



Autumn 2007

Keeping up to speed

Paul Hopkins, Director of Pensions, writes:



Welcome to the Autumn 2007 issue of your newsletter. I hope you will find that we have responded to most of the points of interest you raised in our 2006 readership survey. We have included an article on health in retirement on page 5 – a piece on finance will follow in the Spring issue; on page 3 there is a short list of *Handy Hints* (we're hoping that you will contribute your own in the future); and there is news on the Xerox product range past and present on page 4.

This shows that the Scheme continues to be in a healthy financial state, showing a funding surplus of £123 million as at 31st March 2006. The Report and Accounts of the Scheme will be signed off on 21st September and is available on the Pensions website from that date for those of you who would like to study the detail. The popular version is scheduled for the end of the year.

Over to you

As always, we welcome your views and comments on *XPA News* and, most of all, your contributions. Please, let's hear from you. **Olwyn Smith** (*details on page 8*) is your contact for any news and pictures you wish to share with former colleagues.

XPA – new Co-ordinators and Visitors needed

Concerning the XPA itself, I shall be holding this year's Visitors' meeting on 17th October; this represents an important chance for our Visitors to compare notes and discuss plans for the future. The XPA Visitors perform an important role in keeping in touch with our pensioners throughout the country. We are currently looking for more Visitors in the East Region, particularly in the Norfolk/Suffolk and St Neots/Peterborough areas. Any volunteers for this much-appreciated role will be welcomed with open arms!

Most importantly, this year we shall be looking for two new Co-ordinators. Anne Cain would like to retire from her role as South Region Co-ordinator as soon as a replacement can be found, and John Handscombe is leaving the East Region at the end of the year (*see Goodbye to John on page 8*). The Co-ordinator role need not be onerous. As the title implies, it is a matter of being a contact point for Visitors and making sure that things are running smoothly. If anyone feels they would like to know more, please contact me (*details on page 8*).

Your Pension Scheme

Keeping you up to date with the financial state of the Scheme, you will find the second annual Summary Funding Statement enclosed with this newsletter.



Kevin Horrobin re-elected as Member Trustee

Kevin Horrobin's first term of office is due to come to an end at the end of September 2007 and earlier this year we asked for the names of anyone interested in taking his place as a Member Trustee of the two Xerox Pension Schemes in the UK. In the event, no names were put forward and we are delighted that Kevin will be continuing as Trustee for another five years. He has developed a wealth of knowledge and experience since his appointment in 2002 and this experience is invaluable to the effective running of the Trustee Board.

Chris Pinney is the second Member Trustee selected from the pensioner population. He currently gives one day a week to serve on the Schemes' investment committee, and we are grateful to him for bringing his considerable financial expertise as a previous Finance Director to those discussions.

I should like to thank both Pensioner Trustees for their time and considerable expertise and for their dedication to the Trustee role.

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Things to do

Christmas & New Year events

The Christmas and New Year meals offer XPA members all over the country the pleasurable chance to catch up with old friends and exchange news. Do check the list below to see if there is a meeting that you can get to. A good time is had by all!

West Region Mitcheldean Christmas lunch Thursday 6th December
Xerox Social Club – contact John Court on **01594 843651**.

East Region New Year dinner Thursday 24th January
Chesfield Downs, Graveley, Herts – contact John Handscombe on **01462 814009** only if you have not been before.

Midlands Region New Year evening buffet Tuesday 8th January
Contact Bob Johnson on **01889 583363** for details of venue etc.

Hampshire/Dorset Area New Year lunch Wednesday 9th January
St Leonards Hotel, Ringwood Road, St Leonards – contact David Parkinson on **01202 897394** or email parkinson@tinyonline.co.uk.

Sussex/Kent New Year lunch Wednesday 23rd January
Barnsgate Manor Vineyard, Herons Ghyll, Nr Uckfield, East Sussex. Contact Jean Ball on **01494 615160**.

South Region New Year lunch Thursday 24th January
Guido's Restaurant, South Road, Amersham – contact Jean Ball on **01494 615160**.

