



It's goodbye from me

A farewell message from Tony Phillips, Director of Pensions

As I am retiring from Xerox at the end of this year, this message takes on a very special significance for me. Looking back over my time as Director of Pensions at Xerox – about 15 years in total – I see amazing changes in the world of pensions and, indeed, in the Company itself. But, although there have been worrying times, there is positive news about the Company and we have much to be proud of (see page 6).

I also have confidence in the future of the Xerox Pension Schemes. They have kept pace with changing demands – adopting leading edge pension design – and I am glad to report that, despite the doom and gloom of the investment markets, they are still in a sound financial position. I, for one, am quite comfortable in becoming a Xerox pensioner!



Company over the years. The Association was founded by Arthur Hughes, a great character, and he was its President for many years, ably assisted by Barbara Keech. Barbara, as you know, has now taken over as President and continues her good work, helped by Margaret Brooks, here at Xerox Pensions. My thanks, as always, go to them and everyone who works on behalf of the XPA.

A new Director

My responsibilities at Xerox Pensions will be taken over by **Paul Hopkins**. Paul joined Xerox in 1995 and is a familiar figure to all the officers of the XPA. I have every confidence in Paul and his team to do a great job for the future and I wish them well.

My very best wishes for Christmas and the New Year

All that remains now is for me to say, 'Goodbye and a very merry Christmas and a happy New Year to you all'. I look forward to joining your ranks in the New Year!

The value of XPA

One of the great pleasures of my job has been that it has enabled me, through the XPA, to keep in touch with people who have given so much to the

New timing for next XPA News

Following the concern over this year's pension increase, the plan is to issue the next XPA News in March 2003 in time to announce next year's increase. In the last issue, we promised you a follow-up article on your pension increase and that will appear next Spring with the increase announcement. We hope that you will find this useful.



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STOP PRESS

New Year Events

We still have a few places available at two of our New Year Events and can take late applications:

- **AMERSHAM dinner, Thursday 9th January**
Guido's Restaurant
contact Barbara Keech on 01895 814226
- **EASTERN AREA dinner, Thursday 16th January**
Letchworth Hall Hotel
contact John Handscombe on 01462 814009



PLACES TO GO, THINGS TO SEE



Chitty Chitty Bang Bang Wednesday 22nd January

Our theatre show this winter will be the most “*Fantasmagorical musical in the history of everything*” – Chitty Chitty Bang Bang. The cast includes Emma Williams, Michael Ball, Brian Blessed, Anton Rodgers and Nicola McAuliffe.

We have stalls seats for the matinée performance at the London Palladium at the group rate of £30 each (regrettably, no reduction for children). Tickets will be allocated on a first come/first served basis. Please complete the application form and return promptly, together with your cheque payable to **Xerox Pensions Ltd.**

Mid-week Break – Thoresby Hall Hotel, Nottingham

Monday 28th April to Friday 2nd May

Our mid-week break will be at Warner’s Thoresby Hall Hotel – a magnificent Victorian Grade I listed hall. It has been fully restored to its former glory, and has wonderful gardens, a bowling green, and facilities for archery, croquet, putting and tennis. There is a superb indoor swimming pool and spa with sauna and steam room. We will include our usual interesting excursions, visiting Sherwood Forest and Belvoir Castle and leave you time to enjoy the facilities at Thoresby Hall.

The price for this half-board break of four nights is £228 per head, including coach travel (no single room supplement).



Tuscan Delights Tuesday 27th May to Tuesday 3rd June – 8 days (7 nights)



We take the short flight from Gatwick to Pisa, where we will be met by Stuart Buchanan and driven by luxury coach to Montecatini (approximately 45 minutes).

Our half-board accommodation (four-course evening dinner and buffet breakfast) will be at the four-star Grand Hotel Tamerici at Montecatini Terme. All rooms are en-suite, with colour TV, telephone and air-conditioning. There is a lift to all floors, an outdoor pool, garden terrace and evening piano bar. The hotel is located in a wonderful valley of olive trees and flowers and is regarded as one of the best thermal centres in Europe.

We will have the services of a local guide for our excursions, which will include the 17th century town of Lucca, Florence, Sienna, with its famous Campo central square, and the seaside resorts of Petrasanta and Viareggio. We will also have two wine tastings. On our last morning we will drive to Pisa for sightseeing and lunch before making our way to the airport for our return flight to Gatwick.

The price of this holiday is £790 per head inclusive of all flights, transport to Gatwick from the usual pick-up points, excursions, wine tasting and road tolls. Insurance, if you don’t have your own annual policy will be £12.30. Single room supplement is £60 per head.



