

TEK TALK

Volume 3 — Number 5

Employees' Publication of Tektronix Inc.

November 5, 1954

Fund-Polio Drive Goes Over \$8200

The October United Fund-Polio solicitations at Tektronix totaled \$8200.60, with \$6449.35 going to United Fund and \$1751.25 designated for the Polio Foundation, according to final figures.

A total of 362 Tekns made contributions, with department figures broken down as follows:

Assembly I, \$1407.30; assembly II, \$516.50; transformers, \$270; test, \$619.70; shop, \$514.60; office, \$2,823; engineering, \$897; tube, CRT, \$312; tube, 1st floor, \$720.50; Panelcraft, \$120.

These figures are in addition to a \$2,000 Tektronix Foundation gift.

Home Construction Project Hampered By Financing Ills

The home construction project proposed for the east side of Cooper mountain, five miles southwest of Beaverton, is "in a bind," according to Dick Ropiequet.

Dick explains that he is not too optimistic since talking to the FHA, an architect and a builder about the feasibility of Tektronix families buying the 80-acre tract for home construction.

"It doesn't look like we can get the kind of financing we wanted, and it may be too expensive for most of those interested," Dick said. About 30 Tekns have expressed interest in the home construction idea since it was brought up for discussion last month.

Plans and research into the program have not been dropped, however, Dick points out, as a solution to the financing problem may be reached.

Announcement will be made when required down payments and necessary number of participants are determined.

Basketball Team Readies for Action



Members of the 1954-55 Tektronix basketball team were snapped during practice session this week by photog Ed Egan. They are, from left to right, back row: "Corkey" Hymes, Bill Eures, Dick McNeil, Bob Guthrie, Charles Rutten, Milo Elkins, Al Fo-

leen, and Gisle Borlaug. Front row, left to right: Bill McCord Jr., Ivan Arnold, Harry Reischel, Bill McCord, coach; Jim Peabody, and Clint Parmley. Missing players from picture include Hawkin Au and Clyde Faber.

A Tektronix basketball team is being formed for winter competition with other industrial teams, with Bill McCord, head of the building construction crew, as coach.

From a turn-out of 14 men, a team of 10 will be selected prior to the beginning of league competition November 15.

A schedule of games and oppo-

nents is expected by next week.

Blue and gold uniforms, purchased three years ago, will again be used.

Weekly practices are being held from 9 to 10:30 p.m. Tuesdays, at Marknam school in the Capitol Hill area. League games will be played at high school gyms.

Turning out for practice to date have been Clinton Parmley and

Seventeen Added to Near 500 Mark

Seventeen new employees have joined the company during the period from September 21 to October 25, according to personnel office records.

The newcomers are Ken Beals, returning to final assembly; Ella Hansen, CRT production; Della Fortin, returning to accessories; Gerd Schwerin, assembly; Cal Horine, printing; Lorraine McNiel,

capacitors; Trudie Brookens, ceramics; Dick Fryer, returning to test (part time); Donald Wilson, stock; Pauline Mau, returning to assembly; Helmuth Kalmann, stock; Robert Taylor, stock; Marcella Treglawn, capacitors; Harriet Anderson, capacitors; Bud Jones, returning to shipping; Wilma Stapleton, assembly, and Anna Jacob, assembly.

Record Number X-Rayed

The chest X-ray mobile unit proved to be a popular visitor with Tektronix employees October 14, with 419 having X-rays during the 3½-hour visit.

Norma Caufield, who handled department appointments, reports that all those she contacted who did not participate had recently been X-rayed. Sounds like we're 100 percent!

First Beginners' Course Swamped By Eager Students

More than 80 Tektronix employees poured into assembly II the night of October 20 to enroll in what was scheduled to be a small, informal beginners class in elementary electronics — in the conference room.

As planned, "entrance exams" were given to separate those who belong in an intermediate class, to be organized later.

And when Professor Ken Dellinger of field engineer, and his assistant, Si Corn of test and calibration, had graded and sorted the papers, they came up with 60 potential beginner students.

Ken and Si generously volunteered to give another night each week for instructing, so problems brought about the overwhelming popularity of the class were settled with the establishment of two weekly sessions — one Wednesday night, the other Thursday night.

