



TEKTRONIX®


committed to
technical excellence

we're
interested
in you

Tektronix, Inc.

Our business is measurement instrumentation. The electronic measurement tool must always be more advanced than the circuit or device it examines. Tektronix, then, must both extend the state of the art in science and technology and keep running a few paces ahead of it.

An Equal Opportunity Employer

Copyright © 1976, Tektronix, Inc. All rights reserved. Printed in U. S. A. Foreign and U. S. A. Products of Tektronix, Inc. are covered by U. S. A. and Foreign patents and/or Patents Pending. Information in this publication supersedes all previously published material. Specification and price change privileges reserved. TEKTRONIX, TEK, SCOPE-MOBILE, TELEQUIPMENT, AND  are registered trademarks of Tektronix, Inc., P. O. Box 500, Beaverton, Oregon 97077, Phone: (Area Code 503) 644-0161, TWX: 910-467-8708, Cable: TEKTRONIX. Overseas Distributors in over 50 countries.

**we're interested
in you, and your
abilities in...**

1 computer science

2 mechanical engineering

3 physical sciences

4 electronic technology

5 electrical engineering

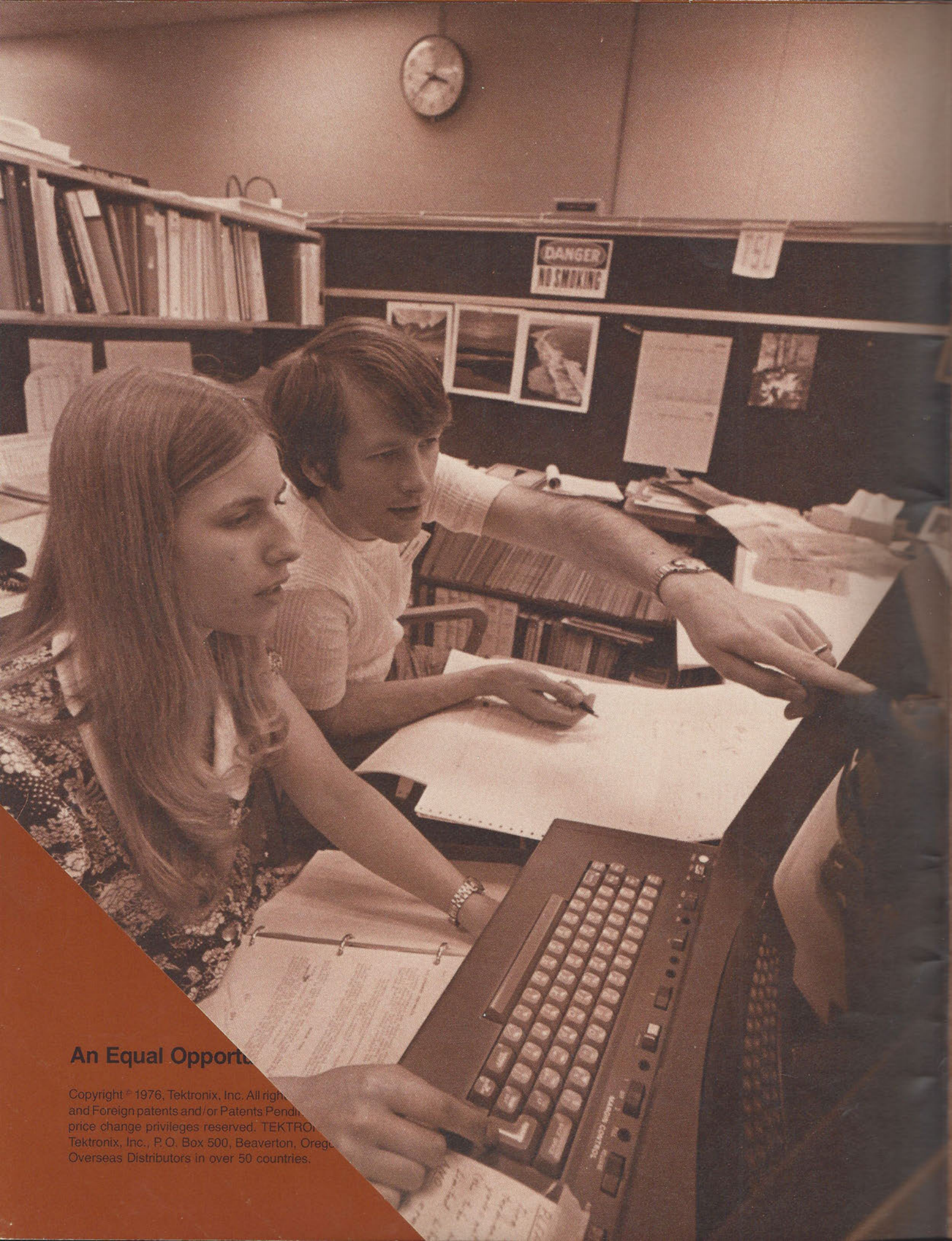
1

2

3

4

5



An Equal Opportunity

Copyright © 1976, Tektronix, Inc. All rights reserved. Tektronix, Inc. and Foreign patents and/or Patents Pending. Price change privileges reserved. TEKTRONIX, Inc., P.O. Box 500, Beaverton, Oregon 97005. Overseas Distributors in over 50 countries.



As a Tek software engineer, you could become involved with anything from an applications program to an operating system.

You'd be solving such problems as rotating a graphic display, or implementing a special algorithm for a fast Fourier transform (FFT). You'd be working with large computers, mini-computers and

microprocessors as well as graphics systems.

You might modify an operating system, or design a new one to incorporate some of our graphic languages or special test systems languages. You could help develop instrumentation, using your knowledge of electronics and software to develop the firmware for a microprocessor

that forms the heart of an instrument.

If you're interested in large computer systems, you might develop computer-aided design problems, or be involved with applications analysis programming.