Norfolk Area Christmas lunch

Currently we have no-one to organise this event. If anyone would be willing to take it on, or would be interested in attending, please contact Jean Ball on **01494 615160**.



Reporting back

Chiltern Tramp, 26th April

The eight brave souls who opted for Doug Nevell's Chiltern Tramp from Princes Risborough's Cross were rewarded with a delightful Spring morning to appreciate the splendid Chiltern woodlands. A hilly, circular route via Great Hampden – with a pub lunch at Little Hampden – and Chenies made an enjoyable day's walk, even if it did rain towards the end.

Thames Cruise and Walk, 12th July

At this year's annual Summer Walk, 15 pensioners enjoyed a picturesque Thames-side stroll with Doug Nevell from Hambleden to Hurley, having first been transported from Hurley aboard a Salters' river cruiser. Though initially threatening rain, the sky cleared to afford a leisurely (shirt-sleeved) afternoon meander, with a tea stop at Remenham's Flowerpot Inn.



Spring Competition – congratulations to the lucky winner

The correct answer to the 'Hidden Word' competition in our Spring edition was **Plastered**, and our congratulations go to the lucky winner, Mrs Margaret Hughes of Newborough, Anglesey, who receives a cheque for £25.

Introducing The Xerox Hiking Club

Peter Mathews retired from Welwyn in April this year, after 28 years of providing an electron microscopy and materials science service. He has been walking with The Hiking Club since it started with a wet circuit of the Yorkshire Three Peaks in 1990. He writes:

Who are we? Well, we are a friendly club of retired, current and ex-employees. The core membership comes from Welwyn, but with important additions from Slough, Uxbridge and the UK Company.

So what do we do? We go walking, that's what we do! Our programme is a good blend of old favourites, such as the Lake District or the Yorkshire Dales, together with the odd neglected area, little known to most walkers, such as the Wolds or the Suffolk Coast; we even include London.

There are 20 meets in the 2007 programme. Eleven of these are Sunday walks in or around the South East. This year we have been walking sections of The Ridgeway. Further afield, we organise weekends – Friday night to Sunday, or longer if you wish. A couple of times during the Summer, we pull our tents from the loft to go camping. But, for most members, the hostel or bunk-house based weekends are what we are all about. We book an entire hostel for a low-grade house party with walking as a common theme. After a hard day on the hills, nothing could be better than to relax in a local pub or restaurant. Or, we may cook a communal meal and eat in, possibly with some home-spun entertainment.

You might be wondering just how far we walk. That is largely down to you – nothing is compulsory. There is something for all abilities. The popular day is usually a circular walk of about 12-15 miles, but if you want to do



something fairly gentle, you won't be alone. For the more energetic, the Three Peaks at 25 miles is best done in the long hours of daylight of our May trip.

Costs for all this are quite modest. Currently, a weekend costs £30 for two nights' bed and breakfast. Accommodation is usually basic but generally comfortable and, more importantly, dry.

If any, or all, of this sounds just the thing for you then you will find much, much more on our website: <http://xhcinfo.co.uk>. This contains the meet programmes for 2007 and 2008. Just add your name to our mailing list via the contact on the website and wait for the next trip. Alternatively, you can contact me direct by phone on **01707 321018** or e-mail petermathews@f2s.com. There is no membership fee.

If you would just like to explore our photo gallery, you can find lots of pictures on www.flickr.com/photos/xhcinfo.

Handy hints

With winter approaching, here are some handy hints on staying warm in the cold weather – and economising on your heating bills!

- 1 Low energy light bulbs may seem expensive at £3.50 each but they last 12 times longer. Each bulb could save you £9 on your annual bill and £100 over its lifetime.
- 2 A water-tank insulating jacket at least 75mm (3ins) thick could save you £20 a year.
- 3 Fitting loft insulation could save between £180 and £220 a year.



- 4 Cavity wall insulation will save heat loss and make a saving of £130 to £160 a year.
- 5 If your boiler is over 15 years old, replace it. By law, new boilers have to be of the high-efficiency condensing type and could save up to a third on your annual heating bills.
- 6 Double glazing cuts heat loss through windows by 50%. If you haven't already done so, fitting it could bring you a saving of £89 to £100 a year.

