

# NEWSLETTER OF THE NCR FELLOWSHIP

No 71 Winter 2024



## WINTER 2024 MESSAGE FROM THE CHAIRMAN

Now that Covid is mainly just a distant memory it is good to know that the regional lunches have restarted and PostScript is, once again, full of happy faces.

I would like to thank all those who contributed to our last anniversary edition of the magazine, which contained some very interesting articles, and was complimented by many members. Ian Ormerod kindly offered to take on the task of distributing the magazines and this worked extremely well, so many thanks to Ian and his wife Sheila.

As expected we do not get many new members now, (we did have three this year), but I am pleased to report that our income is still managing to cover our costs and therefore we can retain the annual membership fee at £10.

Thank you all, as always, for your ongoing support and the Committee members and lan for all their effort. Best wishes for 2025.

Lin

## STARK NEWS ABOUT MARYLEBONE

Head Office, as was. This is how 206 Marylebone Road looked on 11 November 2024 when Ian Ormerod visited. It may not be quite as bad as it looks at first sight – the Bomb Factory referred to on the wall and window is apparently an Art Foundation.

However, the situation is quite bleak – see inside for more photos from Ian on that day revealing that the inside of the building has been gutted.





## NCR ENGINEER'S MODES OF TRANSPORT, NO 87

Yes, it's an NCR scooter, circa 1960s.

This one's in Singapore, to read about the version deployed in Bristol, in much less benign weather conditions, check the story inside – all of which derived from a discussion at Region 7's lunch in October.

Post Script

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Welcome to the Winter 2024 Edition of Postscript, in which we report on a thriving set of Regional Lunches, and we also have stories ranging from conventions in 1910, the trials of founder J H Patterson in 1913 all the way through to the current status of our old UK Head Office building, as well as other interesting tales from Ian Ormerod and Keith Templeman. Ian's contribution to this edition and all the ones which I have been associated with is massive, and I'm sure we all appreciate his efforts in providing a plethora of facts for our enjoyment and entertainment.

We have held over the 'Meet the Organisers' interview again. It will return next edition, Summer 2025, possibly with two separate interviews. In our next edition, we are also hoping to include a new feature concentrating on one of the regions who are holding a lunch during the early part of 2025. And in that edition, we also expect to announce a photo competition....stay tuned . . .

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#### **OBITUARIES**

#### Fellowship Members:

Name	Region	Date
R I Ballard	6	01.09.24
Ms B M Burvill	4	14.06.24
A E Flynn	6	19.06.24
W Scarth	2E	23.07.24

#### Non Members

J M Ballesteros	25.06.24	O J Carless	02.09.24
W Daniel	31.07.24	J D Delaney	12.07.24
P C Fisher	21.07.24	R A Fraser	04.06.24
Ms M I Lambert	21.05.24	Ms T J Pereira	27.05.24
R J Rawlinson	28.05.24	D Rutherford	21.09.24
Ms L M Scott	05.05.24	Ms C R Simpson	02.08.24
Ms M B Stanton	11.07.24	P E Wooderson	31.05.24
Ms E Vickers	02.08.24		

(The list is kindly provided to us by PIC. We do not have any further information unless the person was a Fellowship member)

## **Stop Press**

Following the move from Marylebone to Merchants Quay and the split the retail company NCR Voyix has now moved from Merchants Quay to

NCR Voyix, 4th Floor, , Capital House, 25 Chapel Street, London NW1 5DH.



#### BARBARA BURVILL

1st June 1962 - 14th June 2024



Barbara worked in the Payroll Department for many years, before leaving, prior to giving birth to her first baby.

Barbara was responsible for the input, of details regarding the employees of the company, to the Payroll System. She was a conscientious, popular lady, who would happily carry out any tasks given to her. If we had to work late, come in on the occasional Saturday morning, she would be there.

Barbara would also give her own time to help and talk to anyone who needed advice on any problems they might have.

She joined the NCR Fellowship in 2016 and attended several luncheons at the Corus Hotel, along with other members of Region 4.

Barbara will be sorely missed by her husband, Chris, daughters Sami and Amy, son Joe, and all who knew her.

I feel very privileged to have known and worked with her Barbara was a "Very Special Lady".

John Atkins

## REGIONAL REPORTS

## Region 2E - Pat Keogh

## 2E Oct 2023 Lunch Report

Due to my poor health the October Lunch had to be moved to the 12th of November. After eighteen years at Otley Golf Club, where **Peter Cundall** and I were both members, we had to find a new venue following the club imposing a £50 booking fee on top of the lunch cost. We moved to Hawthorn Farm where we had a reserved area, no booking fee and an open menu.

The attendees could order what they wanted from the extensive menu, from just a cup of tea to a full three course meal, pay for their own food and have it delivered to the table.

The lunch was very successful and enjoyed by all twenty attendees. The format made life easy for me as I didn't have to collect money in advance or list what people wanted to have.







Attending were Myself, Geoff and Jill Smith, Pete Scanlon and Sue, Mike Wood, Keith Stansfield, Keith Penny, Walter Bullen, Jim Hart, Mike Cowling, Andrew Hill, John Orrell, Alan and Sandy Dixon, Dave Torrence, Ian Beveridge, Graham Hatten, Frank Puesey and Ian Ormerod.

Below are the photos taken by Jim Hart.

A number of regulars who couldn't attend included Sandy and Pauline McMillan, Steve Gates, Dave and Susan Dawson, Roger Fernside, Pete Ramsden, John and Synthia Evenson and Bob Appleby.

I had to announce the sad passing of **Walter Scarth** in Chesterfield Hospital. Walter has attended our Lunches in the past, but not in the last few years due to poor health.

It was agreed that we would continue to hold our 2E lunches at Hawthorn Farm, an excellent venue. Our next lunch will be on Wednesday 14th of May 2025 and then Wednesday 8th of October 2025. Now that I am back on my feet, I will attempt to organise a 2025 Lunch in the West, 2W.







## Region 3 - Keith Templeman

There were originally to be 26 with us today. It then fell to 24 due to attendance at a funeral, then to 21, due to bouts of the dreaded Covid (yes, I'm afraid it is still all around us) and finally to 19 due to a death in the family and a broken tooth.

Joining us for the first time was **Jim Elliott**, ex Sheldon Data Centre, and **Hamish Foxley**, ex I series and Galaxy software support, I hope they come again.

There were plenty of apologies from absentees:

Jim McHugh, in Australia at his daughter's wedding, Peter Heywood couldn't attend this time but sent best wishes to all. Like-wise Kevin Rixson, Margaret Ellis, Simon Holmes, Barry Skelding, Yatish Ranch, Graham Carter, Keith Hemming and Brian Briggs, wished to be remembered, along with a certain Marilyn Zielski, formally Almond, away with her husband Roman, but who would try to make it next time.

