

THE MOLD TOOL LTD.
(PLASTIC PARTS MOLDS)

82 TODD ROAD
GEORGETOWN, ONT.
877-3071

OFFERS CONGRATULATIONS
TO VARIAN
BUSINESS OF THE YEAR

TUBE-FORM CO.

93 ARMSTRONG AVE.,
UNIT 7, Georgetown, Ont.
L7G 4S1 (416)877-6221

SENDS THEIR
CONGRATULATIONS
TO VARIAN

BURNS
TRANSPORT LIMITED

Georgetown 877-3981
Toronto 457-4023

Transportation & Warehousing
Services for Halton Hills

CONGRATULATES
VARIAN

CURWOOD

CURWOOD PACKAGING
(CAN.) LTD.

LEADING CANADIAN
FILM SUPPLIER TO THE
FOOD INDUSTRY.

OFFERS THEIR BEST
WISHES TO VARIAN

CANADIAN TRE
THE RIGHT CHOICE
236 Guelph St.

EVERYONE HERE
SENDS THEIR
THANKS TO VARIAN
FOR THEIR
CONTRIBUTION TO THE
COMMUNITY

Varian's strength is its employees

A company derives its strength and potential from its employees. That's a statement company officials at Varian Canada Inc. won't quibble with.

Varian takes pride in its workers, and it shows. A random tour around the River Drive facility in Georgetown uncovered employees willing to talk about the family atmosphere at Varian. Quite apart from progressive financial and benefit packages and good management, there is a feeling that company officials truly care about their workers.

The following article is about a few of the employees from Varian in Georgetown who have contributed to the fabulous success story of the company.

Product Manager Chris Willson was born in Montreal and he attended Concordia University in that city. Raised in a French neighborhood, he attended a French school beginning at age 5. Mr. Willson took electrical engineering at university and graduated in 1975, coming to Varian four years later.

Most of the product managers at the Georgetown plant are engineers because of the technical nature of the products, he said. It's easier for an engineer to market a piece of equipment when he has the proper background, Mr. Willson said.

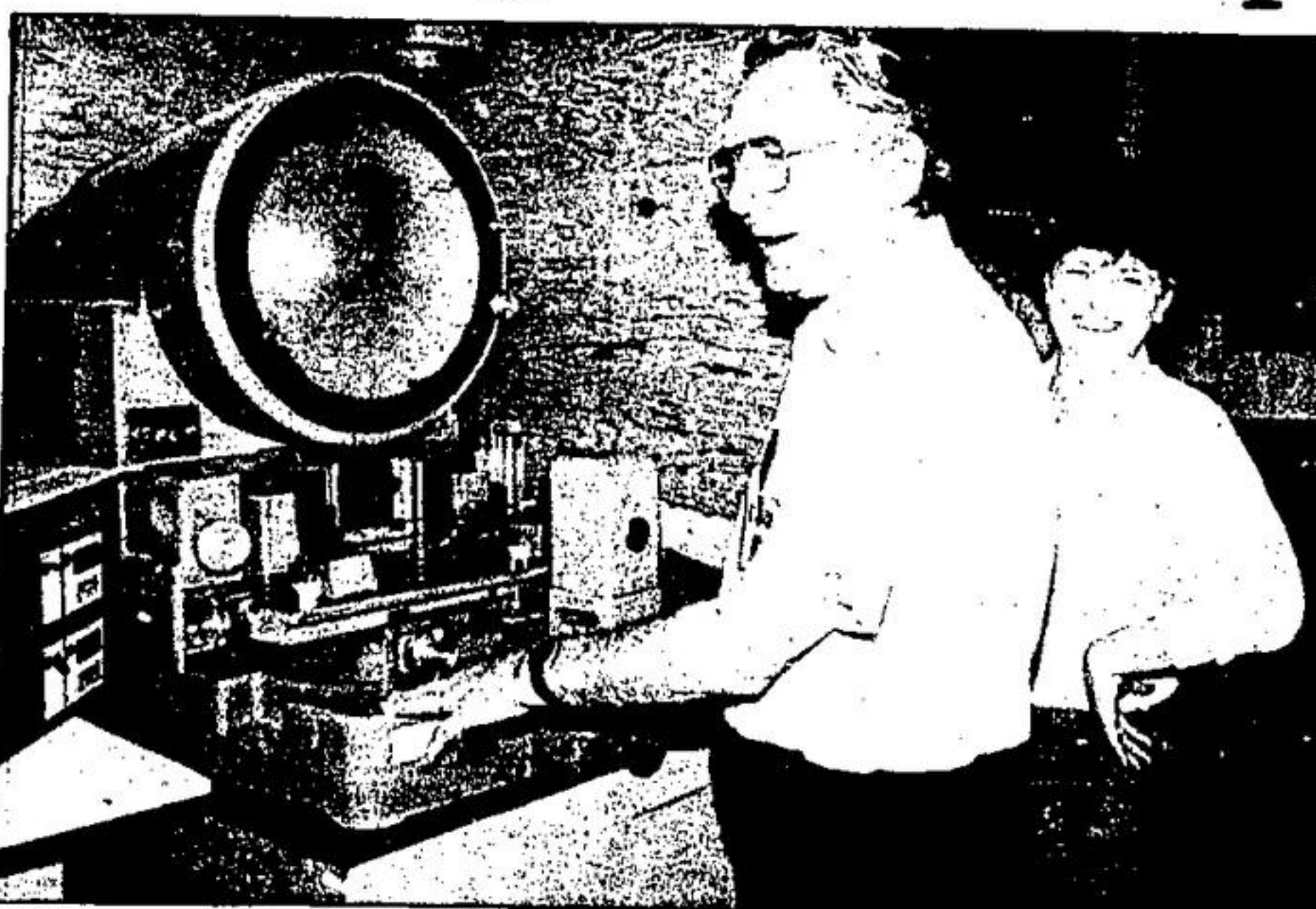
From 1979-83 he was an engineer on the production floor actively working on projects. "I became interested in the business end of things and came to marketing in '83," he said.

