

*A Christmas message from Tony Phillips, Pensions Director*

## Hope for the future

*It has been an eventful year. Investment markets have been unstable, even before the dreadful events of 11th September, and hard decisions have had to be made here in Xerox as part of our Turnaround strategy. You can read the Company News and sad news of our own loss in the New York disaster on page 6 of this issue.*

### A positive message

*But, as Christmas approaches, it is good to hear a positive message. The Company is regaining strength as the Turnaround strategy takes effect and the reassuring news for all XPA members is that your benefits are secure. We have just had a full valuation of the Pension Scheme; this is the regular check to ensure that the fund is in good financial shape. I'm happy to report that, despite a background of volatile stock markets, the Xerox fund continues to be healthy and your benefits are assured and protected.*

*You will find more information on the valuation in the Members' Annual Report which will be issued in January.*

### Working for you

*Another pleasant duty that falls to me at this time of year is to thank all the people involved in the successful running of the XPA itself. These*

*include our XPA President, Barbara Keech, and our Administrator here at Xerox Pensions, Margaret Brooks, as well as our regional co-ordinators and our visitors all over the country. This newsletter is, itself, a mark of how important the Company feels the work of the XPA is. My thanks to all of you.*



### Christmas greeting

*And, as usual, I have this happy opportunity to extend seasonal greetings from all of us at Xerox Pensions to the XPA team and members –*

*A very Merry Christmas and Happy New Year.*

### A taste of what's inside ...

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### STOP PRESS

*There are still a few places left for ...*

- Warner's 3-night Star Break from 18th January 2002 to Holme Lacy, Herefordshire, £145 per person.
- Sand Bay, Weston-Super-Mare, 4 nights from 15th April 2002, £120 per person

*Apply to Margaret Brooks, contact details on page 4.*



# PLACES TO GO, THINGS TO SEE

## Overnight visit to Ely and Cambridge\*

**Friday 26th and Saturday 27th April**



We have had several requests for another trip to Cambridge, including Evensong at King's College. We have decided to make this an overnight trip to enable us to visit Ely Cathedral and the fascinating Stained Glass Museum.

The proposed programme is: Friday morning 26th April

– coach pick-ups and travel to Ely, to arrive approximately

11.00 am; coffee on arrival, then Cathedral tour; arrange own lunch.

Afternoon – your choice of Ely Museum, Stained Glass Museum and/or

Octagon tour; inclusive dinner provided at Lamb Hotel. Evening – optional Carmina Burana concert at Cathedral (price to be advised). Saturday – coach ride to Cambridge; guided tour; free afternoon; Evensong at King's College at 5.30pm; depart Cambridge at 6.45 pm for home.



## Claydon House\* Wednesday 1st May

There are four Claydons within 4 miles of each other – East, Middle, Botolph and Steeple. As its name implies, Middle Claydon lies roughly in the centre of the group. Claydon House was originally a Jacobean manor house, but was remodelled in the mid-1750s when the craze for Chinoiserie was at its height. The result was a remarkable series of rooms, lavishly decorated in intricately carved white woodwork. The house belonged to the Verney family for 350 years until they presented it to the National Trust in 1956. Florence Nightingale was a frequent visitor and there is a museum devoted to the 'lady with the lamp'. Her sister married the previous owner, Sir Henry Verney, in 1858.

Our visit will include lunch in the restaurant and a guided tour of the ground floor of the house. You will then have free time to view the gardens.

## Mid-week break – Cricket St Thomas\* Monday 3rd to Friday 7th June

Our mid-week break for 2002 will be at Warner's Cricket St Thomas, near Chard in Somerset. This Grade II manor house was designed by Sir John Soane in the 18th Century. Its history includes Admiral Lord Nelson and it was also used for the TV series *'To the Manor Born'*. It is situated in a sweeping valley, which includes a Wild Life Park, available to guests at concessionary rates. During our stay, there will be optional excursions to Lyme Regis and Montacute House.

The cost is £216 half-board per person for four nights (no single room supplements). Facilities include a luxurious indoor swimming pool and spa complex, health and fitness studio and magnificent gardens, parkland and lake.