Organizers of the classes have assured all Tektronix employees that all those wishing to take the instruction will have opportunity to do so before next summer.

When the current beginner classes are completed in approximately 16 weeks, at least one additional class will be formed to take care of those who were unable to take this course.

An intermediate class will be scheduled within a short time for those who are above the beginners level.

Because the courses will be limited to 30 each, any student may change his class assignment to the other class meeting time only by finding someone willing to trade nights.

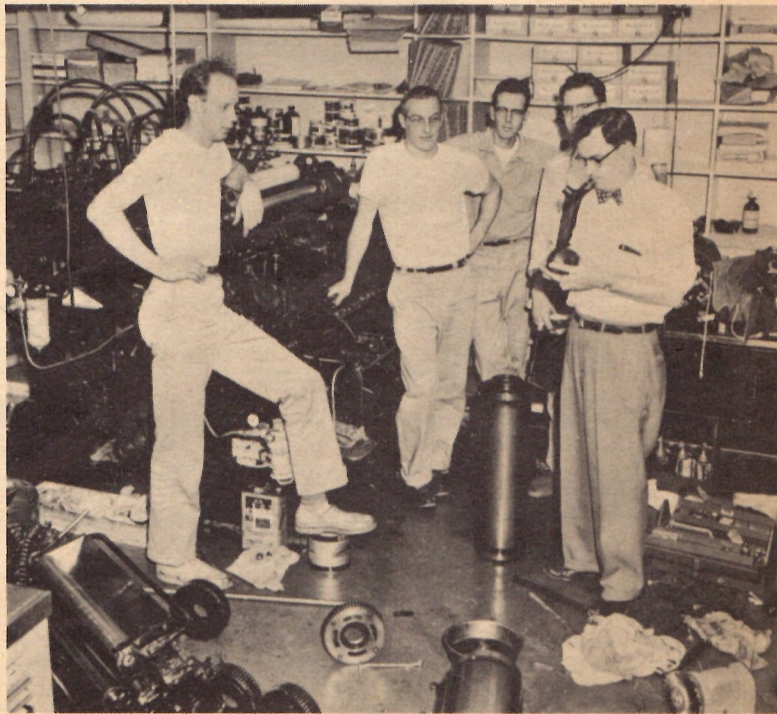
Tektronix Fly-Boys (And Girls)



A dozen Tekns went a-flying one recent Sunday, and stopped at Troutdale long enough to take picture above. From left, Ed Bauder, John Taylor, Maryellen and Les Stevens, Virginia and Jerry Krax-

berger, Chuck Gasser, Don Ellis, Mary Bauder, Roger Haight and Juri Kauk. Jack Murdock took picture. Read Les Stevens' account of the trip in page three story.

Wonder Where This Goes?



Print shop's Harris press was literally all over the floor when this picture was snapped last month. Pondering the re-assembling job are Harlow Loucks, left, Bob Livingston, Ernie Plapp, Lorenzo Brown and Ken Walling. Although there were moments of doubt, all pieces were replaced.

Tek Talk

Published by Tektronix, Inc., 9450 S. W. Barnes Road, Portland 7, Oregon, by and for its employees. Published the first pay day of the month, the 5th, or nearest working day. Printed by Tektronix, Inc.

Can We Measure Up?

In most projects humanitarian, Tektronix employees rate high in comparison with other companies of comparable size.

But in donating blood to the blood bank, we have fallen down.

The weekly Tuesday "carloads" to the blood center frequently leave the plant carrying only one or two — or sometimes there are none.

If the chest X-ray mobile unit visit is any indication of on-the-spot response, as compared with "on-your-own" volunteering, then perhaps our answer lies in having the blood bank come to us.

The bloodmobile will visit companies with at least 100 advance donor sign-ups. There is no reason why we shouldn't have at least that many — out of almost 500 — willing to donate their blood. Actually, there's no reason why we shouldn't have twice that many.

Teks are urged to fill out the form on this page, putting their names on the donors' advance sign-up list for a bloodmobile visit.

Won't you sign up now? Let's earn a bloodmobile visit!

Add my name to the list of those who will give blood if a Red Cross Bloodmobile comes to Tektronix sometime between November 15 and December 15.

Name _____

Department _____

I have () have not () given blood before.

