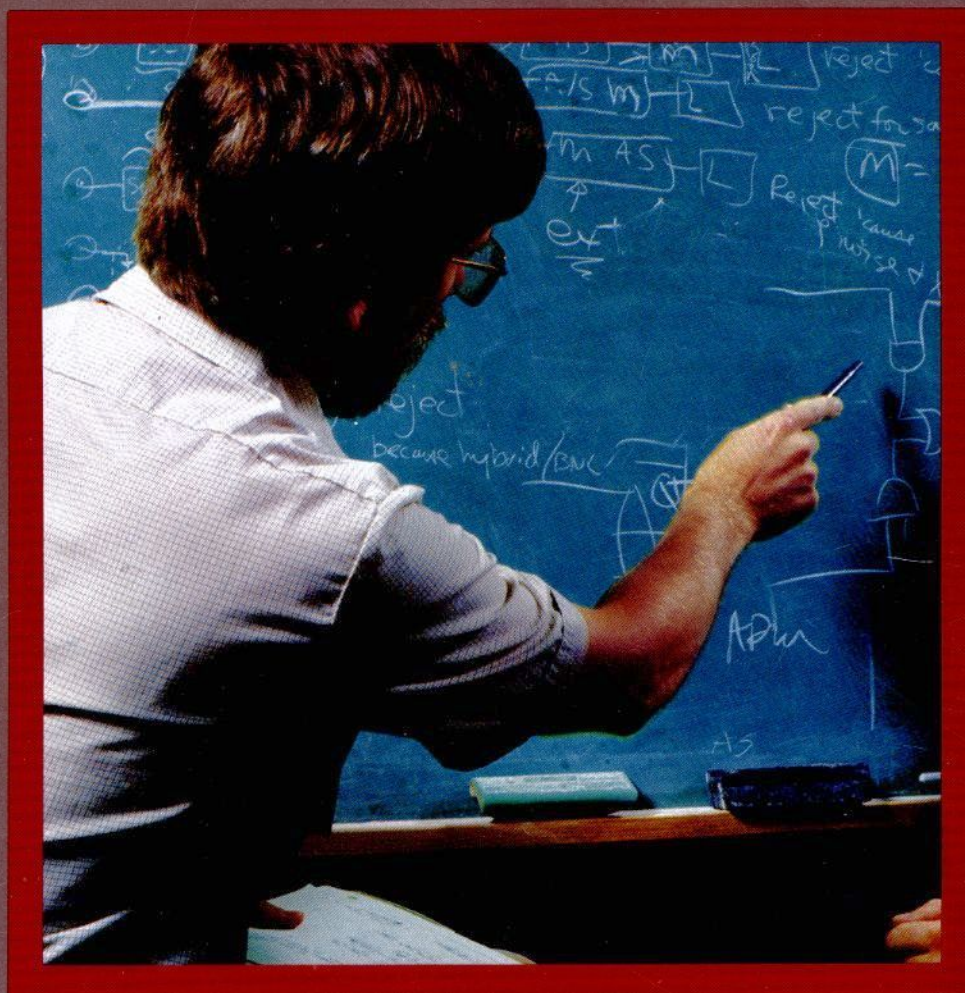


THE REAL WORLD  
OF TEKTRONIX,  
IN THE REAL WORDS  
OF ITS ENGINEERS.



**Tektronix**  
COMMITTED TO EXCELLENCE







Rod Bristol, Senior Engineer

Few engineers worth hiring ever joined a company for the prospect of being a nameless cog in a great wheel, or of being a lone engineering owl among marketing wolves.

But when their company is too big or too small, too regimented or too marketing-driven, many engineers begin to see themselves in those terms, and begin to aspire beyond the boundaries of their jobs.

If that's your situation, you may find an attractive contrast in the Tektronix Instrumentation Group. We're the world's leading manufacturer of oscilloscopes as well as many other general purpose instruments. We're partners with the Tektronix Technology Group, responsible for creating proprietary technologies for the entire Company.

If there's a common refrain among all the engineers you'll hear from on these pages, it's the sense that there are few, if any, boundaries at Tektronix. There is no shortage of tools or expertise, no lack

of dialog, challenge, or advancement opportunity. There are no time clocks to punch, no one looking over your shoulder. To some engineers, it's a terrifyingly open, unstructured and relaxed environment.

