

# TEK TALK

Volume 3—Number 4

Employee's Publication of Tektronix, Inc.

October 5, 1954

## Four New Instruments Introduced at Conferences

Four new instruments—a characteristic-curve tracer, a time-mark generator, a television wave form monitor and a portable three-inch oscilloscope, have been introduced by Tektronix at three recent electronics conferences, and will be in production as soon as possible.

The 570, or characteristic-curve tracer, will cost buyers about half of the price of the most similar instrument on the market, still providing approximately the same range of performance, according to the sales department.

The 181, or time-mark generator, is similar to at least one other instrument scheduled to be put on the market by competitors, but boasts one highly superior feature: less adjustment required during operation.

The portable three-inch oscilloscope, the 310, will not be in production until a much later date, and appears to have no close competition from other manufacturers.

The 310 is being shown by Dal Dallas and Dick Rhiger at the National Electronics conference in Chicago October 4-6.

The 525, television wave form

monitor, is being shown at the same conference. It boasts superior frequency response and amplitude linearity.

The 570 was shown by Dal and Dick at the International Instrument Exposition in Philadelphia September 15-22, along with Jack Cassidy, eastern division manager.

The 181 was shown at Wescon (Western Electronics conference) in Los Angeles August 25-27.

## Tek Roster Grows With 25 Additions

Twenty-five new employees joined Tektronix during the month ending September 20.

They are Bill Lovell, assembly; Eileen Lundquist, mechanical assembly; Jim Strickland, test; Bill Boom, CRT; Margaret Earlywine, CRT; Wilbur Herr, printing; Dave Easton, assembly; Chick Furchner, assembly; Alice White, assembly; Earle Pahlka, test; Leonard Nelson, test; Margie Miles, office; Zella Ballinger, assembly; Ruth Faber, assembly; Ruby Carter, capacitor winding; Don Mulvaney, wire stripping and stripping; Joseph Ferris, transformer; Kevin Van Hoomissen, stock; Milo Elkins, stock; Peter Unger, test; Ken Lukens, test; Pat Nelson, assembly; Chet Murphy, test, and Marvin McClure, printing.

## X-DAY OCT. 14th

Plan now to have your chest X-ray between 8 a.m. and 5:30 p.m. Thursday, October 14, when the mobile unit visits Tektronix.

Norma Caufield will handle department schedules. Last year participation throughout the plant reached 90 percent.

## 'Tek' Employee Manuals Ready Within 30 Days

The long-awaited employees' manual is off the presses and in the process of binding, and should be distributed within 30 days, according to the personnel office.

Covers are completed, too, so their appearance soon is a certainty, Don Kepler tells us.

A copy will be sent to the home of each employee, so his family may better understand Tektronix and its policies.

In addition, each Tek will receive a copy at the plant.

## Plant Transfers Put Nine Into New Jobs, Areas

The personnel office reports nine plant transfers in recent weeks.

Pius Scherr moved from assembly repair to instrument repair in test on September 16.

John Larson has moved from production to the engineering department, where he will be doing technical production work.

Dorothy Garrison left unit wiring for final assembly.

Bill Herrick, formerly shop, is now doing CRT production on swing shift, as is Ron Wold.

Jack Day is back in field engineering at headquarters after almost three years in the eastern offices. Jack was the first field engineer to leave from here after test and front office "basic training."

John Liedtke is acting CRT production department head.

Laura Lusk will assist Derrol Pennington in new development projects.

Norma Caufield has gone to the aid of personnel while Jean Delord is on three months' leave abroad.

## Construction Project to Add 6800 Square Feet to Plant

A total of 6800 square feet in additional floor space for shipping, assembly and increased telephone facilities will be the result of the current construction project in the center of "Tektronix square," according to Mel Loftin.

Of the 6800-foot area, about one-third will be used for shipping and two-thirds for additional assembly

space, with the new telephone room occupying a 10 by 15-foot area.

Mel estimates that the new telephone equipment will be in use within four months, and the remaining areas utilized at about the same time.

With the new telephone set-up, inter-department dialing will be possible.