Clip this form and give it to your department head by Wednesday, November 10. He will turn it in to personnel.

Here's Evaluation Explanation, Part II

In the October Tek Talk we described the first and most important part of the job evaluation program—the determination of a 'point' value for each job and from this a ranking of all jobs within Tektronix. The job having the highest total number of points at the top and the job with the lowest number at the bottom, etc.

The next step is to change points to dollars and cents.

First of all it was agreed that the prices we come up with should be the minimum starting base pay without profit share, in all cases.

As mentioned in the October issue, in job evaluation we are basically concerned with the relative pay for different jobs at Tektronix, not with jobs outside the plant.

In order to change points to cents we placed our lowest starting pay opposite the job having the lowest number of points, and our highest starting pay opposite the job highest in points. If the difference in pay between the high and the low jobs is \$2 per hour, and the difference in points between the high and the low jobs is 320 points, then each eight points above the low job is worth an extra five cents per hour in starting pay.

For example, if a certain job was evaluated at eight points above the lowest ranked job, then it should have a starting pay of five cents per hour more than the lowest job, or \$1.05 per hour. If a job was evaluated at 16 points above the lowest job, then its starting pay should be \$1.10 per hour, etc.

All jobs listed

Continuing in this way, each job in our list was priced, at five cent intervals, right up to the top job. This completed the minimum starting rates for each job.

Besides these minimum rates there should be a 'rate range' established for each job, starting with this minimum and going on up. The rate

each person would receive on a particular job would be within this rate range, and would be determined by his individual merit, as observed by his group leader and supervisor.

The rate ranges usually established in plants where seniority is the only measure of the value of the man on the job, vary anywhere from 10 percent to 20 percent of the base.

Those using a combination of merit and seniority vary from 15 percent to 25 percent of base, and those using merit systems only, vary from 20 percent to 35 percent of base.

Merit System Used

Here at Tektronix we are using the merit system only. Although usually we do not think of any job at Tek as having a top or ceiling placed on it, we have tentatively used a 40 percent rate range, in order that we may have more room at the top to recognize and reward outstanding merit on any job.

New minimum starting rates for most jobs are not yet in use and have not been announced. You will not be able to figure the revised top rate for your job by adding 40 percent minimum, because the new minimum will likely be different. Also, there may never be a top or ceiling actually applied to your job, because we feel that there may never be a practical limit for some people. They seem to keep on improving year after year.

Rating Methods Differ

In plants where the seniority system is in effect, the pay scales and the schedule of increases for each job are published and posted for all to see. Everyone knows what every other person is being paid.

He knows when he has been on the job 12 months, or 18 months or two years, exactly what he will be earning. He may work right beside a person producing much less than he produces, but if they are on the job the same length of time they will get the same pay.

However, in a merit system such as ours, where we try to pay people

Conferences Draw Traveling Teks

A number of Teks have been keeping the company's finger in the business pie in recent weeks by attending conferences and shows throughout the state and elsewhere.

Irene Garvey of personnel attended a conference of the Pacific Northwest Personnel Management association in Vancouver, B.C., from October 20-23, to bring us the last word in new methods.

Will Marsh left October 24 for New Mexico and Arizona, where he is presenting shows and demonstrations of Tektronix products with Neely Enterprises. He has promised one of his inimitable articles about the two-week tour, for the December Tek Talk.

Bill Webber represented Tektronix at a Chamber of Commerce conference in Gearhart in late October.

In late September, Don Kepler attended the Dartnell Corporation conference on merit rating and personnel appraisal and development, in Detroit, Michigan.

Wedding Bells Ring For Four Employees

Joe Dimeo of stock was married to Vincia Novielli at St. Lawrence church in Portland on October 9th. They will live at Aloha.

Aileen Simmons (unit wiring) and Frank Egan were married October 10, in Seattle.

On October 16, Dick Millington of stock married Joanne Susaeta at Blessed Sacrament church.

On November 6th, Dave Easton, assembly, will marry Mary Cedergreen of Forest Grove.

Dal: Loves Flying and Peace

A genial gent with a good philosophy on life and a fascinating background in radio is W.K. "Dal" Dallas, Tektronix sales manager and November's personality subject.

The "W.K." is seldom used before his name — at his own request — but it stands for Warren Kenneth.