Members present today were:

lan Ormerod, Doreen Butterfield, Ian Davidson, Phil Rock, John Latty, Keith Templeman, Tony Barnett, Joe Teeling, David Beattie, David Cooksey, Yatish Ranch, Pete Selwyn, and Les Clarke.

Our next lunch will be on Thursday April 10th 2025.

This was a new venue for us, The Bowling Green Inn, Lichfield. It was the first time we had ventured away from a set meal, instead being able to select from a full a'la'carte offering with a good selection of fare at a reasonable price, slightly more work for me as the restaurant's 'automatic' pre-ordering system let me down somewhat and wasn't, but I believe everyone enjoyed it so worthwhile and I will poll members to see if they are prepared to endure the same next spring, or wish to go somewhere different. This venue is to be extensively refurbished at the end of the month so even if we do return it will still be 'somewhere different'. I believe Lichfield still appears to be 'the centre of our universe' regarding travelling distance for all, but I'll consider any other suggestions offered.



#### KEITH'S PROGRESS

Just after we sent the magazine to the printers, we heard from Keith (Templeman) that he had 'multiple strokes' over the period of a few days in mid November, and had been hospitalised. At the time of writing (16 December) he was in a rehabilitation centre for between 6-12 weeks, and is recovering well, although shocked by what has happened.

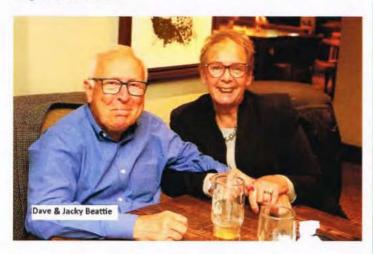
We have sent all our best wishes to Keith for a full and speedy recovery. Keith is of course unable to undertake any work related to the region at the moment.





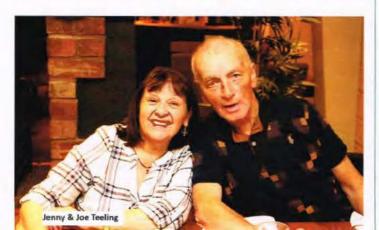


Region 3 continued











## Region 4 - Lin Sandell

#### Region 4 lunch report October 2024

We held another enjoyable lunch on October 9th at our usual venue at the Corus hotel in Lancaster Gate. We had booked for 24 but **John Atkins** and **Lal Kerai** were unable to join us for medical reasons. We must thank John for all his effort in collating the lunch requirements and collecting the money. Also my thanks to **Chrissie Young** who helped with the administration on the day as John was not available.

It was agreed by the attendees that they would like to have the next lunch in sixth months time and I have made a provisional booking for April 30th 2025. Please put this date in your diaries.

If other members would like to join us just contact John or me, you would be most welcome.

The following guests attended-

Wallace Avery, Alan Chard, John Davies, Chris Dunn, Terry Exton, John Fenner, Trevor Friend, Robert Gray, Bernard Harris, Ray Harris, Melville Hill, Steve Mathews, Doug Milsom, Eric Page, John Smith, Mike Sumner, Cath Sunderland, Paul Williams, Chrissey Young, Andy Morss, Ian Ormerod, Lin Sandell



#### Region 4 continued



Wallace Avery, Ray Harris, Mike Sumner, Bernard Harris, unknown, Doug Milton.



Robert Gray, Eric Paige, John Smith, John Fenner, Cath Sutherland.



Melville Hill, Steve Mathews, Alan Chard, Terry Eaton, Trevor Friend.



Lin Sandell

## Region 7 - Ian Ormerod

There had not been a lunch since **John Jones** arranged one in the Autumn of 2021 and following his sad demise and Covid it had not been possible to arrange one.

Due to my unavailability it was late Autumn when a date could be finalised at short notice and other commitments, illness and bad weather meant that only five of us were able to meet up at Cribbs Causeway on November 21st. It was good to see Mike and Christine Sanford and Pat & Maurice Keene. A number of people sent apologies including Mary Leader and Bill Hudson both of whom we hope to see at a Spring event.

Doreen Butterfield was also planning to come to the lunch and the plan was that I would bring her down from Solihull but in the even a team of builders decided to descend on us at short notice which meant 3 bedrooms and two lounges were out of use rendering the cottage as a building site.

We had a very nice meal and a good chat and one of the topics that came up was the Engineers' scooter which was in use around the Bristol area. I have been unable to find a photograph of this machine but found the article by **Derek**Holt in the Postscript No.11 of Summer 1992.. which is elsewhere in the magazine as a separate article.

Regular attendee **Keith Ponting** was forced to miss the lunch as he had a heart attack, which necessitated a triple bypass. He returned home only to be taken ill with sepsis, and was hospitalised for a further three weeks. Keith is now recovering and we hope to see him again soon at our

## Region 9 -Adrian Gallagher

#### **LUNCH REPORT 28 OCTOBER 2024**

On Monday 28th October 2024, region 9 held our annual luncheon at the Carriages Brasserie, Exeter, Devon.

It was a great event which everyone seemed to enjoy. Unfortunately I had to leave early due to a prior appointment. Attending were Geoff Jackson, Jessie Wallace and Martin Prosser, Derek and Pam Knibb, Geoff and Angela Cooper, Graham Storer and Julie Mair, Cris Mackie, Louise Gallagher and myself. Apologies were received from Wendy Mackie, to whom we wish a speedy recovery.

I ran through a few things that will be coming up in Post Script and requested everyone has a think about their interesting lives and let **Pat Stroudley** know if they wished it to be published in the magazine. We also discussed if anyone wished to change the day of the week we meet each year, but the consensus was to leave it on a Monday lunchtime.

If anyone has any suggestions of venues to use in forthcoming years, please let me know.

Next years luncheon will be on Monday 27th October 2025, 12.30pm at a venue yet to be decided. I will communicate details in the next edition of Post Script, and I look forward to seeing you all again next time.

I would like to remind everyone that the 2025 subscription is now due and if you do not pay by standing order, please send **Lin Sandell** your membership fee, which remains at £10 per year. If you currently do not pay by standing order, please consider it, as it saves time and work for everyone.

Again, I would like to thank the Committee, especially Lin Sandell, Pat Stroudley, John Atkins and Ian Ormerod, for all their hard work every year, without which we would not have this group and magazine. Much appreciated.

Finally, I would like to wish everyone a Merry Christmas and a Happy New Year.

All the very best for 2025!



Cris Mackie, Geoff Jackson, Pam Knibb, Jessie Wallace



Jessie Wallace, Martin Prosser, Derek Knibb, Graham Storer, Geoff Cooper, Angela Cooper.



Geoff Cooper, Angela Cooper and Julie Mair.



