a former Fuji Xerox resident, and my col-

leagues, were waiting for us at Rochester Airport on our arrival. I remember clearly the continuous strain went away, and heavy tiredness came upon me the moment I found them.

I came to Rochester with my wife as the newly appointed Fuji Xerox Low Volume Product Development resident. This was my beginning day as a resident.

Time flies. This November we will have spent two years in the U.S. My residency has less than a year to go.

During this period we have enjoyed travel to Florida, Boston, Canada, RPO summer concerts, Buffalo Bills football games, etc. My wife has joined the YWCA and has learned many things from members. My only concern is "what will happen upon returning to Japan", as in the U.S. she could have her own car and can buy everything with plastic money without my approval.

We cannot forget the most important thing, "friends". We have many friendly, kind, American friends which we could not buy even for 100 billion dollars.

I think this experience in the U.S. will give our life good direction.

My office is located in Webster 311 Low Volume area and my responsibilities as a resident consist of two parts. One is to support MN products which Fuji Xerox Low Volume develops. This support is naturally program support which exceeds engineering range support. This was very fortunate for me. Another responsibility is to input the new technologies which Xerox has developed and perhaps Fuji Xerox Low Volume Product Design Department can use for low cost copiers. However, I have unfortunately not had the time to pursue the latter.

Technology information exchange between Fuji Xerox and Xerox Corporation cannot fail to win over our competitors. I think "how to exchange the technology frankly" is an important subject presently, as it will enable us to exchange good technical information continuously on both sides. I'm sure we can make "DANTOTSU"* produce effectively. We have a big opportunity against competitors.

My wife Yukiko and I wish to thank many American people, especially Xerox Low Volume people. Thank you!

* Best of the best

LV



SECURITY NOTES

by Court Packer

Keys and Locks

There comes a time in everyone's career when a desk, bookcase, filing cabinet, storage cabinet, or credenza is passed on to them with no key for the lock. In some cases, the furniture is locked, preventing any productive use of the item.

There are two ways of solving the problem. First, get the number from the lock face and check with a group secretary or security coordinator to see if you can match up the number with a key from the box of unidentified keys that are usually squirreled away somewhere. If you are lucky and find a match up, you have found the most cost effective solution.

Second, get a Key/Lock Request form (#58287), fill it out (include the number from the lock face), and have it signed by your manager. Send the completed form

to Jim Olek, 0304-13S. Jim will provide you with a replacement key via interoffice mail. Jim also has a supply of the slide locks used on glass bookcase doors. **The thing to remember here is that security approval is not needed to obtain keys for desks, filing cabinets, bookcases, credenzas, or storage cabinets.**

All doors (office, lab, storage room, equipment room, etc.) require a security signoff when requesting replacement keys. Fill out the name Key/Lock Request form and have it signed by your manager. Then send the form to your Senior Security Coordinator or the LVBU Executive Security Coordinator. It will be processed and sent to the RBG Security Manager, who forwards it to Jim Olek.

How about the desk or file that will lock all but one drawer? Pull the drawer completely out, and check to see if there is anything jamming the lock mechanism such as paper, paper clips, the pen you lost

three months ago, etc. If this doesn't solve the problem, call Maintenance at extension 24401, and they will dispatch a carpenter to evaluate the problem.

Sometimes the most cost effective solution is to change the desk or file, rather than have it fixed. To locate a replacement, call the LVBU Facilities Manager, Dick Rossi, on extension 24210. If the furniture can be fixed, you may be requested to fill out the Facilities Operations Maintenance Work Order form (#45945). In the case of a file cabinet with a broken lock, you can have a bar lock installed, as long as the information being stored does not require a double lock (registered material and up). Installation of a bar lock also requires the use of a Facilities Operations Maintenance Work Order form.

So much for keys and locks. If you have a security subject that you would like to see discussed in this column, please call me at extension 27927.

LV

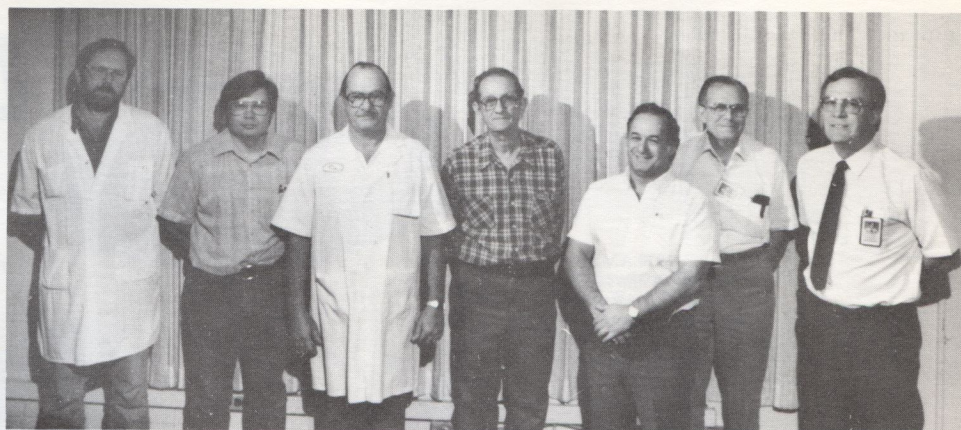
311 Model Shop - Ready, Willing and Able

The 311 Model Shop's mission is to transform Engineering's idea into functioning hardware. The Shop is staffed with Model Makers, Inspectors, Material Handlers and Materials Management personnel to fabricate and assemble electronic, electrical, and mechanical parts to meet the customer's requirements.

