



XPA – measuring up

Two important aims of the XPA are to keep our pensioners up to date with what is happening in the Company and to support a social network amongst members – through *XPA News*, the website (see page 3) and through the four Regional teams of Co-ordinators and Visitors.

The Regional Co-ordinators and Visitors all work extremely hard to maintain the social contact amongst members. This is not always easy if only because of the sheer number and spread of the pensioners involved. On page 5, you can read how Axel Dahl has tackled this problem in the South Region by introducing County Co-ordinators to organise events on a more local basis. Allan Vickery is seeking to arrange more events in the East Region. In the North, members have a generous offer of a free lunch from a fellow pensioner, and, on page 2, you can see that there are more events over the Christmas period than in earlier years. The Stop Press item below highlights that the West Region is in great need of Visitors, so do respond if you think you can help.

As always, many thanks to the Regional teams for their hard work in keeping XPA lively and rewarding for its members.

Extra Personal Allowance – 2008

The Chancellor recently announced an increase to the basic Personal Allowance of £600, raising it to £6,035. Many pensioners under the age of 65 will get the benefit of this extra allowance by paying less tax in their 1st October pension payment. The change will be backdated to 6th April 2008 and will compensate some of the people who were affected by the abolition of the 10% tax rate at the beginning of the current tax year.

For pensioners over 65, there are no changes to the full Personal Allowances, so a person with a tax code ending in V, Y or P will **not** be affected. All pensioners will receive a payslip for October showing their new tax code. Further information, when it becomes available, will be posted to the Xerox Pensions website – www.xeroxpensions.co.uk.

If you have any questions after you receive your October payslip, please contact HM Revenue & Customs on **0845 302 1432** and quote the Xerox Pensions ref. no. **073/R51**.

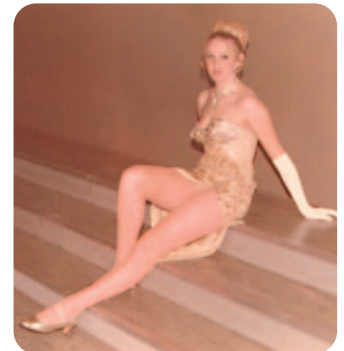
STOP PRESS – Visitors urgently needed in the West Region. Please contact John Court on 01594 843651.

A little about me – a lot about you



Olwyn Smith writes:

One of my great loves is contact with people and two of my favourite things about my job at Xerox are giving pensions seminars around the Company and receiving your news and views.



My life before Xerox was very different – performing in the Black and White Minstrel Show, dancing for Lionel Blair and appearing in the Royal Gala at the Talk of the Town! And I know that, for many of you, life **after** Xerox has opened up the opportunity to pursue new interests (new jobs in some cases) now that you have time.

Our survey showed that many XPA members love to hear about old colleagues – what they are doing now and sharing memories – **so, please send me your letters and articles.**

Sad news

As the newsletter was going to press, we heard that **Sheila Webb**, the North Region Co-ordinator, had died. She had fought bravely against cancer over a long period. Sheila's efforts on behalf of the XPA over many years have been invaluable and she will be much missed. We would like to send our deepest sympathies to Sheila's husband, Michael, her family and her friends.

There will be a full tribute to Sheila in the next issue of *XPA News*.

Christmas & New Year

This year, there are even more opportunities for XPA members to get together. A good time is guaranteed!

West Region

Mitcheldean Christmas Lunch

Thursday 4th December, Xerox Social Club – contact John Court on 01594 843651.

East Region New Year Dinner

Thursday 22nd January, Chesfield Downs, Graveley, Herts – if you did not go last year, contact John Handscombe on 01462 814009.

North Region (see page 5)

New Year Lunch

Sunday 18th January, Oriel Hotel, St Asaph – contact Jean Ball on 01494 615160.

Midlands Region

New Year Evening Buffet

Tuesday 13th January, Bee Hive Pub – contact Bob Johnson on 01889 583363.