computer science

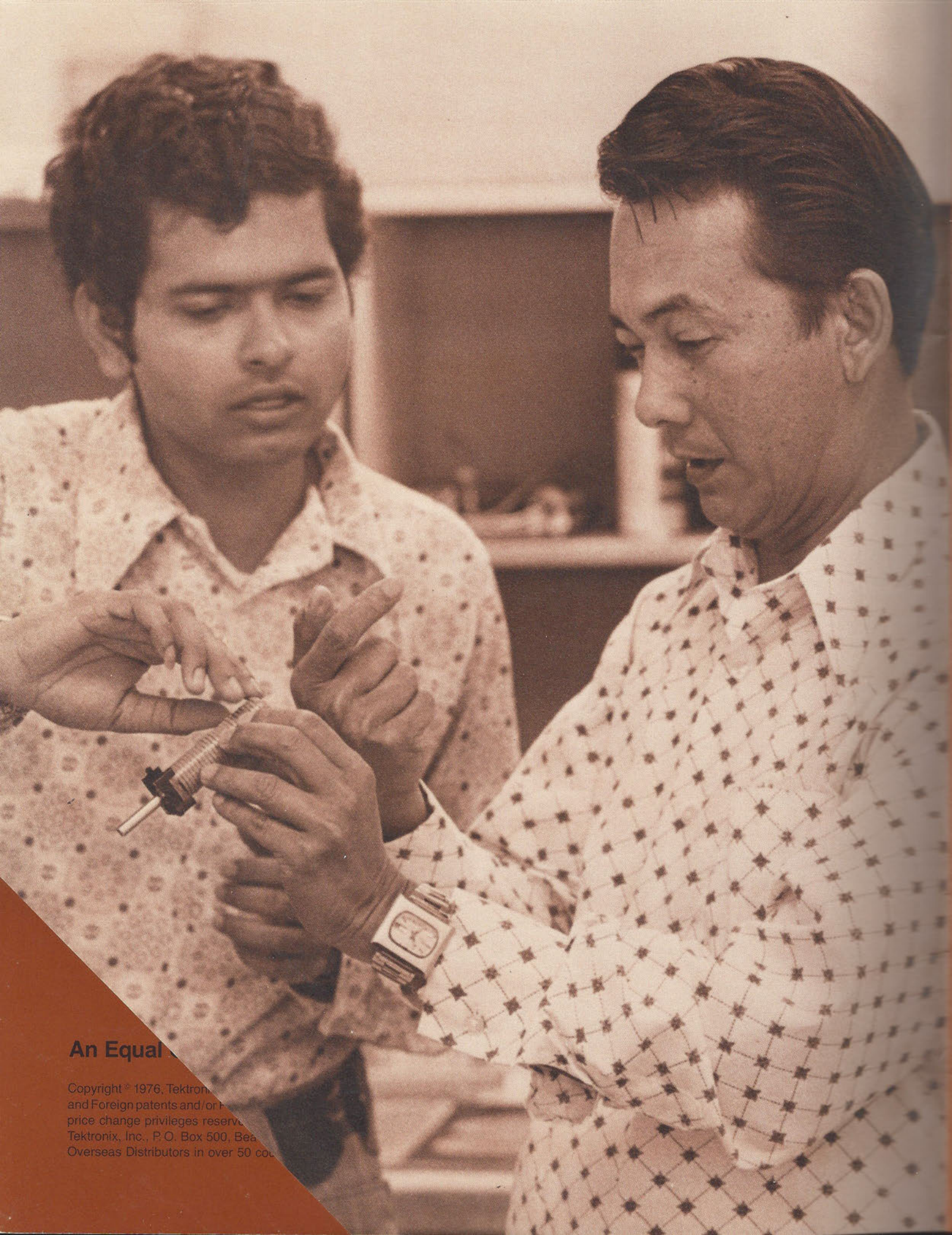
1

2

3

4

5



An Equal

Copyright © 1976, Tektronix, Inc.
and Foreign patents and/or trademarks.
price change privileges reserved.
Tektronix, Inc., P.O. Box 500, Beaverton, OR 97005.
Overseas Distributors in over 50 countries.



As instruments get smaller, the mechanical challenges get bigger — and more interesting. Some of our most difficult mechanical design work now involves minimizing panel density in very small but complex instruments.

As a Tek M.E., you could find yourself designing an innovative mechanism to interlock front-panel controls, or selecting the most economical production tooling for a certain part. Maybe you'd use your heat-transfer skills to keep an instrument's power supply running cool. You might be planning an instrument layout that's

compact and lightweight, yet easy to service; analyzing stresses in a shell structure using a Finite Element Analysis program; or perhaps selecting the optimum material for a special plastic molding . . . you'd do all this, and more, to help design specific products for specific needs.

You'd discover what product engineering teamwork is all about. Sometimes you'd work with a circuit design specialist pushing the state-of-the-art to its limits; another time, with a production tooling specialist on using some new process. You'd keep building your own technical expertise by

working with other Tek professionals — specialists in ceramics, plastics, metals, electro-chemical processes, numerical control, and many phases of electronics.

If you like to build things, you'll like Tek's "hands-on" engineering. You'd be working with a model maker building parts for prototype instruments. Then you'd test and evaluate the hardware you helped design, refining it until it met design goals and is ready for production. You'd be involved all the way, from concept to a marketable product built with Tektronix-quality engineering.

mechanical engineering

2

3

4

5



An

Copyright © 1980
and Foreign patents
price change privilege
Tektronix, Inc., P.O. Box
Overseas Distributors in

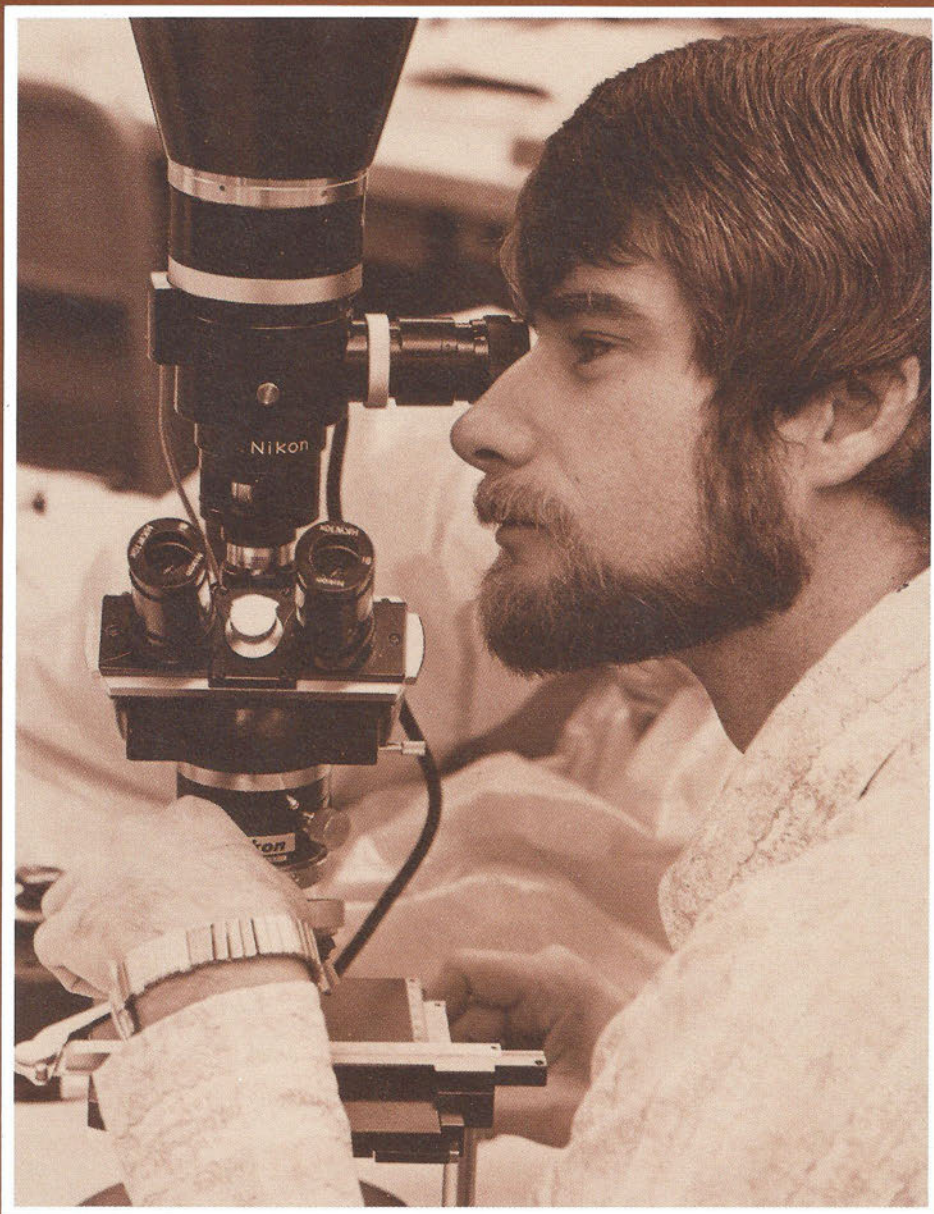
Tek scientists' research in physics and chemistry makes possible highly advanced components necessary for state-of-the-art instrument design.

You might study materials and their interactions to help develop better semiconductors. You could help with failure analysis, using spectroscopy and electron-microscope examination of crystal structure.

If you're specially interested in ceramic materials, you'll find plenty of challenges for your know-how at Tek—we make ceramic substrates for our high performance IC's, and the ceramic funnels in our crt's are a major Tek innovation.

You might investigate new phosphors for crt's or explore diffusion sources, or ion implantation. If your major interest is physics, you'd get involved with our current research in advanced crt electron optics.