To many others, like Kathy Sunderman says, "being an engineer at Tektronix is doing what I really consider engineering." They thrive in a place that permits the best, self-motivated engineers to extend themselves on each project.

To engineers like Larry Lewis, Tek's attraction includes "the easy interchange of ideas between people, the no-walls concept."

Part of the attraction too, as these engineers will tell you, is working with technology you'll find nowhere else in the world. It's working on instruments that are not only the basic tools of the electronics industry, but also the pace-setters of technology and the standard-setters of quality.

The atmosphere isn't for everyone: the workday is largely non-directed. The expectations are high.

Corporate growing pains are often evident. You may have strong opinions of your own about how a product or policy should be designed... but the refreshing thing is that there are both formal and informal channels through which those opinions will be heard.

Tektronix is a billion dollar, Fortune 500 company with 23,000 employees around the world. Headquarters are in Beaverton, Oregon, with four manufacturing campuses nearby. Typically, the Instrumentation Group is interested in good, experienced electronic, software, mechanical, industrial, and manufacturing engineers, as well as other skills.

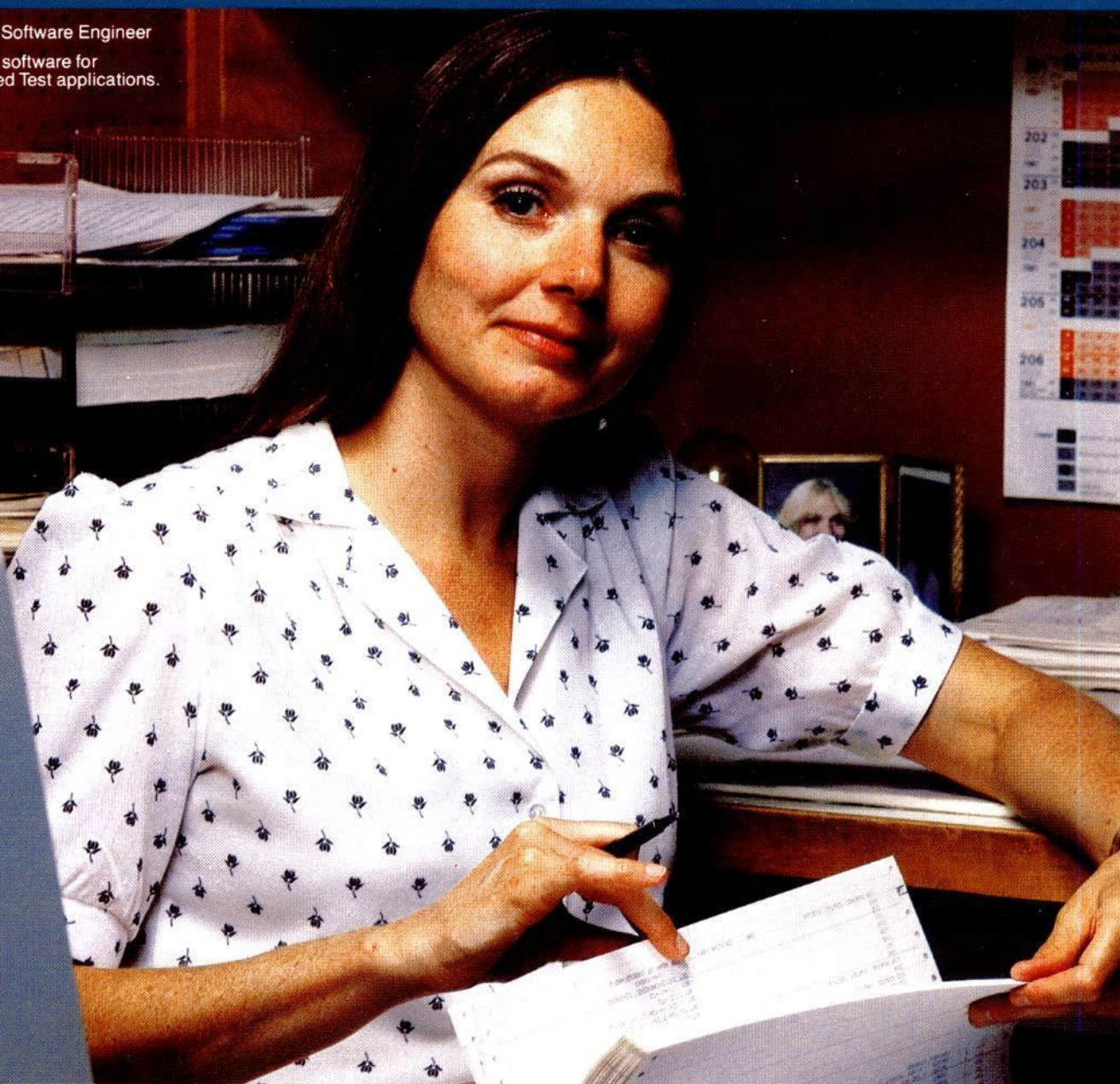
Nothing is work unless you'd rather be doing something else. If you'd rather be working in an environment where people really do make a difference, you'll be interested in this glimpse of Tektronix through the eyes of people already here.