## Old Warden, Bedfordshire\* Sunday 7th July

Old Warden is home to the Shuttleworth Collection of vintage aircraft, based in the grounds of Shuttleworth House. We visit Old Warden for its Summer Flying Day.

There is a café in the Shuttleworth Collection and a restaurant and bar about 10 minutes' walk through the grounds, or you can bring a picnic. We would also recommend that you bring picnic chairs as there is no public seating. Comfortable shoes would also be an advantage.

Also worth a visit are the nearby Swiss Garden and the Falconry Centre, available on the day at a modest extra cost.



## Brewery Tour\* Wednesday 15th May (Uxbridge and W.G.C.) and 22nd May (Mitcheldean)

Fuller's Brewery has been controlled by the Fuller, Smith and Turner families for over 150 years. It nestles comfortably between the River Thames and the busiest junction in Europe, Hogarth roundabout, named after the 18th century artist whose house stands nearby. The Brewery contains the remains of the summerhouse of the writer Alexander Pope and was on the route used by Dick Turpin to wreak havoc on carriages heading West. It also includes the oldest Wisteria in the country.

Our day will begin with a Brewery tour and video, followed by a ploughman's lunch. In the afternoon we will have a guided tour of the nearby Musical Museum, with its display of automatic musical instruments, from musical boxes to mighty organs.



## Carbis Bay Hotel, St Ives\* 7 nights, half-board, from Tuesday 10th September

This family-run 3-star hotel enjoys a spectacular situation and the views are wonderful. It has been voted a Top Three hotel and has been awarded Saga's Good Food Award.

The cost is £379 per person (no single room supplements), to include an excursion to St Ives village. All rooms are on the first and second floors and amenities include a heated outdoor swimming pool and a sun terrace. Sea view rooms may be available for a supplement – please indicate this requirement on the booking form. Optional excursions include Heligan Gardens, Fowey and Mevagissey, Newlyn and Mousehole, etc.



*\* Coach transport will be provided for all the above trips where there is sufficient support from an area. Please indicate your interest on the application form.*

## Greenwich Walk Wednesday 20th March

Our guided Spring walk will take us to architectural masterpieces, including Henry VIII's Palace, the Queen's House and Sir Christopher Wren's Old Royal Naval College, and we will see the Painted Hall and the Meridian Line. There may be a small entry charge for some buildings. Lunch will be in the historic riverside rooms at the Trafalgar Tavern public house.

## Dates for your diary

### MARCH

- Wednesday 20th  
Greenwich Walk

### APRIL

- Friday 26th/Saturday 27th  
Ely and Cambridge

### MAY

- Wednesday 1st – Claydon House
- Wednesday 15th (Uxbridge and W.G.C.) / 22nd (Mitcheldean) – Brewery Tour

### JUNE

- Monday 3rd to Friday 7th  
Cricket St Thomas

### JULY

- Sunday 7th – Old Warden

### SEPTEMBER

- Tuesday 10th to Tuesday 17th  
Carbis Bay Hotel

### NEW YEAR EVENTS

- **MIDLANDS** evening buffet  
Tuesday 8th January, Dog & Doublet, Bodymoor Heath – contact Bob Johnson on 01889 583363
- **AMERSHAM** dinner, Thursday 10th January, Guido's Restaurant – contact Barbara Keech on 01895 814226
- **EASTERN AREA** New Year Dinner  
Thursday 24th January  
Letchworth Hall Hotel – contact John Handscombe on 01462 814009

### Pension Dates 2002

Your Xerox pension will be paid into your account as follows:

PENSION	PAID IN
January	Mon 31st December 2001
February	Fri 1st February
March	Fri 1st March
April	Thur 28th March
May	Wed 1st May
June	Fri 31st May



**All Xerox pensioners are automatically members of XPA**

### AIMS

1. To establish and maintain a two-way personal link with all pensioners.
2. To be informed about pensioners' needs and problems in order to assist where possible.
3. To help pensioners keep in touch with each other.