The Shop has extensive equipment to support nearly all mechanical and electrical fabrication processes, including Intergraph workstations, so that we can, in many cases, work directly from Engineering's design files. In addition, all Monroe County Model Shops have access to shared equipment for special processes.

The Model Shop can arrange to support customers in several different ways, ranging from open work orders for small walk-in jobs, dedicated Model Makers working in your lab or in the Shop, or teams of Model Makers supporting large model builds.

The Model Shop staff supports customers with several services, including inventory management, shipping/receiving, model build planning, job cost estimating, and job cost tracking. Call extension 21679 and let us help. LV



Editor's Note:

The 311 model makers, members of Local 14-A, are special people. They recently donated a check for \$3,968.64 to Camp Good Days and Special Times, an organization that provides special programs for children with cancer. According to Sixto Sanchez, shop representative for the model makers, the money is the result of a grievance award, and marks the third time that the model makers have donated grievance awards to the charity.

Photos top to bottom:

Left to right: Mike LeFrois, John DeLue, Ron Jones, Louis Chelini, Sam Inzinna, Gerry Bodensteiner, and Ken Ridgway.

Left to right: George Walther, Nick Holz, Joe Mandina, Lenny Gramlich, Paul Schaffer, and Bill Smith.

Front row, left to right: Rudy Merbler, Bob Wills, Ron Mitchell, Bill Snyder, and Dick Domm. Back row, left to right: Mike Kalish, Bill Bostian, Leonard LaRosa, Ron Permoda, John Shuttleworth, and Buck Leutloff.

Front row, left to right: Clarence Robinson, Jim Mullen, Barb Slawson, Cathy Brayle, Karen Baybutt, and Janet Snyder. Back row, left to right: Bob Carney, Dave Dahlberg, Dave Thompson, and Don Fisher.

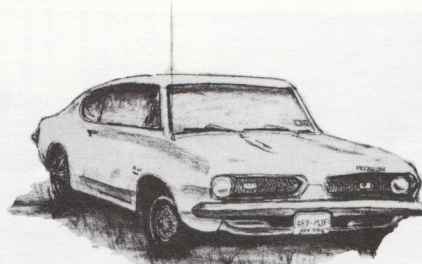


Photos by Alloysia Haynes

LV CLASSICS

by Cou

The old car hobby is a popular one with 1 of the cars (and a motorcycle) owned by



1970 AMX
Owner: Jim Halliley
AP&PE/Test Engineering



Jim Halliley bought this 1970 American Motors AMX new and has put only 14,000 miles on it. The AMX has a 390 cu. in. engine and a 4 speed transmission.

1957 Chevrolet Bel Aire 2 door Hardtop
Owner: Dorothy French
Finance



Dorothy French and hubby Herm pose with her 1957 Chevrolet Bel Aire 2 door hardtop. The Arizona car has a 283 cu. in. engine and automatic transmission. Herm recently completed an under-the-hood restoration; he works in New Build Operations and has a 1956 Chevrolet convertible.

1957 Chevrolet 210 2 door Sedan
Owner: Bill Statt
APD/Input Systems/Optics



Bill Statt is the proud owner of a 1957 Chevrolet 210 2 door sedan. It has a 6 cylinder engine and automatic transmission. In Bill's garage: a 1957 Chevrolet Bel Aire 4 door sedan undergoing a frame-up restoration.

1968 Barracuda Fastback
Owner: Court Packer
MC&SE/LV Curriculum Team



Court Packer and his daughter Kathy restored this 1968 Plymouth Barracuda Fastback. It has a 318 cu. in. engine, automatic transmission, and factory air conditioning. In Court's garage: a 1940 Plymouth convertible being restored.

1970 Chevrolet Camaro
Owner: Tim Potter
MC&SE/Media Communications Group



Tim Potter's 1970 Chevrolet Camaro is a California car. It comes equipped with a 6 cylinder engine and a 3 speed transmission.

1962 Triumph TR-4 Sports Car
Owner: John Forrester
AP&T/ED&T LV Electronics Systems
(Background is a 1969 Jaguar XKE)

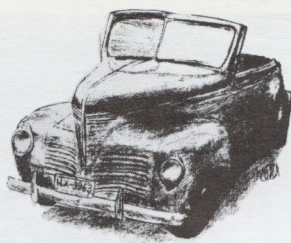


John Forrester is doing a frame-up restoration back to original on his 1962 Triumph TR4. The Triumph was once a SCCA production class race car.

C CRUISIN'

Packer

Low Volume people. Presented here are a few of our employees.