Dal was born and raised at Galion, Ohio, and began working in "things radio and electrical" with the North Electric company at an early age. North Electric, by the way, is now a Tektronix customer.

Actually, Dal's interest in the science began at the age of 12, when he learned about wireless and built his own transmitter and receiver.

Later, he transferred to what is now the Colonial Radio Corp., where his first field engineering work was begun. His first radio trade show was



'DAL' DALLAS

in 1927, when he showed new models to prospective distributors and dealers throughout the eastern seaboard and midwest areas.

In 1928 he joined the Electrical Research Products Inc. to engage in "what looked to be a promising activity — talking motion pictures." He worked with this company, mostly in and around Hollywood, until World War II, when in 1942 he was transferred to the Western Electric Radio division, field engineering force. After radar school, at Whip-

pany N.J., he was assigned to the U.S. Navy bureau of ships group of field engineers, and later to the Army Airforce group of the radio division. After serving at a number of American bases, he was in the North Atlantic, England and Africa with combat units, then finally returned to the New York office of Western Electric Co. in charge of all preparations and functioning of the overseas portion of the air force group of Western field engineers.

In 1945 he returned to California with EPIR, and a year later moved to Portland to accept a job as assistant manager of KPFM. From there he joined Norman B. Neely Enterprises, opening a northwest office in Portland in 1947. A year later, he joined Tektronix in the sales manager position.

Dal and his wife, Hazel, live at 1585 S.W. Highland parkway, "just below the KOIN towers." They have a daughter, Barbara, who is a sophomore at the University of Washington.

Dal is an ardent flyer, having been a licensed pilot since 1929. He owns a Funk 2-passenger plane, but is currently dicker for a Stinson 4-passenger model "to expedite ever-increasing trips to Seattle."

He's a golfer — shoots in the 90s — and loves trout fishing, at Robin Hood forest camp on the Mt. Hood loop, where "there are seldom fish, but great peace and contentment."

He classes himself as a "reluctant gardener," with "more yard than I can take care of, with my hobbies." And possibly, too, because he's on the road about one-third of the time, for Tektronix.

Typical of Dal's philosophizing on life was the remark overheard, "There's no point in being the richest guy in the cemetery."

Pardon our eavesdropping, but it was worth hearing!

P.S. He loves roller skating.

Investments Dealt With as Retirement Story Continues

Investment Returns Vary

Investments such as savings accounts or mortgages earn only the periodic interest. Others, such as buying a house to rent to others and later selling it, or dividend paying shares of ownership in companies, may earn both ways. Investments in unimproved land, with the hope of selling for more later, or in ownership of small promising companies which do not pay dividends, but do increase in value, earn only by being sold for more than was paid for them.

In any case, the less risk of loss involved in an investment, the lower the rate of earnings which can be expected. No one will bother investing in something risky unless there is a chance the earnings will be high. Therefore, if anyone wants his investments to earn more, he must select risky opportunities and take a chance of losing some of his money.

Your administrative committee feels that you who take some risk by working for a profit sharing company prefer to risk part of that profit share, hoping to have a handsome retirement income. Your committee also feels that by wise planning, careful investigation, and suitable diversification of investments, the earnings rate can be on the high side with the risk minimized. Such an investment program will not insure a gain every year, but can expect some years with exceptional gains to offset occasional years with losses. I'd guess you'll frequently hear us mention this possibility of occasional losses, so you shouldn't be surprised the year you find your investment earnings decrease instead of increase your account.

Investment Possibilities

Your committee has agreed on a program for the present. Up to one fourth of the fund may be earmarked for investment in small companies whose management we know personally, whose future looks good to us, and whose success we feel we can

influence. This type of investment will seldom yield current income, but may increase quite rapidly in value. Many such opportunities come to the attention of Howard Vollum and Jack Murdock.

A similar amount may be earmarked for investments in real estate, either improved or unimproved. Many plots of land have increased in value as a result of Tektronix moving to this area. Possibly we can benefit from similar growth in the future.

Most of the above investments would not be considered easily marketable, and many will not provide current income. But the opportunity for long term increase in value may exceed that for investments in marketable securities. The remainder of the fund will be invested in marketable securities, both bonds and stocks.