### XPA President

Our President, **Mrs Barbara Keech**, is available on telephone and fax **01895 814226 – 9 am to 5 pm Monday to Friday**. Barbara's address is 84 Swakeleys Drive, Ickenham, Uxbridge, Middx UB10 8QG.

### XPA Administrator

You may telephone **Margaret Brooks**, the XPA Administrator, on **01494 615159, Mondays, Tuesdays and Wednesdays only**. Margaret's address is Xerox Pensions Limited, Compton Court, 20-24 Temple End, High Wycombe, Bucks HP13 5DR.

### Regional Co-ordinators

#### West Region Appointment awaited

The West Region is based on Mitcheldean and covers: Avon, Cornwall, Devon, Gloucestershire, Herefordshire, Shropshire, Somerset and Wales.

#### East Region John Handscombe

Town Farm House, 51 High Street, Henlow, Beds SG16 6AA  
Tel: 01462 814009

The East Region is based on Welwyn and covers: Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Lincolnshire, Norfolk and Suffolk.

#### South Region Anne Cain

24 Maygoods Lane, Cowley, Uxbridge, Middlesex UB8 3TE  
Tel: 01895 231420

The South Region is based on Bridge House, Uxbridge and covers: Berkshire, Buckinghamshire, Dorset, Hampshire, Kent, London, Middlesex, Oxfordshire, Surrey, Sussex, and Wiltshire.

#### North Region Sheila Webb

18 Kennerleigh Crescent, Leeds, West Yorkshire LS15 8RS  
Tel: 0113 2646979

The North Region covers: Cheshire, Cumbria, Derbyshire, Durham, Lancashire, Leicestershire, Northamptonshire, Northumberland, Nottinghamshire, Staffordshire, Warwickshire, Worcestershire, Yorkshire, Scotland, Northern Ireland and the Isle of Man.

## Absent friends

Below are the names of our members who have died during the last few months, showing the age of the member. Our sincere sympathies to their families:

### IHQ

D C Brooks	74
Brian Howe	54
Ron Mearns	77
Geoffrey Moss	88

### MITCHELDEAN

Cecilia Adams	79
E Adlam	80
H Bennett	73
Harry Bleach	75
Ronald Bullock	83
Annie Carter	67
Owen Clarke	75
Ellen Cruickshank	79
Arthur Davies	80
Jack Davies	85

Ronald Glover	73
Glanmore Green	67
Fred Gwatkin	84
Leonard Harper	65
Maurice Harris	88
Des Hoare	68
Gordon Holder	67
Reginald Hoskins	66
Ernest Howells	82
J S Keal	75
Margaret Kibble	63
W L Lee	81
Jim Maskill	78
John McCreery	71
John H Mould	70
Elsie Osley	80
M G Pearce	61

Clifford Popejoy	75
Andrew Ramsay	83
William Reed	77
John Rees	77
D Paul Richards	65
Thomas Rose	79
Sylvia Standerwick	71
John Stephens	66
Graham Williams	69

### UK CO

Eric Anderton	73
E E Fincham	79
Tom Ford	78
Alan J Marett	71
Derek Styling	53
Iris Tarrant	84
P Todd	49

### WELWYN

R G Archer	71
J Campkin	67
F Capon	79
Peter Dalton	68
C Hollingworth	80
Gerrard McMahon	80
R Parkhouse	59
Trevor Paul	57
June Pollen	70
Fred Sibley	78
Elsie Stafford	81
Archibald Toomey	71

### XES

Hassan Mohammed	61
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**New members** We have welcomed so many new members since our last issue that we cannot show them here. However, you may obtain a list from our Administrator, Margaret Brooks (contact details above).

## Shopping-from-home protection

Shopping from home can be a boon – it increases your choice and everything is delivered to your door. But are you protected? The answer is 'Yes'. A DTI leaflet gives details of the new Consumer Protection (Distance Selling) Regulations 2000 and is sent to you free of charge if you contact the DTI Publications Orderline on 0870 1502 500 or email [dtipubs@eclogistics.co.uk](mailto:dtipubs@eclogistics.co.uk)



# HEALTH WATCH – DVT

**Health Consultant Ann Higgs looks at a topical issue**

DVT – yet another way to receive dozens more television channels devoted to the lost art of fretwork? No, DVT is a medical condition, and one we should all be aware of!