Left side Martin Prosser, Derek Knibb, Graham Storer, Geoff Cooper, Angela Cooper, Julie Mair - right hand side of table: Louise Gallagher, Cris Mackie, Geoff

#### MORE PHOTOS OF MARYLEBONE ROAD, NOVEMBER 2024

Here are more photos of 206 Marylebone Road taken by Ian Ormerod on 11 November 2024, which tell their own story.

The indoor photos are of the ground floor, and some of you may recognise the war memorial, the only remaining artefact from the NCR era. At the moment, the fate of the memorial is in the balance. A local church is waiting for approval from its senior management, to display it at the church, meanwhile the memorial has a temporary home as part of lan's museum, chez Ormerod.

lan has been trying for some time to re-establish contact with representatives of the owners, so far without success, to try to understand what current plans exist for the building.

Quite a poignant situation. Ian has provided a photo of the building in happier circumstances from 1937 for contrast.



Inside 206



Great Central Street



Ourtside Balcombe Street



Inside 206



Ian Ormerod has uncovered this gem of a story of conventions past from 1910, in fact. You might say it is unconventional...

## PATTERSON AND THE UMBRELLA CONVENTION

In 1910 a new British Manager was appointed, HENRY CHARLES BANWELL. He had emigrated to the States in his early teens and been in charge of the office of one of the first big departmental stores to install the National Cash Registers. He did much to make that early installation a success. The Company therefore appointed him as special department store representative, no easy job in those days.

A man of forceful character and untiring energy he took charge of the British business at a critical time and managed it on a profitable basis for the next nineteen years. Prices of machines were restored to near their old level but to sell them a new sales force.had to be created. Some of the "low price" men were good material. (Two of these, A. D. BENNETT and G. FOSTER MAWER, did not retire until thirty years later .) The best of the old agents were reengaged. But all needed training or re-training. Schools were held and conventions abounded. "H.C.B." was said to be "convention mad."

Perhaps Banwell's greatest asset was drive. He drove everybody, himself not least. He lived close by the office and lived only for the business. He took no holidays and hated the idea of anyone else taking them. He disliked delegating authority; his personal supervision extended everywhere, no detail seemed too small for his investigation.

An anecdote of Banwell's earlier days in London throws light on both his character and that of the President. A convention of salesmen had been in progress at the Tottenham Court Road Office for some days when Patterson said: "We're doing a lot for the sales force, but nothing for the inside staff, so let's have them all to lunch to-day." The Advertising Manager must arrange lunch for some 150, with three hours' notice. He did it. As the staff were leaving the office for lunch there came a sudden thunder shower. "These people will all get wet," said Patterson, The- Advertising Manager must go out and buy one hundred and fifty umbrellas and report when each employee had received one.

This he did. "Now," said the President, "we've done something for them, but nothing for their families at home. Go out and buy 150 nice boxes of chocolates. Get boxes that will be useful afterwards, something nice." Once more the Advertising Manager set forth, found a shop with chocolates in cases which would serve for glove or handkerchief boxes, and returned with two taxi-cabs laden. On his way to report to Patterson he met Banwell, who, when told his errand, said: "That's all right, leave it to me. In his present mood he' Il send you out next to get a gold watch for everybody."



James Smith & Sons, Hazelwood House, 53 New Oxford Street, London, WC1A 1BL.

In 1830, a Mr Smith founded the now famous firm of James Smith and Sons (Umbrellas) at Foubert's Place, just off Regent Street in London's West End. The umbrellas were made in a

#### DEFEATING COMPETITION PART II

(Ian Ormerod continues his brilliantly researched probe into the legal issues encountered by the founder and other senior company executives in 1913, the first part of which appeared in the Summer 2024 edition of Postscript, no 70, available on ncr.org.uk)

John H. Patterson & John T. Watson.

We left the story of Patterson & John T. Watson in February 1913 when they were sentenced to Prison terms of 1 year, along with other board members and 28 senior staff who received fines.

The events began to unfold in 1911 when several National Cash competitors petitioned the government to pursue an action against The National Cash Register Company under the Sherman Anti-Trust Act of 1890

The Sherman Act broadly prohibited anticompetitive agreements and unilateral conduct that monopolizes or attempts to monopolize the relevant market. The Act authorizes the Department of Justice to bring suits to enjoin (i.e. prohibit) conduct violating the Act, and additionally authorizes private parties injured by conduct violating the Act to bring suits for treble damages (i.e. three times as much money in damages as the violation cost them).

An Ouster Clause (a Private clause without a judicial review being possible) had been instigated by the American Cash Register Company of Cincinnati in 1909 and in 1911 the Attorney General dismissed the pending suite against The National Cash Register Company declaring that "The case was an outgrowth of private differences between two corporations".

He further went on to say that from the information he has obtained, he declares that the suit is one which should be forced out by the two companies in the courts.

On the 4th of December 1911 charges were laid in the Cincinnati Court against the National Cash to which E.A Deeds, who was vice president and assistant general manager reportedly said, "

We have not yet been officially informed of the filing of the suit; the charges made by Attorney General Wickersham as they appeared in the press this morning. I am satisfied based on information presented to him by competitors and discharged employees. And that he has never had time to investigate both sides.

This matter gives us little concern. The NCR company does not know and never has employed unfair methods to crush or hamper competition. There may be isolated incidents of alleged unfairness as viewed from the standpoint of a competitor or a discharged employee, but such is not a standard by which a company should be judged.

The Attorney General Wickersham said the suit against the NCR was not for dissolution but for regulation in strict observance of the law against restraint of trade. He claims that the defendant had destroyed 150 competitive cash register companies and now had 95% of the trade in registers.

[One of the dismissed employees mentioned by Deeds in

A chronology of the events of 1913.

On February 22nd, 1912. An indictment was presented, charging John H Patterson and 29 other officials of the National Cash Register Company. of Dayton with conspiracy and monopoly in via violation of the Sherman Antitrust Act.

On the 23rd of February. President Patterson and several other defendants appeared before Judge Alistair and gave bonds in the sum of \$5000 each. Other defendants are permitted to file bonds in other judicial districts.

March 16th. A demurrer to indictment is filed by attorneys for the defendants.

June 26th Judge Hollister handed down opinion overruling the demurrer.

October 28th. Defendants file motion to require government to file the bill of particulars setting out specific charges against the defendants.

October 21st Defence files motion to have trial set for hearing at Dayton, OH.

October 31st. Statement in support of motion to hold trail in Dayton filed.

November 4th Motion to have trial at Dayton then and for Bill of particulars argued and submitted.

November the 11th. Opinion of Judge Hollister presented, overruling Motions for trial at Dayton and for bill of particulars handed down.

November 19th. The trial begins.: Defendants are arraigned and pleas of not guilty are entered for all. Impanelling of jury begins.

November 20th. Jury impanelled.

January 16th. 1913. The government rested its case.

January 17th. Edgar Park. Of New York, dismissed as a defendant.