"I feel I'm able to grow in whatever direction I choose."

Joyce Ferriss, Software Engineer

Joyce designs software for  
Computer Aided Test applications.



**T**ektronix isn't much affected by artificial barriers of rank, title, dress codes and closed doors. The atmosphere is conducive to the open exchange of ideas among colleagues—which is how many of Tek's best products have originated.

Senior Engineer Wink Gross: "You really set your own hours. You're expected to get the job done

on schedule, and they don't care too much how you budget your own time to do it."

Senior Engineer John Addis likes the informality, "Being able to walk up to your fellow engineer at the bench and say, 'Hey, what do you think of this?'"

Dave Olson seconds the motion: "I'm impressed with the friendliness and openness of the engineering areas—the personal noncompetition. People tend to work in teams and

you get a very synergistic effect."

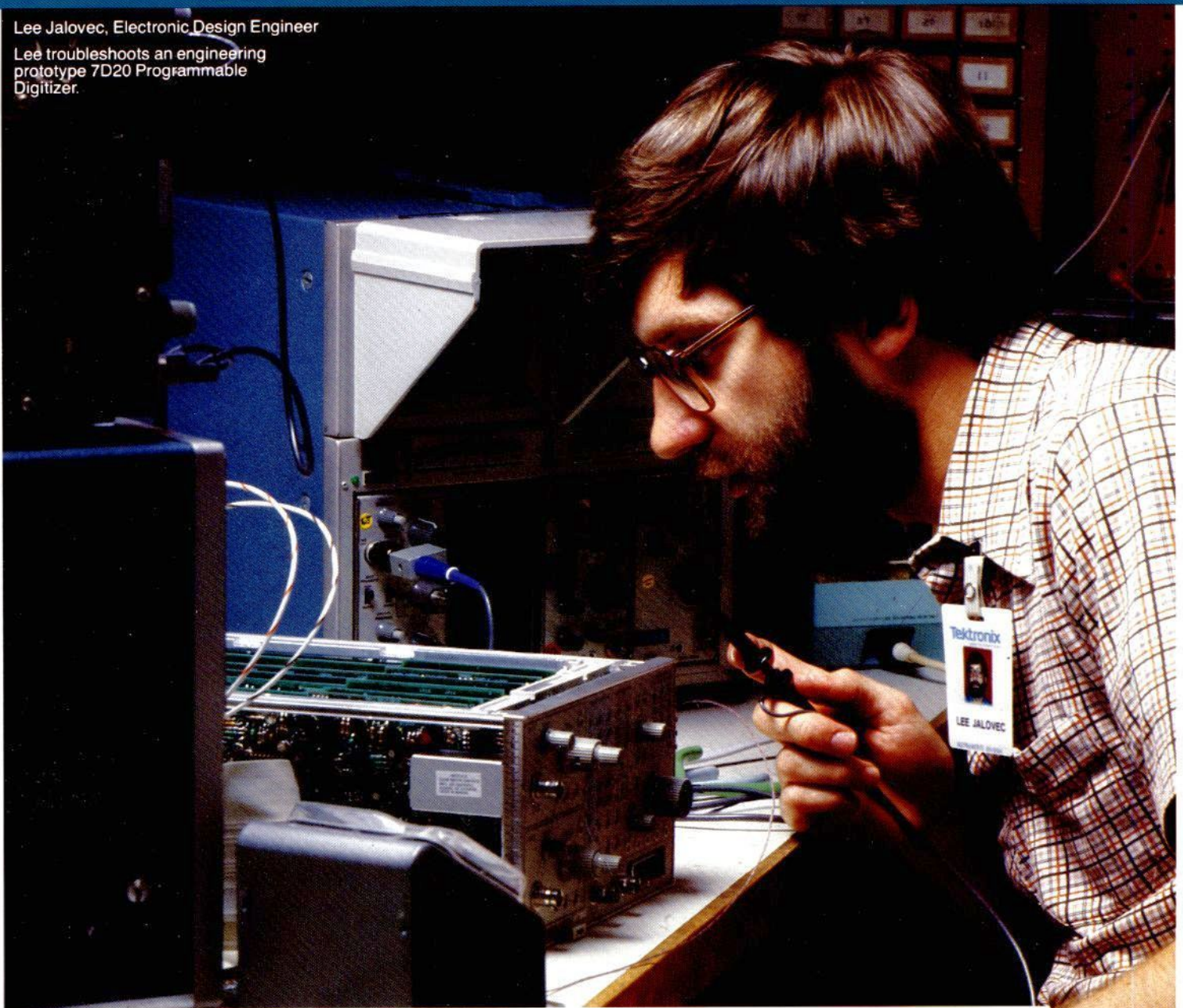
Tek engineers enjoy open access to the parts room. They can do their own soldering if they wish. They can get the equipment and expertise they need, when they need them. You're encouraged to take yourself and your ideas to the limit. Tek tries to give you the opportunity, the room, and the tools.



