

VOL. 1 NO. 2

DECEMBER, 1951

PRODUCTION PAY ADJUSTMENT

The original Tektronix "sharing" plan used in 1948 was a monthly bonus, based on the value of instruments shipped each month. However, due to many things beyond control of the production force, this bonus did not accurately reflect the productive effort of the month.

The present profit sharing plan was established in 1949, and provides a means for mutual participation in the financial success of our Company. The profit share is divided in proportion to the base pay earned during the previous six months period. This system permits a higher overall payroll than would be practical with a straight salary plan, because it allows pay to fluctuate with Company earnings, thus reducing the financial risk.

Profit sharing has a much wider scope than incentive plans such as commissions, piece work, and production bonuses, because it includes the overall effort, efficiency, and successes (as well as the failures) of each one of us and each department. It recognizes improved facilities and equipment, sales plans, design engineering, and other long term policies, as well as monthly production effort. It reflects quality of work on a short term basis in the absence of scrap and repairs, and over a longer period in the customer's repeat orders.

Profit sharing is a lot like the age old tradition of sowing in the spring to harvest in the autumn to feast the year round, except that we harvest twice a year.

But, regardless of the method of distribution, all funds for the payroll come from only one source, his Honor, the Customer. We profit most when we serve him best with high quality competitively priced instruments. Therefore, the secret to those fat checks we're all after is an efficient organization with high productivity per person. It's up to us.

* * *

CHRISTMAS PARTY

Plans for the Christmas Party are progressing rapidly under the co-chairmanship of GLADYS KOCH and EVELYN JOHNSON. Two parties will be held for the employees on Friday, December 21, one for the day shift at 11:15 A.M. and one for the swing shift at 6:30 P.M. The swing shift will come to work at 2:30 P.M. instead of 3:30 P.M. JACK HENDERSON will be the master of ceremonies. Other committee members include HELEN WALKER, in charge of food, TINY DAVIS, decorations, and PHIL MALLERY, program.

* * *

EMPLOYEES COMMITTEE MEETINGS

November 28, 1951

- | | |
|----------------------|-----------------------|
| 1. Credit Union | 5. Christmas Party |
| 2. Salvage | 6. Old Clothing Drive |
| 3. Vacation | 7. Chicago Show |
| 4. Insurance | 8. Music |
| 9. First Aid Program | |

Vol. 1 No. II December 1951

EDITOR Blanche Cook

CONTRIBUTING REPORTERS

Darlene Adams	Will Marsh
Ellen Burton	Bill Muessig
Lois Campbell	Jack Neff
Bob Duhrkoop	Ida May Norby
Miller Duris	Gloria Poole
Barb Ekstrom	Dick Schmidt
Carol Hall	Slim Sorenson
Vivian Holden	Lou Thomas
Jim Kelly	Miles Tippery
Ginny Levens	Bill Webber

We wish to thank the following for assisting on this publication:

Gladys Ernstmeyer	Mel Lofton
Chris Larsen	Ken Walling

* * *

CHARITY CONTRIBUTIONS

Tektronix charity solicitation has amounted to a total of \$4177.50 pledged. Participation was 89%, which outside people tell us is good. Your Company has already issued checks to the Multnomah County, Washington County and Yamhill County Community Chests. Checks to the other organizations will be issued when they conduct their drives.

Washington County organizations will receive 31.8% of our contributions. This is a very fine way to make our Washington County neighbors aware of our presence.

The sum of \$4177.50 on the basis of our designations will be distributed in the following percentages: Community Chest-- 41.4, March of Dimes-- 19.2, American Cancer Society--15.4, American Heart Association-- 12.5, and American Red Cross--10.6.

There has been increased interest by outside firms in this method of charity solicitation that Tektronix has used the past few years. You can be proud that our Company is a leader in social progress by being among the first, if not the first, to conduct a united, single, charity solicitation.

RUTH STOUT, 513 department, plans to leave Portland December 1 via United Airlines to Columbia, South Carolina. Ruth has announced her forthcoming marriage to Pfc. Kenneth Bastian of the 200th Infantry, stationed at Fort Jackson. They plan to make their home in Columbia.

Did you see the grin on GLENN FREEMAN's face when he saw the new truck? Glenn will gladly tell anyone who inquires about it that it is to replace the old Dodge truck. The new one is a green, '50 Chevrolet panel.