New Year Evening Meal & Disco

Saturday 24th January, Lea Marston Hotel, Coleshill – contact Keith Boughton on 01785 245910 or email keith@theboughtons.co.uk

Hampshire/Dorset/Wiltshire/IoW

New Year Lunch

Thursday 8th January, White Buck Inn, Burley – contact David Parkinson on 01202 897394 or email parkinson@tinyonline.co.uk

East Sussex/Kent New Year Lunch

Wednesday 21st January, Barnsgate Manor Vineyard, Herons Ghyll, nr Uckfield, East Sussex – contact Jean Ball on 01494 615160.

South Region New Year Lunch

Thursday 22nd January, Guido's Restaurant, South Road, Amersham – contact Jean Ball on 01494 615160.

Oxfordshire New Year Lunch

Wednesday 28th January, Spread Eagle Hotel, Thame – contact Jean Ball on 01494 615160.

Looking forward

Two walks in London

12th November 2008 – Inns of Court and Law Courts

This is one of the most picturesque parts of London and it is steeped in history – lawyers have lived and trained here since medieval times. We will meet outside Temple Underground station at 11am.

12th March 2009 – Dickens' and Shakespeare's London

We will follow in their footsteps and discover a much-forgotten part of town, with its alleys, riverside lanes and medieval ruins. We will meet at Blackfriars Underground station by exit 1 at 11am.

Both walks are of approximately 2 hours and cost £15 per person. Our guide will be John Muffty and both walks will end with a pub lunch. If you are interested, please contact Jean Ball (*details on page 7*) by 22nd October for the November walk and by 22nd February for the March walk.

Reporting back

Spring Tramp in the Chilterns 29th May

Doug Nevell writes:

A select group of six enjoyed this year's Chiltern Tramp, gathering at the splendid Visitor Centre in Wendover Woods. Forest trails led to country field paths with wide vistas (and a section of Offa's Dyke), en route to Lee Gate, to enjoy a relaxed pub lunch in the sunny garden of the celebrated *Hen and Chickens*. With a warm afternoon in prospect, the return via Lee Common and Lordling Wood was taken at a measured pace but, as the day wore on and we joined the way-marked Ridgeway Path, cloud began to build and light rain fell as we approached the Forest Centre – nothing that a good cup of tea couldn't put into perspective. 'More please' was the verdict.

Summer walk 18th July

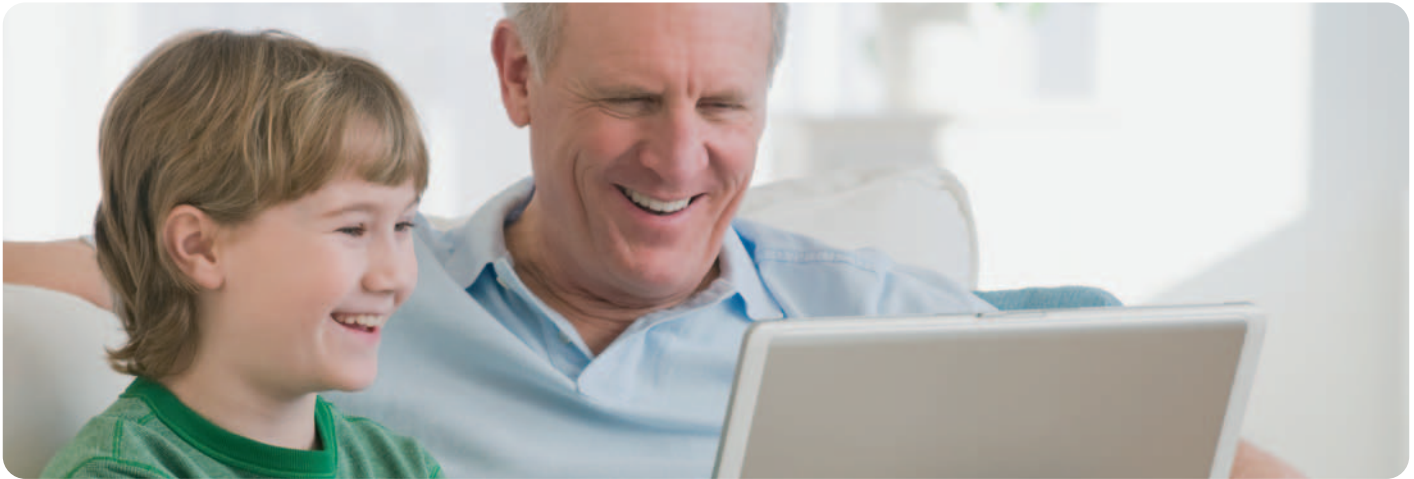
David Parkinson, Dorset/Wiltshire County Co-ordinator, writes:

On Friday 18th July, a group of Xerox pensioners shrugged off a slight drizzle to enjoy a morning's walk in the New Forest. The circular walk included a visit to Minstead Parish Church, which dates from the 13th Century and is the last resting place of Sir Arthur Conan-Doyle. Aply led by Michael Snoxell (Hampshire XPA County Co-ordinator), the group continued their reminiscing over lunch at the *Trusty Servant Inn* (*photo below*) before spending the afternoon at nearby Furzey Gardens.

This was the first event in a new initiative to bring together our Southern Region pensioners. We are now hoping to see more people at the New Year lunch.



Your user-friendly website



Queries about your pension? Anything you need to tell us? Want to find out what XPA events are happening near you? If you have access to the internet, there is a source of help and information that is available to you 24 hours a day, seven days a week – the Xerox Pensions website on www.xeroxpensions.co.uk. It's really simple to use. From the **Welcome page**, click on **Pensioner** and then you'll

come to a **Disclaimer**. Read the disclaimer, click on the box at the bottom, then on **Submit** and you're on your way.

If you don't have internet access, all the contact details you need appear on page 7 of the newsletter – **Jean Ball** or **Indre Numgaudyte** on the Payroll team for pension matters, change of personal circumstances and XPA offers; your local Co-ordinator for XPA events in your area.

5 top things to do

Keeping Xerox informed

1. Moving house or bank account

Contact Payroll or print out a copy of the **Change of personal details form*** on the website and return the completed form to Xerox Pensions.

If you change your bank account, the new account must be able to accept BACS payments and must be in the name of the pensioner – joint accounts are acceptable.

2. Tell us if a Xerox pensioner dies

Please contact Payroll as soon as possible for advice.

3. Make sure a new partner qualifies for benefits

If you re-marry or enter into a registered civil partnership, contact Payroll or use the **Change of personal details form***. Please also send your marriage certificate or civil partnership certificate and your new wife's, husband's or civil partner's birth certificate. Any original certificates will be returned by registered post.

If you are within five years of retiring from Xerox, you may also wish to review your **Expression of wish form***.

If you have a new partner other than described above, you should make sure that you complete a **Partner's pension nomination form***.

Keeping yourself informed

4. Always check your tax code

Tax codes are issued by HM Revenue & Customs (HMRC) in February each year and you should always check that your coding is correct. There is a lot of useful information available on the HMRC website –

www.hmrc.gov.uk/pensioners/understanding.htm.

Alternatively, you can phone HMRC on 0845 3021432 and ask for *Guide P3* – the Xerox Pensions reference is **073/R51**. You'll need your National Insurance number when you call.

You can call Payroll or find helpful information on the Xerox Pensions website. Go to the **Pensioner** section as explained above and click on **Q&A** and then **Tax codes – FAQ**.

5. Keep in touch through XPA

All Xerox pensioners are automatically members of the XPA and can benefit from clubs and discounts. Find out more on the **Pensioner** section of the Xerox Pensions website – click on **Q&A** and then on **Xerox Pensioners' Association** – or you can contact your local Co-ordinator.