Please share your Handy Hints with us – on any subject. Just send them to Olwyn Smith – contact details on page 8.

Company News

Xerox Products – then and now

Many of you have expressed an interest in current Xerox products. If you retired recently, you may have seen the development from simple copying and printing into more complex 'multi-tasking' machines. If you retired longer ago, you may have missed even the beginning of a fundamental change in the approach to product development and in the services the Company now offers.



Looking back at products you may be familiar with, the beginning of the 80s saw the **1075** – the first in the Xerox 10 series – producing 70 copies a minute. The end of the decade

brought the introduction of the first wide-format engineering laser plotter - the 8836 – followed a few years later by the 3050 and 3090 – wide-format, plain paper engineering copiers for architects and engineers.

Fundamental change

Things developed fast, but it was the early 90s that brought a fundamental change in the way the Company saw its business future and the kind of technology it needed to pursue. The Xerox Research Centre Europe (XRCE) was set up to create innovative document technology and support the Company's transition to service-led technology. An important part of the research studies customer document processes to help with the design of new technologies to support them. Xerox Global Services – now a major business leader in the Company – has a development team on site to speed up the adoption and integration of XRCE technology components into existing systems. Concern for the environment plays its part and in 1995 the 5614 was the first copier designed to address a range of issues including paper recycling and energy conservation.

Milestones in development

1998 – the first Xerox laser printer for the retail market, the DocuPrint P12 – producing 12 pages per minute (ppm).

1999 – the **DocuColor 12s** using intermediate Belt Transfer technology to bring a new standard in colour copier-printer reliability – around 12 full-colour and 50 black-and-white ppm.

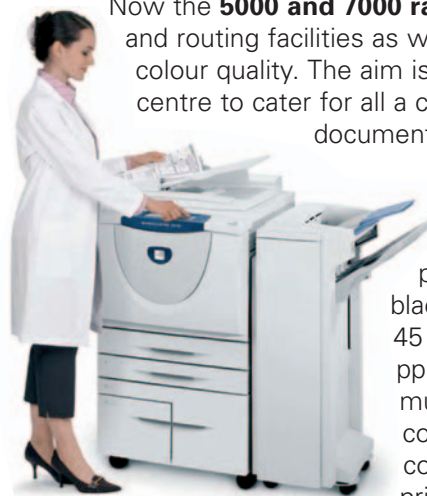
2005 – the iGen3 110 Digital Production Press, running 10 to 20 percent faster than its predecessor – printing A4 at 110 ppm and smaller sheet sizes at up to 120ppm.

The new WorkCentre range

Multi-tasking was the way forward and, also launched in 2005, the **WorkCentre C2424** was the first office colour multifunction system with patented solid ink technology; and it has led on to bigger and more complex machines. The WorkCentre range is Xerox's response to the challenges of the modern marketplace.



Now the **5000 and 7000 ranges** offer storing and routing facilities as well as speed and colour quality. The aim is to provide a work centre to cater for all a client's printing and document routing needs.



To look at some specifics, the WorkCentre can print and copy in black-and-white at up to 45 ppm and up to 35 ppm in colour, and its multitasking network controller can concurrently scan, print, copy, fax and

route files to their next destination. The scan speed is 45 colour or 50 black-and-white scans a minute! The scans can be stored on the WorkCentre and can be quickly converted from paper documents into digital files for annotating, editing, sharing, archiving and reprinting. All the functions are controlled from a touch screen and are supported by Xerox software.

The new products are designed to make life easy for our customers – one-stop shopping – and everything is supported by Xerox expertise. That is the one thing that has remained the same over the years!



Company News

Service-led Technology

This is the third of our articles dealing with the Three-pillar Strategy at the heart of changing attitudes and practices within the Company:

In previous issues: **A2B** – transforming our infrastructure from Average to Benchmark (Autumn 2006).

HPOE – cultural evolution – creating a High Performance Operating Environment (Spring 2007).

And now: **Service-Led Technology** – wrapping services around all we do.