January 20th. Defence begins the taking of testimony.

February 3rd Judge Allister hands down an opinion on the patent question. Ruling it out of the case.

February 6th. Defence rests. Space government rests, its rebuttal proves.

February 7th. Arguments to jury are begun.

February 11th. Arguments are concluded. Defence introduces. 43 special charges.

February 12. Arguments on special charges concluded.

February 13th Court delivers charge to jury which returns

The verdict of the court was received unfavourably by Dayton citizens and by many other authorities throughout the United States.

John H. Patterson and twenty-three senior officials were each given one year in jail and the rest periods of three to nine months.

The motion for a retrial was denied by the judge, Patterson's bail was increased to \$10,000 and notice of appeal to the US Circuit Court was posted.

During the trial the attorneys had tried to show that everyone of the models produced by the National Cash were covered by 180 patents.

The defence made an effort to show that the competing concerns had been guilty of infringing upon their patents. Singularly, however, they were not allowed to introduce any testimony to substantiate this assertion. According to the statement of Attorney McMahon this was detrimental to the company.

The severity of the sentences shocked Dayton and the Nation as John. H. Patterson was held in high regard. The company Lawyers announced that they would be appealing the sentence

The outcome of the appeals would not be known for some time as preparations for it would take many months of work by the Attorneys and the Judicial system, but in the meantime the papers carried many articles referring the good work J.H. Patterson had done and praising the National Cash Register Company for its benevolence to the people of Dayton which had taken place over many years.

#### GET NINE MONTHS JAIL SENTENCE.

These got nine months in jail and costs: William F. Bippus, treasurer, Dayton. Alfred A. Thomas, former attorney and director. Dayton. Jonathan B. Hayward, former attorney, New York City. George C. Edgeter, secretary. Dayton, was given three months in jail and costs, but sentence was suspended when he told the court he handled only insurance and taxes of the company.

SENTENCES TO BE APPEALED.

Before passing sentence Judge Hollister overruled a motion for

The verdict of guilty against every one of the 29 accused National Cash Register officials was returned last Thursday after 49 days of actual trial.

There were three counts against each and each man was found guilty on all three counts. The jury took a ballot on each defend-

(From the Dayton Daily Herald, Monday 17 February 1913)

Before the criminal case against the company and its officers could be resolved a disaster occurred which changed the future for the company, its staff and Dayton.

The story of the Dayton Disaster will be told in our summer

# N. C. R. OFFICIALS SENTENCED TO JAIL; TO APPEAL VERDICT

Mr. Patterson and Twenty-Four Others Are Given Year Terms.

MAY BE SEVERAL YEARS BEFORE CASE IS ENDED

Heavy Sentences For All of Defendants With But Single Exception.

CINCINNATI, Feb. 17 .- John H. Patterson, president of the National Cash Register company, Dayton, was today sentenced to one year in the county jail at Troy, O., and to pay a fine of \$5,000. Mr. Patterson and 28 other former and present National Cash

Register officials were convicted of violating the Sherman anti-trust law. Sentences were passed today by Federal Judge Hollister.

SENTENCED TO ONE YEAR IN JAIL.

The following were sentenced to one year in jail and the costs

E. A. Deeda vice president and general manager, Dayton. Robert Patterson, Chicago, director and nephew of President

Joseph E. Rogers, sesistant sales manager, Dayton. Alexander C. Harned, with sales department, Dayton.

Frederick S. High, district manager, Boston. Arthur A. Wentz, district manager, Columbus, O. Pliny Eves, district manager, 5an Francisco, Cal.

George E. Morgan, former district manager, Atlanta, Gs. Charles T. Walmsley, sales agent, Chicago. Charles A. Snyder, sales agent, Elizabethtown, N. J. Walter Cool, district manager, Denver Colo.

Myer N. Jacobs, district manager, Pittaburgh. William Pflum, former treasurer and assistant general manager,

Dayton. Thomas J. Watson, sales manager, Dayton. Mont L. Lasley, district manager, Detroit. Earl B. Wilson, former district manager, Los Angeles. John J. Range, sales agent, Washington, D. C. M. G. Keith, sales agent, New York City. W. M. Cummings, sales agent, Brooklyn, N. Y. J. C. Laird, district manager, Toronto, Can. W. C. Howe, sales agent, San Francisco.

E. H. Epperson, district manager, Minneapolis. William H. Muzzy, former director, Dayton. Alexander W. Sinclair, sales agent, New York City.

(From the Dayton Daily Herald, Monday 17 February 1913)

## TRANSPORT by Derrick Holt

The inclusion of this story in this edition of PostScript was inspired by a discussion on the subject of NCR Scooters at the Region 7 lunch in November, after which lan scoured his library and found this gem of an article from Postscript 11, Summer 1992.

The best recollection of current Region 7 members is that the Bristol scooter was still in use in the early sixties.

When I first started to work for NCR, transport was no problem since Charlie Grout was both manager and sole trained mechanic with access to the single van. During and after the war the number of machines and mechanics increased, but the van population remained constant. As one might guess, response times were not what they are today; not that many customers complained, but enough did to make for difficulties at times. One very major customer that didn't suffer too badly was the Wessex Electric (later the Southern Electricity Board) billing unit since, at the time that our staff was increasing, Charlie Grout had moved house close to their office in Newbury and could, therefore, use his vintage Riley to call on them on his way from or to h(s home.

After Charlie's departure for Canada the responsibility for the SEB was passed to Reading. It seems that, at some time, SEB sent letters to our head office complaining that they were not getting the sort of service to which they had become accustomed so, in response, Bert English asked me to upgrade my 2000 class training to include the big 214 printers and then take over the job of maintaining this customers equipment, with a warning that I should give them the very best attention possible. However, it wasn't long before another letter turned up complaining that the service still hadn't reached the promised standard.

As a result, I was asked to be present when Mr. English came to read the riot act. Mr. English pointed out, quite forcefully, that he had carefully measured the distance between Newbury and Oxford and, since this was only 30 miles, his promise of 1 hour response time didn't seem unreasonable. We, on the other hand, were quick to point out that his timetable was completely out of the question since no-one sat around doing nothing waiting for calls from specific customers and that it was just as likely that a mechanic could be on a job 60 miles from Newbury and, furthermore, the lone van would be in constant use, being needed, most of the time, to go to those places inaccessible by public transport and also to collect equipment needing workshop repair.

Since Newbury was on a local bus route that is the transport we used and, since the journey time was 2 hours, it was only practical to make the trip first thing in the morning. The matter was left as it was for the time being with a promise from Mr. English that he would give the whole thing further though before replying to SEB. A short while later we received a message saying that Oxford would get additional transport to speed up the SEB service.

