

Vision

HOUSE MAGAZINE OF XEROX MITCHELDEAN

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THE DOCUMENT COMPANY

XEROX

Ursula Burns visit



■ A photo, taken when the visitors started their tour of Building 1, was printed out on the DC 12 line and presented to them 20 minutes later, ready framed, as a memento of the visit. Pictured, from left to right, are Mitcheldean IP Amy Sproat with Tom Vandenberg, Clive Barons, Ursula Burns, Tony Murrell Steve Tiede and Perry Buenen.

All members of Digital Colour and Asset Management Business Centre (DCBC and AMBC) teams were congratulated by Ursula Burns vice president Xerox Corporate Strategic Services, when she presented Customer First awards during her visit to Mitcheldean on 11th September.

The Customer First awards were for DCBC's sterling efforts in meeting the heavy demand for the DC 420/440 products and AMBC's achievements to overcome the supply difficulties arising from the closure of French company, Cerplex.

During her visit Ursula visited the production lines in Building 1 to see continuing development to meet the growing volume requirements for DC 420/440 and the successful colour production lines for DC 12 and DCCS 50.



■ Ursula Burns (centre) admired the quality of the DC 12 output, and is seen here with (left to right) Juliette McCulloch, John Evans, (Ursula Burns), Tom Vandenberg, Dev Garg and Perry Buenen.

While she was at Mitcheldean Ursula also made a special award to teams involved in the OMAF project, recognising their achievements in meeting production demands during the introduction of this new manufacturing

management system. She also met local managers to update them on the current state of the business and discuss priorities for the remainder of this year and 2001.

One of the main points of her presentation to managers was the high pressure placed on flexibility, especially the ability to react quickly and efficiently to the needs of the rapidly changing global market. She pointed out that although Xerox was again Number 1 in the market with products built at Mitcheldean, the market was a very competitive one, and profit margins are being reduced as more and more competition develops and launches new digital products on to the office equipment market.

Commenting on manufacturing strategy, Ursula affirmed the Corporation's commitment to a three-site European manufacturing strategy, including Mitcheldean, Dundalk and Venray. She also took the opportunity to remind everyone that Xerox's success had been founded on quality, and that quality is right at the heart of the business, and provides the foundation for the future.



■ AMBC team members savour the moment as they hold the Customer First Award. Pictured, left to right, are Tina Nelmes, Paul Edmunds, Helen Morris, Meecy Thomas, Marie Hill, Sue Kibble and Cheryl Grindle.

New president for Xerox Europe

Jean-Noel Machon has been appointed president of the Xerox European Solutions Group. He succeeds Pierre Danon, who is joining B.T.

Jean-Noel joined Xerox in 1976 as a salesperson, based in Lille, subsequently holding a range of sales and management roles before becoming general manager of the Northern Entity in 1995. He was promoted to general

manager Xerox France in 1996, later becoming deputy managing director of Xerox General Market Operations in Europe.

Xerox has also announced the appointment of Armando de Lima as chief operating officer for the Xerox European Solutions Group, responsible for industry and geographic operations, while William R Goode continues as deputy managing director.



■ Jean-Noel Machon

MORE than just a board game



■ Tracey Jeffrey with the new 'Vision' machine, which automatically provides a complete check of all components installed on each circuit board.

In the ten years since the Electronics Manufacturing Centre (EMC) moved from Welwyn Garden City to Mitcheldean there has been a dramatic increase in the electronic content of office equipment products, especially in Xerox products, as they meet the challenges of the digital networked world.

"Our electronics manufacturing skills occupy a critical position in the world of The Document Company," says EMC operations manager Neil Price. "Almost every document transaction depends in some way on electronics, but in the end what the user wants is print quality and document management efficiency. We have to make sure the electronics content gives the customers and end users what they want.

"More and more our customers ask us to provide a 'black box' - a circuit board, module or sub-assembly which provides specific inputs and outputs to transmit an image, or control power for the paper movement, or control the exact levels of toner application to paper and the heat required to fuse the toner to the paper. These are just a few of the tasks the electronics have to perform, and today many products have substantial network facilities and computing power built into the design.

"All in all, this means that the electronics supplier has to be much more than a maker of circuit boards. A complete solution has to be designed to minimise assembly costs and meet all the required quality and

technical standards. The solution must be supplied in a robust package, ready to be quickly assembled, ideally as a 'plug and play', with other units to form the finished product. This is the prime function of a full service supplier."

EMC plays a full part in EDC-E (Electronics Delivery Centre - Europe), the full service supplier for electronics in Xerox Europe. EDC-E now includes four major elements, EMC and EIC (Electronics Integration Centre) at Mitcheldean, the power supply manufacturing centre at Dundalk, and Interconnects at Dundalk, which are all supported by design and engineering teams at Mitcheldean, Venray and Dundalk. The teams cover all aspects of design and engineering including form, ergonomics and display colour, and the related electronics and software. The EDC-E engineering team takes the customer requirement and designs and engineers a production circuit board, a sub-assembly, module or even complete product, ready packaged for the customer.

The team has developed special skills in user interface design, reflected in the touch screen controls and keypad for DC 12 and DC 420/440 series, and is currently working on a number of new designs. EMC makes the boards and EIC assembles the complete unit ready for use on DCBC production lines.