## All Employees Urged to Contribute As Annual United Fund-Tektronix Appeal for 1955 Gets Under Way

by Bill Webber

Tektronix Charity Solicitations were "unified" before the United Fund was considered for Portland. For over six years Tektronix has combined all of the many direct contact charity drives into one. Jack Murdock remembers that after the initial success of the unified campaign at Tektronix, he suggested it to other businesses. The idea was apparently too new and too pro-



gressive, as it was pooh poohed and rejected. It may have helped lay the groundwork for the subsequent inception, adoption and success of the United Fund way of giving in the greater Portland Area.

payroll deduction from the bonus. Also it is helpful to employees that it is the only time during the year they will be asked personally to donate. Other efforts to solicit from employees here will be rejected.

The Tektronix unified campaign is timed with the United Fund campaign as it is the largest campaign in this area and now includes all agencies supported in past years by Tektronix employees. The Polio Foundation is listed separately as it is not a part of the United Fund. Christmas Seals and Easter Seals are direct mail campaigns and have not been included in the Tektronix solicitation because no solicitation is made through places of employment.

### Sticker, Button Given

Each contributor will be given a window sticker and lapel button so campaign workers in his residential area will not expect another donation.

Howard Vollum has been active, along with many others at Tektronix, in working, talking, helping and giving through the United Fund. It is through the large amount of time donated by volunteers that the United Fund campaign expenses are only about 3 cents out of every dollar donated, the lowest of any public solicitation campaign. Your dollars go farther this way.

It is hoped that each employee will give generously during this "unified" campaign.

### WHOA, NELLIE!

Let's keep our fellow-workers and our cars in one piece! Cut **YOUR** speed down while in Tektronix square. The fender you save may be your own.

Idle folks have the least leisure.  
— John Ray

### WELCOME

All employees are invited to submit classified ads for publication in Tek Talk. All will be run free of charge, but should be limited to 25 words. Turn them in to the personnel office by the 15th of the month for publication in the following month's paper.

## Snack Bar Report Shows Conditions Better, Need Boost

by Don Kepler

Beginning about the first of May, we reduced the services and variety of food provided at the snack bar, and kept it at that level throughout a three month period, to see what the effect would be on losses. Here is the report:

Cost of food on hand	
April 30 .....	\$ 464
Cost of food purchased	
(no coffee, tea, cream	
or sugar incl.) .....	4102
Total cost .....	4566
Income from food sales ...	3788
Food on hand July 31 .....	314
Total income ....	4102
Costs .....	\$4566
Less income .....	4102
Actual loss on operation .....	\$464

However, since food is priced to bring an average of 10 percent above cost, we should have received for food sold, an additional \$441. This, added to the actual loss on operation (\$464) makes a shortage of \$905, compared to what we should have received.

Although this shortage of \$300 per month is an improvement of about \$100 per month over the 1953 period, it still leaves much to be desired.

It indicates that quite a few Tek continue to be careless about food payment. It is hoped that these people will be more careful in the days ahead.

The continued loss in the snack bar dept. does not provide much incentive for Tektronix to expand the facilities and services of the department. On the basis of this report, possibly we should keep the snack bar operation at a bare minimum until new space and different arrangements can be made at some later time.

## Let's Go Over The Top!



Jack Murdock, left, and Howard Vollum will lead the way toward what is hoped to be a 100 percent sign-up for United Fund campaign at Tektronix. Participation percentages will be chalked up on UF

thermometer. Funds contributed or pledged now will provide 1955 costs of 67 member agencies. Twelve hours' pay is being asked by UF.



# Tek Talk

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## How much to give?

How much should I, as a responsible citizen of my community, pledge to give for 1955 operational costs of the United Fund's 67 member agencies?

That is the question each of us should ask ourselves these next two weeks, when volunteers from Multnomah, Clackamas and East Washington counties are hoping to reach an area goal of \$2,769,055.

Last year's campaign fell short of its goal by \$280,000. That meant that almost all of UF's emergency reserves were used up to make certain the usual humanitarian services were provided.

And it means, too, that if this year's goal falls short, there will be no reserve upon which to fall back. If you and I don't give our fair share, we will be letting down those who are — or might be — in need. And those in need might very well be ourselves.

A committee of experts has established a victory scale of giving to insure this year's campaign success. The suggested amounts — an hour's pay per month on payroll deduction for those earning wages, and a percentage giving for those earning over \$5,000 — must apply to each of us. Success depends upon each doing his part.

We must not look to the next fellow to take care of the sick widow down the street, or the deserted boy crying in the alley, or the amputee in need of therapy.

We must pitch in and do our share — and the time is now.

## Job Evaluation Explained By Committeeman Kepler

By Don Kepler

One criticism expressed by Tek people during the opinion survey last fall was that of inequity in the rates of pay between departments. Some thought that people in other departments were getting higher pay for work that was no more difficult than they were doing.