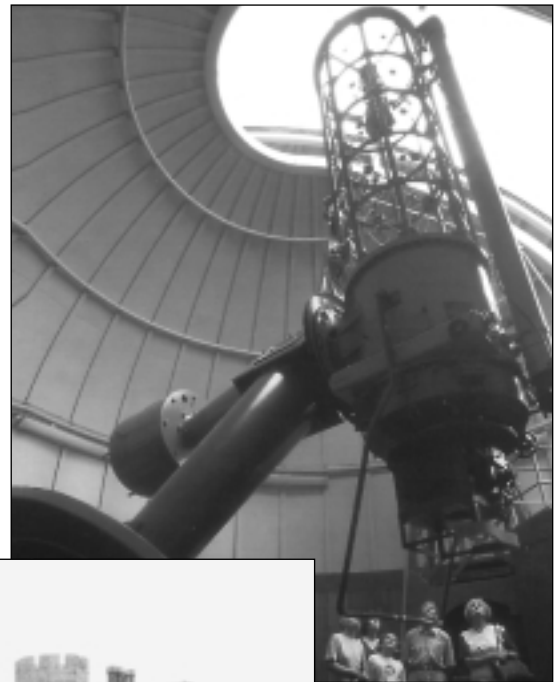
**Herstmonceux Observatory and Science Centre
Tuesday and Wednesday 22nd and 23rd April**

The Herstmonceux Science Centre is part of the former home of the Royal Greenwich Observatory and is set in the beautiful Sussex countryside, next door to the moated 15th century castle of Herstmonceux.

We plan to have lunch en route and arrive at Herstmonceux for a self-paced tour of the Science Centre mid-afternoon on Tuesday. In the early evening, a BBQ (with wine) has been arranged, before a viewing of Jupiter and Saturn on the newly restored historic 30 inch reflector telescope, under the tutorship of Steve Pizzey, the Director.

We will stay the night at Bader Hall and on Wednesday, after breakfast and a guided tour of the castle and gardens, we will have lunch in Lewes, before making our way home.

Coach transport will be provided from the usual pick-up points. The cost will be £75 per head for double/twin accommodation (£10 single room supplement) and includes coach, B&B, Science Centre entrance, viewing, brochure, BBQ and tour of the castle and gardens. **Please respond by 15th February, as we need to confirm accommodation as soon as possible.**



*Above: Herstmonceux Observatory and Science Centre
Left: Herstmonceux Castle and moat*

DIARY DATES

JANUARY

- **Wednesday 22nd**
Chitty Chitty Bang Bang
matinée

MARCH

- **Wednesday 5th**
Hampstead Walk

APRIL

- **Thursday 10th**
Spring Walk
- **Tuesday 22nd /**
Wednesday 23rd
Herstmonceux Science
Centre
- **Monday 28th to Friday**
2nd May
Thoresby Hall

MAY

- **Saturday 3rd**
Spalding Flower Parade
- **Tuesday 27th to**
Tuesday 3rd June
Tuscany



Happy Hampstead Wednesday 5th March

London's hilltop village provides a feeling of the countryside and a whiff of fresh air to the city's urban-weary population. Its delightful charm has drawn famous residents to the area – from Keats and Constable to Michael Foot and Boy George. It has also attracted the less savoury – rioters, highwaymen and vampires. We will meet at Hampstead underground station (Northern line) and a pub lunch will be arranged.

Spring Walk Thursday 10th April

The annual XPA Spring Tramp returns after two years. Doug Nevell plans the next invigorating walk in the Chilterns. A route of approximately nine miles is anticipated, with a mid-point pub lunch stop to resuscitate. Sturdy footwear and effective weatherproofing are essential for so early in the season. The area around Turville Heath has some steep ascents plus numerous stiles, making for a strenuous day out.

Spalding Flower Parade Saturday 3rd May

A visit to Spalding for this event is well worth the effort. All the churches are decorated with excellent flower displays and there are lots of plant, vegetable and market stalls. Cheap teas, cakes and lunches are available in every church hall and the day is rounded off with the parade in the afternoon.

The day can involve a fair bit of walking, so wear comfortable shoes. Please indicate on the booking form if you wish to have transport, which will be arranged where there is sufficient support from an area.



Xerox Pensioners' Association

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.