"Of course," says Guy Rainforth, who heads up EDC-E, "the full service supplier's responsibility doesn't end with creating a design and supplying

boards, assemblies and modules. As a major part of EDU (Electronics Delivery Unit), the worldwide electronics business centre, we have to reliably maintain supply, provide dependable customer service and supply assurance, and judge our performance by the standards of the world class global electronics and computing businesses. Xerox digital products must operate compatibly with computers, networks and other global telecommunications equipment.

"Naturally, as a global electronics business we have to invest in new technologies to achieve good price/performance ratios, and invest in all the actions necessary to develop and train our staff, while running a profitable electronics business as part of Xerox."

The changes in organisation and attitude have led to new opportunities for electronics businesses. Trading as Xerox Electronics, the electronics team also aims to serve a global market, with its huge potential for sub-contract electronics business. A business development team led by Colin Price, and based at Mitcheldean as part of EDC-E, is actively developing third party business, using exhibitions, advertising and other promotional methods to identify contacts and win new customers for Xerox Electronics business.

"As a Xerox business we have a first class reputation for quality and delivery," says Guy. "This has already resulted in several new third party contracts for us. We hope to really grow this side of electronics in the future. This will help us to grow production volumes, reduce our unit costs and compete in the external market to bring profits to Xerox and more opportunities for our people."



■ Gareth Powell checking a power supply board.

Customer First & flexibility - the new manufacturing organisation

Today's customer wants it now, but it has to cost less, last longer and have more features, especially connectivity for the fast moving digital world. This is a challenge for every computer and office equipment maker, who all face relentless global competition.

To meet this challenge Xerox is developing a manufacturing structure based around three types of business organisation; product assembly, full service suppliers and external suppliers. The Mitcheldean site now includes all three types of business.

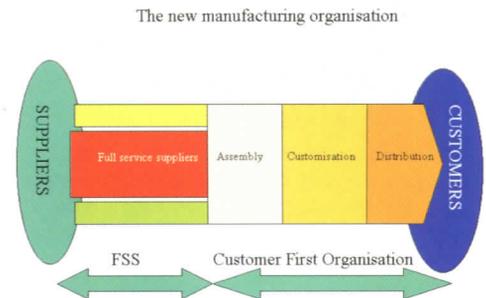
The two principal full service suppliers at Mitcheldean are FDU (Fuser Delivery Unit), and EDC-E (Electronics Delivery Centre - Europe), including EIC (Electronics Integration Centre) and EMC (Electronics Manufacturing Centre). These organisations, and others in Venray and Dundalk, supply components, sub-assemblies and modules, which are

then delivered to the assembly lines, notably the lines for the DC 420/440 and DC 12 families within DCBC (Digital Colour Business Centre).

The full service suppliers are expected to design and build to meet the standards of the assembly line. They also can, and do, supply other Xerox assembly lines and other (third party) customers worldwide.

These operations are supported by other Xerox operations, especially the Materials organisation, which includes Buying and Global Purchasing. These operations both have a major responsibility for quality and cost management, and security of supply. They also ensure that all components, assemblies and consumables are purchased in the most cost-effective way. One of their key roles is to obtain competitive quotations for parts, goods and services, both globally and locally at Mitcheldean.

As part of the process the full service suppliers - usually Xerox businesses, but not always - have to compete on exactly the same terms as non-Xerox suppliers, to ensure that the assembly operations can produce at the most competitive rates. This is a vital requirement if Xerox products are to be competitive in the global marketplace.



Xerothon funds pass the £7k mark



■ The bed-pushing team set off from Gloucestershire Royal Hospital. From left to right, Barbara Bevan, Karen Lockwood, Laraine Slinn, Nick 'the Gorilla' Leeson, Carly Butler, Abbie Smith, Thomas Wilson-Copp, Christine Francis and 'Rupert Bear'.

With not long to go before the end of the year, the Xerothon 2000 fund raising events continue apace. Funds have passed the £7,000 mark, and it is hoped to considerably improve this figure by year-end.

One recent event took place in the streets of Gloucester on Saturday 9th September, when a team of Xerox Industrial Placement students (IPs)

pushed a specially loaned bed from Gloucestershire Royal Hospital through the City. This sterling effort by the IP team, supported by Nick 'the Gorilla' and Rupert 'the Dancing' Bear, raised £551 to add to the Xerothon funds.

The IPs team, including Laraine Slinn, Thomas Wilson-Copp, Carly Butler and Abbie Smith, were ably

assisted by Barbara Bevan, Christine Francis, Karen Lockwood and Laraine Levin. They trekked through Gloucester disguised as giraffes, elephants and other jungle creatures plus the doctor (Abbie) in the white coat and the patient (Carly) in the bed. The weather was fine and response from the shopping public of Gloucester was generous ... and much appreciated by all who took part.

Watch out for other Xerothon events coming up. The campaign is running throughout this year with the aim of raising funds for five worthy local charities, including Great Oaks Forest Hospice, The Dilke Memorial Hospital, Teens in Crisis, Forest Contact a Family and the Gloucestershire Royal Hospital Scanner Appeal. We have already seen many successful individual and team fund raising efforts, and there's still time for other ideas and events. The target is £10,000 by the end of the Millennium year, so please support any Xerothon events and make it a good year for local charity support.