So it was decided to undertake a job evaluation and wage survey for every job throughout the plant.

All 108 jobs were listed by departments. Next to each job were ten columns, headed by the factors that go to determine the difficulty and relative skill required, etc., for each job.

JOB TITLE	Experience	Compatibility	Education	Resourcefulness	Physical Effort	Working Conditions	Mental and Visual Strain	Responsibility For Product & Material	Responsibility For Work of Others	Unavoidable Hazards
Chief Accountant										
Accountant										
Accountant Clerk										

The job evaluation committee, Bill Webber, Bob Davis, Dal Dallas, Dick Ropiequet and Don Kepler, agreed that these factors should be experience, compatability, education, resourcefulness, physical effort, working conditions, mental and visual strain, responsibility for product and materials, responsibility for work of others, and unavoidable hazards.

### Five Grades Set

Starting with the first of these, experience, a word description was agreed upon and written down as a reminder and reference as to just exactly what was meant when we talked about **experience**. It was decided to grade experience into five rough grades, from one to five, a grade of 1 to represent the least amount of experience required on a job at Tek, and a grade of 5 to represent the most experience required. Notice that these grades apply only to jobs at Tektronix, and do not have any reference to jobs outside of Tek. Also, it is well to notice that the evaluation refers to jobs and not to people. What amount of experience is needed to do the job satisfactorily, or, if we were hiring a new person for the job, the minimum amount of experience we would consider necessary.

First of all, it was necessary to decide which jobs at the plant required the least starting experience, and which required the most.

Armed with this one factor and the five grades, we started down the list of 108 jobs, discussed each one, and then agreed upon a grade of from 1 to 5.

### EXPERIENCE FACTOR

How much work experience must an average worker have, to perform the

## Bowlers Start Fall Schedules

The Tektronix Intramural Bowling league has opened another season, with Bill Barnes as its president. Clara Knox is secretary, and Ed Kiepke treasurer. Meetings are at Rose City Bowl, 6:30 p. m. each Thursday.

Four intramural teams have been formed for play: Team No. 1, Kay Bartmess, Helen Riley, Clara Knox, Mart Kubarsepp and Ida Smith; Team No. 2, Jean Jackman, Maxine Calvert, Bill Barnes, Pius Sherr and one unnamed member; Team No. 3, Don Calnon, Chet Harding, Bill Webber, Lee Wagner and Ed Kiepke; Team No. 4, Rennie Brown, Harlow Loucks, Marion Arnold, Ken Walling and Gisle Borlaug.

Two commercial teams have been

formed to play outside teams. One meets at 6:45 p. m. each Tuesday at Canyon Bowl in Beaverton, for league play involving ten teams. Tektronix members are Bert Eberly, captain, Chuck Gasser, Don Calnon, Dick Ropiequet, Roger Carter and Don Ellis. Slim Sorenson is substitute. The first six have arranged to have low man drop out for a week of play, leaving the required five each week.

The Tualatin Valley League meets at 9 p. m. each Friday at Canyon Bowl in Beaverton, for ten-team play. Tek's team is composed of Don Pratt, captain, Slim Sorenson, Ernie Plapp, Carl Helmer, Armand MacDowell and Dick Schmidt.

He who sails without a chart may return without a ship. — Anon.

Only according to our ignorance are we helpless. — Annie Besant

Great minds have purposes, others have wishes. — Washington Irving

Nothing is impossible to the man who can will. — Mirabeau

We aim above the mark to hit the mark. — Emerson

Common sense is not so common. — Voltaire

job duties satisfactorily? Does the job require previous experience on other jobs in the plant or in other companies? The "Rating" is the total required experience before being placed on the job.

Degree	Experience to do Job
1.	Requires no previous experience in work of this type.
2.	Requires up to one year experience on this job or related jobs in the plant or elsewhere. (up to 1 year)
3.	Requires more than one year and up to two years experience on this job or related jobs in the plant or elsewhere. (1 to 2 years)
4.	Requires more than two years and up to four years experience on this job or related jobs in the plant or elsewhere. (2 to 4 years)
5.	Requires more than four years experience on this job and progressively important jobs in the plant or in an outside outside organization. (More than 4 years)

### Department Help Needed

We soon found that we didn't have enough factual information about all jobs in the plant, among the five committee members. Where we found this to be the case, we asked group leaders and supervisors or department heads for their help in describing work done on a job, and the amount of experience or training required on the job, for a new person.