Tek scientists also study production processes, investigating ways to increase yields and reduce costs. Whatever your special expertise, you'd work closely with design and production engineers, and see the results of your efforts in finished, marketable products.



physical sciences

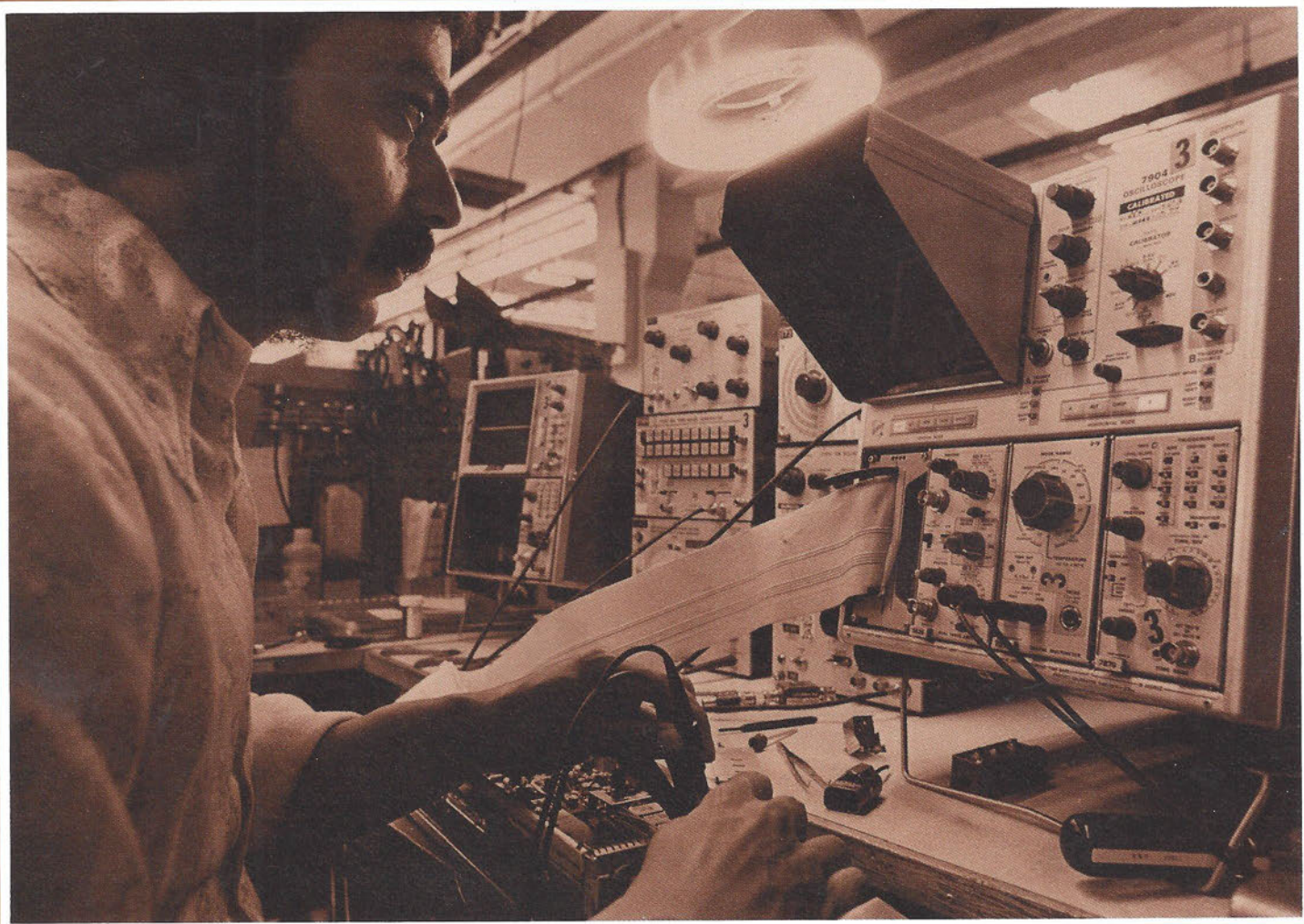
3

4

5



and
price of
Tektronix
Overseas D



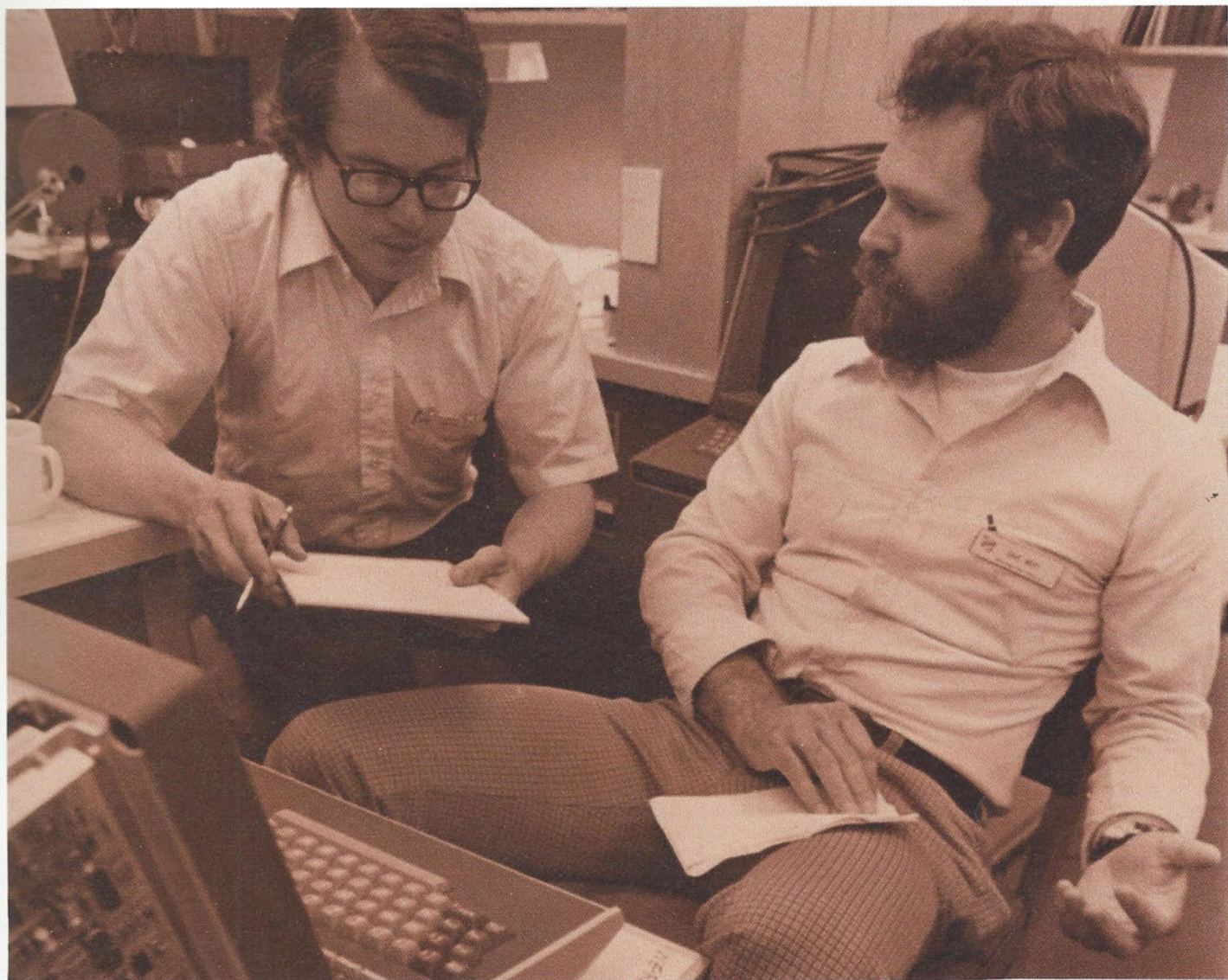
Tek electronic technicians work with the latest and best instruments, including many of our own. You'd use top-line products while helping create them — oscilloscopes, counters, generators, power supplies, dvm's, graphic computer terminals, and other equipment perhaps existing now only in a design engineer's mind.