"I have excellent tools available...electronic and computational facilities, desktop and mainframe computers."

Lee Jalovec, Electronic Design Engineer

Lee troubleshoots an engineering prototype 7D20 Programmable Digitizer.



Lee Jalovec is just one of many Tek engineers who found the available resources a primary reason for joining the company.

Sometimes it takes some finagling, but you can come up with just about anything you need on a project. "If I can justify the equipment," says Dave Olson, "I have no trouble getting it bought."

In addition to the test, measurement and computational tools available, Lee Jalovec mentions the "numerous people who are experts in a wide variety of fields."

Echoes John Addis: "Here there are competent engineers who are always nearby in almost any field you can name. That's an excellent learning experience."

But not the *only* learning experience. There's also an extensive educational

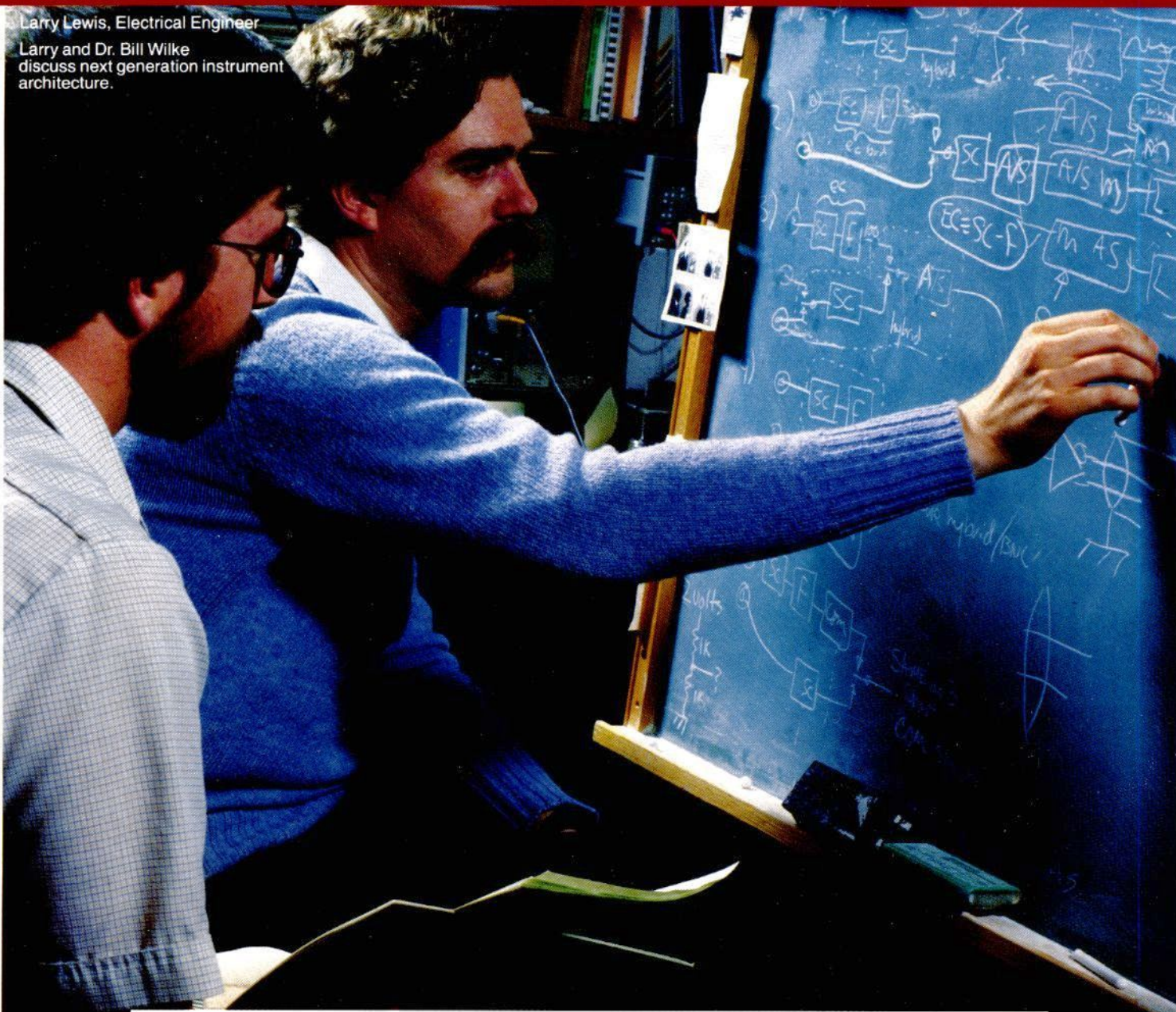
program that includes courses quite literally beyond the scope of any university.

Software engineer Joyce Ferriss told us, "Both my managers have been very encouraging about my taking classes and following up on my education." Lee Jalovec takes a Tek course every spring and fall — "the last one on creativity."



**"Tektronix has some technology you'll find nowhere else in the world."**

Larry Lewis, Electrical Engineer  
Larry and Dr. Bill Wilke  
discuss next generation instrument  
architecture.



**Y**ou've probably had more than a passing acquaintance with Tek's reputation for excellence. Says Wink Gross, "I've been impressed with Tektronix ever since I was 13 and opened a Tek oscilloscope and saw those beautiful electronics."

Tek projects aim at keeping the company a leader in the field. Examples: Wink's group is "making some of the largest circuits