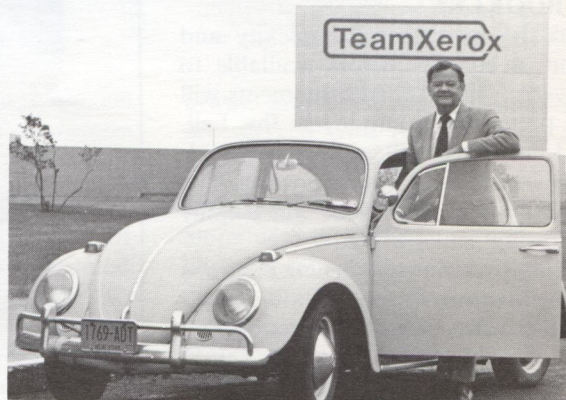


1955 Chevrolet 2 door Sedan
Owner: Lenny Barron
APD/Engineering Systems Field/Operations



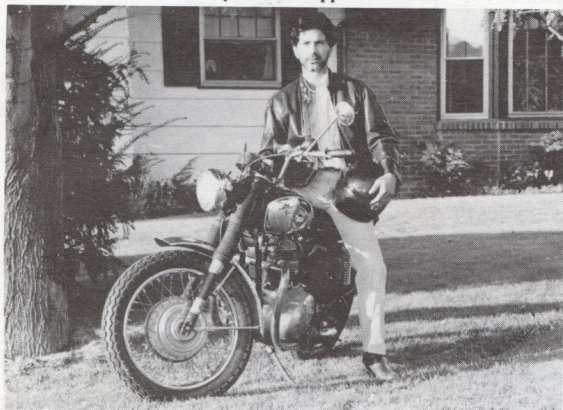
Lenny Barron's '55 Chevrolet Bel Air 2 door sedan is a street rod. It comes equipped with a 327 cu. in. engine, 4 speed transmission, and bucket seats.

1965 Volkswagen Bug
Owner: H. Barry Bebb
LVBU General Manager



H. Barry Bebb enjoys driving his 1965 Volkswagen Bug. The car has a 1250 cc engine and a 4 speed transmission. In good weather, this car is usually in the 311 parking lot.

1966 BSA Thunderbolt
Owner: Jerry Tamburrino
MC&SE/Systems Development and Operations Support



Jerry Tamburrino enjoys riding his 1966 BSA Thunderbolt 650 c.c. motorcycle. In Jerry's garage: a 1966 Triumph TR4A in the process of a frame-up restoration.

1966 Mustang Coupe
Owner: Jim Belcher
MC&SE/Business Services Group



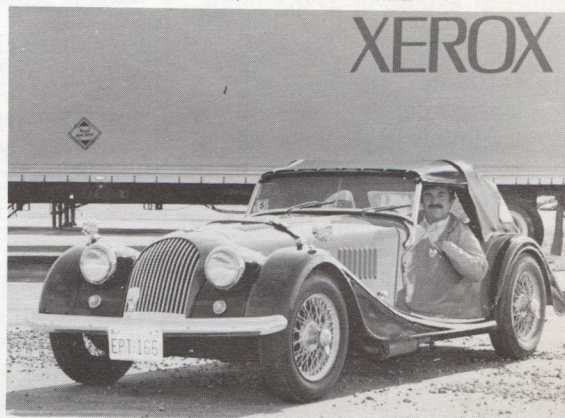
Jim Belcher reports that his 1966 Ford Mustang Coupe has a 200 cu. in. 6 cylinder "Sprint" engine and automatic transmission.

1968 Oldsmobile Cutlass S Holiday Coupe
Owner: Jim Graham
MC&SE/Media Communications Group



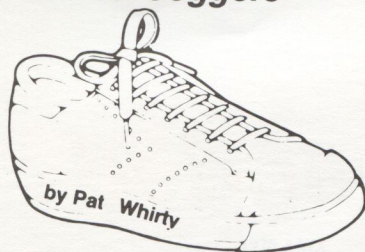
Jim Graham is proud of his 1968 Oldsmobile Cutlass S Holiday Coupe. It has a 350 cu. in. Rocket V8 engine and automatic transmission. Although it doesn't look it, the car has 138,000 miles on it.

1965 Morgan 4-4
Owner: Ken Coleman
MC&SE/LV Curriculum Team



Ken Coleman and his 1965 Morgan 4-4 are ready to roll. This hand-built English sports car has a 1500 cc Ford engine and a 4 speed transmission. Only 600-700 of these cars are built each year and very few have been imported to the U.S. since 1970.

Personnel Joggers



1987 OPEN ENROLLMENT

NEW BOOKLET

Due to the increasing complexity and number of benefit choices available to employees, Value Added Statements will **not** be prepared for employees this Fall. Instead, employees will receive a personalized open enrollment choice booklet. The open enrollment document will display the following:

- Employee's current benefit elections for Medical, Dental, Flexible Benefit Account, Salary Redirection, and Savings.
- Tear-out election forms for employees to elect their benefit choices for the plan year 1987.

ELECTION CHANGES

- As always, if a current election is not changed, it will remain in effect through 1987.
- Election changes also apply to the new Salary Redirection benefit for medical and dependent care. For example: if an employee elected \$750 for dependent care for the 1986 six month plan year, and the employee does not change or stop his/her election for the 1987 plan year, then the \$750 election will remain in effect for all of 1987. The \$750 will not be doubled for the full year.
- A confirmation memo will be generated automatically and sent to the employee's home address when an election change is keyed into the system. If no change is made, no memo will be generated. If you do not receive a confirmation memo, please notify Personnel at extension 27863 immediately.