** Available from the Xerox Pensions website – just click on **Useful forms** in the yellow box at the top of the page and click on the one you want.*

You'll find this article on the Xerox Pensions website – go to the **Pensioner section and click on the tickertape.**

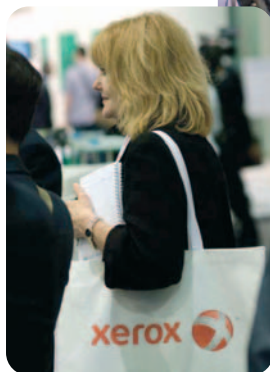
Company news

New products at drupa 2008

drupa, the world's largest printing exhibition with nearly 2,000 exhibitors, was held in Dusseldorf, Germany earlier this year – and the Xerox stand was the largest in the Digital Printing Zone! The stand was manned by 350 people each day, featured over 50 real customer applications and introduced several new workflow and business development resources. Two additions to the Xerox Production Colour range – the *iGen4* and the *Xerox 700* – were launched and they attracted a lot of attention.

iGen4

iGen4 is at the top end of the portfolio and is the next generation in the iGen range. It increases productivity by 25%-30% by automating operator tasks and reducing the need to interrupt the press for adjustments. As a result, it improves the break-even point between digital and traditional offset printing, making digital printing a more economical option.



Xerox 700

The mid-range 700 was one of the biggest success stories at drupa. It is a brand new platform that offers customers a wide range of workflow, input and finishing options and a productivity quality output that will blow its competition out of the water. The technology involved allows the 700 to maintain consistent colour output and the print quality is equal to that of machines further up the production colour range.



Fastest-yet monochrome system

Also showcased at drupa was the 650/1300 Continuous Feed Printing System – the fastest yet continuous feed monochrome printing system – which makes it easier to produce books, manuals and trans-promotional applications. It combines speed, ease-of-use and workflow productivity into a powerful device for service bureaux, data centres and commercial print providers. Sharp text and graphics ensure a professional look and feel and the Xerox 'Print Line Management' helps operators view, manage and respond to every component in the print line from any print engine's touch-screen interface.

'The monochrome market continues to be a solid revenue generator for our customers,' said **Quincy Allen**, President, Xerox Production Systems Group.

Letterbox

Double congratulations – 100 years!

Mrs Edith Slade, widow of Xerox retiree Horace Slade, reached her 100th birthday on 19th June this year. Unfortunately she spent it in hospital, having had a fall, and Visitor Ron Pearce was unable to see her. Rather than receive a gift from the XPA, Mrs Slade asked for donations to go to the RSPCA on her behalf. The XPA was happy to comply and sends Mrs Slade warm good wishes.

Konrad Orlowski, who started work at Mitcheldean in 1970, was 100 on 2nd May this year. Ron Pearce went to see him in Hazelhurst Nursing Home in Ross on Wye and gave him a bottle of brandy.

Ron visits Konrad and Mrs Slade on a regular basis.

Diamond Wedding

Jack Sleeman of Drybrook, Gloucestershire writes:

I was 85 in June. My wife and I celebrated our Diamond Wedding on 20th December last year. Ten years ago, ours was the eighth Golden Anniversary in the Sleeman family; this was the third Diamond – a long living and long loving family! I was the youngest of nine – sadly, only one sister remains and she was 91 in July.

Association news

Activities in the South ...



Since **Axel Dahl** became Co-ordinator for the South Region, which covers 1750 members in 12 counties, he has been talking to pensioners about what the Region should focus on. Their view was that in the past most of the events took place in London, involving travel problems – and cost – for those

living outside the area. People preferred daytime events, ideally, close to home. To help with local focus, County Co-ordinators have been recruited who will be responsible for the events and Visitor programme in their area. So far, the South Region has five County Co-ordinators, covering seven of the counties, and the challenge is to recruit Co-ordinators for the remaining five (Berkshire, Buckinghamshire, London, Middlesex and Surrey) during the Autumn. If you can help, please contact Axel (*details on page 7*).