JANE GRACE was taken to the hospital Wednesday night, Nov. 28. The flu bug bit Jane. We wish her a very speedy recovery.

Flash! Shush! It isn't generally known, but the Olympic Ski Champions of the past few years had better watch out! Tektronix is producing some pretty keen competition. The weekend of October 17th found JEAN PEARSON and her husband, WENDELL FERLAND and wife, FAY HOLLIDAY and friend, RAMONA and DAVE PRICKET, and BILL CAUSGROVE and MARY HOOYBOER--"Snow Bunnies" all, making the slats fly up around Government Camp on Mr. Hood. The party stayed at the Pearson's grand cabin up there, and everyone reported for work Monday slightly muscle-sore, but really happy.

We have two new home owners in the 512 group, one being Tiny Davis whose new abode is on Nendel Road. RUBY EVANS is now the proud owner of a home on 112th Street. She says all she needs now is a prosperous bachelor to help her pay for it! GRACIE GASSER working days again--BARB EKSTROM took the rest cure and had her tonsils out--ARLENE HOLMAN thought she made a mistake on the sweep and didn't even know she was looking at a 511 instead of a 514--HAZEL TILLMAN taking the Choo-choo to Iowa for Xmas--MARGE ENGBESBY is leaving us for a husband coming home from Korea.

FOR SALE: 3/4 size Hollywood style bed, plain springs and a box spring mattress. The bed is one year old and like new. Cost \$67 new, will sell for \$35. See ELAINE SUTTON of 512.

RUBY PETERSON is in much better spirits this week as her father is improving from a severe illness.

On November 10 of this year, in a lovely candle light ceremony, MOLLIE SISSON became the bride of Mr. Joseph ROBBINS. The ceremony was held at the bride's home, and a reception for intimate friends of both families followed.

GLORIA POOLE drove to San Francisco for Thanksgiving, and on the way back ran into a blizzard between Dunsmuir and Shasta.

PANSY O'BRIEN raises greyhound dogs for racing as a hobby. One of the 14 full grown hounds is "expecting" at present. A litter of eight to ten puppies is expected. Pansy is carefully watching 22 half-grown greyhounds also. They mature surprisingly fast with good food and exercise.

PHIL MALLERY reports a pleasant vacation the week of Thanksgiving. The Mallerys motored to Spokane to spend Thanksgiving with Phil's brother after delaying the trip until the three children recovered from a virus infection. A rude awakening came when Phil discovered he had missed the Spokane cutoff in the fog and was forced to take the Lewiston Grade to get back out of Idaho. The Mallerys came home via Sultan near Everett to visit Mrs. Mallery's relatives.

Among those present at the last performance, November 24, of the Sadler Wells Ballet Company were Peggy and BILL LEE, JACK and MARGIE DAY, and the MILT BAVES. Bill particularly appreciated the young dancers special flair for comedy.

Two members of Test have increased the size of their families. RODGERS JENKINS welcomed the arrival of a boy, November 1, and EARL GROVES became the father of a boy on November 7.

ROGER HAIGHT, BURTON EBERLY, HARVEY HANSON, and BILL JOHNSON, all of the Shop, have recently purchased homes and property in the vicinity of Beaverton.

* * *

Hangover: Something to occupy a head that wasn't used the night before.

Since the last issue of the paper, the Test department has increased its personnel size tremendously. Twelve new faces have appeared in the "dark room", and the roster now totals nineteen. By the time this paper is published, the test and calibration of the Type 517 will have moved from Engineering into Test.

We of the stock room wish to thank all of you, and in particular, each individual group leader for the cooperation that has been our privilege since the closed door policy took effect. Things are looking up.



To those of you who never meet the stock-room personnel we would like to have you meet our chief, BILL LEE. Bill has been with Tektronix since early 1949. His friendly attitude

and integrity in serving you presents to us the spirit of cooperation and consideration which will make our "Tektronix" a great name in the field of research.

* * *

BOWLING NEWS

A Tektronix bowling league has been formed this year with eight teams entered. Four teams bowl Thursday afternoon and the remaining four teams bowl Thursday night at the Rose City Bowling Alleys. Six of the 26 weeks of league competition have been completed. Prizes will be given at the close of the season. At the present time, CECIL FLETCHER, of Silk-Screen department, is leading the men with a 162 average. GRACE GASSER, of the 514 department, is leading the women with a 128 average.