DISTRIBUTION

The open enrollment booklet will be mailed to employees in the first part of November by the following distribution:

- All **salaried** booklets will be distributed by mail distribution code. If you currently receive your paycheck/paystub at your home address, you will receive your booklet at your home address. If you receive your paycheck/paystub at your Xerox internal location code, you will receive your booklet from the

Hot Dog!



Photo by Barry Bebb

"Chef" Roger Miller and "Assistant Chef" Pat Whirty from Personnel cooking burgers and hot dogs at a recent Low Volume Business Unit Secretarial Communications Meeting. LVBU secretaries meet on a quarterly basis to discuss Personnel Administration activities.

secretary in your workgroup. There will be **no reprints** of the booklets. Notify me at extension 27863 for the necessary change forms if you do not receive a booklet.

PROCESS

Salaried LVBU employees will send completed pre-addressed FBA and Salary Redirection election forms to Pat Whirty, 0311-19X, for processing. Saving election cards can be sent directly to Benefit Services, 801-52A, for processing.

LVBU employees should contact the Personnel office for appropriate forms if they desire to change their medical plan for 1987 (i.e. from an HMO to Blue Cross/Blue Shield or Blue Cross/Blue Shield to an HMO). Representatives from all plans will be in the 335 cafeteria during open enrollment to answer any questions you have. A schedule will be published.

Completed change forms must be returned to me by November 26, 1986.

PROFIT SHARING TRANSFERS

The next deadline for savings account transfers is **December 15**. Transfer effective date is January 1, 1987.

VACATION DEFERRALS

Deadline requests for deferral of vacation must be submitted to Payroll by **November 1**. Deferrals in consecutive years are prohibited. Exceptions must be approved by two levels of supervision and the Personnel manager.

LV



Nancy and Lynn

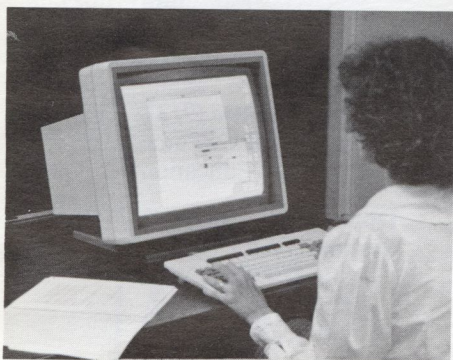
A welcome to two LOWDOWN staff additions: Nancy Taylor and Lynn Terwilliger. Nancy is secretary to Tom Rauscher and the Advanced Product Concepts group. She will provide secretarial support to the staff, and is located in building 311. Lynn, an editor in MC&SE's Quality and Standards group in building 845, has joined our editorial staff. Her manager is Roger Preece. Welcome to our E.I. team!

LV

MC&SE To Offer Expanded Ethernet Print Service

by Don Rowe

Multinational Customer and Service Education, building 845, is now offering high speed/high quality laser printing on an 8700 to all Ethernet users.



Orilee Ireland-Delfs prepares documents on 6085 for printing on the 8700.

Capability

The printer is accessible via Ethernet, and documents can be queued for printing from any user's desktop or workstation. The 8700 will provide all Ethernet users with a centralized service for creating and printing multiple copies of documents.

This service is in contrast to the localized low volume print servers which typically are used for general office work; such as memos, letters, and preliminary drafts of larger documents. The 8700 can be used for creating multiple (hundreds or thousands) of copies of documents. It was



Lisa Furr digitizing graphic images for text/graphics merge on the 8700.

designed to print 500,000 to 1,000,000 pages per month and has a maximum speed of 72 pages per minute.

The 8700 supports all Star and Viewpoint developed graphics and double-sided printing (duplex). It allows scanned images and pre-developed forms to be automatically inserted into any document.

The Idea

The idea to connect the 8700 to Ethernet came about when MC&SE was investigating additional ways to utilize its existing publishing hardware and software. The effort took about six months to



Nancy Crispino monitors image quality on the 8700 as 6085 documents are printed.

acquire, install and test the necessary hardware, software and digitized fonts. The 8700 is configured with a version of software which allows it to process and print documents and graphics with diagonal and curved lines. This software is installed in a limited number of test locations throughout the country.

Other Opportunities

The 8700 also allows the merging of scanned graphics with Star developed documents. Some graphics are too complex to draw at the workstation, and more efficient to draw by hand and digitize by means of a graphic scanner. MC&SE is utilizing an existing graphics scanner and conversion software to digitize hand-

drawn graphics. These scanned images are merged with the document on the 8700 at the time of printing.

MC&SE is now offering these services, along with different paper colors, 3-hole paper, forms development, stapling, and distribution to all Ethernet users. All Xerox organizations can take advantage of this service as a cost reduction alternative to copying or outside vendor printing of documents developed on 8010/6085 workstations.

For more information on applications or services available, call MC&SE Business Services, extension 25916. LV

RBG Recognition Award for Excellence

Even the name sounds impressive - and so it should. The prestigious award is presented to only 16 individuals and 16 teams in the Reprographic Business Group (representing a population of 14,000 employees).