Email: barbara.keech@btinternet.com

XPA Administrator

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

Email: margaret.brooks@gbr.xerox.com

Regional Co-ordinators

West Region John Court

Stockwell Farm, Aylburton, Lydney, Glos GL15 6DN
Tel: 01594 843651 Email: john@courtjb.freereserve.co.uk
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 Email: johnhandscombe@onetel.net.uk
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:

Bowker Publishing	Ronald C Harris	75	Marjorie E Hutchinson	82		
George F Bull	77	Thomas J Head	80	G R Jenkins	70	
Hayes	William A E Hillman	80	Hugh Lyner	75		
Michael Donovan	46	H F Holder	80	A G Manley	69	
London	Florence L Kettle	78	M A Pompa	55		
Ronald E J King	81	Thomas C Lardner	88	Harold B Reeves	76	
Sir J Maldwyn Thomas	83	Jack Minton	89	Anthony W G Saint	72	
Marlow	David E H Newman	82	Christine E J Porter	70	John Alan Seamer	63
Barry Walter Bugden	62	Christine E J Porter	70	Ronald W Sherville	83	
Tonia Diana Manser	62	Gordon D Price	70	Eric G Williams	48	
John P Penney	69	Kenneth C Price	77	Welwyn		
Richard William Phillips	49	Alfred K Ricks	90	Derrick J Appelbee	80	
Reg A Watson	81	James G Scott	76	E R Brooke	84	
Gordon G Webb	74	Gordon E Smith	70	Rose L Crossman	87	
Mitcheldean	Raymond Sterry	66	Robina Dewar	81		
Walter F Aston	83	David L Thomas	85	Kenneth R Evans	83	
Wilfred E Box	74	Dennis R Trigg	71	John Hamilton	73	
Harry F Chew	72	William J S Venn	83	Frank J Henderson	74	
Robert C Coleman	83	Harold Walker	81	Albert J Hubbard	78	
Maurice H W Cook	79	Lawrence G Wilce	67	B M James	55	
William H Cowmeadow	78	Arthur R Wyman	65	John J Johnson	70	
Jim H Davis	85	UK Company		John G Llewellyn	74	
Harold C French	85	Peter D Broder	57	David A Walker-Arnott	80	
		Ron Emerton	77			
		David K Farr	62			
		Eric G Holding	77			

XPA Website

In August we introduced our very own XPA website and the interest in it has been very encouraging. The website includes details of events, both past and present, diary dates for next year, a gallery of pictures of our members at the various events, and some useful phone numbers.

We aim to update the site once a month or more frequently if we have information of particular interest to you. We are always glad to receive your comments so we look forward to hearing from you, either via the site or by telephone.

Our site really is home-grown. The design and set-up was carried out by two of our Xerox pensioners – John Sanderson and Colin Luckman – both of whom were involved in IT in their career with the Company – and lots of the pictures have been provided by you, our pensioners. We are most grateful to you all for your participation during the site's development.

If you have not already done so, you can visit the XPA website at www.xpa.org.uk

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).



More Visitors, please

In the last issue of XPA News, we appealed for extra XPA Visitors but we are still short. We cannot stress too strongly how highly valued our Visitors are. They play a vital role in keeping in touch with our members throughout the country and their visits are greatly appreciated by our members. Visitors are still needed for the **West Region** (Coleford, Cinderford, Gorsley and Newent). If you are interested in helping out, please contact the Regional Co-ordinator, John Court, on **01594 843651**.

Health watch

FOCUS ON EYES

Regular health checks can provide the basis for maintaining proper eye health, as some serious eye conditions do not have any visible early warning symptoms. One of those conditions that particularly affects the older generation is age-related macula degeneration, which is more likely to respond to treatment the sooner it is caught. To arrange an eye test just contact your local optician.

It is recommended that you have an eye test every two years to age 65, and every year after age 65. The good news for most pensioners is that you do not have to pay for an eye test if you are over 60.

Further information can be obtained from Moorfields Eye Hospital who have a nurse-led telephone Helpline. This is available between 9.00 am and 5.00 pm, Monday to Friday, to assist you with any queries you may have about your eyes. **The Helpline number is 020 7566 2626.**



Thank you, Jo

Jo Feasey, who worked for the Company for 17 years, finally as Cashier at RX House, will be known to many of you. She has been an XPA Visitor for many years and has now decided to retire.

We appreciate her support over the years, and would like to thank her for all her hard work.

Thank you pensioners

Data verification exercise – A to F surnames

This is the first time we have carried out a data verification exercise and it has proved really valuable. It resulted in our being able to update our database with corrections to addresses and telephone numbers, etc for all those pensioners who returned their forms in the first group (surnames A to F).

The next section of the alphabet will be requested next year, and so on each year until we have covered the whole alphabet. This vital exercise will be repeated in the future but, of course, we rely on you to keep us informed of any changes in the meantime.