Meeting the environmental commitment



■ A 'Land Management Enhancement' plan has been devised for the Mitcheldean site.

One of the requirements of the Xerox accreditation to the Eco-Management & Audit Scheme (EMAS) is the obligation to provide a regular public statement of environmental progress. Highlights from the latest 1999/2000 statement are reported here in an interview with Mitcheldean's Environmental Health & Safety (EH&S) officer, Chris Marriott.

Real progress was made by everyone at Mitcheldean while meeting all the requirements of EMAS. Our corporate goal remains 'waste-free manufacturing to produce waste-free products which work in a waste-free office'. "A simple and clear goal," says Chris Marriott, "but one which has a complex legislative framework, involving everyone on site and affecting everything we all do at work."

Designs for Xerox products are now all based on 'Design for the Environment', and our latest digital products are extremely energy-efficient, with low emission levels, as well as being highly recyclable.

This last point is very important. A substantial part of Xerox business includes reclaiming used machines and remanufacturing them to an 'as

new' standard, or taking individual components and returning them 'as new' to the manufacturing process.

Landfill

"Despite a great effort by all concerned leading to a real reduction from 11.9 per cent to 10.3 per cent, representing a performance gain of 13 per cent, we still have a fair way to go," commented Chris. "Our eventual target is less than 8 per cent, and much of this depends on personal vigilance. Successful landfill reduction often depends on efficient segregation of waste. Clean plastic or metal scrap has a real market value, whereas mixed plastic, metal and paper obviously is valueless."

Water consumption

Another bright spot for 1999 was the savings in water consumption resulting from the use of electronic controls, and earlier actions to eliminate water leaks. Washing processes were also improved in Building 4 by using a 'low solvent' wash. These measures helped Mitcheldean to achieve a 19.5 per cent reduction against a target of 5 per cent.

Special wastes

Liquid special wastes also saw a considerable reduction - by 23.7 per

cent. Much of this resulted from the progressive improvement of standards, which allowed much of the liquid formerly classified as 'special waste' to meet Severn Trent's standards for normal sewage treatment, thus avoiding tanker disposal.

Electricity consumption

The only disappointing feature of 1999 was a rise in electricity consumption. "While part of this is due to technical factors," says Chris, "there is no doubt we have to give this increased attention in the next year and I expect our new training package to make a real impact here."

The new training package, developed by the EH&S department, provides every employee with 1.5 hours of training on the environment each year.

"We are also looking for success with our 'Wildlife Conservation Project'," Chris concluded. "Working with the Gloucestershire Wildlife Trust and other local groups we have developed a site 'Land Management Enhancement' plan, which we hope will help conserve local wildlife on site, including foxes, badgers, bats, numerous birds and insects."

More details are available in the Xerox EMAS Statement 1999-2000. Contact Chris Marriott on 1125 for more information or a copy of the complete report.



■ IPs James Lewis and Maddy Swaine view the new training package.

Pioneering personal development



■ Some of the PMO NVQ course members with course assessors Joanne Lewis and Janet Villis (left to right), Samantha Chivers, Nick Ruck, (Joanne Lewis), Stuart Jacobs, Tracey Rodger, Richard Whitmore, (Janet Villis), Leon Harper, Adrian Cox, Alison Tingle and James Hilborne.

Thousands of Xerox people are highly skilled. They do a first class job for the business, and have acquired their skills and knowledge in their daily work.

A pioneering NVQ (National Vocational Qualification) Level 1 course has been developed for the European Digital Colour Business Centre (DCBC) in Building 1 at Mitcheldean. The 'Performing Manufacturing Operations' (PMO) NVQ has been developed to provide an opportunity for production staff to extend their skills and knowledge and achieve a recognised national qualification in the process.

The NVQ project team includes Joanne Lewis, Janet Villis, Julia Thomas-Triano and Sandra Gibbs, who, with the 15 candidates, are supported by the Royal Forest of Dean College (RFDC) Business Unit.

"We started the course in April," said Joanne, "and now 15 people are well on their way to the qualification. The initial demand for the course was



■ Tracey Rodger in module build, Building 1.

impressive, and there were many people who were disappointed not to join our first group. Course members comprise a very varied group, including new recruits from both core and contract employees. A number of those working for the qualification made their last contact with learning a decade or more ago, and until now have not had the time or opportunity to take any formal qualification.

"Our first set of participants is a very enthusiastic group, and we have people working every type of shift

pattern, including permanent 'nights', twilight, and rotational day shift. As a team we have successfully overcome significant difficulties, working together to maintain contact and motivation during the varying shift patterns."

The PMO NVQ covers three compulsory modules: 'Develop and Maintain Working Relationships', 'Contribute to Health & Safety in the Workplace', and 'Contribute to Effectiveness in the Organisation'. The NVQ students can then choose a fourth module, on 'Build Assembly', 'Package Products' or 'Move Materials', to name but a few.

"So far," said Joanne, "the NVQ project is going really well. Course participants are finding out far more about their jobs and the work process in their section than ever before, and more important, they are all keen to extend their knowledge about how the Digital Colour business works."

To date the candidates have made positive progress towards developing their portfolios for the NVQ. In parallel with the NVQ candidates, the project team members are also developing a portfolio, to gain their Assessor qualification as part of their own development.