Andrea Davis, Internal Communications Manager, Xerox Europe and UK, writes:

It's more than just Xerox Global Services

Service-led Technology applies to all the business. It means that we will take our technology from all three key areas of the business – Office, Production **and** Xerox Global Services (XGS) – and 'wrap' a service approach around it wherever possible.

By **service**, we mean access to people with skills, knowledge and expertise who provide customer service, business consulting, systems integration and managed services. By **technology**, we mean hardware and software solutions offered by Office, Production and XGS.

Service helps us both to bring something extra to the marketplace **and** to deliver more value to our customers. A service approach will enable us to retain our customers by working with them in a long-term

partnership, continuously adding value to their business.

For example

For customers like Lloyds TSB we are no longer simply an equipment supplier. We are an integral part of their operation – our employees work alongside their marketing people, advising on the design, format and print procurement of a whole range of direct mail and in-bank advertising material, as well as then producing much of it on products like the iGen3.

The bottom line

In summary, it means providing people with knowledge and expertise as well as technology. This enables us to offer customised solutions that reduce our customers' costs, improve their processes – in short, help them achieve their objectives.

Health in retirement

Berries – top of the superfoods

Almost every week we seem to hear about a new 'superfood'. There are so many – broccoli, apples, garlic, tea, nuts, honey and even chocolate! Surely they can't all be so special.

One food that has had the label 'super' for longer than most is berries. Fresh is best and this is the season to take advantage of all they can offer. Blackberries, blackcurrants, blueberries, cherries, cranberries, elderberries, gooseberries, grapes (yes, they come under the blanket heading), loganberries, and strawberries, in all sorts of guises, can all give your health a boost.



radical molecules that result from oxydisation. Vitamin C is vital for maintaining general health, and, in particular, the skin, cartilage and blood vessels. It also helps us to absorb iron from food. One cup of berries a day provides nearly all you need of this important vitamin.

Folic acid – Folic acid is a water-soluble B vitamin that plays a vital role in maintaining several aspects of our general health. It protects and promotes cell growth and helps to form healthy red blood cells, which can prevent anaemia. Berries provide healthy levels of folic acid.

Fibre – The skin of berries is a rich source of fibre which can help to regulate blood sugar levels, protecting against colon cancer and controlling levels of 'bad' LDL cholesterol.

Why are they so good for us?

Berries provide four types of nutrition:

Antioxydants/phytochemicals – These natural compounds are the main reason why berries are a superfood. They are said to help slow the ageing process and prevent the cell damage that can trigger cancer by combating oxydisation in the body.

Vitamin C – All berries are rich in Vitamin C, which is yet another antioxidant and helps to absorb the free

Keep a balance

So berries really are super – and the pick of the bunch is cherries. Do remember, though, that they are not enough on their own – they should be part of a well-balanced diet that includes lots of other 'super' foods. But the best thing about berries is the taste. How nice to be able to enjoy something that really is doing you good!

Life after Xerox

International Pub Lunch

Bob Carter writes:

A number of the retirees from the WGC Engineering Group meet up on a regular basis for pub lunches. At one of these sessions it was decided it would be nice to see if we could hold an 'International Pub Lunch' near Venray with the guys we used to work with to build our machines. As it happens, they have also mostly retired, so the help of Ben van der Wielen was sought to see what we could do and it all happened on Tuesday 30th January.

A party of twelve left Stansted on the early Ryan Air flight for Eindhoven, where they were met by six ex-Venray colleagues who ferried the party to the Heineken Brewery at Hertogenbosch for a brewery tour and tasting session (called "confronting the product"). Sweet-talking Ben had talked Heineken into doing this for a private group, which is an exception to their normal practice. The picture shows the group with the Heineken tour bus. The party then moved on to the Van der Valk Restaurant at Vught for an extended lunch – well, we had decided on such a long day we deserved a bit better than pie and chips! The party then returned either to Eindhoven to do some shopping or to rest at the airport prior to the return flight.



It was an excellent day and really nice to catch up with our retired friends from Venray. We thank Ben van der Wielen for all his work setting it up and hope to stage a return match sometime in the future.