Kevin Horrobin – new Pensioner Trustee Director

We had an excellent response to our election for a second Pensioner Trustee Director – nearly 50% of eligible pensioners cast their votes. This is a very high percentage and we would like to say a big ‘thank you’ to our pensioner group.

Kevin Horrobin was the successful candidate. Kevin joined Xerox in 1964 as a technical assistant and held a variety of management posts until he took early retirement in 2000. Further details will appear in the next Members’ Annual Report, to be issued early in the New Year.



<p>Pension Dates 2003</p> <p>Your Xerox pension will be paid into your account as follows:</p>	PENSION PAID IN
	January Tues 31st December 2002
	February Friday 31st January
	March Friday 28th February
	April Tuesday 1st April
	May Thursday 1st May
June Friday 30th May	



Company News

A positive message from the CEO

Speaking in September last, **Anne Mulcahy**, Xerox's Chief Executive Officer, said that the Company was well positioned to achieve full-year profitability in 2002. Building on the momentum from its turnaround accomplishments, the Company had made significant investments, designed to fuel growth across Xerox's major office, production and services businesses. This year would also be among the very best in the Company's history for the introduction of new products - new multifunction systems, colour printers, and a production colour controller already in the marketplace, and the breakthrough DocuColor iGen3™ Digital Production Press set to launch in the final quarter.

In the October communiqué to Xerox employees, Ms Mulcahy added a note of caution – *'Amid all the positive news, I would be remiss if I didn't tell you that the road ahead remains difficult and fraught with challenges.'* However, the main thrust of her message was the remarkable progress made over the last twelve months and her optimism for the Company's future. *'These are remarkable achievements by a remarkable group of people. We are well on our way to making 2002 a year in which we can all take pride. I'm confident that the darkest days are behind us and the best days are ahead of us.'*

Visits past

XPA riverside walk to Windsor and Boat Trip Wednesday 19th June 2002

Doug Nevell writes:

A glorious day to remember for the 27 members who gathered in the Bloom's Garden Centre at Dorney Court Manor for the now traditional Thames-side stroll and 'steamer' trip. We crossed the medieval common in the hamlet of Boveney and walked to the Thames Lock. The riverside path to Eton was just long enough to work up an appetite to appreciate the ample buffet at Brown's waterfront restaurant.

Thus refreshed, we embarked aboard the Salter's riverboat service to Maidenhead at the nearby quay for a relaxed cruise to Bray Lock – leaving a 30-minute walk back to Dorney Court. It's a formula that bears repetition.

Visit to Wilton House October 2002



We started off with overcast skies and drizzle but the sun broke through as we reached Stonehenge and we were afforded a wonderful view. We had our coffee break at Wilton Shopping Centre (plenty of retail therapy!), then on to nearby Wilton House for lunch.

Wilton House was first opened to the public in 1951 and has been beautifully restored. The first stop on our tour was the small cinema, where we saw an excellent film about the history of the family of the Earl of Pembroke. We then saw the famous cube rooms, so called because the ratios of length to width are based on the "harmonic ratios" – a system of architectural proportions favoured by many architects working in the classical tradition. Then on to the lovely gardens – well worth another visit.

Carbis Bay/St. Ives holiday September 2002

We were all impressed with the beautiful scenery and facilities in this part of Cornwall – the spectacular Eden Project and Lost Gardens of Heligan, and so much more.

Goonhilly Down Earth Station (which boasts the largest satellite station on Earth) and the Royal Naval Air Station at Culdrose both run guided tours and the Poldark Tin Mine Museum operates an excellent underground experience, with a knowledgeable guide.

You should not miss the wonderful Cornish 'theatre under the stars' – the Minack. There is a Visitor Centre explaining the story of Rowena Cade who built the internationally famous cliffside theatre with her own hands. A truly magical place – certainly a wonderful area for a holiday.



Do you remember?

Last lunch at Denham – 1979

Our picture shows a group of staff from the old Denham days, enjoying their Christmas lunch. How many people can you identify?

Answers please to Anne Cain on 01895 231420.



30 year reunion – Jane Savidge writes ...

Last December we got together for dinner after 30 years. Although Bob and I have kept in touch with David, Sally and Sue, they had not seen each other since 1971, when Bob and I got married. We had a great evening with lots of 'do you remembers'.



From left to right: Jane Savidge, David Chambers, Sue Seamer (Jones), Bob Savidge and Sally Hall (Holmes).

In 1969, Sally, Sue and I worked for Rank Xerox UK HO. Sally moved to HQ, got married and moved to Gloucestershire. Sue stayed with RX for a number of years and now lives in Little Chalfont with her husband, Geoff. I left RX in 1978. Bob and David stayed with the Company until retirement.

