



Tektronix, Inc.
Tektronix Industrial Park
P.O. Box 500
Beaverton, Oregon 97077

Phone: (503) 627-7111
TWX: 910-467-8708
Telex: 151754

August 11, 1988

Mrs. Jean Vollum
P. O. Box 563
Beaverton, Oregon 97075-0563

Dear Jean:

Thank you for agreeing to participate in the 40th anniversary celebration for Genie Brink. The event will take place on Tuesday, August 23rd, at 2:30 p.m. in the Building 45 cafeteria on the Tektronix campus.

Genie has put together a brief but most interesting history of her years of employment at Tek. I am enclosing a copy for your enjoyment as well as for background information. Over the years she has worked mainly on jobs that required critical tolerances using her ingenuity on how best to build or make parts. She has worked in Plastics Molding and Small Assembly the entire 40 years. Currently she works in Mechanical Assembly/Marking Group in the Measurement and Accessory Products Division.

Genie will give the history of the early years at Tek, and she would like to have you present her with the service award, adding any stories or anecdotes which you might have.

Genie was hoping to send copies of the invitation to Miles and Nellie Tippery, but she does not have their address. If you have the address, perhaps Lucille would not mind sending one of the enclosed invitations to them.

I hope this will answer any questions you may have and supply you with background material for your role. If I can be of further help, please call me at 627-7134.

Sincerely,

Peggy Adams
Executive Secretary to Chuck Frost

CC: Chuck Frost
Pat Kunkle
Carol Schöber

Attachments

GENIE BRINK - TEK HISTORY

Hired by Jack Murdock on Aug. 16, 1948.

Aug. 23, 1948 Started working in the sheet metal shop of the Hawthorne Electronics Bldg. on 7th & Hawthorne in Portland.

1948-1958 Period: The First Ten Years of My Employment by Genie Brink

Having been asked about the early days of Tektronix I can go back to August of 1948 when Jack Murdock hired me at the old Hawthorne plant. The building was called the Hawthorne Electronics Bldg. and was located at 7th and Hawthorne. At that time Jack did the interviewing and hiring of employees as well as managing the company.

Everyone started at the rate of 85 cents per hour. Also, everyone was expected to serve in a break-in period in the assembly or the shop. This was to give every employee a good background in how things were done at Tektronix.

The five owners were: Howard Vollum, Jack Murdock, Miles Tippery, Milt Bave and Logan Belleville. All worked regularly in the company.

The instruments were always the best we could build at the time, and we made every effort to get them to the customers A.S.A.P. Every one was expected to do a quality job.

In 1949 the starting pay was increased to \$1.00 per hour. We had what was called a "bonus" in those days, based on the previous period's shipments of instruments. It was usually around 30%, more or less. It was all take-home after deduction. This "bonus" was a vital part of our pay structure. (It later developed into the present form of profit sharing plan.) As our profit increased, the employee share grew along with it. So did the number of employees. When I started working there were about 30 employees.

I first worked downstairs in the sheet metal shop for Milt Bave. After a month I was borrowed to try my hand at scribing grati- cules upstairs in assembly. Shortly I was transferred to assembly scribing grati- cules. They had been looking for someone to hand-scribe them with the aid of two T-squares. One was a standard T-square to make the long lines, and the other was a small one notched for the short lines. The grati- cules were made of Lucite which is a soft plastic and is easily scratched. About 1951 Plexiglas was used for the grati- cules and then we had much less waste in grati- cules.

Engraving dials on a small table engraver was an additional job I had at the same time. In between batches of grati- cules and dials I assembled switches, power supplies, engraved access panels and assembled them, drilled various boards and posts, tested and sorted capaci- tors and resistors, calibrated dial blanks to the corresponding "pots" or potentiometers, and anything else where I could be of assistance.

We were a very cooperative group. Everyone helped each other. We took pride in our work.

In those days you could take your problem or question directly to the person who knew the answer and get an answer. The company was so small that things could be taken care of in a direct manner. Changes were made when it was practical to make them. There wasn't a lot of "red tape" to deal with. We made modifications regularly, and changed manuals to go with the modified instruments. That was another job I often did---making pen and ink additions to schematics in manuals.

We had company-wide meetings each month, at which the current "bonus" was announced, and the state of operations and the number of scopes shipped. The new employees would be introduced. Jack conducted the meetings, and Howard would speak on product development and future aims of the company. Miles, who was manufacturing production manager, would inform us of how well we were keeping on schedule, or if we had any problems areas that needed special attention. (We had problems then, too.) We were also getting pretty crowded at the Hawthorne plant.

Less than three years from the time I started we were moving to our newly-built Sunset plant (1951), which was expected to solve all future space requirements. Howard and Jack thought it would be large enough that we would never need another plant. It wasn't long before we were adding on to it, and did so repeatedly. A C.R.T. building was built along Barnes Road, and additional land bought from the farmer next door to expand the parking lots for all those employees.

Our profit share had sky-rocketed in 1952 to 71% for the first six months, and 55% for the latter half of the year. We weren't getting any advance payments or profit share then. We received all of it in two semi-annual checks. You can imagine the excitement among the employees when those announcements were made at company-wide meetings. 1952 was the year I bought my first car. The bonus had a great deal to do with it, and I financed the balance through our new Credit Union. Many cars were bought around that time.

We used to have company picnics for several years. They had a good turnout and were enjoyed and looked forward to each year.

The beginning of the Profit Sharing Retirement Trust was an event of 1953.

The Small Instruments Department I was in became the Accessories Department. We had two of us operators making graticules and dials by now, using the Gorton Pantograph Engravers because the patterns of the graticules had become more complex and varied, and the quantities had increased to considerable amount.

Tektronix was straining at the seams again. We couldn't have company-wide meetings except outdoors by 1955. There were so many employees and three assemblies full of workbenches, we couldn't fit everybody into any one room. The C.R.T. building had been added on to. The Plastics Dept., the shop, test areas, and all others were expanding. The Beaverton property was acquired, and the first warehouse built south of the railroad tracks. Building 19 followed and in turn the other buildings. Accessories moved into 19 in 1958 along with Plastics and several other groups. (I was transferred into Plastics and remained there for several years. Later moved back into Accessories.)

GENIE.B