Recommendations Considered

All investment decisions will be made by the committee as a group, after considering the recommendations of the member specializing in one of the fields above. Jack Murdock will investigate and recommend investments in small companies. Derrol Pennington will hunt out promising pieces of real estate to recommend for the committee's consideration. Bob Fitzgerald and Don Ellis are developing a program of timing and diversification of marketable securities.

At least at the end of each year, and possibly more often if you are interested, you will receive a statement listing the investments in the fund. An amendment to the trust agreement is being prepared to provide a means for you participants to express your objection to specific investments, and to influence their removal from the fund.

Please let us know if there are other questions you would like to see discussed in Tek Talk, or if you would like more detail on some of those already presented.

— Don Ellis

--- Don Kepler

Tektronix Twosome: MariLe and Cliff Moulton, A Versatile, Fun-Loving Couple



MARILE and CLIFF MOULTON

Interesting couple with more than a couple of interests

If you see a good-looking brunette careening around Tektronix square some noon hour on a unicycle (one-wheel bicycle--I didn't know, either), it'll probably be MariLe Moulton of CRT, trying out one of husband Cliff's four home-made contraptions.

Unicycles are just one of the Moulton family's hobbies. Cliff (engineering) has ridden them on demonstration for Beaverton high school and for Cedar Mills schools, which asked him to make a return engagement, even.

MariLe and Cliff met while ice skating, three years ago. MariLe knew Jim Moulton, Cliff's brother, who was at one time with Tektronix, so the introduction was half over before it started.

Both like to swim (although they hate to talk about it, after this past summer), badminton, study of philosophy and psychology (they're taken classes "here and there"), and both are members of the ice-less Portland Figure Skating club, which has been dormant since the ice arena was closed.

MariLe likes sewing and sculpturing, which goes along with the art courses she took before she became

Mrs. Moulton. She did fashion work, and was with Jantzen five years, after leaving Elma, Wash., where she was born and raised (with brief residences in Centralia, Olympia and Tacoma).

Cliff attended Multnomah college for 1½ years after graduating from Lincoln high, then received his degree from Oregon State in two more years, to graduate at the amazing age of 20. He studied another two years at OSC and received his masters degree, instructing during those two years and for a year after, before coming to Tektronix.

The Moultons and their Siamese cat "King Dum Kum," who's called Dum-Dum for short, live at Cedar Hills Manor, but only until a new home on Crestview lane is completed.

MariLe claims she and her book-loving husband have polished off from one to two books apiece each week since they've been married, September, 1952. And somewhere, on top of that, they find time to enjoy a hi-fi set—for which a study is planned in their new home.

---THE BIN---

Only a few weeks until Thanksgiving, and time to get our election bets paid off so we'll be ready to jump into the holiday mood. Any Tek find themselves pushing a neighbor to work in a wheelbarrow, or wearing a donkey-or-elephant sticker on the forehead, on November 3?

Rhoda Chalupa of assembly I found herself wearing a knee bandage recently, but not for calling election shots wrong. One of the assembly gals dropped a box of screws, and Good Samaritan Rhoda crawled around the floor with her to pick them up. The Knee? Something popped. Ah, friendship. Aw, nuts, says Rhoda.

Did you know that small amounts of left-over soup and sandwiches from the snack bar—which otherwise would be wasted—are given to charity.

We're still growing by leaps and bounds—latest employee count: 486. By the time you read this, we may be over 500.

George Edens, field engineer from Syracuse, was here for ten days in mid-October for his annual re-orientation visit, including consultation with the engineering department, on new products.

October 17, some members of the flying club hopped down to Springfield and O'Dell lake for the day, in Jack Murdock and Don Ellis' planes. Don is still taking a ribbing about "running his plane down the railroad-tracks" on slow take-off near the lake. Not literally, he assures us—just close. Making the trip, besides Jack and Don, were Mary and Ed Bauder, Roger and Phyllis Haight and hi-school soph Jim Granger.

Transformer department is "in the pink" these days. Lots of the boys wearing pink shirts in shades ranging from angelic to shocking.

Assembly gals held a stork shower October 15, for Fay Riaz, who expects a tiny Tek in January. And, for Aileen Simmons Egan of wiring, a bridal shower October 18 by some of the wiring crew.