The unanimous opinion was that it wasn't before time that we had that second van. Eventually the new transport arrived and believe it or not turned out to be a 125cc

Vespa with sidecar and complete with lightning flashes and a message on the side saying 'speed' or 'lightning' or some other such service; the wording of which I can no longer recall. There then followed a rush to get, those who wished to use the vehicle, through their motorcycle test and kitted out with helmets, goggles and other heavy gear ready for the off. On nice summer days the new vehicle was pleasant enough, but bad weather made journeys a misery. I came to the conclusion that the sidecar was specially designed to direct rain over the feet and, perhaps because I'm tall, my face and the visor were constantly being coated in mud from passing lorries. Having no brake on the sidecar meant being very cautious with braking since, even the slightest weight of a kit bag and a few spare parts in the sidecar were enough to turn the vehicle sideways; although it was satisfying to know that there was something between you and the vehicle ahead, it did little for the state of the mudguard.

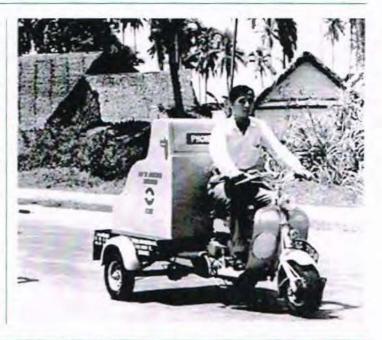
Clearly this bike was intended only as a town runabout since it proved so drastically underpowered that one had to constantly resort to lorry slipstreams to make headway in headwinds or up hills. I'm sure that there were more of these scooters about and that many tales could be told about them but one of the incidents that comes to my mind, and perhaps the most frightening occurred on a bitterly cold winter's day when the roads to Newbury were rutted with compacted snow. I was well on the way across the downs and had, for some-time, a feeling that I was slowly losing power when suddenly the engine stopped completely; a kick start and we were away again only to stall a few miles further on and, because at the time I was climbing a hill, the vehicle started to slide back into the path of an oncoming lorry. Only by steering into the centre of the road, jumping off and jamming my foot under the back wheel was it possible to let several trucks pass on my inside.

More stalling occurred all the way to the destination, and it was only there, when I dropped the engine cover, that the cause of the problem become obvious. The whole of the area around the carburettor looked like the inside of a fridge that was badly in need of a defrost leaving only a pinhole for air intake, but, almost immediately, the heat from the engine had converted this frost into a puddle.

There was little I could do so it was just a case of getting myself thawed out and down to work. At the end of the day the time came to make my way back through the dark late afternoon, hoping that the problems and the frightening incident of the morning were not to be repeated, but I was in for another surprise because after a few miles I discovered that none of the controls would work. It seemed that some of the running water of the morning had passed into the cables that ran under the floor of the bike and then frozen

With the throttle full open and with a fairly strong tail wind the Vespa started to accelerate across the downs at a rate that was really alarming in the dark. I could find no way of slowing the vehicle because, clearly, the brakes wouldn't work and, since these vehicles had no battery, turning off the engine resulted in me charging along in the darkness without knowing where I was going. It was only when I came to the streetlights of East Ilsley that I was able to stop the engine and find a safe place to come to rest and attempt to do something to rectify the matter. This scooter was in use for a number of years but, towards the end, was spending more time being repaired than on the road and rumour has it that someone from America thought that this form of transport did little to improve the company image, and they were therefore withdrawn.

(We could not find a photo of the UK scooter. However, Ian came up with this photo of the scooter used in Singapore at the same time).



#### HOW WE SELECT SALESMEN

By Frederick B. Patterson 1922

President, The National Cash Register Company, Dayton, Ohio.

Salesmanship is one of the most important factors of a successful business. It is so vital to an industrial concern that restriction of time and money in its development is false economy.

What salesmanship meant to The National Cash Register Company has been demonstrated continuously for nearly forty years. In that period, it has made possible the growth of our business from a little one-room factory employing thirteen men, to an organization employing 10,000 men and women in all parts of the world.

The owners of The National Cash Register Company always have felt that our product is one of the necessities of every successful business, and they have never ceased in their endeavor to make this apparent. To do so, a campaign of education was started almost with the incipiency of the Company, and it is still vigorously conducted.

Before a salesman can be efficient, he must know all about that which he is trying to sell. This truism, which is applicable to every line of business, has never been lost sight of by The National Cash Register Company. We do everything possible to train our salesmen to a point of perfection. The natural salesman, of course, is not so hard to teach; but experience has shown, with few exceptions, that bright, determined young men may learn to sell if they will apply certain basic principles to their work.

Before an applicant for a position as salesman is accepted in our organization, he is judged upon nine qualifications.

They are:

#### 1. AGE

Young men make the most satisfactory material to be trained as salesmen in this business. As a rule, the selection of men beyond the age of 35 years has not been successful.

learning our selling methods. Further, they are often not inclined toward door-to-door canvassing work.

Selling cash registers is not a boy's job, and the beginner should not be too young. A merchant cannot be expected to place much dependence upon a boy's recommendation in the matter of his store system. It is absolutely necessary that the prospective salesman shall have had some experience in dealing with business men. Some men mature at an earlier age than others, but if below the age of 24 years, he will ordinarily be too inexperienced to understand business men. As a rule, men below this age do not possess the seriousness of manner nor the self-reliance which come only as a result of business experience.

Soliciting business places, a salesman in a position to gain an understanding of human nature. A salesman having such experience, for example, knows that when a man says "not interested," he does not always mean it. Very often he says this, or something similar, to draw out the salesman and find out what he knows. The inexperienced man is too quick to take "no" for the answer.

#### 2. HEALTH

The prospective salesman must be physically fit. If he has a serious physical defect or is considerably under or overweight, he will not have proper physique to handle our machines. If he is suffering from some organic disease, such a heart or lung trouble, he will not possess the required energy. A man with impaired health is a slow thinker, he is easily turned down by the merchant and easily discouraged. The vigor of good health is the greatest single factor in the success of an National Cash Register salesman. It is the dynamo which supplies the motive power for the brain.

#### 3. APPEARANCE

Since much depends upon the appearance of a salesman in approaching merchants, this qualification should have

particular attention. He should be healthy, active, wideawake, and prosperous in appearance. A sallow, muddy complexion, with dull eyes, indicates a poor condition of health. Such a type should not be considered.

It is not necessary that the man be handsome to look at, as this type does not always make the best salesman. Neither is it necessary that he wear expensive clothes, but his clothes should be in good repair and he should be properly groomed.

#### 4. BEARING

First impressions are of utmost importance, and the prospective salesman should be carefully observed when he first applies for a position. His first call will indicate whether or not he has confidence in himself. It will give a good idea of what sort of an impression he would make in a first call upon a merchant. If he is very nervous and ill at ease, he will probably be much the same when endeavoring to present our proposition to a merchant.