"This programme is part of our employee development strategy in Digital Colour," said Brian Fowler, Digital Colour's Human Resource manager. "It gives a unique opportunity for our staff to gain a national qualification in their workplace. We are now able to support the different shift patterns by offering a 'first step' access to training and development within the Business Centre."

Gerry Lane retirement

Over 100 friends and colleagues attended a presentation at the end of August to mark the retirement of Gerry Lane. Gerry is pictured here with Brenda Walshe, his secretary for many years, who also retired in August. We wish both of them many happy years of retirement.



15 million copies a month

Some Xerox customers have a truly huge demand for documents, running at up to 15 million A4 copies or more per month. These include customers such as the energy utilities, local government, financial institutions and high volume manufacturers of consumer goods in the UK and Europe. Demands of this type stretch every print technology, and even the largest laser printer installations, based on the well established Xerox DocuTech technology, are challenged to produce such a high volume of documentation.



■ Mark Vaughan (foreground) and Kevin Stacey

To meet the requirements of this group of customers, Xerox has a new high volume print engine based on a new variant of our technology, which uses non-impact electron beam imaging technology, rather than lasers, at the core of the imaging process. Originally developed by Delphax in the USA, the technology was acquired by Xerox when Delphax became part of the Xerox Corporation in 1999, and is at the heart of the new Xerox DP 900/1300 range of continuous feed machines.

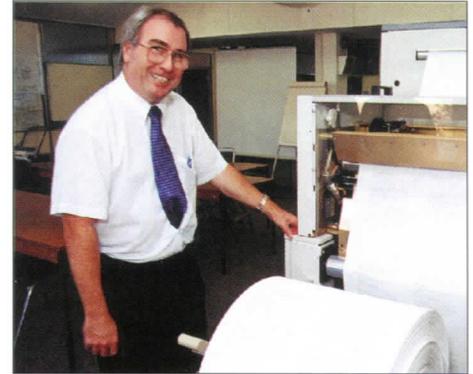
The DP 1300 'images' at the rate of 1300 duplex (on both sides of the paper) impressions per minute, at a mono resolution of 600 dpi (dots per inch). It will image a 1250mm (50") paper reel with 12,500 metres (40,000 feet) of paper in just over two hours, running at 92 metres (300 feet) per minute. This allows the production of, for instance, bank statements, books and instruction manuals, mobile telephone handbooks, and a variety of other high volume items, such as lottery tickets, at very competitive costs for Xerox customers. This means that a typical installation can work at rates of 15 million A4 copies, or even more, per month, depending on shifts and other variables.

All installations using the new technology are custom-built, with additional third party equipment for paper handling to ensure that the massive volumes are produced cut, assembled, bound and packed, without holes, splits or bursts.

Naturally, development of this market in Europe needs skilled operators, service engineers and other support staff. Individual units are valued in the £millions, and Xerox has now established a training facility in Building 5, with an installation valued at £750,000.

Mike Smith, who leads the DP 900/1300 training team at Mitcheldean, commented, "With a large and sophisticated product like this, we have a very complex training task, and we can only train a small number of people, ideally around four at a time. With a two-shift arrangement we take eight on each course. We have just completed our first two-week course, in

September, which covered all aspects of engineering as well as pre-print configuration and print management."

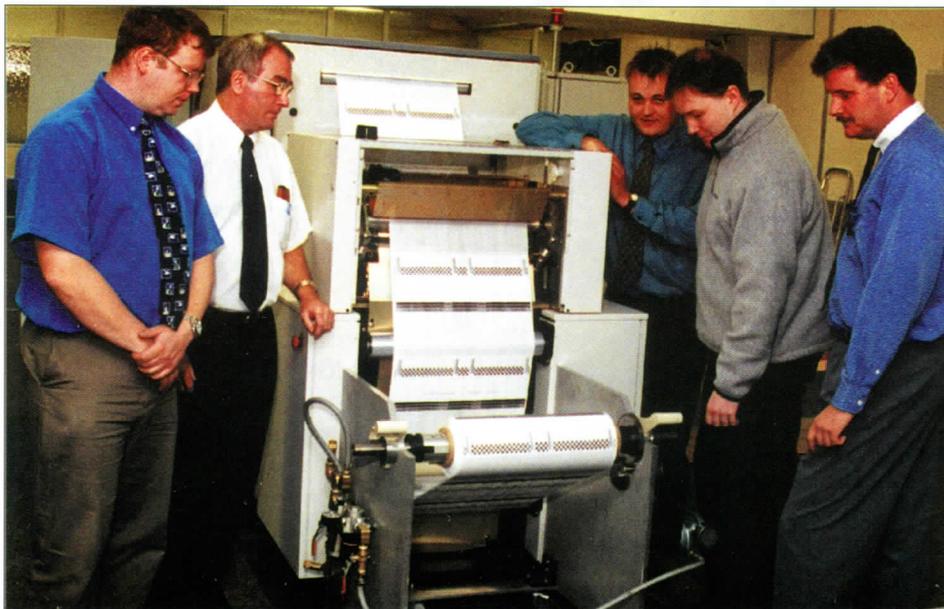


■ Mike Smith

A crucial element of the training includes preparing documents for printing. In this world, not only are the volumes high, but the documents themselves can be very complex. In the case of a handbook, or any large volume of individual A4 sheets, it is a complex task to format the data, using a very powerful SUN workstation, and a very high volume data storage system using multiple hard disks in a 'RAID' (Redundant Array of Independent Disks) configuration.