Our party, from left to right: Judith Jenkins, Mick Barber, Noel McConnell, Bob Carter, Thijs Peelen, Ton Janssen, Leo van Ulf, Angela Carter, Howard Jenkins, Theo Engels, Ian Hirst, Adrian Bruring, Ben van der Wielen, Mike Green, Mike Pye, Amanda Pye, Gordon Butler. (Photograph taken by Harry van Zutphen.)

Letterbox

Margaret Hughes of Angelsey (winner of our last competition) writes:

I get great delight from being a Xerox pensioner and look forward to receiving my copy of the newsletter. I just wish I lived closer to where all the activities take place.

It was my good fortune to be outsourced to Xerox, which gave me the opportunity to transfer my pension. One of the best decisions I have ever made; one gets a feeling of 'belonging', being a member of the scheme. I am not a particularly lucky person but here we have two instances where I have been – transferring my pension and winning one of your competitions!

YOUR NEWS Let us know what you are up to these days. Send us your letters, photos and articles, and share the things that make your life interesting. We will include as many of your contributions as possible. Please send contributions to Olwyn Smith (contact details on page 8).

Ed Barnett of Harefield writes:

I joined Rank Xerox in 1977 in Bushey – later moving to Uxbridge. I attended the Bridge House gymnasium and remember Roy Castle and Seb Coe visiting it. In 1993 I was made redundant and spent three years taking a full-time degree course in theology and then enjoyed a mixture of free time and part-time work.

In March this year I felt in good health. I was working in the Finance Department at Harefield Hospital when I had a cold feeling in the chest and slight breathlessness. Being in a heart hospital, I was quickly checked out and was informed that I was in urgent need of a triple heart bypass. A prime example of being in the right place at the right time!

Recovery has had its ups and downs but I should be back at work by September. I feel sure that the Rank Xerox fitness programme I started on has given me long-term benefits.

Saving the planet

Ed Prothero has written to tell us about his contribution to saving the planet:

My wife and daughter (with my help) have set up a web-based service for consumers to identify and reduce the carbon emissions that arise from their travel (car, aeroplane and train) and homes (heat, light and power – and babies!). Where they cannot eliminate emissions, the service allows people to calculate the amounts of carbon they create, and pay to offset this carbon by contributing to validated offsetting projects. You can find out more at www.mycarbondebt.com. The money raised goes mainly to investing in offsetting projects in the developing world such as reforestation, renewable energy generation schemes or carbon use reduction. These projects help improve the climate, sustain local natural habitats and reduce poverty – topics of great interest and concern to many XPA members.

A number of local authorities are in discussions with us about linking their websites to the mycarbondebt website as a service to local citizens. All XPA members are welcome to use the site and do their bit to save the planet.



Happy 90th to Bill Luker!

Ron Boakes visited Bill Luker (*on the right in our picture*) on 31st January – his 90th birthday – and presented him with a bottle of sherry, a bottle of wine and a birthday card from the XPA. Ron had also visited him on his 80th birthday. Bill was engineering apprentices' trainer at Mitcheldean.

Bill wrote to Ron: *It was a lovely gesture on behalf of Xerox pensioners and duly appreciated. About 26 turned up in the afternoon and our small bungalow was bulging at the seams. You said that you looked forward to my hundredth and I will hold you to that, but would prefer to see you again before that!*

Terry Prendergast – a fitting farewell

Sadly, Terry Prendergast died this April, aged 85. He began work for Rank Xerox in July 1962, originally in the capacity of engineer and trouble-shooter, when photocopiers were hired from the company and charged by the copy. He commuted from Weybridge to Welwyn Garden City for many years. Having discovered that removing the fan belt on his car gave more miles to the gallon, he took it off permanently and thereafter tried to avoid getting stuck in traffic! He retired in February 1982. His son tells us that his particular friends were Ray Grollmund and Rick Davey.

Terry was quite a character. He was 18 when the Second World War started and he volunteered for the RAF. He served as a pilot in Nigeria and Burma and was shot down by Japanese fighters in 1944 while flying a Hurricane. He recovered but retained only limited movement in one arm. Nonetheless, he took up hang-gliding in 1972 and became the British Hand-Gliders' Association's Airworthiness Officer.