The aim now will be to hold at least two major events a year – at Christmas or New Year and a Summer event (the first took place on 18th July, see *page 2*) – and the South Region is working closely with the East Region on this. Of course, wherever you live, you are welcome to participate in any event in the area. Local events will be advertised in the newsletter and on the Xerox Pensions website, and pensioners who have given their email address will receive a note to check online.

Check on page 2 for extra Christmas/New Year lunches and local walks – look out for the events in your area and have a great time with old friends!

East Region

Over the next year we hope to arrange one or two East Region events in addition to the annual dinner, probably a local pub lunch and possibly combined with an optional walk. If you are interested – or have any suggestions – please send an email to Regional Co-ordinator, **Allan Vickery**, on allan.vickery@btinternet.com or write to Allan at Newcroft, South Park Avenue, Chorleywood, Herts, WD3 5DY.

... and in the North – two reasons to be grateful!

XPA member, **Ken Saltrese**, has offered to provide a free New Year lunch for up to 75 people at his hotel, the Oriel, in St Asaph, North Wales, on 18th January. And there is something else that **all** XPA members have to thank him for!



Ken joined IHQ in December 1968 as International Pensions Manager. His remit was to look at all the schemes globally. The Company was growing rapidly and Ken formed the view that the existing insured scheme was inappropriate. He proposed a change to a self-administered and self-invested

final salary scheme with substantial improvements to the range of benefits offered. These are still in place today.

Ken reported to Hamish Orr-Ewing, who gave his enthusiastic support to the proposals, and the RX Pension Fund was born. The Scheme was launched in June 1971 and was available to all employees in Britain. It was managed initially by Doug Green in IHQ and then transferred to the UK Company under the management of Alan Chapman.

In 1978, Ken left the UK for an assignment with Xerox Canada as Vice President of Personnel. He returned to the UK in 1980 as Director of Personnel and retired in 1986. Shortly after retiring he was appointed Managing Director of a 'small start-up company' called The Executive Committee, which provided a forum for chief executives of small and medium-sized companies to discuss business issues and hear speakers on topics relevant to their role.

He retired from this company in 1998 and bought the Oriel Hotel. The hotel was in a very dilapidated state and Ken and his family have spent the last ten years renovating it and building it into the tasteful country hotel it is today.

Ken says he sees his offer of a free lunch as giving something back to his Xerox colleagues. XPA would like to thank Ken very sincerely for his generosity.

If you are interested in going to the lunch, contact Jean Ball (*details on page 7*).



Life after Xerox

Back home to Gloucestershire

Richard Sullivan (ex Director of Group Resources, Xerox Europe) writes:

I visited a friend at his house in the 60s when at school in Gloucester and I can remember the fabulous views over the glorious countryside towards the Malvern Hills. In the 70s, while I was at university, another friend's parents bought the house. I visited him, not realising I already knew the house – it was clearly my destiny to live here. In October 07, 29 years after I started with Xerox at Mitcheldean, I moved back to Gloucestershire to live in my school friend's house.

The house came with 50 chickens and a ram called Fred. By the time we moved in, a fox had eaten 39 of the chickens



What have I been up to?

Eileen Henry (formerly of LGEM and Key Accounts – Manchester) writes:

Since I retired from Rank Xerox in 1996, I have managed to be a very busy lady – travelling, studying languages, being a Grandma and Great-Grandma, joining an art class and, on odd occasions, writing poetry. There has also been the occasional dancing slot and theatre outing! And for the last four years I have been focussing on a degree.

Having been involved for some years in activities within my local Parish Church, I became interested in ministries within the Church, including visiting the sick and housebound. For a while I became involved in the work of CAFOD and also joined a Justice and Peace Group. I even joined in the march to Edinburgh to encourage the Government at the G8 Summit to 'MAKE POVERTY HISTORY'.