You'd need to be sharp on circuit analysis; we use some of the most advanced circuit techniques in the industry. Tek electronic technicians contribute much to moving error-free instruments through Manufacturing and out to customers.

You'd have many ways to grow professionally. On-the-job learning and experience, plus company-sponsored education programs, give you the chance to advance to staff engineer, senior technician, manufacturing management, evaluation engineer, design engineer, and other challenging positions. We pay and promote on basis of performance, not seniority, so your growth at Tektronix is limited only by your own ability and willingness to try.

electronic technology





As a Tektronix electrical engineer, you might work with anything from a single circuit to an entire instrument. You could, for instance, use an advanced cad system to design an integrated circuit for the vertical amplifier of a new oscilloscope. Or you might work on logic design for a computer-mated digital processing scope, or with a new computer graphic terminal.

Even the best cad system doesn't eliminate the need for hands-on electronics. Tek engineers plan their own projects, breadboard their own designs, and do their own de-bugging. If you enjoy this roll-up-your-sleeves kind of

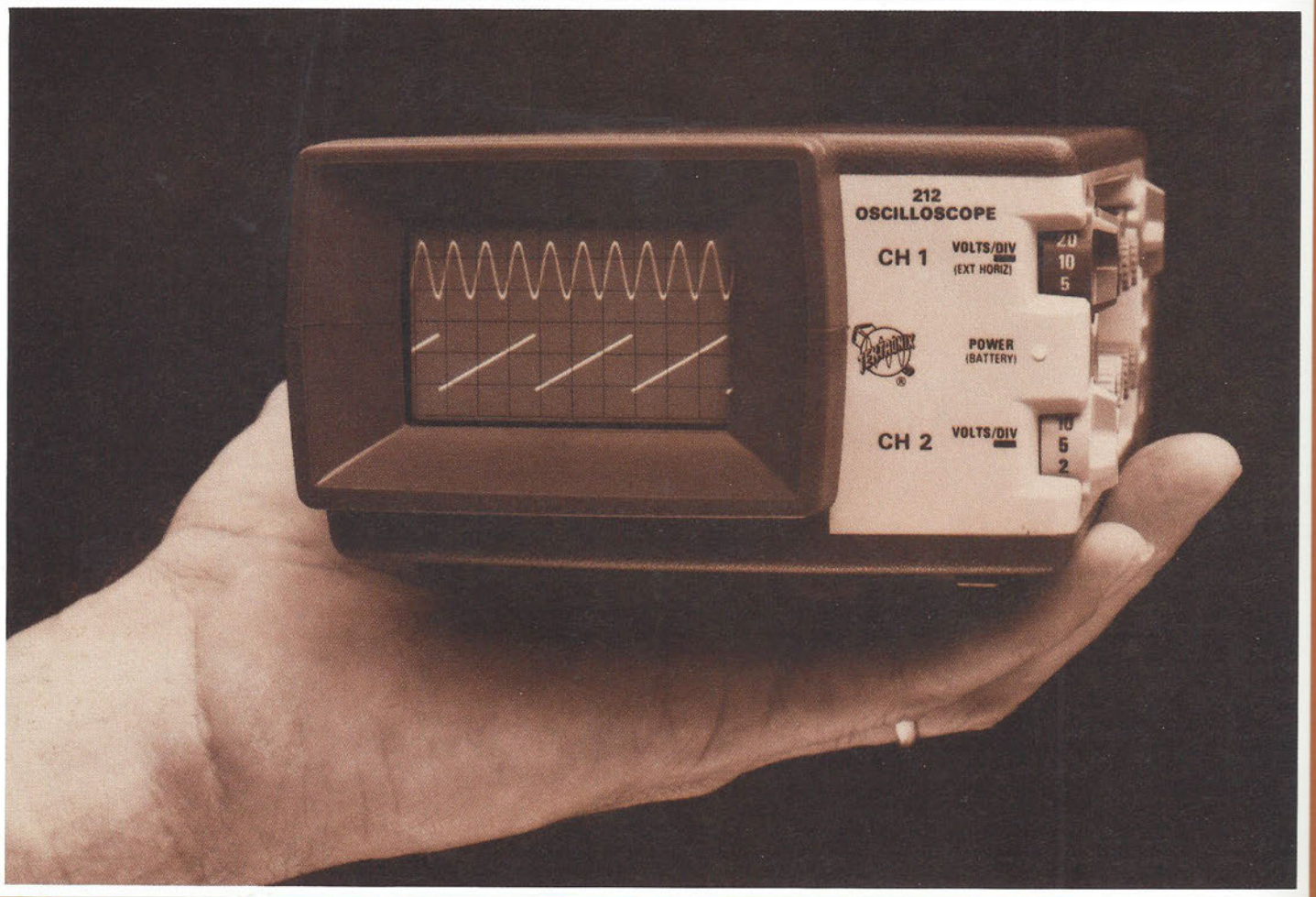
engineering you'll like the way we operate, where it's up to you to make your ideas work.

Tek design and production engineers work closely together to solve as many problems as possible before they happen. Your design is a good one by Tek standards only if it passes the test of practical production results.

At Tek, you'd contribute to the development of **instruments** such as oscilloscopes, spectrum analyzers, computer terminals, graphics systems, automated test systems, and digital

instruments; **components** such as IC's, crt's, etched circuit boards, transformers and solid-state devices; and **accessories** including probes, attenuators, delay lines, and adapters. You'd see your ideas working, from conception to production.

electrical engineering



Oscilloscopes and General Instruments

A practical, high-performance, moderate-priced oscilloscope was Tek's first product, and oscilloscopes still command a large share of our efforts. Our scopes range from 3.5-pound 5-MHz portables to 500-MHz instruments with four-plug-in capability. One of those plug-ins is a special model that boosts bandwidth to 1 GHz for specific applications.

Tektronix produces sampling scopes, multimode storage scopes, physiological monitors, digital processing scopes, curve tracers, analyzers . . . customers and engineers keep thinking up exciting ideas for us to make into products. Tek auxiliary instruments include power supplies, pulse generators, capacitance meters, amplifiers and many others. We design and build accessories such as cameras, probes, cables, terminations, and attenuators to further complement the oscilloscope line.

The first plug-in scope was a Tek innovation that changed a whole industry — now, almost everyone in electronics uses some form of modular design. We've used that concept in our TM 500-Series Instruments, creating in effect portable systems.