Our task could hardly have been done successfully without this help.

We continued through all 108 jobs with this one experience factor rating, instead of completing one job with all ten factors, because it was found best to stick with one factor while the description and gradings were fresh in our minds — so all jobs would get as consistent grading in that factor as possible.

The further we went in our list of jobs, the more it became necessary to keep going back and reconsidering jobs already graded, in the light of other jobs. When we were satisfied with our grading of the experience factor, we started all over again with the education factor, again agreeing upon our definition of the word **education** and writing it down, then agreeing on the description of each of the five grades.

We continued in this way through all the other eight factors.

### Factor 'Weighting' Next

Then came the task of deciding the relative importance, at Tektronix, of all of these ten factors: just how valuable is "experience" required on a job, as compared with the special "education" required to do the job.

How valuable is the factor of working conditions under which the job is done, compared to unavoidable hazards on the job, etc. Records of many other companies doing similar work were examined as a guide.

Since we place a relatively high value on campatibility, the weighting or value of all the other factors had to be readjusted for jobs at Tektronix.

### Change To "Points"

From these weightings, value rating numbers, (or multipliers, as we call them) were established on each factor. Each grade allotted for that factor, times the multiplier, gave the number of "points" for that factor on that particular job.

When each of the ten factor grades had been changed to "points" for all 108 jobs, the points for each job were separately added across the columns.

The jobs were ranked according to the number of points received. The job having the highest total number of points on top, and the job with the lowest number on the bottom. This, then, indicated the relative value of all jobs at Tektronix, according to the committee standards.

Notice that no prices have yet been attached to these jobs. But we do have a common reference that can be used at any time as long as the jobs or the conditions under which they are done do not change.

The fact that jobs and conditions **do** sometimes change, and new jobs are added, makes it likely that the work of the evaluation committee will be a continuing work, to keep pace with the ever-changing picture at Tektronix.

By this time you may be wondering, "just how does all of this affect me, on my particular job." Succeeding articles in Tek Talk will tell you more about job evaluation, and how it affects each person. We can promise that no one's pay will be reduced as a result of job evaluation. In fact the results of job evaluation are now being used in wage reviews and many upward adjustments have already been made. The adjustments will continue until July of 1955, when it is hoped all jobs will be within the ranges indicated by evaluation.

## Howard Gault: Builder of Low-Slung Car Envied by All

A good-natured Tektronix veteran with more hobbies than Carter has pills is Howard Gault, in charge of the cabinet shop, and this month's personality selection.

Howard is the company's oldest employee in years of service. He began in March, 1947, in wiring, and since then has been doing metal-smithing, welding, painting and carpentering.

He still gets a chuckle out of the time he and Howard Vollum developed the wrinkle-finish for cabinets. They put two regular heat lamps under a tin hood on the cement floor at the Hawthorne build-



Howard Gault

ing, and baked their first cabinets. The first round wasn't particularly satisfactory, he recalls, but soon improvements put their brainchild ahead of the professional jobs.

Howard was born and raised in Wenatchee, Wash., and after some time as assistant wire chief for a telephone company, joined the coast guard. His service years totaled 10½, and he wound up a chief radio operator. He was in the Phillippine campaign, among others, and distinguished himself by establishing a record for holding awards in expert rifle, expert pistol, qualified machine-gunner and efficiency rating on the five-inch 51-caliber rifle.

In the service he met Jack Murdock, Bob Davis, Sandy Sanford and other Tek's. So it was natural that he join the company following his 1947 discharge.

On the home front, Howard and his wife, Mildred, have two sons, Leonard, 12, and Jackie, 5. Their home is at 2636 S. E. 59th avenue.

The hobbies begin with wood and metal projects in his home shop. He is currently making his own bow, which brings in another hobby, archery. He shoots golf in the low 50s, and loves to hunt big game in the Blue mountains and coast ranges. He's never shot a bear, but hopes to drop a black one some day.

He has just completed a home-constructed sports car with a 1936 Ford motor. He doesn't have a chance to do all he'd like, but table tennis, softball, volleyball, handball and tennis are his favorites, too. He admits going to the local playground for an outing occasionally.

Two years ago, as if he didn't have enough interests, he was an assistant scout master for the Cub Scouts.