Team standings, high game and high series bowlers, individual season average, etc. are posted each week on the assembly bulletin board. Anyone wishing to be a regular or substitute bowler, contact DICK SCHMIDT in Test or Bud Jones in Shipping.

TRANSFORMER -- SWING SHIFT

Working under the direction of genial **CARL HELMER**, the swing shift contingent of the Tektronix transformer department is composed of ten people full time with three girls alternating two weeks on the night shift and a month on days. The work that we do on the night shift is divided into three classifications: winding transformers and small oscillator types, final assembly and oven work, and delay line work. Since this is the first newspaper at our new location, we would like to take this opportunity to get acquainted with those we have not met. Briefly then here are our personnel:

KATHRYN BARTMESS, who supervises the delay line work, has three daughters and one grandchild. Husband **Dick** is an avid camera fan when he isn't employed as a checker in handling freight shipments.

AGNES CLIFFORD who works in the delay line department is the envy of all since she can go home for dinner at 8 and be back by 8:30. She and husband **DON**, also employed by Tektronix, live across the highway.

BETTY KARPSTEIN lives in Aloha and drives to work in her sleek Nash. Husband **Rudy** of the Karpstein family, well known at Beaverton High School for their athletic achievements, is a member of the Air Force stationed in Portland. Betty works on oscillator coil assembly.

CARL HELMER, formerly of the Navy, Northwest School of Broadcasting, Multnomah College, and the meat cutting trade, is obviously a man of wide experience. He is married to **Eloise** and has two children who are active in the Journal Juniors as baton twirlers and tap dancers.

PHYLLIS GLYNN, who works with **Agnes Clifford**, is a long way from her home in Massachusetts. She and her husband, who is a member of the Portland Police force, have a one year old son. A prospective transformer winder no doubt!

SID JONES, our winder of 514 transformers was also in the Navy, having gone in at the ripe old age of seventeen. He is married to **Betty** and has a son. The Jones



Back row, 1 to r: **T. Kirtley**, **K. Bartmess**, **B. Cogan**, **J. Neff**, **S. Jones**. Front row, 1 to r: **H. Miles**, **P. Glynn**, **A. Clifford**, **B. Karpstein**, **C. Helmer**.

* * *

family recently travelled to Yakima, Washington for their Thanksgiving dinner.

TIM KIRTLEY, the boy with the healthy laugh, is attending Vanport College working toward a degree in education. He is also a member of the Naval Reserve. Tim is learning the assembly phase of our work.

HAROLD MILES, our typically happy married family man, is currently taking a correspondence course in radio and television. It's been rumored that Harold will be towing a trailer to work to haul his many riders. Harold is also winding transformers.

BOB COGAN (mispronounced Coo--gan) is a graduate of Central Catholic High and is attending Benson High School in the field of radio. He is a student announcer on station KBPS and plans to go to California and enter the field of commercial radio there as a disc jockey perhaps. Bob winds the oscillator coils.

JACK NEFF, who is learning to wind, graduated from Beaverton High School and Lewis and Clark College. At the present time he is taking two special courses at L & C. His future depends on Uncle Sam.

We'll be seein' you at coffee time!

Times have changed all over Tektronix, but the most startling changes have occurred in the offices. Early in our history the office force was Joan Yergen. Now eleven young ladies decorate "up front" Tektronix mail order show case. Also necessary, but not particularly decorative are several fugitives from the Test and Engineering departments, installed to coordinate technicalities with personalities.

As Tektronix expands, increases are needed in the field forces. JACK DAY has been touched for this important work and is now in New York to shoulder some of the burden toted by MARGARET JOHNSON, ED BAUDER, and JACK CASSIDY. The gals will miss his handsome profile. Nominations are again open for Tektronix's best dressed man.

Back from a sultry sojourn in the dusty reaches of the southwest, SANDY SANFORD brings new customer reactions, new ideas, and 16 more pounds. Well-received, as always, Tektronix equipment continues to elicit favorable questions and comment.

* * *

HILDRED SCHMIDLING, who was quite ill with pneumonia (virus) for nearly a month, was recently welcomed back to her workbench. She was in St. Vincent's hospital for a week, and at home about three weeks. This is the second time this year she has had pneumonia, and we all wish her better luck in the future.