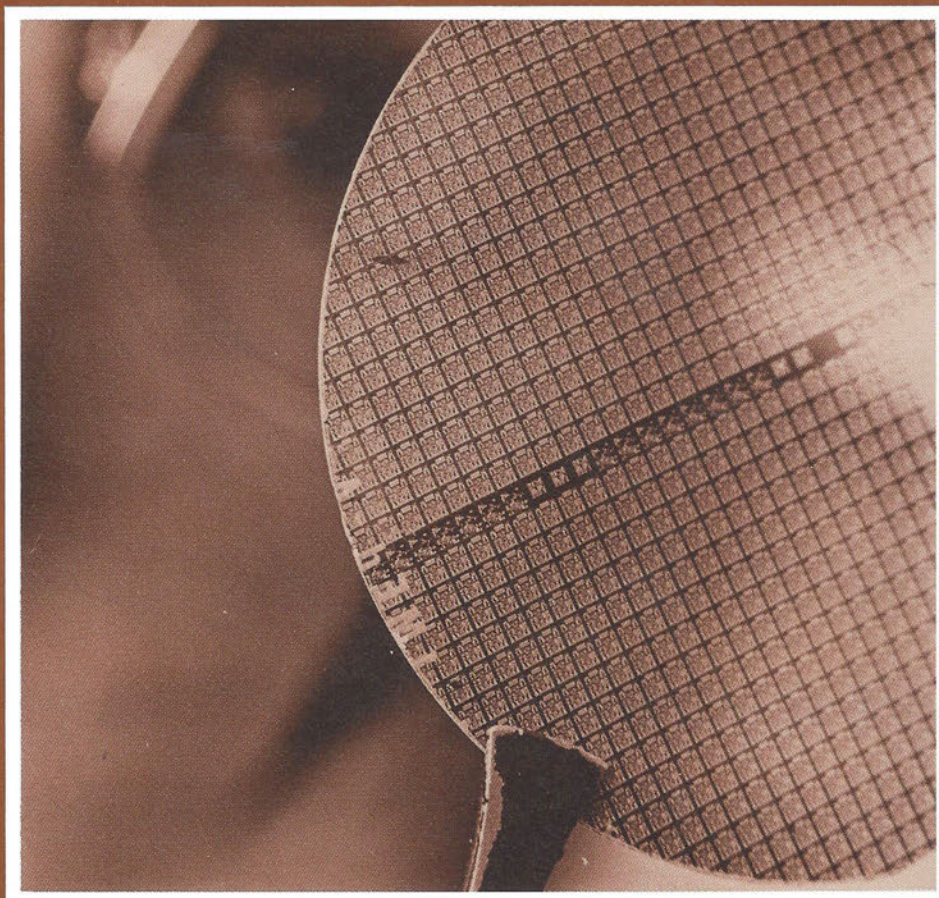
Tektronix Laboratories

Research ranging from the routine to the exotic produces concrete results in components, processes, and marketable instruments — and the researcher stays closely involved all the way. Materials scientists and electronic engineers team up to create design innovations that have kept TEKTRONIX Products consistently ahead of their time.

Areas we're currently exploring include semi-conductor materials, phosphors, electron optics, vacuum processes, semi-conductor devices . . . plus any directions these may lead to.

Some outstanding Tek Labs contributions are storage cathode-ray tubes and high-performance integrated circuits. We now make several kinds of storage crt's — bistable phosphor, fast transfer and variable persistence — that have become the heart of many new products and the foundation of our Information Display Products. Some Tektronix IC's offer characteristics not commercially available at suitable prices for production instruments — or, in some cases, not available at any price.



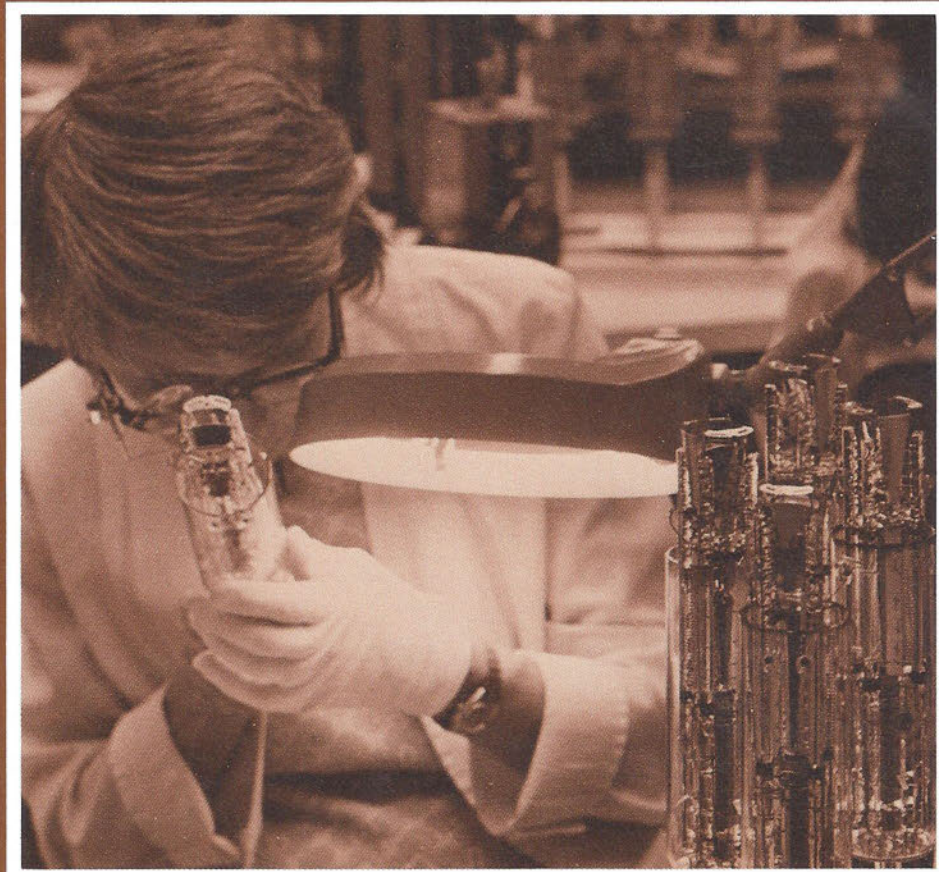


Components

In some of our equipment, over 50 percent of the parts are Tektronix-made. We've found that the do-it-yourself approach is often the best way to get the specifications we need that aren't available commercially.

We design and build resistors, capacitors, inductors, transformers, IC's, ceramic substrate, crt's, coaxial cable, diodes, multilayer circuit boards, plastic components . . . the list changes as our needs change. Fast response to a design requirement is another reason for making our own critical components.

Some examples of the importance to the product line: accuracy of our time base depends on accuracy of our Tek-made capacitors; ceramic substrates are essential to the high-frequency characteristics of some of our newest scopes; our special probe cable does the job so well that many other scope manufacturers recommend our probes for their instruments.





Information Display

Information Display Products greatly reduce the time lag between the collection and the comprehension of computer data by providing answers in visual dimensions.

One way to communicate with computers is with teletypewriter terminals that rattle out an endless stream of alphanumerics. The user often faces the challenge of sifting through all that paper and data for concepts and conclusions.

Our way to communicate is to use graphic terminals to translate computer data onto the screen of a cathode-ray tube, in the form of easily-understandable charts, diagrams, maps, graphs, and renderings — as well as alphanumerics. Computer graphics has become invaluable for scientific research, for education, and for business. We were the first to make graphics available at a reasonable cost.

We have many other products on the line, too: interfaces that let our terminals communicate with the computer, an intelligent graphics system that decreases dependency on central computers; peripheral devices like hard copy units that permanently record terminal displays; software that's been time-tested at many sites; refreshed terminals that display alphanumerics and limited graphics. We also manufacture programmable calculators and instrumentation systems that speed up the collecting and processing of data.

Tektronix Information Display equipment is found all over the world, in all kinds of environments. On airplanes and assembly lines, in offices and oil fields, we're enhancing Tektronix' reputation for innovation and excellence.



Communications

Television broadcast studios throughout the world use TEKTRONIX equipment to time, test, measure, or correct the composite video signal.

TEKTRONIX Television Products include waveform monitors, picture monitors (color and black and white), test-signal generators, sync-pulse generators, automatic video-signal-correction units, vectorscopes, and calibrated chrominance correctors.