Anything more? Yep — a new crop of plywood "reminder" dogs, painted black and with clothespin heads to hold notes on busy people's desks. At the last peek into the carpenter shop, these were multiplying by the dozens.

This time, like all times, is a very good one if we but know what to do with it. — Emerson

Let ignorance talk as it will. Learning has its value. — La Fontaine



# Tek Twosome: Can They Be The Family With the Mostest?



**FAYE and RENNIE BROWN**  
They're turning the company Brown

October's twosome provides candidates for the title of "family with the mostest" relatives at Tektronix. Faye (assembly) and Lorenzo (print shop) Brown are not only well supplied with family members in the company, but even met here, in September, 1952.

Vivian Brown of the snack bar, Rennie's mother, introduced them, but it wasn't until November 20 of that year that they went out on a date. One month later, to the day, they were married.

Faye and Rennie live in a late '53 trailer house in Beaverton. They are enthusiastic trailerites, this being their second. The first was somewhat smaller than their present 37-foot model, which includes a large living room and kitchen, a bedroom and a bath.

Faye was raised near Cedro Woolley, Wash., lived six years in Chicago, then moved to Portland, where she graduated from Multnomah

## GIGGLE BOX

Said the cannibal to the witch doctor: "Something's wrong with my boy, Doc. He won't eat anybody."  
— Washington Columns

The Sunday School teacher was showing her pupils a picture of a group of early Christian martyrs in a den of lions. One little boy seemed very sad as he looked—almost on the verge of tears.

"Gee," he spoke up, "look at the poor lion in the back. He won't get any."  
— Wash. Columns

Poise is the ability to keep talking while the other fellow pays the check.  
— Wash. Columns

In Hollywood, when a couple gets married everybody's so sure it won't last they throw minute rice.  
— Washington Columns

"Beg pardon, but aren't you a college boy?"

"No—it's just that I couldn't find my suspenders this morning, my razor blades were used up and a bus ran over my hat."  
— Wash. Columns

**Golfer:** "I don't seem to be playing my usual game today."

**Caddie:** "What game do you usually play?"

A theater usher was astonished to see a big, brown bear sitting in the front row, munching peanuts.

"Say you," he shouted, "you're a bear. What are you doing in here?"

"Why, I enjoyed the book so much, I thought I'd like to see the picture," replied the bear.  
— Washington Columns

School of the Bible in 1952.

Rennie is now attending the same school, full time. He was born in California, raised near Eugene, and lived for a while in Bremerton. He has attended both the University of Oregon and Whitworth college.

He served with the army in Korea from 1950 to 1952.

Hobby-wise, Faye likes sewing and Rennie is a bowler and home movie fan. He owns a 16mm camera and projector, and hopes to make up his own movies some day with the help of a recently-purchased tape recorder. He's on one of the Tek bowling teams, too.

The Browns returned recently from an eight-day camping trip to Cape Lookout and Lost Lake. They have their own camping equipment, and, like real camping enthusiasts, like to throw their equipment into their '51 Mercury and "take off."

The Tek relatives? There's Tress Van Diest of accessories, Faye's mother. And Phil Mallery of stock, Rennie's half-brother. And Nancy Brown of assembly, a sister. And don't forget Vivian, mother and cupid.

## ---THE BIN---

The capacitor department has come up with one of the more lucrative suggestions of the year: A department kitty for a Christmas party, which is fed at the rate of one cent for bad English, five cents for bad words. At latest shake, the container holds a shocking total. But what a Christmas party!

Dixie Kahn back in assembly after an illness of 2½ months, including four weeks in the hospital, with meningitis. Extended a tasty "thank you" to Tek friends who had come calling, sent cards and gifts, etc., with a big cake on her return September 2. She had short interlude out of hospital her fifth day—special trip to court house to be sworn in as US citizen. No more Latvian for Dixie! Congratulations on your recovery and citizenship, Dixie.

The Tektronix choral group had chicken with its chords one September Monday. Holding the regular weekly meeting at Dick and Gloria Montag's home, songsters sent out for chicken dinners and really made a meeting out of it.

Two farewells, but to interesting new things: Darlene Adams, to the WACs, and John Rieschel, to a salesmanship job with City Finance. Both were in assembly.

Babies division: a daughter, Lynn Mary, to the Joe Visticas (component test) on September 1; and another daughter, Paula Kay, on the 10th of September, to the Ed Archers (mechanical engineering, model shop).