The Mitcheldean training team is part of the Xerox Europe Education Learning group, based at Wokefield Park. It includes Mike Smith, Kevin Stacey and Mark Vaughan, who operate the special training unit, which includes two print engines and the associated paper handling computer system and dedicated power supply. This is a major unit in its own right, with a 100 amp three-phase power supply with its own complex control and power management to support the DP 900/1300 installation. This set-up allows the training team to mimic a number of different typical customer configurations for training purposes.

Trevor Andrews, technical training manager at Wokefield responsible for the DP 900/1300 project, said, "We looked at a number of locations in Europe for our new training centre and ultimately chose Mitcheldean because we were offered very responsive, flexible support and a spacious and well-planned technical installation, with ample room for expansion. The Mitcheldean unit not only provides a world class training facility, but also has the capability to be developed into a full customer 'showcase' operation to support our marketing teams as they exploit the growing market in Europe for this high technology, high volume document solution."



■ Seen here during one of the training courses are, left to right, Mark Vaughan, Mike Smith and Kevin Stacey with trainees Mark Snell and Hölger Langensiepen.

£50,000 investment reduces solder waste

Ultimately the quality of all circuit boards produced at Mitcheldean depends on the printed solder connections between the electronic components.

EMC (Electronics Manufacturing Centre) has recently invested £50,000 in a new method of automatically applying solder paste. This speeds up the process, reduces the purchase volume of costly solder paste, reduces waste, and avoids dead spots and trapped air in the solder, which can cause quality problems.

The original method used a squeegee blade, which forced solder paste through a steel stencil to print the solder paste onto the board. Parts were then placed on to the solder paste before being heated in an oven to solder the parts to the board. Solder escaped round the edges of the blade and could not be reused. The new method uses a special pump print head which supplies the paste under controlled pressure through the stencil while maintaining a seal around the solder paste application area to prevent wastage.

Gwyn Smith, the EMC engineer leading the project, said, "The first indications are that this system should not only reduce waste, but should also improve our change-over times as well as making for quicker cold start-up. We are retrofitting the system to each of our three board printers and we expect to reduce our waste solder costs considerably."

Haggett Cup returns to Mitcheldean



■ The victorious golfers (from left) Keith Wilding and Ken Ellway (both NPDT), Mark Barnard (HR), Dave Duberley (Logistics) and Dave Robinson (DCBC). Inset: Jeremy Barnard (XE Total Pay Group Resources).

After a five-year absence, the Haggett Interplant golf trophy has returned to Mitcheldean. The Mitcheldean side was one of 10 teams that entered the competition which was held at Wokefield Park (where the Xerox Training centre is also located). A second Mitcheldean team representing the Electronics Delivery Unit also participated, together with teams from International HQ (2), Welwyn GC (2), Ballycoolin and 3, yes 3, teams from Xerox Pensions.

For the first time in its long history, the competition was held over two days with the first round completed on Sunday, 15th August, in the afternoon and the final round during the morning of the following day. Both rounds were completed in warm, fair conditions, with the odd shower of rain.

The course provided a good test for all levels with firm fairways and very quick greens. After the first round a number of excellent scores were unveiled. Leading the way was Tony Croxon from IHQ 'A' with a formidable 45 points, closely followed by Mitcheldean's Mark Barnard with 41 points and Welwyn GC's Graham Lewis with 38 points. With the scores assimilated into the team positions, IHQ 'A' led the way by one point from Mitcheldean. The Electronics side at this point was placed in fourth position.

An excellent meal and a good night's rest were followed by a hearty breakfast before the second 18 holes began. Tony Croxon's handicap had been adjusted during a lengthy discussion the previous evening, and all were ready for the challenge ahead. Despite having played the course the day before,

scores were generally equal to Sunday's; however, some excellent rearguard performances were underway from our Irish friends from Ballycoolin, who, by the way, were the pre-event favourites for hosting next year's competition!

Nevertheless, when all the golf was over and the scores were being posted, it emerged that the Mitcheldean team had won the trophy with an aggregate 282 points, beating Welwyn 'A' (276) and the Pensions team 'The Incons' (262) into second and third places respectively. What of Electronics? Well, they achieved fourth place with 259 points.

On an individual basis, Mark Barnard stole the show with two scores of 41 points, off a 4 handicap, but was well assisted by the remaining members of the Mitcheldean side: Dave Robinson (33/34), Ken Ellway (35/33), Jeremy Barnard (26/32), Dave Duberley (22/21) and Keith Wilding (32/33). Other good individual performances came from Tony Croxon - IHQ 'A' (75), Barry Gaynor - WGC 'A' (74) and Debbie Webb - IHQ 'B' (72).

The Electronics' scores were: Dave Bufton (17/33), Colin Goodrum (25/30), Dan Head (34/35), Phil Mitchell (33/25), Colin Price (31/26) and Alan Stephens (31/32).