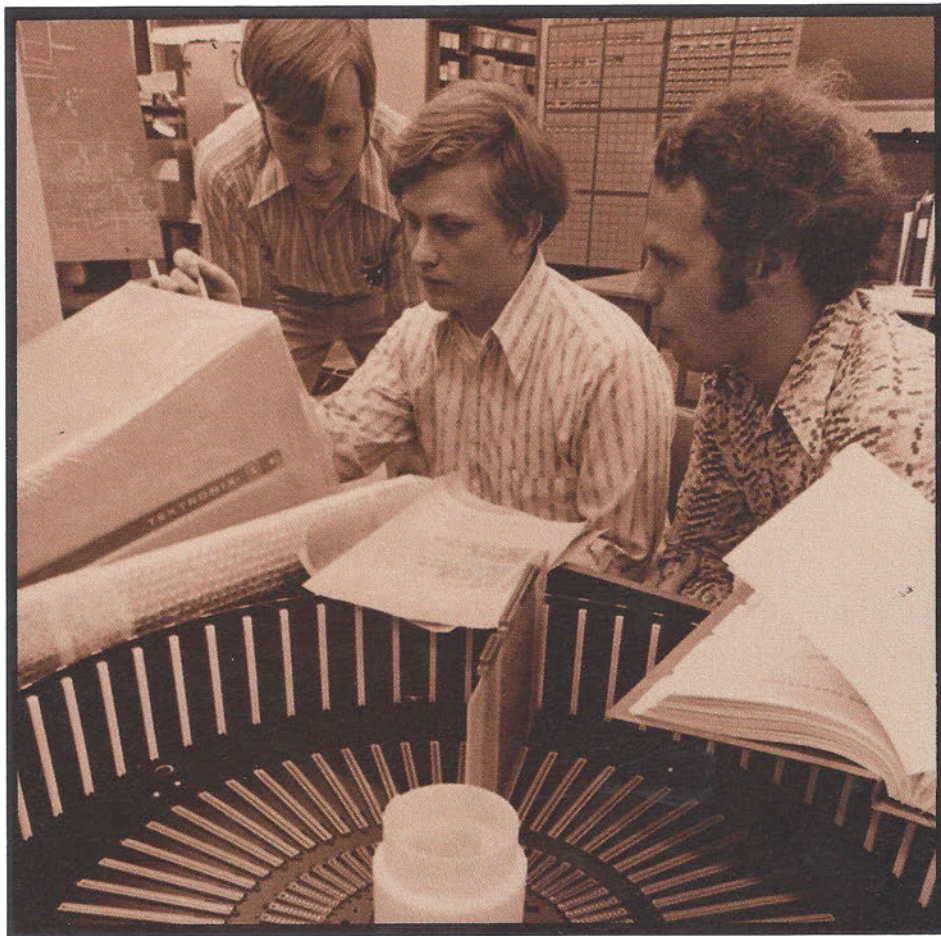
Communications division handles liaison between Tektronix, Inc., and our subsidiary, Grass Valley Group, Inc. GVG produces switchers, studio consoles, special effects generators, and other studio production equipment that rounds out our total communications products family.

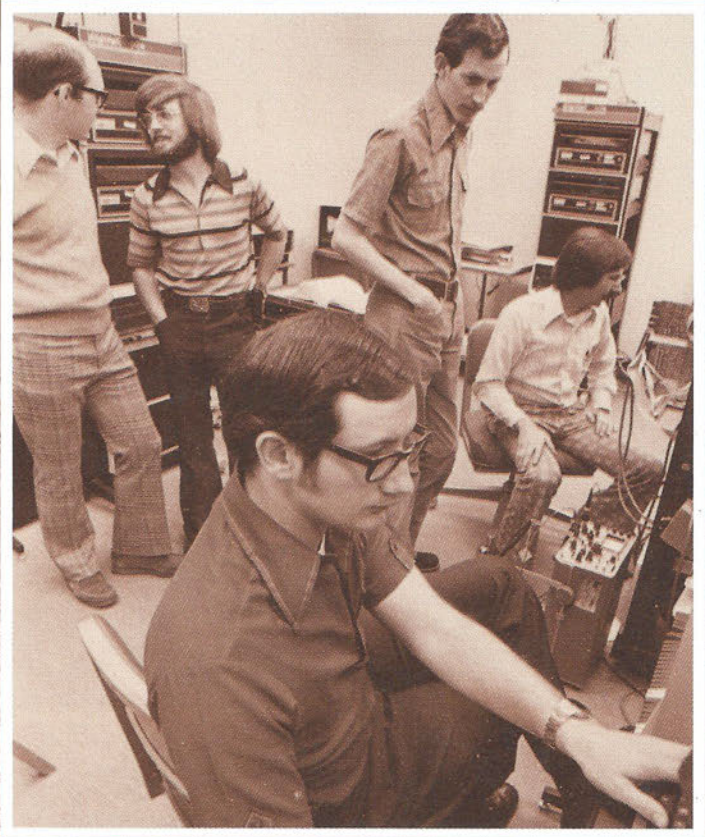
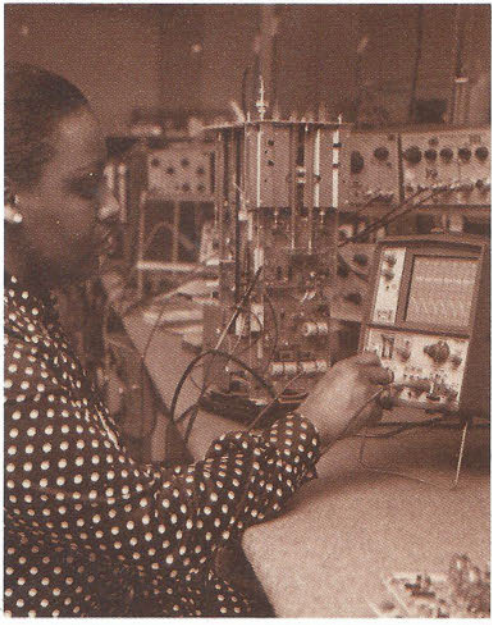
Systems

TEKTRONIX Systems have been providing accurate, high-volume testing capability for semiconductor manufacturers and users since 1965. From an early hard-wired approach, TEK's Systems have grown to sophisticated models using a disk-operating DEC PDP 11/40 computer system to test IC's, boards, and modules with up to 128 simultaneous channels of I/O data, at digital rates up to 20 MHz.

A recent addition to the Systems Division's product line is a high-speed transient analyzer. Its performance is equivalent to that of an A-to-D converter with a clock rate of 100 GHz.

System engineers can draw on all of Tektronix' diverse resources of technology and equipment to develop their complex creations.





What kind of place is Tektronix?

If you think Tektronix offers your kind of professional challenge, you'll want to know more about the company.

What are Tek's personnel policies?

We believe in common sense, not formal rules. Elaborate policies and rigid structures can get in the way of doing a good job, so we try to have as few as possible.

Nobody at Tek punches a time clock, and your hours can be anything agreed on between you and your manager. We've found that most people want to do a good job, and will put in an honest day's work (and more) when the job is worth doing. The honor system works not only for time cards, but for other day-to-day routines as well.

We don't care how you dress or cut your hair, and we don't interfere with anything that doesn't relate directly to your work. What we do care about is that you are good at your job and enjoy doing it well. However, if you should need personal help or advice, you'll find Tek managers and Personnel people available.

We believe that the company profits from hearing everyone's ideas so we encourage open, informal communication. To help that along, we elect representatives from work areas to meet with management people regularly for discussions on company operations.



What are Tek's pay policies?

We call our merit-pay system "pay for performance." Jobs are assigned rate ranges on the basis of their value to the company, with consideration given to competitive outside rates. An employee's position in the pay range depends on his/her own performance. It's company policy that every employee receives a pay and performance review at least once a year, but managers have the option of reviewing more often when appropriate.

Merit pay rewards individual performance, and the profit-share system rewards our effectiveness as a team.

Tektronix sets aside 35 per cent of pre-tax profits to be distributed among employees as profit share. Your portion of this is paid in ratio to your base pay.

A portion of the profit share goes into a retirement trust fund. Several investment options are open to help employees design a retirement plan that works best for themselves.

What kind of status do engineers and scientists have at Tek?

Everything we do depends on technical excellence, so we value technical and scientific contributions highly. However, we don't give much attention to ideas like status and prestige.

Tek's attitude is well expressed by our founder (who's also a top-notch engineer). Howard Vollum says, "Your real status is the status you've earned and, when you've really earned it, you don't need the symbols."

No one at Tek needs status symbols. The only reserved parking spaces are for handicapped employees near ramps and doorways, and there's no such thing as an executive washroom here. You're more likely to find a Tek manager out among people at their work benches than behind an office door.

Tektronix was started by a small group of friends back in 1946. They found first-name informality the natural way to operate, and we've never seen any reason to change that. We promote mostly from within, so we'd feel strange calling someone "Joe" or "Jean," then switching to a title when he/she becomes a department manager.

