



Scope Scoop

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IN ITS CONTINUING EFFORT TO BE MORE EFFECTIVE AS A COMPANY, TEKTRONIX HAS CHANGED ITS ADMINISTRATIVE LINEUP.

THE MANAGEMENT COMMITTEE, AS A RESULT, NO LONGER EXISTS. NOR DOES THE OPERATIONS GROUP.

IN THEIR PLACE, EXECUTIVE VICE-PRESIDENT BOB DAVIS HAS BEEN GIVEN FULL RESPONSIBILITY FOR ALL TEK OPERATIONS. HE'S CHOSEN 11 MEN REPRESENTING ALL MAJOR PHASES OF THE COMPANY TO SERVE AS A CONSULTING GROUP, WHOSE SIZE MAY BE INCREASED OR REDUCED AS NEEDED.

ITS JOB IS TO HELP PROVIDE GENERAL COMPANY DIRECTION AND PLANT-WIDE COORDINATION AND TO SUPPLY BOB WITH INFORMATION USEFUL IN MAKING DECISIONS.

HOWARD AND JACK WILL SET THE COMPANY'S BROAD POLICIES. WITHIN THESE LIMITS, BOB WILL ACT FREELY TO ACHIEVE THE OVERALL OBJECTIVES OUTLINED BY OUR BOARD OF DIRECTORS.

PROBABLY FOUR POINTS SHOULD BE EMPHASIZED:

1. THE REVISED OPERATIONAL STRUCTURE SHOULDN'T BE VIEWED IN TERMS OF MOVING UP OR MOVING DOWN BY ANY PERSON INVOLVED, BUT RATHER AS SEVERAL INDIVIDUAL SHIFTS IN FUNCTION, RESULTING LARGELY FROM OUR COMPANY'S RAPID GROWTH.
2. NO CHANGE HAS BEEN MADE IN THE CORPORATION'S OFFICERS.
3. NO FURTHER MAJOR SHIFTS ARE CONTEMPLATED IN THE PLANT, ALTHOUGH GRADUAL CHANGES WILL OCCUR, AS THEY ALWAYS HAVE.
4. THE LINEUP CHANGE HASN'T PRODUCED A "MASTER PLAN." IT IS THE START OF A CONTINUING EVALUATION OF TEK GOALS AND PERFORMANCE.

THE GROUP MEMBERS, AND THE AREAS THEY DIRECT AND REPRESENT ARE:

ENGINEERING

DICK ROPIEQUET - FUTURE METHODS AND PRODUCT DEVELOPMENT
BILL POLITZ - INSTRUMENT ENGINEERING AND ENGINEERING COORDINATION
JOHN KOBBE WILL BE CHIEF DESIGN ENGINEER IN THIS DEPARTMENT

MANUFACTURING

EARL D. SCOTT - INSTRUMENT PRODUCTION, CAPACITORS, TRANSFORMERS AND COILS, CERAMICS.
ERWIN ASHENBRENNER - SHOP, PLASTICS, SCOPEMOBILES, PANELCRAFT AND THE TOOLING GROUP HEADED BY JIM E. MORROW

FINANCE

DON ELLIS - TREASURER
BOB FITZGERALD - ACCOUNTING, IBM, PURCHASING, MATERIAL CONTROL

MARKETING

W. K. DALLAS, BYRON BROMS

ELECTRON DEVICES (CRT, SEMI-CONDUCTORS)

DERROL PENNINGTON

ADMINISTRATION

BILL WEBBER

IN ADDITION, JEAN DELORD OF PHYSICS RESEARCH AND JACK CASSIDY OF MILITARIZED PRODUCTS DEVELOPMENT WILL REPORT DIRECTLY TO BOB.

THE 11 INDIVIDUALS WILL MEET WHEN NECESSARY FOR MUTUAL BRIEFING ON PERTINENT TOPICS.

ONE WAY THEY WILL OPERATE IS BY BOB ASSIGNING SOME TOPICS TO SUBCOMMITTEES---DRAWN FROM BOTH WITHIN AND OUTSIDE THE GROUP---FOR STUDY AND RECOMMENDATIONS. IN SOME CASES THE SUBCOMMITTEE ITSELF WILL MAKE THE REQUIRED DECISION.

BOB, WHO WILL PLAN PROGRAMS AND ISSUE MEETING AGENDAS, HAS FULL DECISION-MAKING AUTHORITY, PARTICULARLY IF THE GROUP FAILS TO REACH AN AGREEMENT.

ALL EMPLOYEES ARE SINCERELY ENCOURAGED TO SEND THEIR IDEAS ON OPERATION TO HIM, AND THOSE ON TEKTRONIX PHILOSOPHY TO HOWARD AND JACK. AN UNDERSTANDABLE DEFINITION OF THAT PHILOSOPHY IS NEEDED AS A BASIS FOR EFFECTIVE OPERATION. YOUR COMMENTS WILL HELP A LOT IN REACHING THIS DEFINITION.

IF YOU HAVE QUESTIONS ABOUT THE REORGANIZATION THAT AREN'T ANSWERED HERE, FEEL FREE TO DISCUSS THEM WITH YOUR GROUP REPRESENTATIVE.