Some time later, an opportunity arose for me to 'broaden my horizons' further. I began a course of study at Holy Cross College in Bury, I gained a degree in Pastoral Leadership and continued to pursue an Honours Degree. I graduated

and Fred had lost his apparatus to cure his aggression! The chickens now number just seven, despite my visit to the vet with one that was ill. I could have bought 10 oven-readies with the vet's fee!

Parts of the house are old (1600s) and in need of lots of TLC. Xerox skills for writing to-do lists were helpful, but I needed a lot of paper! Rain and wind came in through windows, doors and walls during our first winter, and I watched the oil tank drain at an alarming rate despite continually turning the thermostat down (whilst my wife and children were turning it back up). Squirrels were living in the attic and eating cables, and jackdaws regularly flew out of the fireplace. The ticking noise in my daughter's bedroom turned out to be death-watch beetle and the cellar filled with water when it rained.

After eight months, however, I have a veg patch that is producing more than we can eat, we have fixed the drainage, re-roofed half the house and had electricians' and plumbers' help with the tricky bits. I am currently discovering skills I never knew I had and am repairing rotten windows that were probably last painted in 1601.

We love the house and being back in Gloucestershire. With the Forest of Dean to the West, the Malvern Hills to the North and the Cotswolds to the South East, we know we are living in a very special part of the world. Despite the challenges of an old house, the joy of retirement is having all the time you need, and for that, I am very grateful to Xerox.



on Wednesday, 16th July 2008 and gained a BA Hons in Theology, just seven months after my 70th birthday!

I am now looking forward to putting my 'learning' into practice. At present I am helping a young girl (18 years old) to read and write. It is hard but very rewarding. I don't intend to 'put my feet up' just yet (unless, of course, they start to swell in the heat – and in Manchester, there's not much chance of that, weatherwise!)

Regards to everyone. Keep happy and keep smiling.

Absent Friends

Our sincere sympathy goes to their families of members who have died since our last publication. Their names and ages appear below.

Birmingham		William Jones	84	Kenneth Gooch	79
Archie Scott	67	Alan Kennaugh	63	Kitty Hanlon	91
James Ward	70	Richard Kinsey	87	Glynn Howes	74
Glasgow		William Lewis	67	Ron Joyner	84
John Cushnan	57	Alfred Madley	80	June Langley	78
George Holgate	61	Albert Mansell	83	Patrick McGhee	78
		Edna Mason	89	Michael Mills	70
Leeds		David McCulloch	77	Patrick O'Brien	85
Colin Smith	61	Christopher Meek	62	Albert Rooney	93
		Douglas Meek	81	Howard Smyth	61
Marlow		Gilbert Meek	63	Christopher	
Nora Blake	80	June Morgan	77	Walton	83
Mary Devlin	90	William Morgan	85	David Withey	58
Leslie Hall	91	Maud Murphy	87	Welwyn	
John Maycock	65	Albert Neale	83	Terence Baker-Self	63
Doris Stone	79	Ethel Pegler	86	Kathleen Bladon	84
Pamela Thrower	88	Enid Pritchard	78	John	
Walt Van Gils	67	Rita Rawlings	82	Cargill-Grewar	73
Mitcheldean		Joyce Robinson	84	Rosina Clarke	90
Emily Adams	98	Bernard		Marjorie	
Evelyn Bedwell	78	Rowbotham	91	Elrington-Browne	84
Violet Bick	89	Cecil Sterry	79	Kathleen Finn	87
John Brain	72	Basil Walker	87	Ernest Hemmings	74
Roger Brookes	70	George Watkin	70	William Hutchings	88
George Creed	87	Eric Watkins	85	Gordon Ingram	86
Joyce Ellis	78	Graham		Douglas Lickman	76
Gladys Fifield	87	Whittington	58	Alan Lloyd	81
Queenie Freer	88	UK Co		Brian Mattinsley	70
Bessie Greenway	88	Robert Anderson	73	Margaret May	87
Merrick Gwatkin	87	Terry Barnett	71	Thomas O'Connor	84
Gladys Harper	91	Bijan Chakraborty	71	Clint Rice	62
Betty Hawkes	89	Ellen Corr	87	Percy Saunders	79
Dennis Herbert	82	Joseph Dougan	78	Alec Ward	88
Margery Hewins	85	William Ferguson	68	Eileen White	73
Dorothy Howells	96	Peter Galvin	85	Richard Wolfe	64
Winfred Johns	76				