Wedding bells: Corky Hymes (inspection group) was married August 30. The new Mrs. Hymes' name is Linda.

Wilber Herr, printing, was married over Labor Day weekend. His wife's name is Vee.

And, of course, there's the new purchasing dept. duo, Jane and Bob Fitzgerald. September 4.

Don Ellis attended annual conference of tax executives institute September 5-8 at French Lick, Ind., to pick up the latest word in Uncle Sam's share. Had opportunity to meet tax administrators from most states where Tektronix operates. Took vacation on return trip, via Cincinnati, Toledo, Chicago and Detroit.

## Muscle-Twisting Hobby Learned In Japan By Frank Lucero Leads To Coastal Contests, Possible Tour

by Frank Lucero

Some 70 years ago Professor Jigoro Kano combined the ancient arts of jujitsu and karate. His aim was to pull the teeth from the maiming and killing forms of combat, and make a sporting contest.

People of all ages, from 6 to 80, participate. Size and strength make very little difference—it all depends on skill.

There are two styles of judo—the sport judo and defensive judo. The Japanese concept is to teach "a way of life," to improve one's ability to meet any emergencies bare-handed.

Judo is just beginning to take hold

## ZERO HOUR

Like all publications, Tek Talk must have a deadline. Ours is the 15th of the month. Please submit news by then, to the personnel office. We want all the news, but we must have it on time.

An American engineer was being shown through the Moscow subway by his official Red Army guide.

"This is a remarkably well-designed subway," he said, "but why aren't there any trains running?"

Replied the Russian: "And what about the lynchings in the South?"



in the United States. It had a few adherents before world war II in some of the colleges. Now the A.A.U. is taking it under its wing, and we will have representatives in the Olympics.

## 'Black Belts' Direct

The individual judo clubs (Dojos) are directed by Black Belt Societies (Yudansha-Kai). Black Belts are the highest ranked experts. All our instructors donate their time for the love of the sport. Most of them have had from 15 to 20 years' experience.

Our Dojo (club) is about three years old, and is still in its infancy. About 35 belong, over half of them between five and 15 years of age. We also have three women. The rest of our membership is about half Caucasian and half Japanese. We are affiliated with the Kodokan—college of judo in Tokyo.

During the winter we hold many contests with other clubs—in Seattle; Ontario, Oregon; Canada and with anyone else who comes along.

## Meets Closely Supervised

Our instruction and contests are very closely supervised so that no one is needlessly hurt. Unlike wrestling and boxing, the smaller man has an equal chance with a larger man, depending upon skill to catch the opponent off balance. I have been a member of this Dojo for about a year and have entered a number of contests.

Editor's note—A few members of Frank's Dojo are planning a tour of Japan sometime in the future, and Frank hopes to join them. Which means we should have a correspondent in Japan, giving an on-the-spot travelogue, we hope.

**Judge:** Are you sure this man was drunk?

**Officer:** Well, he was carrying a manhole cover and said he was taking it home to play on his phonograph.  
— Washington Columns

Nine tenths of wisdom is being wise in time.  
— Theodore Roosevelt

## Prediction: Capacitor Department Will Need Sturdier Chair



A new title has sprung up at Tektronix.

Joining King Gab (John Taylor) and the others is the latest king—Miller Duris, capacitor group leader, whose friends have started calling him King Lunchmouth, for lack of a better word.

Why this strange new title?

It seems that fellow-employees in the capacitor department noted that Miller carries an extremely large lunch. They got curious. The findings of the investigation were phenomenal.

One typical menu—and they insist it's one of Miller's lighter noon-time snacks—consisted of six sandwiches (one jam, two jellies and three lunchmeats), a tomato, an orange, celery, a banana and some cookies.

On this particular day, they explain, he selected grape pop as his beverage, one of his favorites.

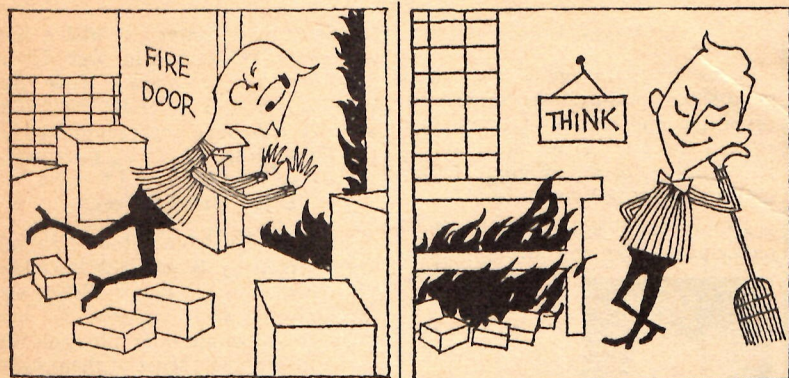
Miller claims there must be people somewhere, someplace, who eat as much or more than he does—even at Tektronix.