DICK EASTON painted the various signs (except those for engineering) for Open House, which identified various departments and divisions. Dick winds small coils (oscillator, etc.) for various scopes.

A few of the people--DON TWEEDIE and BARNEY GREGORY--have been moving. Don says he should be living in Portland about the first of December. Barney has moved from Aloha to a Portland address, about 4 miles from work. He did not give the exact location, but says he can get to work very quickly, and a lot of the way is down hill. What fun when it snows!

There has been a recent adjustment



Jack, Nancy, and Marge Day

* * *

in Transformer and Coil, which will probably be a permanent setup now. The benches for Coil have been rearranged back to back in order to provide more room, and the transformer winding machines have also been moved somewhat.

Seems that's about all the news, except for a small note on efficiency: GORDON SLOAT's desk was moved a little closer to the telephone, and the other day he was seen scooting to the phone in his chair, which is equipped with casters!

* * *

MONICA BANNISTER is tired of our beautiful Oregon weather and so she is leaving for California December 22nd. Monica says they have sunshine down there.

LAVERNE BALLANTYNE will be flying to San Diego to spend the Christmas and New Year holidays with her sister.

* * *

WANTED: Use of a cider press before the Christmas Party. See HELEN WALKER in the 517 department.

* * *

Some people are like blotters--they soak it all in, but get it all backwards.

The HERB CRAWFORD's announce the birth of Sandra Lee.

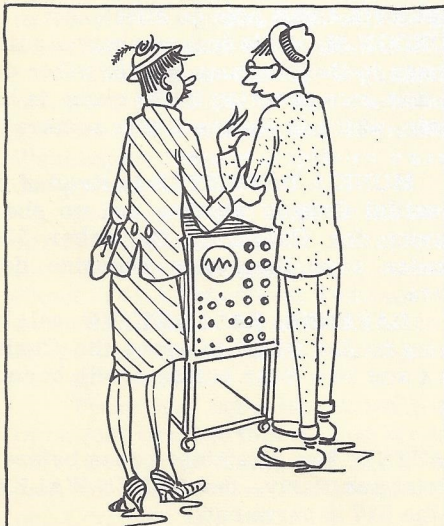
JOHN TAYLOR, no doubt knows where the wild goose goes. There is a twelve pounder that goes on his dining room table one of these days.

AL BRIGGS, one of the Shop welders, increased his family on November 21 with a new arrival. Michael, a 7 lb. 9 oz. boy (with big feet, says Al) arrived mid much confusion in which Al's glasses got broken-(and yet it was his fourth).

Ever since their Tektronix engagement on October 29, among all the little resistors and capacitors, MARY HOOY-BOER and BILL CAUSGROVE's romance has been progressing rapidly. They are at the candybar sharing stage now. It's hard to see anything in their section now unless you, too, have a pair of rose-colored glasses--all those pink clouds get in the way.

HELEN THOME's Thanksgiving Day was especially happy. Her young son Christian, came home from boarding school for a four day holiday. He and his sister, Linda, had a wonderful time. They had turkey and all the trimmin's with their grandparents and all their relatives.

AS OVERHEARD AT OPEN HOUSE



AFTER THE SHOW, REMEMBER
JEROME, ONLY ONE CUP
OF COFFEE FOR YOU!

The following spontaneous contribution comes from the combined thinking of Darlene Adams and Norma Caulfield of the 511 group.

'T WAS THE WEEK BEFORE THE BONUS

'Twas the week before Christmas,
when all through the plant,
Not a person was stirring
not even an ant.

Each one at his bench worked
with most solemn mien,
And hoped that his industry
by his boss would be seen.

Tho the 511's should have been
working, instead,
Visions of bonuses danced
through each head.

While Ken with his work sheets,
and I with my solder,
Had just settled ourselves to
work like we oughter.

When out in the back there arose
such a clatter,
We sprang from our chairs to
see what was the matter.

The guys in the back had
surrounded another,
All grinning and whistling and
pounding each other.

The guy in the middle
was lively and quick
I thought for a moment it
might be St. Nick.

With a fistfull of checks
and his face wreathed in smiles,
Instead of St. Nick,
it turned out to be MILES.

Merry Christmans, Tektronix,
good health and good cheer,
Lets work so our bonus
will be higher next year.