1986 marks the third year for the award, the highest form of Group recognition for both individuals and teams. A breakdown of the number of allocations for each BU/SRU includes

BU/SBU/SRU	Team	Individual
Low Volume	1	1
Mid Volume	1	1
High Volume	2	2
S&M SBU	2	2
AP&T	2	2
RMO	4	4
SBO	1	1
Finance	1	1
Personnel	1	1
Office to the President	1	1
	16	16

According to Roger L. Miller, LVBU Personnel Manager, winners will be announced next month by each Business Unit/Strategic Business Unit/Shared Resource Unit. LV



CHANGING SCENES

by Pat Whirty

We welcome the following new employees who joined us recently.

Name	Former Organization	New Organization	New Manager
George Burnham	Advanced Products and Technology	Advanced Product Development	William Stevenson
Patrick Cappiello	Strategic Business Office	Advanced Product Development	Werner Hoppner
Donato Evangelista	High Volume Business Unit	Advanced Product Development	Donald Tates
Thomas Fletcher	High Volume Business Unit	Advanced Product Development	Henry Bober
William Flick	Reprographic Manufacturing Operations	Multinational Customer and Service Education	Kenneth Kudla
Gerald Garavuso	Advanced Products and Technology	Advanced Product Development	Henry Bober
Paul Giglio	High Volume Business Unit	Advanced Product Development	Thomas Chrzanowski
Donald Johnston	High Volume Business Unit	Advanced Product Development	Stephen Partilla
Robert Kessler	RBG Critical Skills Program	Multinational Customer and Service Education	Ronald Stage
James Oathout	High Volume Business Unit	Advanced Product Development	Thomas Chrzanowski
James Oliver	Xerox Systems Group	Advanced Product Development	Thomas Chrzanowski
Michael Oszczakiewicz	Xerox Systems Group	Advanced Product Development	Thomas Lynch
Thomas Pease	Xerox Systems Group	Advanced Product Development	Gerard Sturnick
Karai Premnath	Xerox Systems Group	Advanced Product Development	Carl Holland
Kenneth Rasch	High Volume Business Unit	Advanced Product Development	William Reese
David Shogren	Advanced Products and Technology	Advanced Product Development	Werner Hoppner
Dennis Smith	Xerox Systems Group	Advanced Product Development	Thomas Chrzanowski
Wayne Smith	High Volume Business Unit	Advanced Product Development	Thomas Lynch
Yvette Thomas	Reprographic Manufacturing Operations	Advanced Products/Product Engineering	Gilbert Jones
Drew Unterborn	High Volume Business Unit	Advanced Product Development	Donald Tates
Beverly VerStraete	Advanced Products and Technology	Advanced Product Development	Raymond Klim
Bruce Winship	High Volume Business Unit	Advanced Product Development	Gerard Sturnick

LV

Service Awards

XEROX

...

by Pat Whirty

Ten Low Volume Business Unit employees celebrated Xerox service anniversaries recently.

20 Years of Service

Donato Evangelista (10/24/66)
Advanced Product Development

Jack Hauber (9/6/66)
Advanced Product Development

David Smith (10/3/66)
Multinational Customer and Service Education

15 Years of Service

Robert Krentsa (9/27/71)
Multinational Customer and Service Education

Donald Rowe Jr. (10/25/71)
Multinational Customer and Service Education

10 Years of Service

Jean Chase-Pellman (9/13/76)
Multinational Customer and Service Education

Steven Rogers (10/11/76)
Advanced Products/
Product Engineering

Lawrence Rossi (9/7/76)
Advanced Products/
Product Engineering

Roland St. Louis Jr. (9/13/76)
Multinational Customer and Service Education

Michael Wilcox (9/27/76)
Multinational Customer and Service Education

LV

LVBU Open Forums

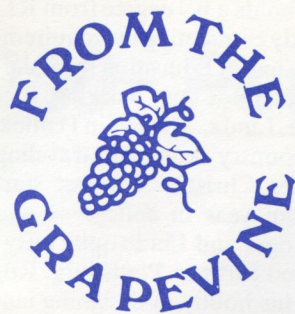
by Roger Miller, Personnel Manager

LVBU Open Forums have been scheduled for the months of November and December as follows:

DATE	TIME	PLACE
Thursday, November 20	10:00-12:00 Noon	129/100E
Thursday, December 18	10:00-12:00 Noon	311/H15B

These meetings are held to allow employees throughout the business unit to raise issues to LVBU managers' attention. Issues that impact the entire employee population will be communicated in **THE LOWDOWN**.

LV



Welcome to Alexander Gregory Dnistrian born October 5 at 2:41 P.M. Proud parents are Helen and George Dnistrian of Multinational Customer & Service Education.

At birth, Alexander weighed 4 lbs. 9 oz. and measured 18 inches in length. Mom and son are doing fine - Dad seems a little overwhelmed! Congratulations and best wishes from all of us to the whole Dnistrian family. LV



Out On A Limb?