Deep Venous Thrombosis occurs in the veins close to the bones and hidden from view. It may not even be felt. Under certain conditions, thick blood moving slowly can produce a clot or thrombus which may cause an obstruction. Potentially serious, DVT can affect people of all ages.

We are most susceptible when standing or sitting still for long periods, particularly if cold. That's when the blood is more likely to become sluggish and sticky. Links with long-haul air travel, where conditions are complicated by cabin air pressure, have been well publicised, but less glamorous pursuits, such as standing waiting for a bus on a cold night, carry dangers too.

People at greater risk include folk recovering from an operation, those with heart or blood pressure conditions and smokers. The elderly and individuals with a family history of stroke should consult their GP about possible precautions and medication before flying.

Fortunately, we can all adopt simple and effective measures to encourage and maintain optimum circulation:

- Don't wear constrictive clothing.
- Avoid letting the body cool to very low temperatures.
- If travelling by air, take regular water-based drinks to prevent dehydration.
- When confined or sedentary for long periods, be sure to regularly adjust position and exercise as much as possible, particularly the legs and arms.

Now I think about it, the old foot-operated fretwork machine would be an excellent aid! I wonder if it qualifies as hand luggage.



## Fit for anything

If you are feeling a slight stiffening of the limbs, or even if you aren't, exercise is what you need. Xerox pensioners are offered corporate membership of Leisure Centres at High Wycombe and Marlow. Rates are £180 a year, with

a graduated part-year plan, renewable each June, and cover gym, swimming, sauna and aerobics.

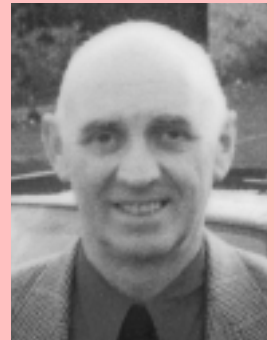
If you are interested, call Clare Shawley on **01628 405223** or email **clare@wll.co.uk**



# LIFE AFTER XEROX

**Mike Rowland**

Many of you will have known Mike Rowland. Mike worked for Xerox for 26 years – mostly at Cooper House, Manchester as Northern Region



Admin Manager attached to the Sales force. He took early retirement in 1991 but returned for a short spell in the Distribution Department at St. Helens.

In his retirement, he has been asked to act as liaison for the Commonwealth Games scheduled to take place in Manchester in July next year. Mike is enthusiastic about the challenge of the job. His title will be Commonwealth Games Tourist Information Centre Ambassador and he will be based at Stockport's Tourist Information Centre on Chestergate. Here he will be on hand to give advice to visitors about transport services, obtaining tickets for the Games and also making the most of their time in Greater Manchester.

**Alex Clark**

Alex retired from his job in Remax House with Rank Xerox in 1978 when he was 55. He felt that his exciting life would be a thing of the past, but how wrong he was. Since he retired, he has spent eight years living in the Caribbean; seen drug smuggling and money laundering; captained his own boat and delivered others; spent three years looking after a 40-acre bird sanctuary in the English Channel; and had four different homes in France, where he still lives.

This Summer, a friend brought three visitors, one of whom, Emma McGowan, turned out to be Programme Administrator of Xerox DocuCare. It's a small but exciting world – even at seventy-eight years of age!



# Company News

## Xerox reveals breakthrough digital colour technology

### DocuColor iGen3 jumps ahead of competition

On 4th September 2001, Xerox Corporation (NYSE: XRX) revealed the design breakthroughs behind a new digital press that will open market opportunities and fuel revenue growth for Xerox and its customers.

The technology forms the core of the Xerox DocuColor iGen3™ Digital Production Press, previously code-named FutureColor. The colour press is a key component in Xerox's plan to continue to lead the digital colour and production print markets.



