



President's Corner - HAPA National Leadership Council (HNLC)



Joe Castillo

Welcome to Our New HAPA
National President Joe Castillo!

Mis Queridos Amigos,

First of all I would like to say that a lot of us have been touched in one way or another by the conflict in the Middle East. Some of you by having your sons, daughters, sisters, brothers, parents or other relatives serving in the armed forces. Others by co-workers who have been called up to participate in the war. We pray that this conflict will end soon and that all of your loved ones will come home safe and sound. We also pray that a lasting peace will come to the people of Iraq.

I was elected National President of the Hispanic Associate for Professional Advancement in December. To me it was an achievement of a life long goal. I have been a member of HAPA for the past 25 years. In that time I have seen and experienced the good and not so good times of working at Xerox Corporation. I know first hand how those times have affected Xerox and Hispanic employees throughout the corporation.

I have worked closely with past HAPA Presidents Alicia Fernandez-Campfield, Jeanette Arbulu, Steven Ramirez, and Dave Cuestas to name a few. I learned what they did, but more importantly, why they did it as they led our organization through the good and the bad times.

The national board members who I have selected are highly respected, very credible, and have had outstanding professional careers at Xerox. Roger Cortez, Frank Oliverii, Alba Franco, Liz Vega, Jose Rivera, Rita Cortez, and Edmund Guerrero are HAPA's National Leadership Council for 2003 and 2004.

FOR THE NEXT TWO YEARS THESE WILL BE OUR HAPA NATIONAL PRIORITIES:

- ◆ Continue to provide to our members a high level of leadership and direction that will maintain the integrity and well being of our organization
- ◆ Enhance the value proposition of the HAPA organization to Xerox Corporation and its top leaders.
- ◆ Increase the number of HAPA chapters and members by 20%.
- ◆ Establish a process to conduct "mini" conferences in major cities (i.e. Rochester, Chicago, Miami, Dallas, and Los Angeles.) To allow us to touch more of our first line Hispanic employees

The HAPA conference will be on May 2nd and 3rd. The Chicago team is confident that this conference will be one of the most successful. I expect to see all of you there.

Muchas gracias y dios los bendiga.

Joe Castillo

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Anne Mulcahy's Welcome To This Year's HAPA National Conference (Excerpts from the conference program)



Welcome to the 2003 HAPA Conference!

First and foremost, thank you for all your contributions in helping us turn Xerox around these past few years -- contributions you have made both as individuals and as members of HAPA. Your commitment and loyalty have helped bring Xerox back from the brink of bankruptcy and helped preserve our core value around diversity. So to all the members of HAPA, a huge thank you.

I'm delighted that your choice of a theme for this year's conference is "Building Our Future Together." It's time for all of us to look forward -- forward to a future that is filled with opportunity for both corporate and personal growth.

We have a very exciting journey ahead of us. Our customers want what we have to offer. Our collective task is to respond to our customers with a zeal and a passion that is unmatched in our industry. Because of you and your colleagues around the world, I know that we will, and that we will build a great future -- together.

Have a great conference, and thanks for all you do for Xerox.

2003 HAPA Conference



THE COUNTDOWN HAS BEGUN!

Rolando Ithier

2003 HAPA Conference Chairperson

The HAPA Conference offers us a once a year opportunity to learn, network, reflect and celebrate.

Chicago "The City That Works" is a perfect setting for our National HAPA Conference. Chicago is famous for hard work, tenacity, and dedication to success. With that in mind we selected our 2003 Conference theme "[Building Our Future Together.](#)"

Now more than ever as Hispanics, as Xerox employees and as Americans we need to unite and build a stronger, different better future for Xerox and America.

**HAPA Champions Corner:
Welcome to Our New HAPA Champion
and Welcome Back Diane McGarry!**

*Our HAPA National Champions are our voice to senior management on Hispanic issues. This year, we welcome **Ursula Burns** as our HAPA National Champion! Here's some information about our new HAPA National Champion:*

Ursula M. Burns is a corporate senior vice president and president of Xerox Business Group Operations.

The Business Group Operations is a 12.5 billion dollar organization, consisting of five business groups; Production, Office, Supplies, Worldwide Manufacturing and Supply Chain Services and Xerox's Engineering Center.

Burns received a bachelor of science degree from Polytechnic Institute of New York in 1980 and a master of science degree in mechanical engineering from Columbia University in 1981. She serves on professional and community boards, including PQ Corporation, Banta Corp., Boston Scientific Corp., FIRST, National Association of Manufacturers, University of Rochester and The Rochester Business Alliance.

Burns has two children: a son and a daughter. Her husband has retired from Xerox - and yes, she is Hispanic. Her ethnicity is Panamanian. Stay tuned to this column for thoughts from our new HAPA Champion.