anyone has ever made as far as we know."

Kirk Wimmer's group is "using some Tek hybrids based on several Tek patents to achieve circuit miniaturization not possible before."

Dave Olson's group has "developed several IC's I think will give us a clear advantage in the market when the instruments come out."

John Addis notes that Tektronix now has "the facilities and money avail-

able to develop a good gallium arsenide process."

That's on the borders of what's new in electronics... and par for the course at Tektronix, where the products are beacons for the course of technology.

Says John Addis: "I can look back at the 7104, and tell my grandchildren that I was responsible for part of the design of the world's first 1-gigahertz scope!"



**"There's no question that engineers drive new products at Tek."**

Dale Carlton, Design Engineer  
Larry Lewis, Bill Wilke and  
Dave Carlton compare  
early proposals with the finished  
product: a DC 5009 Programmable  
Universal Counter/Timer.



**T**ek engineers have been the number one source of new product ideas, ever since the company was founded.

The avenues available for getting your ideas off the ground range from formal new product committees to coffee-and-conversation with the right wirepuller.

At Tek, you're naturally sensitive to the needs of our market. As Dave Olson

points out, "Tek's had a lot of success relying on the 'next bench' principle of product development—you look at the next bench, see what the engineer needs, and design a product to fit."

You won't be stuck in a line of desks, following somebody else's specs to the letter. And when you show ingenuity and initiative, there are plenty of colleagues around who'll recognize and appreciate the effort.