To command attention and hold interest, he should be earnest, dignified, enthusiastic, and forceful. He must have an honest and frank look and must appeal to the person interviewing him. These qualities will help create the confidence which is necessary in presenting to the merchant a high-grade proposition such as ours.

#### 5. INTELLIGENCE

Owning to the character of our business and the type of merchant we are selling, it is necessary that our salesmen have better than average intelligence. It does not require college graduates to sell cash registers, but at least a high school education is desirable. Most important of all is that the salesman be a quick thinker and a good observer. He should have the ability to analyze a situation and act, with tact, on his own judgment. He should use good English and be able to express his thoughts in a plain, convincing manner.

Education only starts in schools. Find out what the prospective salesman is doing to further educate himself. Question him as to what books and magazines he reads; find out the kind of people with whom he associates. To learn how observant he is, ask him about things he has seen. Men who have amounted to much have fed their brains through observation, good reading, and association with people of intelligence. A man who is not open-minded, who is not increasing his knowledge by reading, listening and observing, will amount to little as a producer.

#### 6. EXPERIENCE

It is essential that the prospective salesman shall have had some experience in soliciting business

Previous specialty selling is a good qualification. As a rule, men who have sold staple goods at wholesale, and who are sometimes called "order takers," do not make the best material for us.

It is an asset if the prospective salesman has worked behind the counter and knows something of the problems of retail selling and the troubles of merchants. For example, a man has sold goods in a retail clothing and men's furnishing store knows what creative selling is, and such an experience is a It is a good indication if a man has done some canvassing or soliciting while going to school. This shows that he like to meet people and is a good "mixer."

#### 7. RESPONSIBILITY.

The selling of cash registers is a real man's job, and as a rule, the applicant who is "just seeking a position," or who has an outside income, is not good material. An applicant who is holding a position is preferable to a man out of employment. The fact that he is working is an indication of this industry and stability. If a man has definite responsibilities, there is an incentive to put in the kind of work necessary to get results in the National Cash Register business. For example, married men or men with the responsibility of supporting some one else are usually better material for our business than men without some such responsibility.

The applicant must be able to furnish a fidelity bond. No man should be employed who cannot give such bond.

#### 8. INDUSTRY

The most important qualification of all is that the prospective salesman be a worker. He may have all the other necessary qualifications, but if he is not inclined toward hard work, he is not the type of man required. We are not looking for brilliant men, as this type usually depends entirely upon personality to get business. Another type to be avoided is the "silverspoon" man, by which is meant one who has been furnished a personally conducted trip since infancy and has never had to soil his own hands in getting an education and making a living. The man who is willing to work with hands and brain and whose past record shows such work, is the kind of a man we want in our organization.

#### 9. COURAGE

Unless a man is well supplied with that quality known as Courage, there is no need for his services in a selling capacity with this company. The man who gives up easily, who is willing to take "no" for an answer, who becomes discouraged, is not the man for us. The business records of such men usually show many changes.

What we want is men who can stand the rebuff; men who will keep on in spite of seemingly insurmountable obstacles; men who can take a turn-down and come back smiling. Persistent men who will stick to the guns and fight just a little longer are the type which succeed in any business.

With the above principles in mind our company many years ago instituted a school for its salesmen. These schools have been conducted almost continuously. We have found that they have been productive of the greatest results. We are thoroughly convinced that they are indispensable in the proper education of our selling force. We do not believe that they always make 100 per cent salesman, but we know that they enable us to educate a large number of men at one time to render good service for merchants and other business men all over the world.

In these schools we endeavor to pick out the usual aches and pains of a store; such as forgetting to charge goods sold on credit, mistakes in charge, etc. In fact, we have tried to get a list of all the everyday troubles of a merchant and acquaint our salesmen or prospective salesmen with them

This has enabled our selling force to meet prospective purchasers on common ground.

We have found that better results come from teaching through the eye, and this plan has been followed in our sales schools for more than a quarter of a century. When you talk to a man, what you say usually goes in one ear and out the other. This is because it is hard to retain what you hear. A man remembers what he sees. The nerve from the eye is 22 times as strong as the nerve from the ear to the brain; consequently the eye sends its message to the brain 22 times as fast as does the ear. In fact, about 87 per cent of our knowledge is received through our eyes.

One of the first articles we purchased when the business was started was a blackboard. It was used in the factory and soon adopted in the sales schools. Each salesman was given a pad of paper which he was requested to carry with him for the purpose of visualizing his arguments. That became a fundamental thing in the method of teaching.

A convention is just a form of school. What have our conventions done? In the first place, they make for what may be termed a community spirit in business. These conventions are a continuation school, whereby the men learn continuously more about the business, and are brought together in a community spirit, which enables them to exchange ideas to the profit of all. The poor salesman stands up and tells his troubles and the strong salesman tells him how to remedy them. Nothing produces better team play.

Just recently the executives of our company have concluded convention trips covering the United States and Canada. In this campaign, teaching was carried to the salesmen, rather than to have them come to the home office for instruction. We did not believe it good policy to take them out of their territories for too long a period.

A concrete example of the effectiveness of our sales schools and conventions is the record made by our American selling force during the last business depression. During the period immediately following the war it was easy to get business; but when sales began to drop off and industries were closing on every hand, we saw that if we were to successfully meet this unusual situation, we must adopt unusual plans. As a result, we determined to institute probably the most intensive selling campaign in the history of our organization. We continued to hold schools and conventions, but we carried them to the salesmen in the field, and the results were most gratifying.

While some others spread pessimism we preached optimism and endeavored to keep the spirit of our selling force up to a high pitch of enthusiasm. The effects of that intensive sales policy were felt throughout the country. In our own business it kept the factory smokestack smoking continuously. It was a supreme test of the ability and endurance of American business men, and that we were able to overcome the discouraging conditions, we believe was due principally to the centralization of our efforts upon the selling force.

#### IS THIS AI ?

I was minding my business the other day just glancing through emails on my phone and received a notification that I had received something new on Facebook, this seemingly extremely very important social media application that nobody can do without these days.

This picture appeared and I've no idea who it was from or why it had come my way, until I looked at the number plate of this fine example of a 'classic car'

The only thing I can think of is that my 'Facebook Profile' contains the words "worked at NCR".

I assume that the Facebook gurus are now employing Artificial Intelligence code to search user profiles and look for content that would be relevant to show.

I have to say that it was a fine example and must be quite old so it was worth sending in for others to admire. I only wish I could send a 'Like' and a message to the owner and explain my connection.

I believe the old number plate designation of 'CR' came from the Southampton area and I do know that certain fellowship members have the NCR XXX variants today.

I looked at the DVLA site to find that the Minor was first registered in July 1954 and wondered whether it was ever owned by an employee of NCR. The log book was last issued in July 2017.



Keith Templeman, Region 3.