HE&FE Enrolment Day

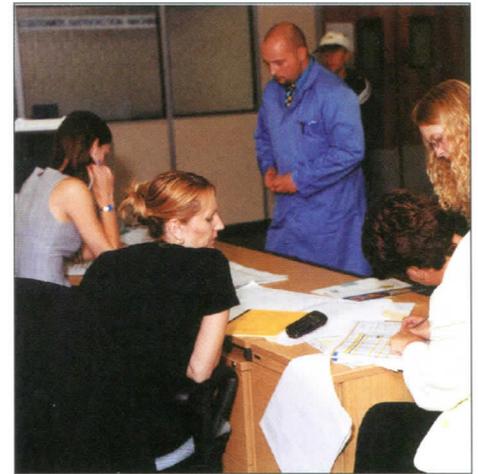
Xerox actively encourages all employees to participate in continuous learning, and this year over 100 employees have been sponsored to participate in Higher & Further Education courses in order to develop their skills and knowledge base. Larissa Prentis and Nicola Terrel from The Skills Partnership, assisted by Joanne Lewis from DCBC and Jim Rawlings from Logistics, managed the Royal Forest of Dean College (RFDC) enrolment day on 31st August.

RFDC's Martin Watkins, George Druce, Lorraine Bevan, Simon Reed and

Lorraine Mould were there to advise on a range of subjects including electronics, business management and information technology.

The majority of employees enrolling were from Electronics and DCBC, and most of them enrolled on electronics-based programmes, ranging from City & Guilds courses on electronics fundamentals through to advanced electronics covered by Higher National Diploma programmes.

Seen here seated on the left (back) Larissa Prentis and (front) Joanne Lewis, with students registering for the course.



Making the most of the big breakfast

One Saturday morning in August Terry Peates decided to have a big breakfast. "I thoroughly enjoyed it," Terry recalls, "... but not for long!" Terry felt happy and relaxed at that point. Minutes later he was really regretting the eggs, bacon and fried potatoes, AND the tomato ketchup, when he and eight other reckless fundraisers were flying higher and higher into the cold, clear Oxford sky, ready to jump into fresh air for charity.

"At this point," Terry said, "my breakfast felt ready to set off on a flight of its own!"

Terry approached the event very easily. "All I had to do," he said, "was say 'Yes' to a parachute jump for local charity, and raise the required sponsorship of at least £360." In the event, with the help of many on the Mitcheldean site, he raised over £1,000 for the Cloud 9 charity and the Steve Biddington fund.

However, it wasn't quite as easy and lighthearted at about 8000 feet up, when the sheer panic started to set in. This wasn't helped when at 10,000 feet his harness got twisted, but by 11,000 feet it was fixed and Terry had resigned himself to his fate (breakfast still intact). Three minutes later it was all over - a 160 mph free-fall from 12,000 to 6,000 feet, then

sudden, beautiful silence as the parachute opened.

It was a brilliant experience," said Terry, "but I'll go easy on the breakfast next time! My thanks go to everyone for their help and support, especially all those on site, and the citizens of Lydney (courtesy of Brian Reeves)."



Our picture shows Terry with Marilyn Prosser of Drybrook, another fundraiser for Cloud 9.

Retirement donation to Winston's Wish

When John Williams retired from Asset Management Business Centre in August he asked for all contributions to his retirement presentation to be donated to local charity Winston's Wish. This raised more than £55, which was presented to Bethan James, representing Winston's Wish.

Well done John, have many happy years of retirement.

Seen here, left to right, are Richard Ward, Kim Powles, Dave Tyler, John Williams, Alex Jockel, Bethan James, Andy Marsh, Dave James, Cheryl Grindle, Kim Howard and Sue Williams.



Change on the LSA agenda

Change was on the agenda at the LSA's annual general meeting held on 6th July, with around half the committee members due shortly to retire, and Robin Fyffe stepping down after seven years as chairman.

Fortunately, seven new people had put themselves forward for election and, as Robin said, "hopefully we can work together to ensure a smooth hand-over."

Thanking all involved for their support and commitment over the past year, Robin made particular mention of vice-chairman Charlie Walker for his co-ordination of the management of the majority of activities; he also highlighted "the outstanding contribution made by secretary Janet Hart, treasurer Dave Morris, publicity secretary June Pinfold, and Sally Meek who has managed the agenda and minutes for all committee meetings."

There was, too, a vote of thanks to Trevor Knight for auditing the LSA accounts.

The election of new officers took place a week later, when Robin succeeded Gerry Lane as president while Charlie took over the chairmanship with Alan Bridges as vice-chairman. Gordon Cruickshank as treasurer took on the job of wrestling with the accounts, and Sally was elected secretary with Nora Powell as publicity secretary.

Steve Boseley, Graham Grindle, Graham Morgan, Tina Nelmes, Rob Partridge and Keith Tarry have now joined Ken Buffin, Brian Powell and John Spratley as committee members.

Janet, making her last report after many years as secretary, reviewed the LSA's activities to date, including the successful 47th annual dinner held last May which was attended by almost 500 members and guests and was covered in our May/June issue.

Two coach-loads totalling 98 members and their guests went on the outing to Dublin on 29th October 1999, and this year's trip - a three-

night stay in Ostend in mid-September - was looking to be equally popular.

As we went to press, arrangements were in hand for the Millennium Night on 28th October when Abba Fever, supported by Peppers Disco, will be performing at the clubhouse.