- Are you aware of Management Briefing Note #26 (Inventor's Award Program)?
- Has your manager provided feedback regarding:
 - The September 25 RBG-Monroe County Management Meeting with Wayland Hicks?
 - The October 17 LV Management Communication Meeting?
 - The results of Low Volume's Leadership Through Quality inspection conducted recently?
- Have you seen the Green Sheet notice regarding the new Non-Smoking Policy?
- If you didn't participate in the recent Attitude Survey, you're Out On a Limb! LV

1986 PUBLICATION SCHEDULE

Deadline	Issue Date
November 21	December 15

Deadline for December issue is Friday, November 21, 1986.

PROFILES

by Ginny Bressler



Linda Shoats

Linda is an Administrative Aide, reporting to Charlie Braun, in the Forward Products Procurement Group located in building 129. Although Linda was born in Sodus, New York, she has called Rochester home for the past 16 years. She feels her proudest achievements are her children, Leah, Dawn, and Titus.

Best advice either parent ever gave me: *Grow up and make something out of your life, especially spiritually.*

Biggest fear: *Roller coasters.*

Favorite junk food: *Banana split.*

Significant Quote: *Treat others as you want to be treated.*

Hobbies: *Reading, singing, playing basketball, sleighing.*

Favorite TV shows: *700 Club, Give Me A Break, Bill Cosby.*

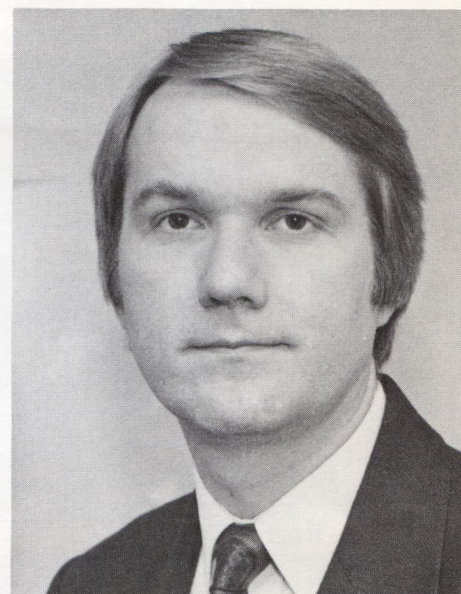
Why I do what I do: *To earn a living - I do enjoy doing most of my job.*

Last good play I saw: *Your Arms Are Too Short To Box With God.*

On Saturday nights you can usually find me: *Doing my housework and trying to squeeze in some reading.*

People who knew me in high school thought: *I was a very shy girl.*

Pet Peeve: *Telephone surveys.* LV



John Linn

John is a 15 year Xerox veteran working as a Media Producer in MC&SE's Media Communications Group in building 845. John moved to Rochester 16 years ago from his hometown of Jamestown, New York. He describes Rochester to his out of town friends as "not too big ... not too small".

People who knew me in high school thought: *I was inseparable from my camera.*

I am currently fascinated by: *High-tech gadgets.*

Biggest fear: *Not keeping up with technology.*

Pet peeve: *People who don't follow-up on decisions.*

Hobbies: *Music recording, composition and performance.*

Why I do what I do: *I like pushing buttons.*

Last good book I read: *Lake Wobegon Days.*

Favorite Junk Food: *Popcorn and cola.*

Proudest Achievement: *Getting my M.S. Education from the University of Rochester.*

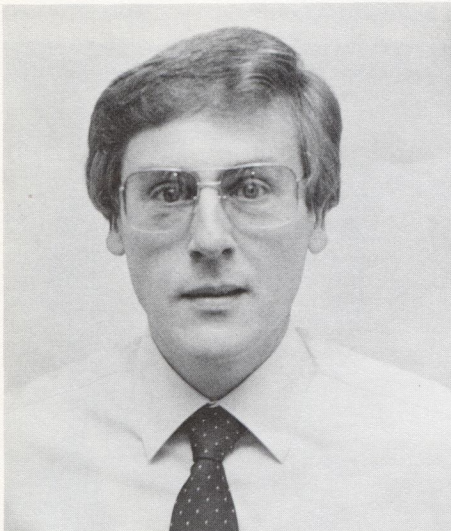
On Saturday nights you can usually find me: *Out to dinner with my wife, Linda.*

Last good play I saw: *Cats!*

Fondest Childhood Memory: *Building model cars.* LV

Spotlight On Management

by Lynn Terwilliger



Roger Preece

In his 14 years at Xerox, Roger Preece has been involved in a number of functions. Joining the company in 1972, Roger spent four years in Instrument Services before moving into Service Education, where he began working as a Documentation Analyst on the 9200. He also worked on a variety of other products, and in 1981 became a Curriculum Manager on the 1075 program. He later spent two years managing within the Translation Services group.

Roger is presently responsible for the Standards and Quality Assurance group. "I've gained something from each position I've held. Each job has had its own particular aspects that appeal to me. Working with the Standards and Quality Assurance group has given me more insight into the whole documentation picture — it's a challenge!"