*"The DocuColor iGen3 represents the ingenuity of The New Xerox and will spur a transformation in all segments of the print industry. We are bringing new technology and new thinking to help customers be more productive and profitable,"* said **Anne Mulcahy**, Xerox president and chief executive officer. *"This next-generation technology, combined with related solutions and services, will unlock new opportunities for high-quality printed colour materials that are personalised, available on-demand and integrated with the Web."*

At the heart of the new system is Xerox's patented SmartPress Technology™, a third-generation technology that uses microfine dry ink (toner) and built-in intelligence to create documents with consistent, predictable and accurate colour. The system also contains artificial intelligence and controls that constantly calibrate colour on every page to ensure consistent quality.

Xerox will build on its colour technology to offer solutions such as full-colour books on demand and services such as training and marketing support. Product launch of the DocuColor iGen3 will begin in the second half of 2002.

NEWS  
FLASH

### One of the fifty most powerful.

Anne Mulcahy is number six on *Fortune* magazine's list of the 50 Most Powerful Women in Business.

## Mitcheldean – part of our Turnaround strategy

Many of you will have heard about the big changes at Mitcheldean. As part of its Turnaround strategy, Xerox is outsourcing manufacturing at Mitcheldean and other sites around the world to Flextronics. Flextronics will manufacture certain items of Xerox equipment under a five-year contract.

**Bill Goode**, deputy managing director, Xerox Europe, says: *"The need to reduce the number of jobs we have in Mitcheldean and other parts of the world is extremely painful for both the company and the local communities affected. It is critical for Xerox to respond quickly to market changes and opportunities, and the transfer and outsourcing agreement with Flextronics is necessary to deliver on our Turnaround strategy."*

### Sad news – Xerox retirees lost in New York disaster

The terrible events of 11th September shocked us all. Sadly, two Xerox employees, Sean Booker and Robert Chin, were among those missing. We are also distressed to report that Xerox retirees John B Cahill and George W Simmons and his wife, Diane (also a former Xerox employee), were among the passengers who were victims of the aeroplane hijackings. Messages of condolence may be sent to:

**Simmons Family**, 12175 Holly Knoll Circle, Great Falls, VA 22066, USA.

**Cahill Family**, 32 Pine Street, Wellesley, MA 02481, USA.

### Updating your mobile?

#### ... give the old one to charity

Charities can profit from recycling old mobile phones. If you are changing your phone, you can send in the old one, free of charge. The contact freephone number is **0800 083 2103**.

### Annual Pension Scheme audit Certificates of Existence

We know that some of you have been perturbed to receive a *Certificate of Existence* which has to be signed by the pensioner before a reliable witness. This is not a sign that your Pension Scheme does not know about you! It is an auditor's requirement when reviewing our Scheme. A number of recipients are chosen at random by the auditor at each audit. Please regard the form as a simple formality and sign and return it, as requested.

# Competition Time

## CATching up with last time's winner

The winner of the last competition (*words containing 'cat'*) was **Geoff Taylor** of the Channel Islands, with the only all-correct entry!



Congratulations and a cheque for £25 go to Geoff.

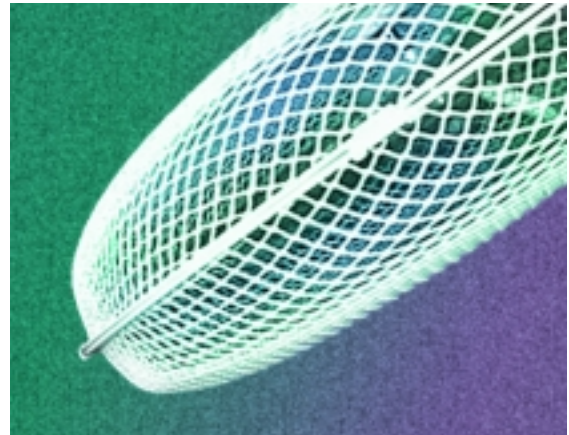
How did you do? Check the answers below:

- |                |                   |                   |
|----------------|-------------------|-------------------|
| 1. Complicated | 6. Cat Burglar    | 11. Caterpillar   |
| 2. Relocate    | 7. Pre-fabricated | 12. Justification |
| 3. Dedication  | 8. Medication     | 13. Catwalk       |
| 4. Elasticated | 9. Catalogue      | 14. Duplicate     |
| 5. Indicator   | 10. Authenticate  | 15. Cathedral     |

## WHAT ON EARTH IS THIS?

Take a look at this picture. It's a common object seen from unusual angle.