Events planned for next year, in addition to the 60/70s Nights on 17th March and 27th October, include the 48th annual dinner on 11th May, again at the Chase Hotel, Ross-on-Wye, and the annual outing, the venue and date for which have yet to be announced.

Janet reported that the current membership was 863 (875 last year) including 360 (303 last year) retired members. Members due to receive their 25-year awards (based on current membership figures) should number 50 during 2001, 69 during 2002, and 57 during 2003 - the LSA's 50th anniversary year.

Guide dogs benefit from Sports Club walk

Last June, Mitcheldean Sports Club organised a sponsored walk by members and helpers to raise money to help provide training equipment for the junior footballers and to contribute to the funds of the Guide Dogs for the Blind Association.

Inspired by Brecon Challenge Team leader Jim Twigg, the walk - through the woods of Mitcheldean and Wigpool

- raised a total of £400 which was split equally between the club and the Association.

The presentation to Karen Fisher, representing the Association, took place on 22nd August at the Mitcheldean Sports Field, and was made by Gary Auker-Howlett (UO1 Stores) and Pat Nixon (representing the parish council).

Mitcheldean Sports Club currently boasts 70-plus junior members (including a rapidly increasing section for girl players) and 50 senior players. Says Gary: "We are very grateful to Xerox for sponsoring some of the kit we need - always an expensive item - which we provide free to all playing members. Any potential players from the area will always be made welcome at the club."

Other Xerox employees on the committee, all from Asset Management, are Andy Holder, Geoff Meek and Jeremy Sherwood.



■ Presenting a £200 cheque to Karen Fisher (standing far right with her canine 'eyes' Yeda) are Sports Club committee member Gary Auker-Howlett, with Pat Nixon. Also pictured are Jim Twigg (standing next to Karen) and fellow walkers Alex Twigg and Lisa Brain.

Any news for Vision?

If you have, then please -

- Mail it to Vision at The Mews
- or leave it at main reception for collection
- or ring Ewart Woolley on Ext 1496 or Dean (01594) 544314.

40 YEAR Service Awards

JOHN COURT once said he planned to beat the record of 37 years' service set by his late father (Fred). And he did, for when he retired last August, he had achieved exactly 40 years' service - quite a family record.

Alan Lynes, manager, Materials Planning - Europe, presenting him with his award, thanked him for his valued service to the company, and at a later 'do' in the clubhouse John was given a patio set by his colleagues.

John started his career as an apprentice, and held various managerial posts in production and materials environments, his most recent appointment being that of manager, business systems and processes.

He has led a number of significant projects on site, and he has a personal one to occupy him in retirement - "I'm about halfway through my five-year plan in renovating and extending my house."



■ John Court (right) receiving his 40-year certificate from Alan Lynes.

A recent recruit to the elite group of 40-year service award people at Mitcheldean, DAVE EVANS insisted that 'nothing's changed' since we last featured him in these pages.

And that's true as regards his job history. He started his working life as a shop boy in Bell & Howell cine camera assembly, which was doubtless what got him hooked on photography.

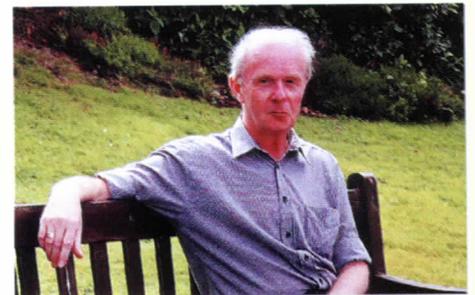
He helped to assemble the early 914 xerographic machines, and this was followed by work on the 4000 family and the desktop 2500 at Lydney. In between came spells in non-assembly areas - operating drills in the machine shop and carrying out wire-cutting activities.

After being a cableform operator in harness assembly for some time, he moved five years ago to Asset

Management where he refurbishes dev. boxes for light lens machines. Here he served on the former environmental committee and says "I learned a good deal about recycling opportunities in the process."

As well as cine and then video filming, he has taken numerous shots on his Canon EOS 35mm camera and he's covered a wide variety of subjects ranging from family weddings to aircraft flying displays. Now he's started collecting model aircraft of the military type.

He enjoys 60s/70s as well as country & western music and having ditched all his LPs several years ago, he has built up a collection of several hundred CDs. He likes the music live too, and attends concerts in the Xerox clubhouse as well as the Causeway Club in Cinderford - "but I haven't gone so far as to rig myself out in cowboy boots and a Stetson!"



■ Dave Evans

25 YEAR Service Award

1975 was an eventful year in the life of TREVOR KNIGHT for during it he qualified as a chartered certified accountant, got married, and moved from Isleworth, Middlesex, to join us as senior operational auditor in SPAD.

After two years in that investigatory role, he moved into Finance department as senior finance analyst and, in the following nine years, progressed via section manager posts in asset control, general accounting and supply accounting to become manager, finance systems. This role became a dual one when he also acquired responsibility for payroll operations.

Since the early '80s he has been involved in some key developments - the merging of Mitcheldean and Welwyn accounting operations, the changing of weekly into four-weekly pay and the introduction of cashless pay.

With the establishment of Great Britain Accounting Services in 1991, Trevor became manager GB payroll operations. His team now reports into GB Total Pay, part of GB Human Resources & Development Shared Services. "In the past 12 months we have picked up the payrolls of Tektronics and other new Xerox businesses - so we are still growing," he points out.