Could it be that there is a challenger to King Lunchmouth among us?

Teks, arise and defend your favorite food-hounds. Does someone in your department eat more than Miller does? If so, submit his menus—YOU may be instrumental in dethroning a KING!



## Safety Practices Emphasized During Fire Prevention Week



**KEEP FIRE DOORS closed, unobstructed, clearly marked. Don't tamper with automatic weights.**

Industry set itself on fire 35,700 times last year.

One fire alone—in the General Motors plant at Livonia, Mich.—caused \$55,000,000 worth of property damage, aside from the loss in production and workers' wages.

In addition to the causes illustrated above, other main industrial fire hazards include carelessness with cigarettes and matches, exposure of flammable liquids to sparks and flames, spontaneous ignition of oily rags, faulty electrical equipment and wiring. The National Fire Protection Association observes that if all these "hazards of carelessness" were eliminated, nine fires out of ten would never happen.

An indication that this is true lies in the decrease in the number of industrial fires from 40,000 in 1952 to last year's total of 35,700. The NFPA feels that this decline represents in part a growing fire-consciousness on the part of Americans. An awakening to the fire menace is the goal of the NFPA-sponsored Fire Prevention Week, which President Eisenhower has proclaimed for Oct. 3-9.

## Photos of Tek Kids To Appear Soon

A number of comments were made at the recent all-company picnic that Tektronix kids are the cutest you'll find anywhere.

Unfortunately, close inspection in most cases didn't reveal enough family resemblance in the galloping tots to make positive identification possible.

So we've decided to start printing a few tiny Tek pictures each month, so all can see what's keeping fellow-workers busy at home.

On the back of each, give the following information: Child's full name; full name and department of parents; age of child; school attending, or kindergarten; how many girls and boys all together in family.

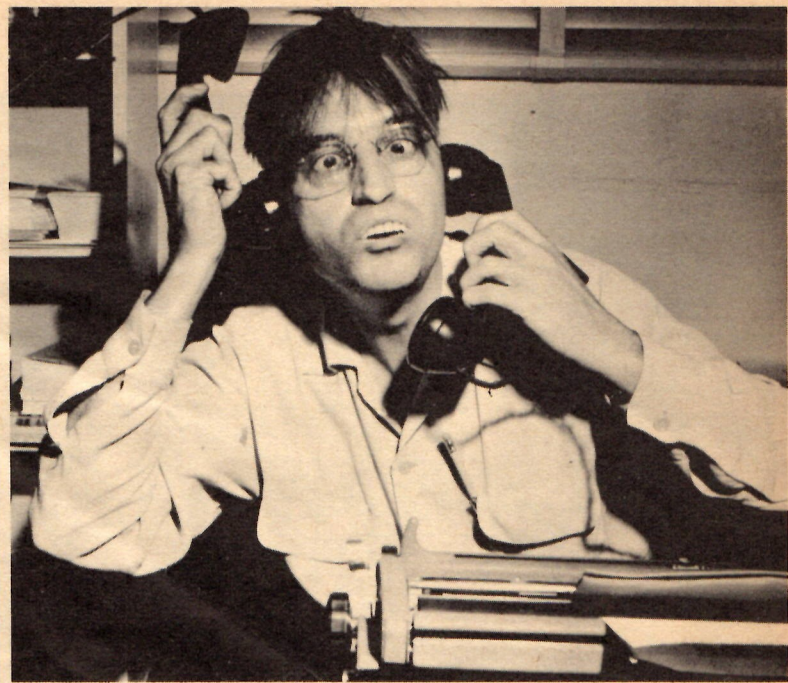
Put pictures in the Tek Talk box in personnel. Or, if they're too big to fit (but we hope they're not that big), put them under the box. For protection of the picture, place in an envelope or folder.

If you have a picture of your whole brood, all the better. We want them singly, in pairs, in groups or however you have them photographed.

Your pictures will be returned, but only if complete identification is printed **CLEARLY** on the back.