David did an assignment in California for two years, retired and now lives in Charvil with his wife, Joy. I retired when Bob was posted to Rochester, New York for three years. Bob then retired from RX and joined Xerox Canada as Director of Logistics. We lived in Toronto for 4½ years and have now settled in Marlow after retiring for the second time.

How is your 'trivia' knowledge?

Try your hand at these:

- 1 Who appeared with his wife, Shakira, in the film 'The Man Who Would be King'?
- 2 Which international governing body is concerned with airline traffic?
- 3 What form of holiday takes its name from a Swahili word that originates from the Arabic for 'journey'?
- 4 When was the zip fastener first patented? a) 1893 b) 1913 c) 1933
- 5 How many people took refuge in Noah's Ark?
- 6 What has to be produced in a writ of Habeas Corpus?
- 7 How many lines are there in a sonnet?
- 8 Did W S Gilbert write the words or the music for such operettas as 'The Pirates of Penzance'?
- 9 How much is 2,000 guineas in pounds?
- 10 What was Mickey Mouse's original name?
- 11 Which orchestral instrument has been described as 'the ill woodwind that no-one blows good'?
- 12 Which book did the McWhirter twins originate to settle arguments in pubs?
- 13 Babs, Joy and Teddy were better known by what name?
- 14 On which planet did Viking I land?
- 15 Who is considered to be the patron saint of travellers?
- 16 What was the Roman name for London?
- 17 What do Tiggers do best?
- 18 How is the year 2000 written in Roman numerals?
- 19 In which country did the yo-yo originate and what was its purpose?
- 20 Who said, 'It's not the men in my life, it's the life in my men'?

Answers on a postcard or sealed envelope, to Barbara Keech (contact details on page 4), no later than **31st January 2003**. First correct answer out of the hat wins £25.

Congratulations to the lucky winner

The picture in the last issue was a close-up shot of a smoke alarm. Our lucky winner was **David Nicklas** of Dalkeith, who receives a cheque for £25.



Life after Xerox

Flying high at 88!

Winifred Lewis (now Dunn) joined the Company in 1967 at Denham in Supply Planning and then went on to work on the Travel Ledger at HQ. Despite losing her second husband two years ago, she has kept active, going on holidays and learning to use her computer. In August this year, she reached her 88th birthday and, as a celebration, she went as a passenger in a light aircraft from the former Horham military airfield near Eye in Suffolk. She described it as a 'terrific experience'.



Winifred about to take her birthday flight



90 years 'young'

When **Albert (Bill) Snook** was about to reach his 90th birthday, we tried to make contact to arrange to deliver a birthday card and a bottle. No matter what time of the day we rang, we could not make contact with him. To our great relief he eventually made contact with us – on his return from a visit to his son and family in Boston, Massachusetts, USA! Our picture shows him and his family in their garden, at his birthday celebration.

Life in the Lake District

Don Bastow joined Rank Xerox in 1964 as Systems Specialist. Over the next 20 years, he was either moved, cajoled or promoted to a host of posts with the Company. He finally retired in 1989 and moved back to his beloved north – Windermere in the Lake District. He has since researched his and his wife, Jean's, family history, back to 1650, written a book about his National Service days, and written a second book 'So Who's a Lucky Lad?' about his school days. However, his major activity is painting and, most importantly, selling watercolours of the Lake District. He is currently Secretary of Ambleside and District Art Society and deputy Chairman of Cumbria Local Arts.

His paintings can be seen in his studio, together with a panoramic view of Lake Windermere and the surrounding mountains.

You can email Don on donbastow@windermerepark.fsnet.co.uk



Clearwell Caves – Forest of Dean

When **Ray Wright** retired from Rank Xerox in 1976, he purchased Clearwell Caves in the Royal Forest of Dean, Gloucestershire. Orange County, in New York State, USA, has its very own Forest of Dean and Ray has discovered mining links between the two regions. This has prompted him to write a book "*Secrets of the Mine*", which combines social and military history and concern for the environment with a love story. The book is on sale at £4.95 at bookshops and tourist attractions in Gloucestershire or may be obtained direct from Ray at Clearwell Caves, Clearwell, Royal Forest of Dean, GL16 8JR (01594 832535).

Competition

The miners of Clearwell Caves had their own pet names for their tools. Identify Nellies, Billies and Jacks, and send your answers to **Barbara Keech** (contact details on page 4).

The first correct answer out of the hat on 28th February 2003 will receive: a free guidebook and entry to the Caves for four persons, a £10 voucher to spend in the shop and free tea and cake.

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.