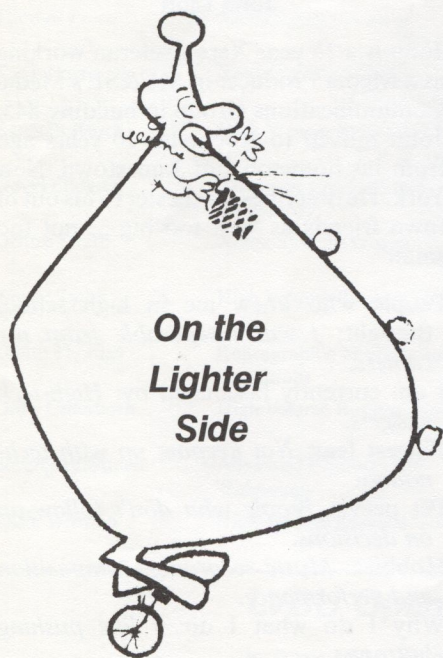
Roger enjoys his responsibility as a manager. "I enjoy working with people and helping them in their professional and personal development ... so that one day, they can either take my job or move out on their own and progress."

Roger holds a BS degree from RIT and is currently completing the requirements for his Masters in Education from the U of R. When he's not busy working, Roger and his wife, Linda, who live in Penfield, enjoy cross-country skiing and traveling. Their daughter Christine has just started her freshman year in college — which has kept Roger and Linda quite busy driving back and forth to Plattsburg. Roger also enjoys his hobby of designing landscapes for friends who are new homeowners.

Roger is committed to the principles of Leadership Through Quality and he notes a change in values at Xerox over the past 15 years: "I see more sensitivity given to the cost and the manner in which we do business. Right now the emphasis is on benchmarking and keeping our costs down. Leadership Through Quality is a tool for trying to reduce costs, by using problem-solving techniques and the Quality Improvement Process, to meet the real customer requirements." LV

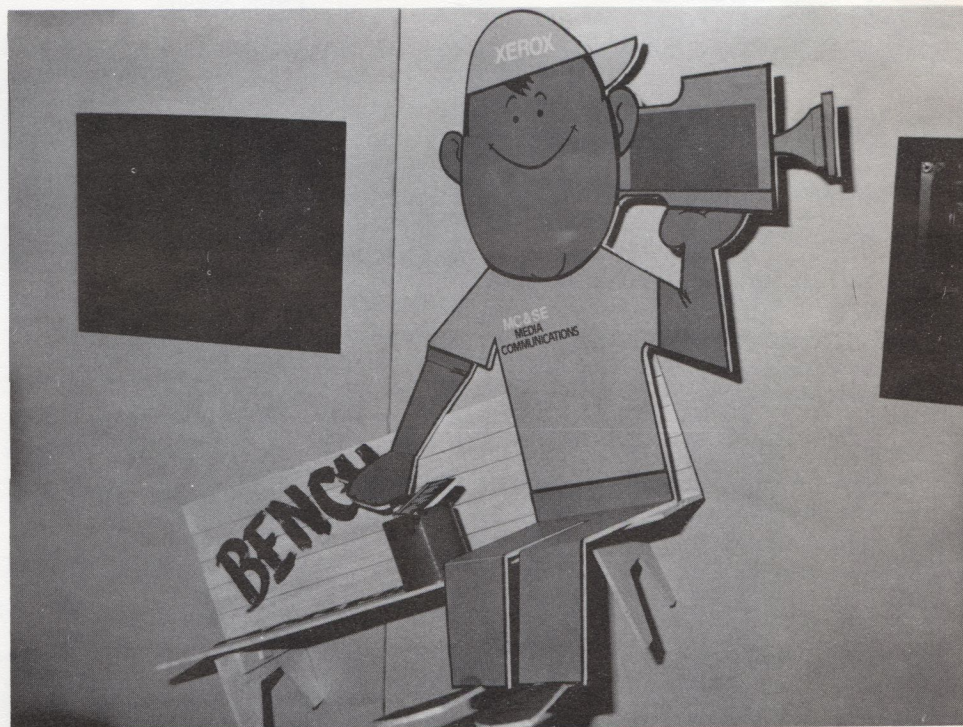
Editor's Note:

Thank you to Dan Holliday, MC&SE Media Communications, for providing our Spotlight On Management artwork.



Here's Your Chance!