Answers on a postcard or sealed envelope, to **Barbara Keech** (*contact details on page 4*), no later than **31st March**. The first correct answer out of the hat wins £25.



## Special deals for XPA members



### Manor Farm, Lydford, Devon EX20 4BL

Rod and Carolyn Stewart's 300 year-old farmhouse in the lovely village of Lydford has 3 en-suite double rooms. They run an equestrian centre, with stables, and tearooms providing wonderful Devonshire cream teas. Places to visit include Dartmoor and Lydford Gorge. Bed and breakfast is offered to Xerox pensioners at the special price of £15 a night. Contact them on telephone **01822 820526**.

## A PASSION FOR ART?

If you are passionate about art and would like to learn more, *The Gallery Experience* could be of interest to you. This group will organise gallery visits with a qualified art historian to enhance your experience. Special rates are available for Xerox pensioners. If you would like to know more, you can contact **Mary Naylor** on **020 8650 6643** or email: **mary@thegalleryexperience.co.uk** or visit the website: **www.thegalleryexperience.co.uk**

## Prayer Choice

### Church of England

O Lord, grant that we may be not like porridge – stiff, stodgy and hard to stir, but like Cornflakes – light, crisp and ready to serve.

### Church of Scotland

O Lord, grant that we may not be like Cornflakes – lightweight, empty and cold, but like porridge – warm, comforting and full of natural goodness.

**Information Pack** An Information Pack, containing details of all the special rates on offer to Xerox pensioners, is available from Margaret Brooks, XPA Administrator (*contact details on page 4*).



# Happy Memories

## Visit to Littlecote House Hotel June 2001



This year's visit to Warner's Historic Hotels was to Littlecote House Hotel, a Grade I listed 15th Century Tudor Mansion at Hungerford. Our group enjoyed the history and elegance combined with the best of modern hotel facilities and beautifully laid out peaceful gardens. We visited the Swindon Steam Museum and the nearby Swindon Shopping Mall and, on Wednesday, we met our London guide for a walking tour in Oxford. On Thursday we went to Salisbury for a presentation in the Medieval Hall and a light lunch, before having a guided tour of the Cathedral and the city.

An enjoyable time was had by all and everyone agreed that the Warner mid-week breaks are good value. Next year we will be going to Cricket St Thomas (*see page 2 for information*).

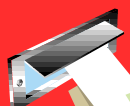
## Norwich and Norfolk weekend September 2001

Where do you find an excellent hotel, a beautifully preserved cathedral, a great shopping centre and a river cruise; a Wurlitzer recital and a host of fairground organs; steam trains running through gardens and woods? The answer is Norwich, Thursford and Bressingham.

We reached Norwich in time for lunch on Friday. The afternoon and following morning were spent sightseeing and shopping before heading for Thursford for Saturday lunch. Demonstrations of the excellent fairground and street organ collection were followed by a superb recital on the Wurlitzer and, after dinner, an entertaining guided tour of floodlit Norwich.



Sunday morning saw us cruising the River Wensum from the hotel quay before leaving Norwich for lunch at John Bloom's, Bressingham. The afternoon was spent exploring the Dell Garden and Foggy Bottom, Walmington-on-Sea High Street and the three narrow-gauge steam railways. Purchases of plants from the Garden Centre finished off the day and an action-packed weekend.



## How are *you* doing?

It is so easy to lose touch with old friends and colleagues. A letter or article in XPA News reaches all our members and can bring a heart-warming response. Why not let us know what you are up to these days – in the form of a letter, snaps or an article – and share the things that make your life interesting.



## Thank you, Barbara

**Patricia Hankin** of Sherborne writes:

*"You may be interested to know that I have just returned from four nights at the Crantock Bay Hotel... It is definitely one of the best hotels I have stayed in in Cornwall. We visited the Eden Project, which was included in the price of the hotel. I shall definitely go there again – many thanks for arranging the special rates and for introducing us to the hotel."*