

# Banquet honors 190 Tek inventors

"Keep on with your good ideas...they're needed now more than ever," Board chairman Howard Vollum said Thursday, June 28, at the Inventor Recognition Banquet honoring the 190 Tek's who have been awarded patents in the past 23 years.

"We must continue to produce the 'golly-gee-whiz' products that we've had in the past," Howard said. "If we don't do it, someone else will."

With the wide range of choices in the electronics field, Howard expresses confidence that employees will continue to come up with good ideas.

"Tektronix has a tremendous future," he added.

Howard was one of six Tek officers who spoke to 360 persons gathered for the event at the Jantzen Beach Red Lion Inn in Portland. Bill Wilker (Executive Vice President) served as master of ceremonies.

Special recognition was given to Tek's who have been awarded five or more patents in the period June 26, 1956 to May 1, 1979. They are:

Hiro Moriyasu (Graphic Computer Systems) 11, Phil Crosby (Advanced Products Development) 9, Oliver Dalton (Service Instruments Division) 6, Conrad Odenthal (Real Time CRT Engineering) 6, Casey Veenendaal (Display Devices Engineering) 6, Steve Roth (TV Products Engineering) 6, Charlie Rhodes (Television Products) 5, Val Garuts (Lab Scopes Engineering) 5, Jerry McTeague (Bistable Storage) 5, Ken Holland (High Frequency Components) 5, and Bo Janko (Display Devices Engineering) 5.

President Earl Wantland in his talk also emphasized the importance of new ideas, referring to them as "the new blood that makes things happen."

"Don't ever stop generating those ideas," he said.

Bill Webber (Vice President, retired) recounted the trials and tribulations of Tektronix in the early days before anyone in the company had even applied for a patent.

"Western Electric and RCA were pestering us because they wanted us to pay them money. In 1952 Sperry Gyroscope claimed we had infringed one of their patents, and we agreed, so we paid them \$2 for each scope that used their patented process, which seemed fair enough at the time."

The first patent awarded to Tek employees, Bill said, was in 1956 for a magnified sweep circuit developed by Dick Ropiquet and Cliff Moulton.

John LaRue (Patent Counsel) said 478 U.S. patents have been awarded to Tek employees since 1956, and 100 are pending. In addition, 500 foreign patents have been awarded.

Between 15 and 25 inventions are processed by the Patents & Licensing committee every month, and 25-30 per cent of these are approved for pursuance of patent protection, he said. At the June meeting, for example, the committee considered 27 inventions and approved 19, the highest number in many years.

Once filed with the U.S. Patent Office, the patent application is studied by examiners who determine if it is patentable.

Sixty per cent of Tek patents are on electronic circuits, 25 per cent on cathode ray tubes, 10 per cent on devices, 4 per cent on CRT and semiconductor processes, and 1 per cent on non-product inventions, such as packaging and soldering irons.

A total of 85 per cent of the inventions patented by Tek employees are, or have been, used in Tek products, John said. That's extremely high, he added, considering that the use by most companies is around 50 per cent.

In addition to preserving an employee's invention, John said a patent gives the inventor personal recognition, gives management a report on what the inventor is doing, provides recognition for the inventor inside and outside the company, makes the information public, and enrolls the inventors as members of the Patente Index along with Thomas Edison, Lee de Forrest, Eli Whitney and other famous inventors.

Jim Castles (Vice President and General



**BOARD CHAIRMAN Howard Vollum** said Tek has developed because of the good ideas employees have had. "Tektronix has a tremendous future," he said.

Counsel) traced the history of Tek's Court of Claims case vs. the U.S. Government, a case that took 18 years to settle. In the early days, Jim said he received two kinds of phone calls, some voicing the opinion that we shouldn't try to take on anything so large as the federal government, the others offering support in any way they could, including gifts of money.

The suit was finally settled December 29, 1978, when the government sent Tek a check for \$4.5 million.

In summing up the program, Bill Walker said Tektronix has a tradition of innovation... "in fact, it pervades the atmosphere." He gave credit to Howard "who urged us forward and always pushed for new ideas."

"I hope all our new employees can pick up the old traditions, especially the one that encourages new ideas."

## Thoughts to think about

How wasteful is the expenditure of words beyond the income of ideas.