Marybelle Rash's transfer from purchasing to Bob Davis's secretary has added the woman's touch to those far-corner quarters.

Letter from Bob Johnson to Norma Caufield says to tell everyone hello, and that he'd like to hear some

Sunday Outing By Flying Club Brings Laughs, Thrills

By Les Stevens

On a Sunday morning recently, when it was obvious that the weatherman didn't belong to a flying club, eight members, four prospective members and four available planes (see photo, page 1) met at the Hillsboro airfield with the intention of making a flight to Pacific City.

The flight plan was to fly a straight line to Kelso, from Kelso to Astoria, and then down to Pacific City.

After the take-off for Kelso, it became apparent with the dodging of the clouds and hidden hill tops that our straight line to Kelso would make a joke of the sobriety test. The distance to Kelso is just a few short minutes by plane and it wasn't long before "nature boy" Juri Kauk had us picking chestnuts. It was the first time I had ever done this in an airplane.



Secret: Land First

The secret of flying in a group is to make sure that you are the first to land so that no one has a chance to see your landing, and you are able to compare all the other landings with the instruction book. Being that we were the third to land, we not only received some expert opinions but had a chance to express our

news from Tektronix correspondents. He's attending school with the enlisted student detachment at the Fort Bliss, Texas, artillery school. His address, for those who'd like to drop him a line: Pvt. R. E. Johnson, US56218830, Enlisted Student Detachment, Fort Bliss, Texas (Barrack No. 838).

Two more addresses of Tek in service, wanting to hear from any who'd care to write: Pvt. Darlene Adams, Co. C Training Bn., WAC Training Center, Ft. McClellan, Ala. And, 2nd Lt. Bruce Rummer, 3415th Tech. Tng. Wg., Lowry AFB, Denver, Colo.

Bob Duhrkoop returned to stock October 21 after three weeks out for knee operation, and all smiles at being back.

views on the landing of the last plane, which apparently came in on a pogo stick.

At the field we had a breakfast of apple pie and coffee, and spent a considerable amount of time trying to decide if the weather man was going to allow us to take off again. After listening to the weather reports and to some "old salt" with 2700 hours flying time—who had an interesting experience in the year '31—we decided it would be impossible to make Astoria or Pacific City, but that it would be perfectly safe to try for Troutdale. The flight to Troutdale was also somewhat lengthened by the necessity to fly around a storm, but the closer we came to Troutdale the better the weather got.

At Troutdale we stopped just long enough to take some pictures and gas up the "Red Devil" because it appeared that the weather had cleared enough so that if we flew southwest we might possibly make Pacific City after all.

After some of us changed planes so we could all have a chance to ride in a different plane, we headed for Pacific City.

Weather Gets Rough

The first few miles were smooth and pleasant, but the closer we came to Pacific City the rougher and cloudier it became. There was a strong headwind and the planes tossed and pitched uncomfortably. It wasn't long before the apple pie became sauce and it was apparent that we wouldn't be able to make it. Soon the planes started turning back one by one and heading towards Hillsboro.

After securing the planes we went out and had dinner with flying chatter between bites. Thus ended a most enjoyable and happy day, a day spent in a manner we can recommend to all.

(Editor's note: Readers will probably remember Les's first story on flying, several months ago in Tek Talk—in which he described his first hair-raising Flying club trip, complete with disappearing fabric. He proves he meant it when he said that incident wouldn't keep him out of Flying club activities.)

----GIGGLE BOX----

Cannibal cook: Shall I boil the missionary, boss?

Cannibal boss: Don't be silly. He's a friar!

This is the only country where as soon as a man can afford a Plymouth, he buys a Cadillac.

From Aurora (Mo.) Advertiser: Upon expiration of his leave, he will report to the Mare Island base for 18 months snore duty.

The Wolf
You'll know him by
His cunning tricks
And little black book
Of cancelled chicks.

Live little wires who are sent to school soon become well grounded.

A pretty night club entertainer was doing a fiery South American dance and someone at Groucho Marx's table leaned over to him and whispered, "Lots of pepper."

Groucho nodded and then added, "Some shaker, too."

Statistics say that married men Outlive their bachelor brothers. Perhaps it's just that married years Seem longer than the others.