Creativity is always encouraged. Kirk Wimmer's manager, for example, urged him to suggest a new product concept for digital engineers. "It gradually worked out that I could work on that new product full time," says Kirk. "My idea was chosen, out of more than twenty, to be built."



"You can do the design and have your hands right in it, working on one project from beginning to end."

Kathy Sunderman, Electronic Design Engineer

Dave Olson and Kathy Sunderman integrate new software with hardware prototype.



**A**s a Tek engineer, you'll have hands-on involvement with your project. Typically you stay with it from concept to manufacturing, or you can work on one aspect and then move on to another project.

Most likely you'll work with a team. Not a team of a hundred, but of a handful of engineers. Respon-

sibilities are evenly divided. The people, says Lee Jalovec, are "stimulating, challenging, and friendly. I have a good group to work with to do the things that I can't do."

At the same time you'll have the freedom to work your own way. "If you need to make a specialized component," says Wink Gross, "the equipment and people are here to do it. Here you get to design everything you use, if there's a good reason for it."

Your initiative and good work needn't go unrecognized; your sense of achievement can go beyond the project itself. Working on the 7104, says John Addis, "enabled me to write an article for a technical magazine with national circulation, to go on several trips and lecture all over the country. That's very gratifying."



**"It was absolutely my own choice to go into a management position. It's not irrevocable."**

Wink Gross, Senior Engineer

Wink examines a thin-film hybrid circuit layout for a very high-speed active probe. The layout was generated and analyzed with HCAD, a Tek developed CAD program for hybrid circuit design.



**A**fter 14 years of design engineering, Wink Gross is moving into management of analog IC design in Tek Labs. He found the position for himself. No one pushed him into it, and no one held him in engineering even though he'd long been making substantial contributions to top projects.

Kirk Wimmer notes the flexibility built into Tek's

organizational structure: "You don't have to go into management to advance. They've opened up higher engineering positions so you can advance that way."

In the words of Rich Cabot, Audio Measurement Product Design Engineer, "Tektronix offers me a good combination of high technology and rewarding career possibilities, and yet I could still work in the field I wanted to work in."

Of course, that depends on the area you've chosen.

But we talked with plenty of engineers who found just the place they wanted in the company. Joyce Ferriss told us, "In software, there's tremendous chance for advancement. There are opportunities in implementation, in research ... I feel like I'm in the right spot to be able to grow in whatever direction I choose."



**"Tek management takes pay and benefits seriously. Competitive and fair pay is policy and practice."**

Rod Bristol, Senior Engineer

For Rod, engineering encompasses design, manufacturing processes and product application.



**F**ew Tek engineers hire on for the money. It's true that salary ranges are quite competitive—but even when Tek was "notoriously low paying," Wink Gross recalls, "it was such a great place to work that everybody wanted to come here."

Part of the attraction, of course, is the Pacific Northwest, where winters are mild, summers moder-

ately hot. Where the ocean and mountains are an hour's drive away. Where there's still open farmland within minutes of the main campus, and spectacular scenery abounds.

Tek's benefits include medical and dental plans, insurance and stock purchase plans, educational support and retirement plans. With Tek's strong profit sharing programs, employees both share in the good times and absorb the stress of bad times.

Another popular benefit is using Tek equipment for personal projects. Says Rich Cabot, "You really can't ever see yourself going back to using the stuff you used before you got here."