Get out the photo album.....but let's make them fairly up to date. Bring on those cute tiny Tek!

## WOW! Service Coming Up!



Things will be so terrific, telephone-wise, when the new switchboard and dial installations are completed in a few months, it's almost more than Vern Bartlett, plastics, can stand. There will be inter-office dialing and lines galore — something Vern and everyone else, especially the operators, are eagerly awaiting. All a result of our fast expansion.

## Two-Handled Tasse or Double Demi? Important Thing Is Diversity of Uses in Fascinating New Brain-Child of Science

New products announcement, via Will Marsh:

Professor J. Featherhead Bristle-fizz, doctor of domestic domains and culinary crackerjack, announced a revolutionary new development in tableware today. The two-handled tasse, or double demi with wings, represents the most in the slurp, gurgle and gulp field.

Out of many advantages, Prof. Bristlefizz stresses convenience for the cozy couple tete a tete—only one cup, so they can take turns.

Also, for extra heavy liquids, like Mrs. Brown's special brew, one needs two hands.

These cups should last twice as long, since there are two handles to break off.

For the ambidextrous person who likes to use either hand it's the mostest. For hot drinks, notes Prof. B., this is real cool.

The rumor that Ted Goodfellow is turning over ceramics facilities to full production of these voluptuous vessels has not been confirmed.

See special illustration below.

## Mary's Knowledge Increases As Ellis Continues With Story

Don't you think we've let Mary wonder long enough? Two months ago she wanted to know if she would receive a cash settlement from the retirement trust when she terminated. She did learn to figure how much of her account was really hers ("vested in her" is the way lawyers refer to it) and how much she would forfeit by terminating. In last month's Tek Talk she learned to "guesstimate" how much retirement income she might expect if she worked until retirement at age 65.

vice and have at least \$2,000 in the account. All others will receive cash settlements, eliminating further obligation of the trust.

These cash settlements will ordinarily be made after the close of the calendar year, after both the earnings from trust investments and the participant's retirement fund share of the profit for the part of the year worked have been added to the account—allowing the participant to



The administrative committee has decided to retain accounts for retirement income for those who, upon termination, have achieved 100% vesting by completing six years' service.

### APPROXIMATE MONTHLY RETIREMENT INCOME FIRST YEAR AFTER AGE 65 PER \$1000 IN ACCOUNT UPON TERMINATION

Percent Increase from investment	Your Age at Termination			
	25	35	45	55
3%	16	12	9	7
4%	28	19	13	9
5%	47	29	18	11
6%	77	43	24	13
7%	125	63	32	16
See below*	10	8	6	5

benefit from the work done during his last year. Only if he forfeits these additions to his account in writing to the committee will the settlement be made before the end of the calendar year.

The rules governing retirement income will appear in the employee manual. These rules apply to all retirees whether or not they terminate before retiring from Tektronix.

Last month we printed a table from which you could "guesstimate" your retirement income if you worked until retirement at age 65. This month we present a similar table for those who terminate before retire-

ment but leave their account with the trust.

\*For comparison, the bottom line shows your equivalent monthly retirement income (after taxes on principle and interest) if you were to invest \$1000 privately at 3%.

And now Mary has her question answered. If she has worked less than six years, she will receive a cash settlement at the end of the year. But do I hear some of the rest of you with another question?

"What about the investment goals and plans?"

Let's take that up next month.

— Don Ellis

## TEKTRONIX CLASSIFIED ADS

**FOR SALE:** H & R 22 L.R. 9-shot pistol and holster. \$20. Very good condition. See Slim, mechanical engineering.

**YOUR** children's questions, properly answered, can lead to a brilliant future. Compton's Encyclopedia, as a family Christmas gift, is the answer. See Vivian Brown, snack bar, your local consultant.

**WANTA** buy a hot stove? Apt. size oil circulator, \$20. Jack Henderson, front office.

**INSURE** your home and possessions with Allstate. Founded by Sears to

give you more for your insurance dollar. Also auto and personal liability. See Waldo Johnson, shop.

**HOME** on the range. Electric range, that is..... Table top design, 3 solid rod type burners (oven included at no extra charge). Legs are nice and long so you can set stuff under them. Yours for \$20 and a sad story. Jack Henderson, front office.

**ARE** you in hot water? You will be if you buy my Homart electric hot water tank. Glass-lined, 32-gallon, 10-year guarantee. Used less than two years. Yours for only \$65. Jack Henderson, front office.