Two parrots escaped from their cages and took refuge in a tree on the grounds of a mental institution. The owner of the birds asked the uperintendent of the asylum to help

him get the birds back. The latter thought this might be possible, as one of the inmates thought himself to be a monkey. He got ahold of this fellow, told him about the parrots, and said one was red and the other green. Some time later the fellow returned holding the red bird. "What about the green parrot?" he asked.

"I didn't pick him," the inmate replied. "He wasn't ripe."

Teacher: Be diligent and you will succeed. Remember what I told you boys and girls about the great difficulty George Washington had to contend with as a youth?

Apple-polisher: Yes ma'am. He couldn't tell a lie.

"Corn crop's purty bad this year, Jed," Si observed to his neighbor.

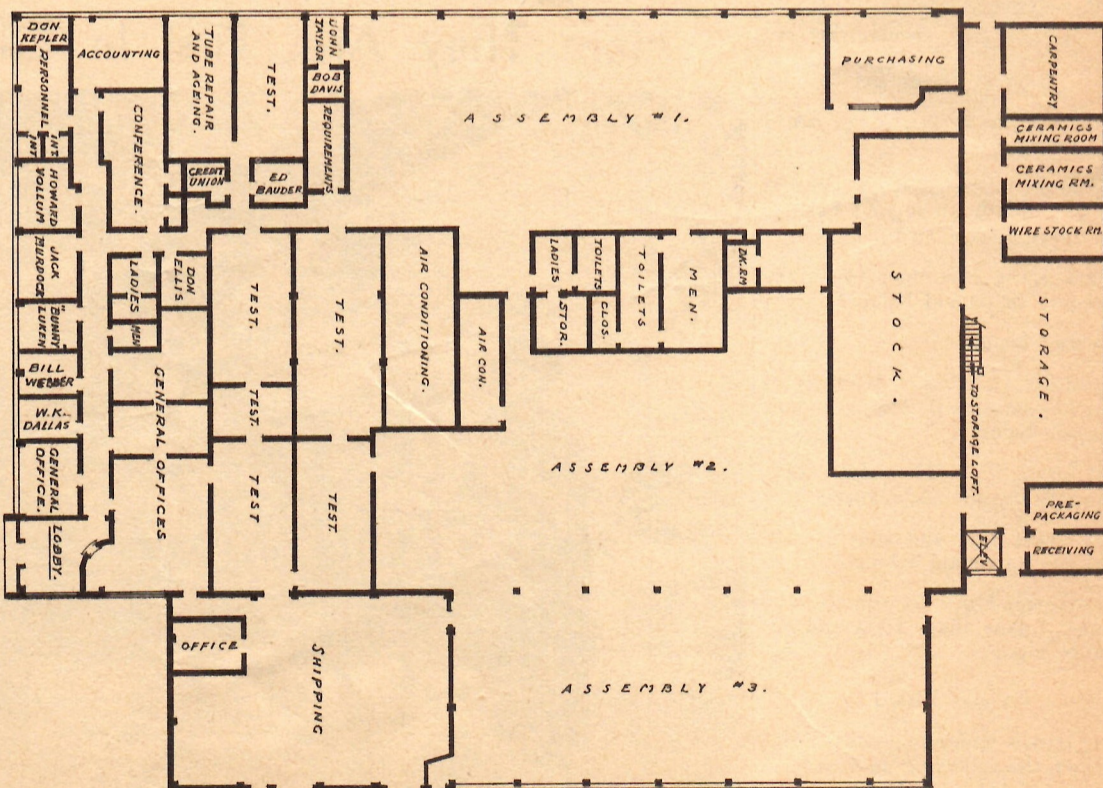
"Yep, but I seen wuss," replied Jed. "I rec'lect back in '87 that the corn crop was so durned pore that when we cooked some fer dinner one day, paw et sixteen acres of it at one settin'!"

Thanksgiving Holiday Scheduled Thursday

Thursday, November 25, will be observed throughout the plant as Thanksgiving holiday, with all departments closed.

Friday, December 24, will be a plant holiday, as will Friday, December 31, with all departments scheduled for closing on those days—for those who want to make early plans.