(I'm sure Head Office staff will remember that in the 60s and 70s company cars with registration number NCR 1 and NCR 2 were used at Head Office, with drivers, to ferry around senior staff and visiting VIPs - ed).

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## MEMORABLE TRAINING COURSES

It was 1983 when I was told that I had a place on a 'Computers for Management' course for Centre Managers to be held in London.

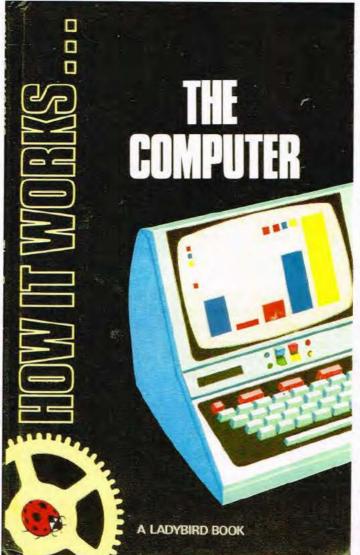
I was the manager of the Channel Islands living in Jersey at that time.

I had been a computer engineer since 1968 and though it strange that I would have to go on a course to find out about computers, since I was the only centre manager trained on Electronic Data Processing I could understand the reason why all managers were asked to attend.

My memory of the course is rather vague, but I think that Geoff Jackson organised it and perhaps Alan Chard was a Speaker, but I stand to be corrected.

I cannot remember the managers who were on my particular course but if any of you are still out there, please let me know

The one thing that I have never forgotten and still have on a bookshelf is the manual supplied to us. Even



in the early 1980s books on computers were few and scarce, but our education team managed to find the 'The Computer how it works', published by Ladybird Books: the best training manual I ever had.

One Paragraph in the book has always stuck in my mind

"Does a computer make Mistakes?"

Programmers being human make mistakes, Computers, being machines, occasionally develop some fault or other. Either way, the final result is not of much use.

#### Ian Ormerod

(Whatever part of the company we worked in, we all went on courses, didn't we, be it ones central to our work, like the latest products for salesmen and engineers, or, interviewing techniques for dept managers, or Time Management for everybody. Share your memories of your most memorable courses — write about them and send them to me — patrick. stroudley@btinternet.com)

#### Data Processing

As we have already mentioned, there are a great many kinds of computers, some being designed for a particular purpose. Our 'typical' machine will very likely be used for 'data processing' in a large manufacturing organisation in which there will be a great amount of routine office work. For instance, the pay-roll has to be prepared every week and the names and wages of all the employees printed on their individual pay slips. Records of all the employees must be maintained and continually brought up to date as some people leave and others are engaged.

This computer may also be used to calculate the amount of material of different kinds that will be needed in factory production, and thus help to bring the hundreds of parts forward to the assembly line in the right sequence and at the right time. Records of sales of different products can be kept and forecasts made of possible future sales.

An organisation would use a computer only if by so doing it is more profitable. This profitability might be related either to increase in production or to reduction of wastage. The introduction of a computer rarely decreases a labour force. It is more likely, due to the increase in production, to expand labour requirements within parts of the organisation.



#### THE STRANGE DEPARTMENTS OF MARYLEBONE ROAD

I joined NCR in December 1965, having previously worked for the Inland Revenue and for my family's business, so I was venturing into the Corporate world for the first time.

Of course, much has changed in the business and in the outside world since then, and to look back now, at the way business was conducted in the mid-60s, does make some areas of how the commercial world operated at that time look strange. That's probably more easily explained by looking at some of the departments which existed in those far-away days.

#### BARBER

Yes, we had a company barber. Located on the ground floor (close to where the mailing dept was, if that means anything to you). The company joke then (1965) was 'If my hair grows during company time, I can have it cut on company time'. I only used the facility once, not that I grew my hair long, that was because the barber, who was



a very personable man, could only do short back and sides, whereas most of us younger guys were trying our best to look like the Beatles or Stones. So he was definitely a barber, not a hairdresser.

I think the changing fashions in men's hairdressing led to a drop in business, and it was decided by the end of the sixties that NCR no longer needed an on-site tonsorial assistant. There was no revolution by the staff as a result, and we all managed to have our hair cut outside company premises, as the world moved on.

(In case you're wondering, the company barber never offered 'something for the weekend' as far as I am aware)

#### DOCTOR



(The photo is from 'The Rise and Fall of Reginald Perrin' which regularly had the titular Reggie (Leonard Rossiter) visiting inhouse company doc, Doc Morrisey (John Horsley) and always leaving with his illness undiagnosed, while the Doc himself took on some of the symptoms of which Reggie was complaining.

Our company doctors were far better, of course)

A full time doctor and nurse worked at Head Office in 1965,

staff in that era. There was a reduction of medical facilities, in the early seventies, to the doctor himself only working two days a week, but the nurse remained full time. I think all of us who worked at Head Office remember Peter Whitehead who was the company doctor until the 1990s I estimate. Peter did a great job with the Head Office staff as he extended the scope of his customer base to every Marylebone based employee, and organised visits to other locations. Dr Whitehead waged a war on obesity, which he largely won. However, the role was considered to be no longer justifiable during one of the downsizing exercises and both the doctor and nurse positions were made redundant in the 1990s.

#### **TEA LADIES**

Tea ladies covered every floor in the building in those giddy days of 1965, and would come round with their fully stocked tea trolleys, twice daily, morning and afternoon. My dept's offices were on the 3rd floor, which



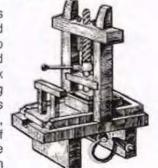
was considered the management floor, as it housed both the Managing Director (Steve Conway in 1965) and Company Secretary (William Robilliard) and the full accounting staff headed by the Chief Accountant (Sidney Grimes) and Financial Accountant (Eric Gimson). This being 1965, there was a clear hierarchy for the tea ladies to deal with. A manager was entitled to a higher quality cup and saucer, and also a biscuit (only one, mind you) whereas normal employees just had your basic cup and saucer, and no biscuit in any circumstances.

Our floor was catered for by a lovely Irish lady, Peggy whom everyone loved, and who treated all her customers as royalty. Because our floor was regarded as the management floor the budget for biscuits was bigger and she managed to sneak myself and two of my colleagues who worked in one small office near the management area of the floor, our daily biccies, which swelled our egos as well as our waistlines. The tea service fell victim to one of the early cost cutting exercises (early 70s) and impersonable, poor quality tea and coffee machines took their place, and never once dispensed a complimentary biscuit. Peggy stayed though and continued to work in Catering at Head Office for many years before retiring I'd estimate sometime in the 1980s.

#### STATIONERY & REPRODUCTION

When I joined, Stationery took up a major part of the basement at 206. Its most important and productive role was in printing material for Sales. Now the basement was not particularly soundproof and it was always noisy when you visited – it must have been very unhealthy to work there.