In the mid 1990s, Terry moved to Bradfield Peverell near Dorchester where he continued to enjoy a very active retirement. He continued to fly paragliders until only three years ago.

Terry's funeral was reported in the Daily Mail. His family wanted him to go in appropriate style, so they built a coffin in the shape of his beloved Hawker Hurricane fighter plane – complete with cardboard cockpit, wings, propeller and tailplane. His son, Andy, said: *'Some people might think it is disrespectful to put your father in a cardboard coffin but Dad would have loved it. If he had been there he would have joined in the building of it and told us which bits should go where!'*

Terry leaves his widow Rodica, 83, four children and ten grandchildren.



Above: Terry's family with the cardboard casket they built for him – painted in camouflage colours with 8608 – the number of the plane the flight lieutenant flew in the war – on the side.



Left: Climbing in to the cockpit – Flight Lieutenant Terry Prendergast with his Hawker Hurricane in Burma in 1944.

XPA – who's who

All Xerox pensioners are automatically members of the Xerox Pensioners' Association.

Director of Xerox Pensions Paul Hopkins

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XPA Editor Olwyn Smith

Communication and Special Projects Administrator
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You can write to Olwyn or Jean at
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High Wycombe, Bucks HP13 5DR.

Regional Co-ordinators

West Region John Court

Stockwell Farm, Aylburton, Lydney, Glos GL15 6DN
Tel: 01594 843651

Email: john@courtjb.freemove.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

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: 01132 646979

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.

Pension dates 2007/8

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

Pension	Paid in
October	Monday 1st October
November	Thursday 1st November
December	Friday 30th November
January	Monday 31st December
February	Friday 1st February
March	Friday 29th February

Absent Friends

Here is a list of our members who have died in the last few months, showing their ages. Our sincere sympathy goes to their families.

AYLESBURY	John Humphries 75	Colin Massey 67
Brenda Hutchinson	Ralph James 89	Lou Miles 66
	73 Harold Jones 73	William Penny 97
EDINBURGH	Clarence Lane 73	Arthur Rogers 79
David Thompson 60	Thomas Lewis 81	Patrick Scrivens 71
	Des Matthews 76	Laura Smith 94
EDUCATION GROUP	William Maxfield 92	Margaret Smith 83
Alfred Dove 88	Kathleen Munden 92	Albert Snook 94
	David Powell 56	Denis Tye 83
GLASGOW	Joan Rooke 84	William Wilks 85
David Cumming 70	Kathleen Webb 75	
	WELWYN	
MARLOW	UK CO	John Bennett 75
Doreen Petty 83	Barbara Brookes 80	Stanley Davies 81
Terry Prendergast 85	Brian Chappell 71	Alan Fletcher 73
Francis Roberson 90	Peter Curtis 75	Agnes Georgeson 73
	Peter Denton 68	Charles Hennessey 88
MITCHELDEAN	Margaret Edward 83	
Jennifer Bennett 61	Derek Forrow 71	David Mercer 71
Stanley C Davies 74	David Griffen 70	Brian Murphy 68
Desmond Haines 77	Harold Hobbs 67	Derek Runnacles 70
William Hill 85	June Jackson 70	Leonard Sear 90
Kenneth Hobbs 72	Wallace Lang 77	Agnes Starr 87
Douglas Holder 74	Jennifer Mann 68	Peggy Tann 82

Co-ordinators and Visitors needed

Anne Cain, Co-ordinator, South Region

Anne would like to retire as soon as a replacement can be found.

And it's goodbye to John

John Handscombe, Co-ordinator, East Region, writes:

I have decided to phase out my Co-ordinator's role by the end of the year. By that time I will have done over seven years and my life seems to get busier every year (no complaints about that).

I am still looking for more Visitors for the Norfolk/Suffolk area and for the St Neots/Peterborough area. Volunteers can contact me (*details above*).



Thank you, John

We should like to express our heartfelt thanks to John for his years of very active and impressively organised service in the Co-ordinator role. John has always been an enthusiastic member of the team and he will be much missed.