XPA – Xerox Pensions contacts

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

Director of Xerox Pensions Paul Hopkins

Tel: 01494 615162

XPA Editor Olwyn Smith

Communication and Special Projects Administrator

Tel: 01494 615153 Email: olwyn.smith@xerox.com

Payroll Team Leader and XPA Administrator Jean Ball

Tel: 01494 615160 Email: jean.ball@xerox.com

Payroll and Office Administrator Indre Numgaudyte

Tel: 01494 615159 Email: indre.numgaudyte@xerox.com

You can write to Olwyn or Jean at Xerox Pensions Ltd, Compton Court, 20-24 Temple End, High Wycombe, Bucks HP13 5DR.

Pension dates 2008/9

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

PENSION	PAID IN
October	Wednesday 1st October
November	Friday 31st October
December	Monday 1st December
January	Wednesday 31st December
February	Friday 30th January
March	Friday 27th February

XPA – 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 Allan Vickery

Newcroft, South Park Avenue, Chorleywood, Herts WD3 5DY.

Tel: 01923 284286 Email: allan.vickery@btinternet.com

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

South Region Axel Dahl

Bishops Lea, East Burnham Park, Allards Road, East Burnham, SL2 3TJ.

Tel: 01753 646975 Email: dahlaxel@aol.com

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

North Region

A new Co-ordinator is being sought – in the meantime, please contact Jean Ball (see details above).

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

Visitors' meeting – The annual Visitors' meeting will be held on Wednesday 22nd October

Health in retirement



Now why did I come in here?

Does that sound familiar? Many of you, I'm sure, have experienced a blank moment on entering a room or arriving upstairs. Short-term memory tends to suffer as you get older but there are some ways in which you can help yourself.

Exercising the brain

Like any other muscle in the body, the brain benefits from regular exercise. Direct brain training, such as crosswords, word-search, sudoku and so on, is good not only to boost memory but also to help your general problem-solving ability. But specifically targeted brain training isn't the only sort of exercise to improve brain function.

Exercising the body

General physical exercise also helps by boosting the circulation, thereby providing more oxygen and nutrients to the brain. A good rule of thumb is to exercise for half an hour at least three times a week.

Eating wisely

Diet also plays an important part. Foods rich in the antioxidant vitamins A, C and E are particularly good. Food sources of these include richly coloured vegetables such as bananas, red peppers, spinach and oranges, and there has been plenty of publicity about the benefit of omega-3, found in oily fish, such as sardines, salmon, herring and mackerel.

Recent research suggests that supplementing your diet could also help improve memory skills. Gingko biloba is the best researched memory-boosting supplement. It works by improving circulation, with results similar to physical exercise.

But remember, nothing is an instant cure. To feel the benefit, you have to be consistent and keep things going on a regular basis.

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 for our *Life after Xerox* section. We will include as many of your contributions as possible. Please send contributions to Olwyn Smith (*contact details on page 7*).



Competition Time

Who's the Odd One Out?

**Here are four Prime Ministers...
Which is the odd one out?**

Write your answer (along with your reasoning) on a postcard or sealed envelope, and send it to Olwyn Smith (*contact details on page 7*), no later than 30th December 2008. First correct answer out of the hat wins £25.

Congratulations to the lucky winner

The correct answer to the 'Fruity Fun' competition in our Spring edition was **Adam's Apple** and our congratulations go to the lucky winner, Mrs Margaret Robson of Newcastle Upon Tyne, who receives a cheque for £25.