The dept also maintained stocks of all the approved and prescribed forms needed by NCR staff, so if you ran out of anything, you'd scoot down the basement. I think the ordering, vetting and stocking processes were looser at times than they should have been, although you had the comfort of knowing that stock was available within the building if you ever ran



out. My recollection is that the basement space was used to expand the garage, maybe also in the early 70s, and Stationery and Reproduction moved over the road to where the canteen was, operating from the ground floor this time.

Eventually, both sides of the dept's operation were outsourced.

#### TRAVEL & VISITOR RECEPTION

A separate department within my dept, UK International Office, the Travel dept, headed by Ted Way, was based on the 3rd floor and organised all air travel. In 1965, when I joined, that meant liaising with travel agents and airlines to book approved flights. A few years later, of course, NCR bought Express Boyd, and the business started to be channelled through that company.

I've covered the Visitor Reception Dept in a previous article. The very nature of it bears repeating though, as it seems inconceivable that such a dept could exist in modern times. The department's function, as the title suggests, was to meet incoming company or customer VIPs, mostly at London airport, or wherever they arrived, and ensure their safe, if not sober, transfer to their temporary residence, or to NCR. The Manager, and indeed only member, was



Pat O'Hara - as gregarious a character as you could meet, inside or outside the company. Hard though it is to imagine now, Pat was at Heathrow most days. If he was in the office at Marylebone Road, we soon knew – because Pat would have all the girls laughing.

#### GRADED, ER, FACILITIES

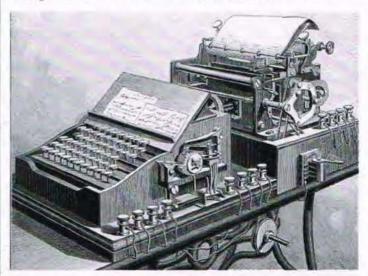
Well, you don't want to say Toilets in a headline, do you? Particularly as this is about departments, and there was not a Toilet dept. However, I have mentioned already that the third floor was where most of the Management were located. And in those days, you could not have the workers mingling with the management, especially during private moments. So there were three different grades of men's toilets installed on the third floor. There was one large facility for the regular workforce, which included me, as well as yer actual Executive Loo, for top management, within the Management area of the floor. You did need a key to go in. Honestly. It's all true, a key to the Executive loo.

I was once part of a group who all entered the aforesaid Executive loo together so I had the chance to see how the other half (other third, strictly speaking) lived (or insert appropriate alternative verb). The décor was impressive, the colour of the porcelain more princely, but my lasting memory is of the splash guards. You slotted your feet into two plastic splash guards and carried out your business in the secure knowledge you were going to leave with a dry pair of shoes.

Now, I never got to see the third level, which was stated to be for the MD only. What level of comfort was afforded in that particular edifice, I can only speculate – as I regularly do, but this is not the place to discuss the subject!

#### TELEX AND TELEPHONE DEPT

I think the dept was called Telecommunications, certainly in later years, perhaps more conventionally in 1965. There was of course a full scale switchboard - all calls came through the switchboard. That was normal for all businesses in the sixties. Telex was new though in that era. In this technological era, with eight-year-olds sending messages and playing games on mobile phones, it's difficult to compare to the mid-sixties when telex was the most sophisticated technology in use in the commercial world. My dept dealt with other NCR companies internationally so using Telex was far cheaper than phoning, and was our main source of contact for urgent issues. You had to write out the message on the inevitable special form, have it approved by your boss, walk it round to the Telex dept, and the Telex dept staff would transmit it. The dept would also deliver the incoming message to you, though this practice stopped and receiver had to collect the message. George Roberts ran the dept, with the assistance of Betty Hey, who took over when George retired. Hi-tech at the time, seems archaic now.



If you can recall any other depts, let me know. At the time, the departments covered by this article were all regarded as appropriate – now they just seem anachronistic, and part of a bygone, if very enjoyable, era.

Pat Stroudley

#### COMING ATTRACTIONS

Regional Lunch Reports are one of our most popular features, and we have been looking to see how we can extend our coverage. In the next edition, we are hoping to start a new feature, 'Meet the Regions' where we expand one of the normal Regional Lunch Reports into a larger framework, giving brief mini-bios of members, a history of NCR in the region concerned, and (if appropriate) a history of the location which hosts the lunches. We hope to cover every region once in this process, and we hope we can rely on regular lunch attendees to help with the new format.

Looking further out, every region meets sometime in the Winter period, usually October or November. We want to use the Winter 2025 lunches to have a Photo Competition – albeit not a very serious one. More details to come in the Summer 2025 edition.

#### THE FULL COMMMITTEE



John Atkins



Ron Gammie



Keith Templeman



Adrian Gallagher



Lin Sandell



Pat Stroudley



Pat Keogh



Stephen Swinbank



Geoff Jackson



Ian Ormerod

## IF YOU HAVE AN NCR PENSION QUERY, HERE ARE THE CONTACT DETAILS



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## ANYTHING YOU WANT TO TELL US ABOUT?



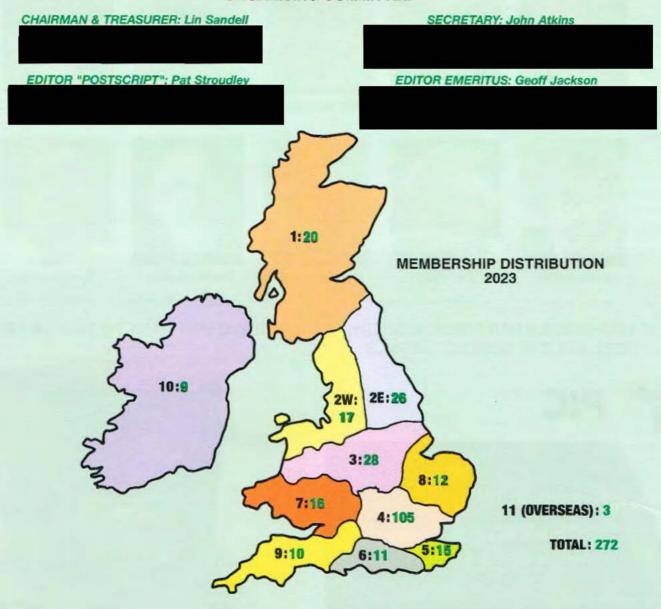
If you have anything you think may be of interest in a historical context (old machines, parts, manuals, newsletters, newspaper articles), please contact lan Ormerod on ian. ormerod@ncr.org.uk or by post at Jasmine Cottage, Hillersland Lane, Shortstanding, Coleford, Gloucestershire, GL16 7NU. Phone: 07813 046364.

lan curates the NCR Retrospective website, which is full of UK and US company history, and has a copy of every Postscript (and other NCR magazines) - visit ncr.org.uk

## The NCR Fellowship

PRESIDENT: Stephen Swinbank

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