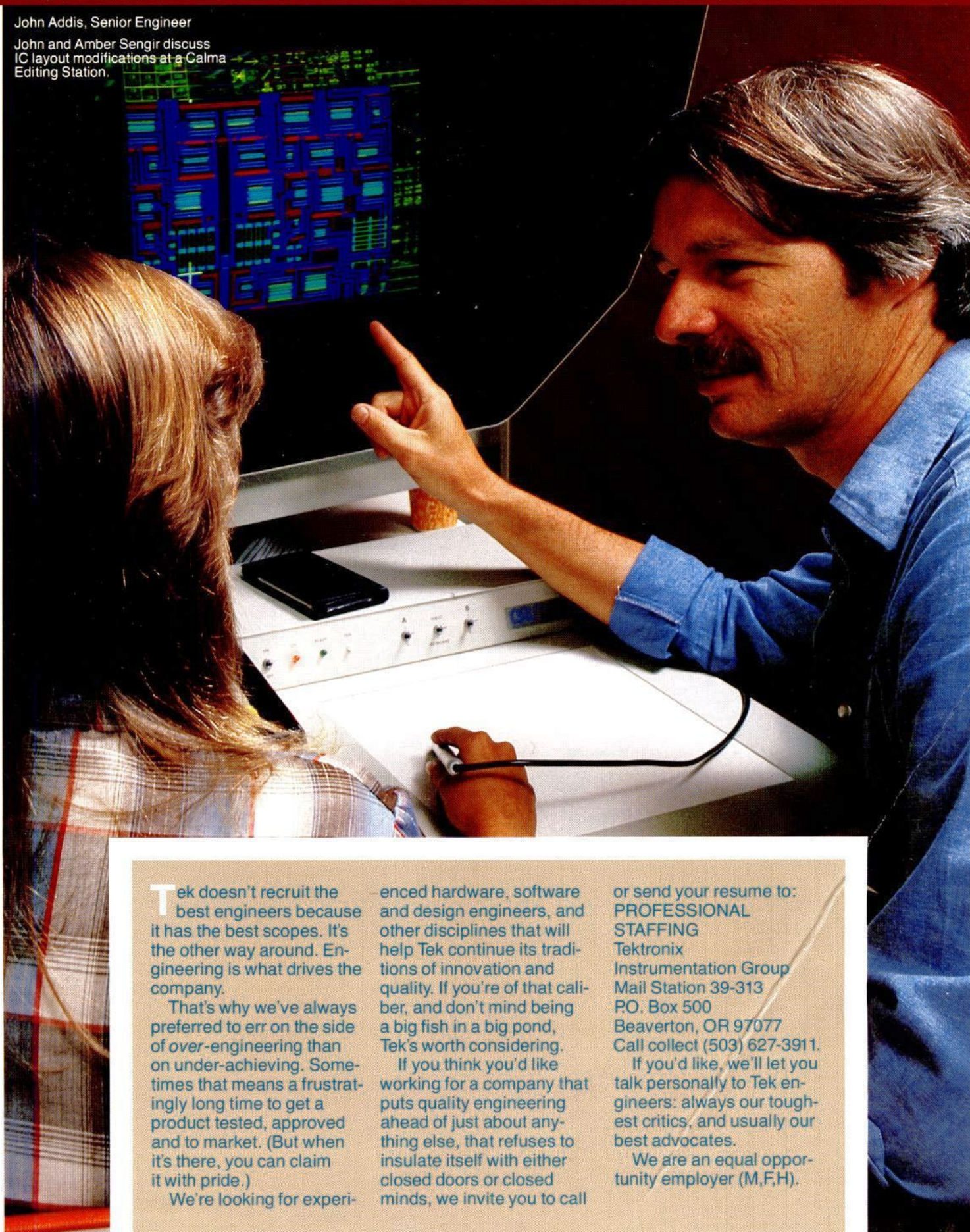
It's easy to get spoiled: Says Wink Gross, "I get calls from headhunters, and usually the money they're talking about isn't enough to consider moving for."



**"Every engineer...needs good equipment, and we have some of the best around."**

John Addis, Senior Engineer

John and Amber Sengir discuss  
IC layout modifications at a Calma  
Editing Station.



**T**ek doesn't recruit the best engineers because it has the best scopes. It's the other way around. Engineering is what drives the company.

That's why we've always preferred to err on the side of over-engineering than on under-achieving. Sometimes that means a frustratingly long time to get a product tested, approved and to market. (But when it's there, you can claim it with pride.)

We're looking for experi-

enced hardware, software and design engineers, and other disciplines that will help Tek continue its traditions of innovation and quality. If you're of that caliber, and don't mind being a big fish in a big pond, Tek's worth considering.

If you think you'd like working for a company that puts quality engineering ahead of just about anything else, that refuses to insulate itself with either closed doors or closed minds, we invite you to call

or send your resume to:  
**PROFESSIONAL  
STAFFING**  
Tektronix  
Instrumentation Group  
Mail Station 39-313  
P.O. Box 500  
Beaverton, OR 97077  
Call collect (503) 627-3911.

If you'd like, we'll let you talk personally to Tek engineers: always our toughest critics, and usually our best advocates.

We are an equal opportunity employer (M,F,H).



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