There's a lot of prestige for Tek engineers and scientists outside the company because of being associated with such a respected product line. Among ourselves, the best kind of recognition comes from our colleagues knowing we're doing a good job.



What does Tek do to encourage professional growth?

You can almost believe the wisecracks about "Tektronix U." Our industrial park not only looks like a college campus, we've set aside one building for education and training. Classes are conducted at Tek both by our own people and by outside instructors, and many courses carry college credit.

We have a cooperative program with local universities for Tek people to earn MSEE, BSEE, and MBA degrees here on our own premises. For other courses, Portland State University, Reed College, University of Portland, Portland Community College, and Lewis & Clark College are all within a 30-minute drive from Tek. We provide a 100 percent tuition refund for job-related courses, and 50 per cent for other approved courses.

Your greatest professional enrichment, though, comes through working with top people in your field, sharing ideas and know-how.

What benefits does Tek offer?

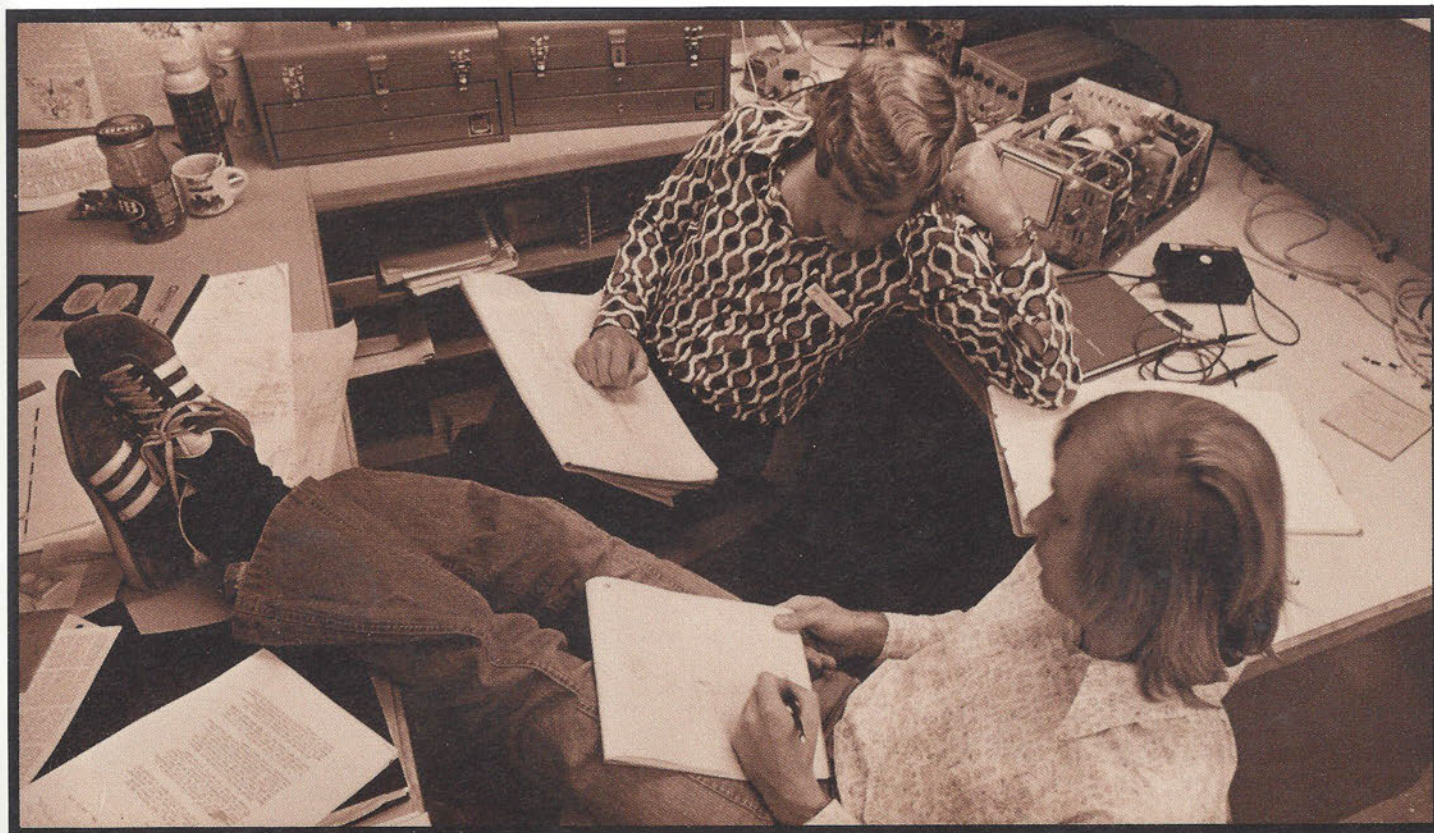
HEALTH INSURANCE: Tektronix pays 100 per cent of the group premium for the employee, and 50 per cent for spouse and children. We have a choice of two different health plans.

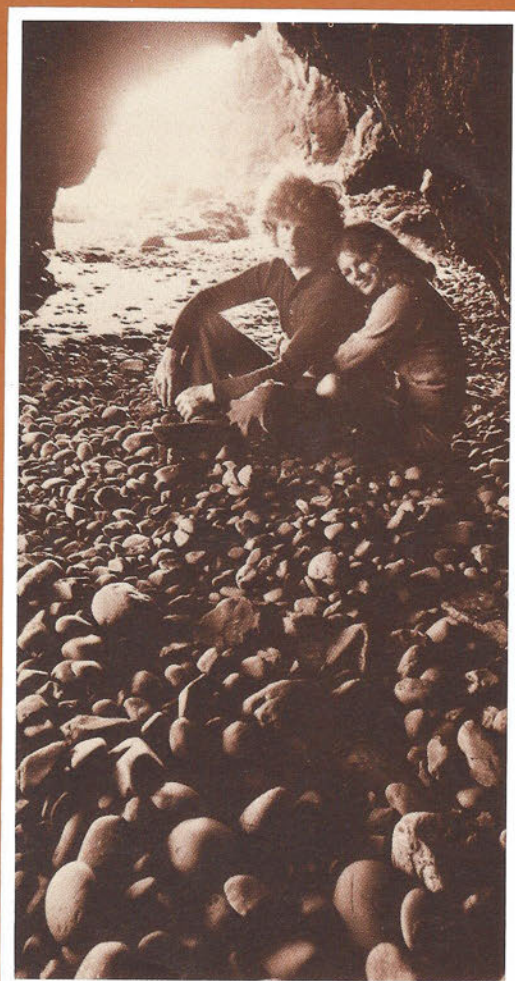
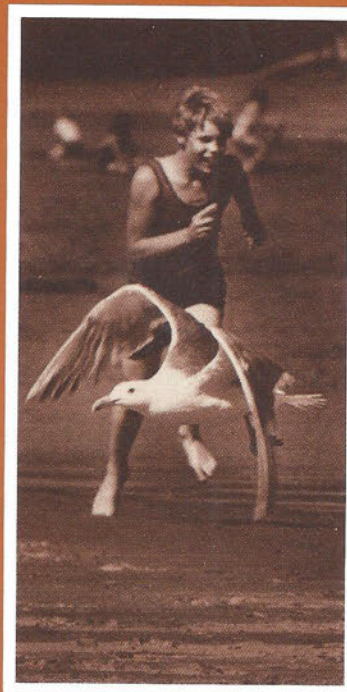
SICK TIME/DISABILITY PAY: Every full-time employee receives sick time at the rate of two weeks per year; unused sick time accumulates as long as you're working. This is supplemented in case of prolonged illness or disability by a salary-continuation plan.

LIFE INSURANCE: Three optional plans are offered, with maximum benefit of \$75,000. Tektronix and the employee share the cost of the premium.

VACATION: The schedule starts with two weeks per year for full-time employees, and continues to build as long as you work here; by your fifteenth year, for example, you'd be getting four weeks per year. Vacation time at Tek works something like a bank account; you can save it indefinitely and draw out the amount you need when you need it.