"It's interesting because our job combines engineering skills with business," he said.

Product managers are "on the front lines" talking regularly with Varian's customers, he said. They must have input on a variety of areas such as the features, price, quality and shipping requirements of the product, he said.

A normal pose for Mr. Willson is leaning back in his chair talking on the telephone with customers. In the morning he's often busy with European clients. His responsibilities are for millimetre wave products. These are high frequency microwave tubes called extended interaction klystrons.

There is a push within the industry to develop tubes at higher frequen-



QUALITY COUNTS - Products coming in to Varian from other sources have to be checked for quality before they are accepted by Varian engineers for Varian products. Jeannette Hancock is the receiving inspection supervisor and she is seen here with the master inspector Ted Kurys. If a part fails inspection, a report is sent to the appropriate engineer, who makes a decision if the part should be sent back to the vendor. (Herald photo)

cies for satellites and radar, he said. The systems which will use these tubes are not in full production yet, but the responsibility of the product manager is to identify the market and get the tubes implemented into the systems and into production, he said.

The company hopes to manufacture the special tubes in production quantities at the Georgetown plant within three to five years, he said.

There are five product managers at the plant and a marketing manager. The rest of the 20-odd staff members are support staff, he said.

"Product managers are similar to strategic planners - you have to see what you will be doing in five years."

Mr. Willson lives on Mary Street in Georgetown and has lived in town for 10 years. He appreciates the fact he can work for a high tech company "plugged into a high tech world market" and still live in a small town away from the rat race of a major city.

There's no traffic to and from work and it's easy to go home for lunch to visit his wife Lorraine and his two boys, ages 2 and 4.

Mr. Willson is a commercial pilot but says he can't afford to fly frequently. An amateur chef, he belongs to a gourmet cooking club in town. He is intensely interested in flying, he says his true love is flying.

His wife is a self-employed public relations consultant who is able to

set her own hours.

Dr. Man Wong is a former resident of Georgetown who now lives in Mississauga. He works in the research and development section of Varian as a project engineer. Born in Hong Kong, Dr. Wong attained his Bachelor's degree 13 years ago. He came to Canada and obtained his Masters and PhD at the University of Waterloo. His graduate work was in microwave research.

Dr. Wong came to Varian over two years ago as a researcher in a "most fascinating area," he said.

His department is always tackling new projects. One project they are working on now is for extra high frequency (EHF) Satellite Com-

munication microwave tubes.

There are many satellites operating at the low end of the frequency scale and it is becoming crowded for future expansion.

An EHF transmitter will allow more channels to be opened up on satellites, allowing, for instance, a greater number of television channels and telephone transmissions.

Each project the department works on has a schedule and the researchers are accountable for the progress of each project, he said.

Ralph Borchman works in the power supply department inspecting circuit boards, cables and power supplies. It is his responsibility to make sure everything is in the right place. If a power supply isn't checked and working properly there aren't going to be many happy customers, he said.

There are about 40 employees in his department, most are builders, but there are two inspectors such as Ralph.

Confined to a wheelchair, Mr. Borchman has been working for Varian for two years. He found out that Varian was looking for an employee and his disability didn't pose any problems to them. Born in Toronto, he lives on the Eighth Line near Steeles Avenue. He attended school in Milton.

Varian gives its employees some good chances to progress, he said. For example, the company pays its employees who want to go back to school at night, he said. Soon Mr. Borchman will be going to another area as an inspector in the receiving department, he said.

There are 10 staff in Gary Spiller's department. Gary is the Production Engineering Manager for travelling wave tubes. His staff are committed to the support of the production department, to make sure items are "manufacturable". His engineers tackle problems of a troubleshooting nature and make sure quality is emphasized. Improvements are sometimes made in areas of the production process, cost reduction and new product introduction. He has worked for Varian for 16 years.

Mr. Spiller came to Canada from England where he went to college and worked for the English Electric Valve Co. He has lived in Georgetown since he first started working for Varian.

(Continued on page 3)

The Kentners
Social Catering Ltd.

62 MILL ST., GEORGETOWN
877-1113

EVERYONE HERE AT
KENTNERS OFFERS
TO VARIAN THEIR
CONGRATULATIONS

tw

TWIN WINDOWS INC.

79 MOUNTAINVIEW RD.
GEORGETOWN
(416)877-9332/453-1388

CONGRATULATES VARIAN
ON THEIR
OUTSTANDING SUCCESS

MACKENZIE BUILDALL

Georgetown - 8 James St.
Phone 877-2207

EVERYONE HERE
OFFERS THEIR
CONGRATULATIONS
TO VARIAN

RE/MAX
SUBURBAN REALTY INC., REALTOR

RUD WHITING
Sales Representative
Bus: 877-5211
Res.: 877-8364

Above the Crowd!

360 Guelph St., Georgetown

We extend our best wishes
to all you from all of us
at:

**GOEBELLE
MacADAM
ALEXANDER**

Chartered Accountants

37 Main St. S., Georgetown
877-5155 453-5532