HAPA also is delighted to welcome back Diane McGarry, Xerox Corporate Marketing Officer, as our Hispanic Women's Champion. Diane has been tireless - and fearless in her support of Hispanic women. She has conducted countless executive interviews and roundtables in her year-round efforts to ensure the fair treatment and promotion of Hispanics.

HAPA is truly blessed to have both Ursula and Diane as our Corporate Champions!

**The Top Ten Reasons to Join
The Hispanic Association For
Professional Advancement**

1. HAPA IS ONE OF THE RECOGNIZED AND SUPPORTED CAUCUS GROUPS WITHIN XEROX.

This recognition along with the credibility that HAPA has earned allows us to have a formal process to elevate and resolve issues and concerns with Xerox Senior leaders.

2. JOINING THE LOCAL HAPA CHAPTER

You will have the opportunity to enhance your professional development by your involvement in the chapter activities and attending local seminars.

3. ANNUAL BENCHMARK CONFERENCE

Once a year HAPA holds a conference that is designed to allow you to meet senior leaders of the corporation through roundtables, workshops, and seminars. This conference also allows you to meet our senior Hispanic Leaders to build or improve our relationships with each senior leader.

4. CAREER ADVANCEMENT

Enhance your ability to find your next position through professional development, relationships, network, and peer contacts.

5. SENIOR MANAGERS FIELD TRIPS

During the field trips that senior managers will make to your locations, HAPA has received confirmation that they will meet with HAPA members, either in one:ones, executive interviews, or roundtables to discuss areas of importance to you.

6. PEER NETWORK

You will be able to network with peers through

throughout the US and find answers to your most burning questions or share best practices to help enhance your performance

**HAPA National Leadership Council
(HNLC)**

Joe Castillo	HNLC President MSS, NASG Xerox Services of Mountain West
Rita Cortez	HNLC 2005 President-Elect Production Services Manager, NAAO
Alba Franco	HNLC VP, HAPA Mentoring Network Human Resources Manager, NAAO
Rolando Ithier	HAPA 2003 Conference Chair FMCS Manager, NASG Xerox Services, Central
Liz Vega	HNLC VP, Communications, HAPA 2002 Conference Chair Manager, Marketing Programs, Worldwide Mktg, Xerox Global Services
Frank Olivieri	HNLC Treasurer Controller, NASG Florida/ Puerto Rico Major Accts Ops
Roger Cortez	HNLC Advisor, Western Region Vice President, NASG Xerox Services, Pacific North Region
Jose G. Rivera	HNLC Advisor, Central Region MSS, NASG Xerox Services, Central
Edmund Guerrero	HNLC Advisor, Eastern Region Eastern Region Solution Manager, NAAO
HAPA Champions:	
Ursula Burns	Diane McGarry

THE TOP 10 REASONS TO JOIN HAPA cont'd

7. CAREER DEVELOPMENT

You will achieve professional growth through participation in formal learning programs conducted by your chapter leadership.

8. NEWSLETTER

You will receive a cutting edge HAPA quarterly newsletter full of interesting articles on HAPA activities such as promotions, success stories, best practices and senior leaders words of wisdom.

9. BELONGING TO A WORTHWHILE CAUSE

HAPA members working together led by a common vision that puts advancement of all Hispanics as a number 1 priority will help build a team of self-motivating professional employees.

10. HAVE FUN

Joining HAPA will provide you with the ability to interact with other members and have fun in delivering your corporate expectations while enhancing your career objectives.

Chapter Presidents/ Area Contacts

Western Region	Name	Intelnet
El Segundo, CA	Alfonso Morales	823-9672
Wilsonville, OR	Mary Ott	875-2431
Oakland, CA	Robert Ramirez	924-3399
Los Angeles, CA	Ralph Gallegos	833-1439
Central Region		
Denver, CO	Abe Fitzsimmons	552-6685
San Antonio, TX	Tencia Morehouse	759-1653
Houston, TX	Joe Moreno	758-6300
Dallas, TX	William Rosario	725-6284
Albuquerque, NM	Valerie Ahrens	732-5247
Kansas	Pete Andrade	575-1316
Phoenix, Az	Sue Gomez	853-1336
Eastern Region		
Greater Rochester	Helen Lopez	223-4657
Greater Conn.	Carmen Monserrate	344-4207
Miami Lakes, FL	Vinnie Gayoso	472-4378
Waltham, Ma	Lourdes Lopez	353-7601
NYC, NY	Alfonso Rodriguez	337-4765
Atlanta, GA	Mayda T Acosta-Torres	452-7411
Chicago, IL	Rolando Ithier	524-2653