(NOTE: Figures quoted are effective at the time of publication; our benefits programs are continually under review, and we update them to meet people's changing needs.)





Our head office, main plants, and central engineering activities occupy two industrial parks near Portland, Oregon. Our newest area is 20 minutes south of the city and has plenty of expansion space on its 265 acres. Our main industrial park is about 15 minutes west of Portland and really looks more like a college campus.

Portland, Oregon is an inland seaport on the Columbia River. Portland's 500,000 population offers the diversity necessary for a rich mix of cultural, educational, and social activities. Portland has a civic theatre, an indoor coliseum, an outdoor exposition center, an opera company, almost any sports or recreation facility you might want, plus a famous museum of science and industry, a well-endowed art museum, many historic houses and institutions.

The Oregon Graduate Center for Study and Research and the Oregon Regional Primate Center, both in the Beaverton area, are of special interest to Tek people because Tektronix Foundation contributed to their development.

We can see Mt. Hood from the sun deck of the Technical Center, and the mountain ski areas are about two hours drive away. Two hours driving in another direction would take you to Pacific beaches, just beyond the forest-covered Coast Range.

Eastward, beyond the Cascade Range, you'll find desert ranching country, with an Indian reservation where guests can sleep in teepees and splash in natural hot springs. To the south, Ashland yearly stages its summer-long Shakespeare Festival.

In every direction you'll find fishing, hunting, camping, hiking country rich with lakes, rivers, and woodland scenery to inspire painters and photography buffs.



What are our Markets?

TEKTRONIX Instruments are used in every country of the world. We have overseas marketing and manufacturing subsidiaries with their own field offices to serve their customers close to home. Some of them also have their own engineering activities, with most recruiting done from nationals of those countries.

We have field offices and service centers throughout the USA as well.

Our customers are almost everywhere in terms of what they do. Any phenomenon that can be converted to an electrical signal can be measured on a TEKTRONIX Instrument. Space, nuclear energy, television, computers, electronic equipment production, medicine, oil field exploration are a few of the many fields using TEK Instruments.

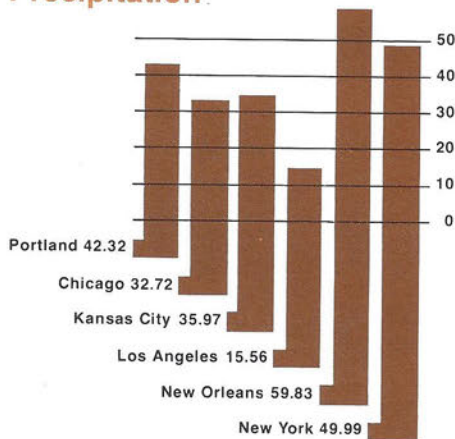
If you want more details on TEKTRONIX Products, or on the company, we'll be glad to send our catalog and annual report. To ask for these, or to discuss a possible interview, write to:

Technical Personnel Resources
Tektronix, Inc.
P.O. Box 500
Beaverton, Oregon 97077,
or call (503) 644-0161.

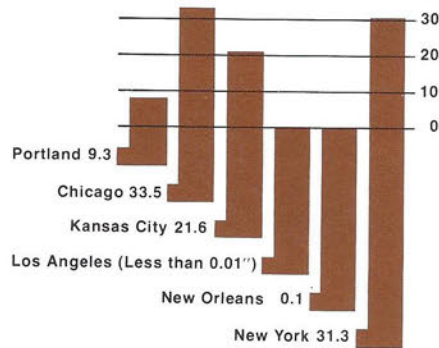
**we're
interested
in you**

Does it always rain in Oregon?

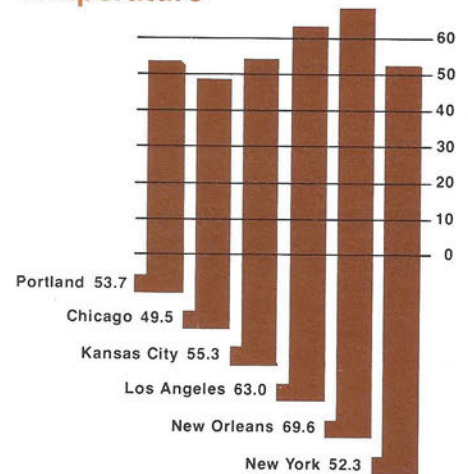
Average Annual Precipitation



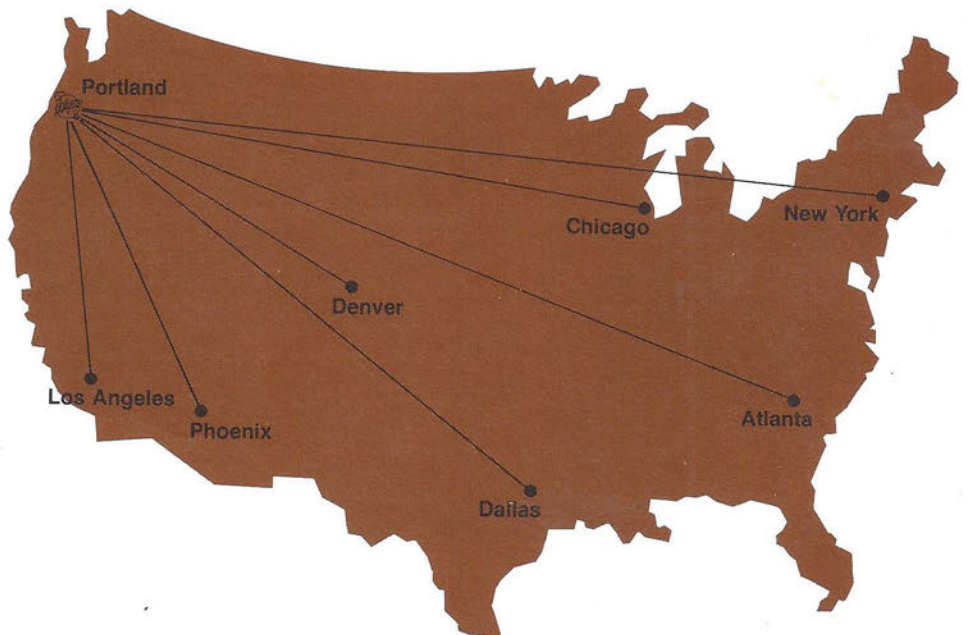
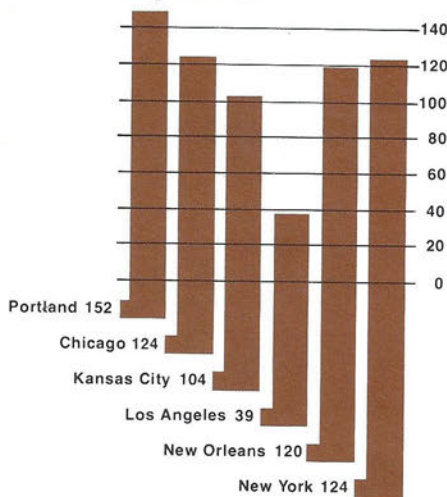
Average Annual Snowfall



Average Annual Temperature



Days with 0.01" or More Precipitation



Portland to New York:	Air Time, 6 Hours	Driving Time, 60-65 Hours
Portland to Chicago:	Air Time, 4 Hours	Driving Time, 40-45 Hours
Portland to Atlanta:	Air Time, 5½ Hours	Driving Time, 55-60 Hours
Portland to Denver:	Air Time, 2½ Hours	Driving Time, 27 Hours
Portland to Dallas:	Air Time, 4½ Hours	Driving Time, 44 Hours
Portland to Phoenix:	Air Time, 4½ Hours	Driving Time, 25 Hours
Portland to Los Angeles:	Air Time, 2 Hours	Driving Time, 17 Hours



TEKTRONIX®

committed to
technical excellence

we're
interested
in you