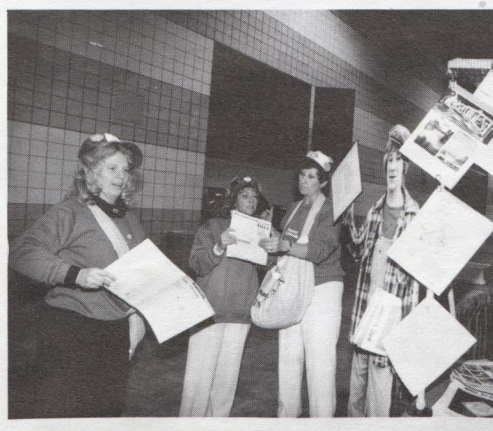
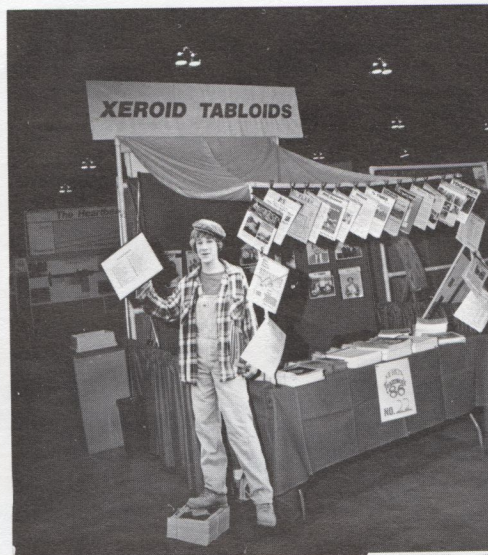
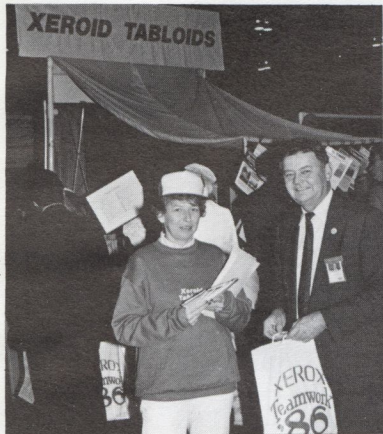
Enter our contest and share a joke or an original cartoon with our readers. The only requirement is that it must be in good taste and reproducible. First, second, and third place winners will each receive two tickets to Loews Theatre, compliments of THE LOWDOWN. Send your entries to Lynn Terwilliger, 0845-17S. Entries will be published in future issues. LV



Take a bow MC&SE's media communications' video production crew for your fourth consecutive Teamwork Day success! Their responsibilities included everything from videotaping and recording Teamwork Day, picture snapping, taped interviews at the booths, audio-visual equipment setup and operation for presentations, to equipment rental and setups for individual booths. Thanks for a great two day effort - Joan Sassone, John Linn, Dan Holliday, Don Confarotta, Lenny DiSalvatore, John Mongiovi, Dave Parotta, Jim Graham, Tim Potter, Craig Braden, Sue Spencer, Damon Hennessey, Al Borrino, Lynn Horwath and Ken Kudla.

5000+ People Enjoyed Teamwork '86

***October 6, 1986
Riverside Convention Center***



Teamwork '86: An outstanding display of employee involvement, creativity and commitment.

Photo identity for teams' pictured on page 1.

Members of a **Problem Solving Team** include, left to right, Doug Connolly, Richard Post, Jim Cassidy, Sharon Hiergesell, John Carnevale, Susan Robinette, George Haupt, and Carol Panepinto. Bob Brown, Tim Cassidy, John Ewing, Don Weikel, and Robert Yu were absent when the picture was taken. The cross-functional team was formed to resolve a problem and associated copy defects.

The **LVBU Curriculum Team** members shipped their exhibit from home base of Welwyn Garden City, where they previously participated in Industry Day and Open Day. Joe Paparozzi and Mike Rogan represented team members Tom Brindley, Roger Cousins, Carl Lawson, Tony Luckhurst, and Jeff Ramsay. The team displayed the new Product Support Manual, which supports the changing needs of Operating Companies in the area of machine diagnostics.

The **Xeroid Tabloids Team** was composed of editors from 17 various inhouse Monroe County newsletters. Posing near their Xerox News Stand are - front row, left to right: Alloysia Haynes and Kay Kramer; back row, left to right: Tom Lochrane, Court Packer, Walt Thompson, our staff assistant, Helen Andrews, Marcie Bartolotta, Dorothy French, Ginny Bressler, and Doris Hooper. Absent when picture was taken: Jim Aubele, Roger Caimano, Jerry Clayton, Pam Czech, Sue Eckert, Roy Johnson, Bob Lewis, Richard Miller, Don Perotta, Lou Singer, Kim Alla Swanton, Angie Vullo, and Pam Warney.

Media Communications' exhibit was entitled On The Air. MC&SE employees (left to right) Ken Kudla, John Linn, and Dan Holliday demonstrated that they can provide a high level of production services at a cost that is substantially lower than an outside source.

The **MCV Team**, representing LVBU/Finance, addressed the management of Manufacturing Cost Variances within the LVBU, initially focusing on air freight. Team members shown - left to right: Linda Hunt (partially visible in left foreground), Bob Fenton (shaking hands), and Bob DeClerck (to his right). Absent when picture was taken were Dick Mazzatti and Rosie Bailey.



STAFF

Ginny Bressler	28911	0845-17S
Dorothy French	27792	0311-05X
Alloysia Haynes	23270	0139-023A
Court Packer	27927	0845-17S
Peter Taylor	83130	WGC-TG
Lynn Terwilliger	28119	0845-17S
Pam Warney	23784	0311-06X
Rich Williams	23474	0129-77A

CIRCULATION

Adeline Maynard	25030	0311-04L
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PHOTOGRAPHERS

Alloysia Haynes	23270	0139-023A
Peter Kelly	83165	WGC-TG
Court Packer	27927	0845-17S
Craig Wollesen	23965	0129-77A

SECRETARIAL SUPPORT

Nancy Taylor	22585	0311-25L
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This is a bi-monthly publication by the employees of the Low Volume Business Unit of the Reprographic Business Group.