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**THIRTY-EIGHT TEKS** have been honored by the Engineering/Scientific Appointment committee with the designation, Engineer/Scientist IV or V. Twenty-eight appointees assembled recently for a photo. They are, first row, from left, Fendall Winston, John Popa, Krishna Verma, Charlie Rhodes, George Wilson and Phil Snow; second row, Dave Bates, Bob Holmes, Jim Woo, Sam Guthrie and Chuck Gold; third row, Ian Getreu, Bill Price, John Moore, Ron Robinder and Gordon Roper; fourth row, Carl Battjes, Gordon Long, Ralph Rose, Ralph Ulrich and Bill Stein; fifth row, Val Garuts, Linley Gumm, John Addis, Jon Morris, Jon Mutton, Rod Bristol and Jerry McTeague. Missing from photo are Morris Engelson, Delmer Fehrs, George Copeland, Pel Chow, Jack Gilmore, Chris King, Binoy Rosario, Ken Schlotzhauer and Kit Bradley.

# Tek engineers, scientists recognized

"Engineers need to be product-conceptual people. They must be able to bridge the gap between technology and customer needs."

That's what Wim Velsink (Vice President) said this week in describing a program which recognizes Tek engineers and scientists having exceptional skills, motivation and self-starting ability.

"They ask probing questions, they see new trends before others do, they pick up problems and flaws that others overlook, they tend to be broader (more multidisciplined) than the average engineer or scientist, they have more creative ideas than the average, and they possess peer recognition in the industry."

Wim said that's the kind of person the Engineering/Scientific Appointment committee considers for the new designations, Engineer/Scientist IV or V. Previously, Level III was the top of the technical career path.

Wim, who is committee chairman, said the program was started in December, and

already three Tek's have qualified for the "V" level, and 35 for the "IV" level.

"The lifeblood of the company is to meet real customer needs with innovative solutions," Wim said, "and the engineer/scientist we're looking for is the person who uses technological insight to conceptualize new or improved solutions."

"This is a person who typically is a self-starter, and who can use his or her energies to constructively sustain Tek's product excellence."

When considering nominees, the committee looks at personal achievements, past accomplishments, and present and future responsibilities. Engineers/scientists honored by the committee so far were nominated by their managers.

Appointees are as follows:

**Electronics Engineer V**—Charlie Rhodes and Morris Engelson (Communications Division); Val Garuts (Lab Instruments Division).

**Electronics Engineer IV**—Fendall Winston, Phil Snow, Linley Gumm, Gordon Long, (all Communications Division); Jim Woo and Rod Bristol (Service Instruments Division); Jon Mut-

# Medical Products will move July 6

Medical Products will consolidate its operations into one leased location beginning today, July 6, in Merlo Road I (building 53) just north of Tek Beaverton Industrial Park.

About 100 employees will move to the one-story brick building, including Administration, Engineering, Manufacturing and Marketing operations. They were formerly in buildings 38 and 58.

New delivery stations are Manufacturing, 53-099; Engineering, 53-102; Administration, 53-107; and Marketing, 53-109. Phone extensions will remain the same.

## Concord FO to relocate

CONCORD—Tek's Concord, CA field office will open at its new location in nearby Pleasant Hill on Monday, July 9, at 3451 Vincent Road, Pleasant Hill, CA 94523. The new space, all on the first floor, will total more than 13,500 square feet. Phones will be 932-4949 sales, 932-4722 service, and 254-5353 from Oakland, CA. Area Code is 415.

**ON THE COVER:** Casey Veenendaal (Display Devices Engineering) and Oliver Dalton (Service Instruments Division) look over the patents on display at the June 28 banquet honoring Tek employees who have been awarded patents over the years. See page 3 for more banquet photos.

ton and John Popa (Information Display Division); John Addis (Lab Instruments Division).

**Electron Device Process/Engineer IV**—Jerry McTeague, Ron Robinder and Bill Stein (all Tek Labs).

**IC/Hybrid Process/Engineer IV**—Chuck Gold, Pel Chow, Sam Guthrie and Jon Morris (all CRT Manufacturing); Ralph Ulrich, Delmer Fehrs, Bob Holmes, Kris Verma, Ralph Rose and Gordon Roper (all Tek Labs).

**Microelectronics Component Design Engineer IV**—Binoy Rosario, Ken Schlotzhauer, Ian Getreu, Carl Battjes and George Wilson (all Tek Labs).

**Software Engineer IV**—Bill Price (Tek Labs).

**Software/Hardware/Engineer IV**—Chris King and David Bates (Tek Labs); John Moore (IDD).

**Physicist IV**—Kit Bradley (IID); George Copeland and Jack Gilmore (IDD).

In addition to Wim, members of the review committee are John Bowne (IDD), Gene Chao (Tek Labs), Oliver Dalton (SID), Dale DeVries (Electron Devices Manufacturing), Tom Long (Communications), George Rhine (IDD), Aris Silzars (Tek Labs), Jim Cavoretto (SPS) and Jack Piercy (Compensation).