Talking of growth, Trevor's office possesses some of the largest indoor plants we've seen on site, including a highly ambitious yucca which is hitting the ceiling!

The Knights are a sporting family - Trevor plays tennis outdoors all year round as a member of Goodrich and Penallt clubs. He also belongs to Monmouth GC, but it's his wife Catherine, a former GP in Coleford, who is the dedicated golfer.

Their son, Nick, following in Cathy's professional footsteps, has just graduated as a doctor and is currently doing surgery at Basildon Hospital, Essex. Both he and Trevor are former rowers.

Daughter Katherine (Kate) is a golfer like her mother and has played with the England Young Elite squad and for Gwent County. She is at present spending a year in Australia working as a research assistant at Melbourne University as part of her chemical engineering degree course. "We plan to visit her and see a bit of Australia at the same time," Trevor told us.



■ Trevor Knight (right) receiving his Long Service certificate from Gerry Lane.

Profile - Barbara Bevan

For Barbara Bevan, getting to be a top secretary has had a surprising spin-off - in terms of fitness!

When last year she moved up to become executive secretary to support Frans Stollman, vice president & director M&SC, and his senior management team, she found herself located on the 4th floor of Building 7.

She could take the lift, but she has opted to climb 77 steps every morning. "It is virtually the only exercise I get apart from gardening, and I must be getting fitter because I can now still speak when I reach the top!"

After starting in 1971 as secretary to Guy Bedford (materials handling/transport), then engineering chief Tony Burke, she spent the next 15 or so years in Finance Department, providing secretarial service to a succession of controllers - Gerry Lane, Bryan Cook, Phil King, Janice Miller, Jan Powell and Wim Appelo.

"The secretary's role has changed significantly in my 29-plus years with the company," she reflects. "With so many staff now being PC-literate, there is far less typing to be done and secretaries are freed to perform other tasks and projects."

She brought with her to her new post the administration of the Charities Budget for the site, and this year has been involved in the Xerothon 2000 project, which is raising funds for five local charities.

"I didn't realise how difficult fund-raising can be, especially with everyone being so busy and unable to devote much of their time to other than their normal day-to-day duties.

"As a committee, we are very grateful to all who have helped to organise events that have taken place so far and to all who have contributed in any way. Our fund currently stands at just over £7,000 with a target of £10,000 by the end of the year."

Although she has a full-time job, a home to run and quite a big garden to attend to, Barbara still manages to find time for a variety of interests, including editing a magazine that isn't for reading!



■ Barbara Bevan

For 15 years - in fact, since its inception - she has been associated with Forest Talk, a taped newspaper for the visually impaired, firstly as a reader and now, in addition, as magazine editor for one of the four weekly teams involved. She also helps with the technical side, copying the 170-plus tapes which are sent out.

Her sister Helen, who works part-time for Forge (Forest of Dean Resource Centre for the Visually Impaired), and her husband Geoff of XBS, both help out on Barbara's team.

Her younger brother, Charlie Probert, also works on site. He came as an apprentice in 1969 and has progressed to being production support manager in Fuser & Frames.

Barbara has always liked working with figures and she is treasurer as well as a deacon at Lydbrook Baptist Church. "This year has, of course, been a very special one for the church, and for me personally, with the climax being a visit to the Holy Land in September."

She reaches for the top too as a soprano in Drybrook & District Ladies Choir, and finds their annual Christmas Carol Concert at the Forest Church, together with Drybrook Male Voice Choir and Drybrook Band, an excellent way to start the Christmas celebrations.

The highlight of this year, however, was when they participated in Sainsbury's Choir of the Year competition at St. David's Hall in Cardiff last April.

"We were awarded a Highly Commended certificate and have been invited to attend the finals at the Royal Albert Hall in December. Another more

recent major event was a Choral Gala at the Royal Forest of Dean College this October held in aid of Forge."

Since the untimely death of Barbara's husband in 1996, the family coach business, in which she is a partner, has been managed by their son Patrick. Barbara is proud of his success in building it up into the largest privately operated coach business in the Forest. Though she helps out if required, her involvement in the business is very limited these days, she told us.

She has a 20-month-old granddaughter, Emily, "who has brought a whole new dimension to my life. I look after her every Sunday after church, and Sunday afternoons are usually spent feeding the ducks at Mallard's Pike and visiting the local playground."

Keeping this little person entertained during the winter months may be more difficult and Barbara reckons she will have to invest in some 'Tweenie' videos!

Looking back, she says: "I've always enjoyed doing secretarial work and have achieved everything that I could wish for both in my working life and personal life, so I have no regrets. I believe it is important to keep busy, however."

For Barbara, we can't see that ever being a problem.

Obituaries

We regret to report the deaths of the following pensioners:

Wilfred Marfell
(82) 25th June

Stan Peacey
(87) 6th July

Leslie Wallace
(86) 9th July

Jack Woodward
(85) 9th July

Tony East
(63) 13th July

Ernest Phillips
(87) 16th July

Charles Cunningham
(75) 17th July

Jock McGeachy
(79) 21st July

Alfie Barnard
(77) 19th August

Ted Price
(78) 20th August