New Shipping and Assembly Area Due



Latest construction project in Tektronix square will provide new floor space as indicated in Arnold Rantala's drawing above. A total of 6800 square feet

of additional floor space will be provided for shipping, assembly and increased telephone facilities.

Credit Union News

In the New England states in 1900 there were many small groups of wage earners in the factories and fishing industries who gathered pools of money from which others in their group were permitted to borrow. Transactions conducted by such a group were not recognized locally by state or federal laws, and their operation was discouraged.

The need for this form of cooperative banking was found in Manchester, N.H., and the state legislature was induced to pass a special enactment authorizing the Peoples banks in this community. In the near by state of Massachusetts, many of these illegal, self-help loan agencies existed, and after the special enactment in New Hampshire the legislature of Massachusetts passed a law providing for the incorporation of these groups as cooperative banks, to be called Credit Unions.

In 1909, New York, Rhode Island and North Carolina passed credit union laws and many credit unions were incorporated under these new laws.

Several other states passed similar laws, including Oregon, but these laws needed revamping before they could be used. In 1921, there were 199 credit unions operating, with 72,310 members.

In Massachusetts, 32 credit unions formed a state league of CUs to help each other solve their problems. Other states followed and now all states are represented by leagues.

The state leagues organized in turn to form a national organization, the Credit Union National Association, or CUNA.

The first project for this organization was to press for and achieve the passage of a federal credit union law which was signed by Franklin Roosevelt in 1934 and extend the credit union privilege to every citizen of the United States.

— Don Calnon

Education Committee Named

For general questions concerning the Credit Union, see the education committee member nearest you:

Assembly ILois Campbell
Assembly II.....Arlene Martin
CRT.....John Hewitt
Printing.....Ken Walling
Drafting.....Lloyd Olson
Shop.....Ivan Arnold

Anyone else who is interested in the workings of the credit union is invited to attend educational committee meetings.

— Hawkin Au

Interest Rates Set

Interest rates as set by the board of directors:

Signature loans (\$400 maximum): $\frac{3}{4}\%$ per month on unpaid balance of amounts more than \$100.

Share loans less than \$100: 1% per month on unpaid balance.

Secured loans:

Furniture (maximum \$1000 as set by credit committee): 1% per month on unpaid balance.

Car loans, '55 & '54 models: $\frac{3}{4}\%$ per month on unpaid balance.

Car loans ('53 and older): 1% per month on unpaid balance.

Loans over \$1000 can run up to 36 months. Loans under \$1000 can run up to 24 months.

Policies Listed

The credit union committee has set down the following general policies:

1. Application forms must be filled out in full in order to be considered for a loan. All bills still owed and those which are going to be paid off with the loan should be checked or circled on the back. Purpose of

the loan must be stated.

2. Furniture being put up for security should be listed on separate form (available from credit union office) and attached to loan application.

3. Loans covered by security should not be increased by using the signature.

4. Collateral (car title, furniture, etc.) may be released when the loan balance is below \$400, when credit committee feels it would benefit credit union as a whole. Request should be made out in writing, and given to the credit committee for action.

5. Share secured loan application need be filled out only on the front side. Purpose of the loan must be included.

6. A person whose financial standing is known to be in bad shape may be required to place in-shares each month enough extra to cover any insurance required by nature of loan.

7. When the credit committee feels that a person is going deeper into debt with each new loan or doesn't use the loans to better his standard of living, it may put a limit on the number of loans granted (in most cases this number is four). The credit committee may then require this last loan (usually the fourth) be paid off before another loan is granted. Even if you have had the maximum number, you may submit an application, as the credit committee will check to see if the previous loans have been used for good purpose, and if so may grant a new loan. In all cases the credit committee will decide each loan application on its own merits.

Car Loan Policies

8. The blue book value of automatic transmissions may be added to the blue book car price, but not radio, heaters and other accessories which can be removed.

9. Current new model cars (1955) have a loan value of 2/3 of buying price.

10. Current model used cars (1955 and 1954) have a loan value of 2/3 high book price.

11. Older cars (1953 and back) have a loan value of 2/3 of high book price.

12. Car loans over \$1000 run 30 months maximum. Under \$1000, 24 months.

13. In case you want to know if

your loan for a car would be approved before you buy, you may file an application giving the year, model and body style you are interested in. The credit committee may approve the loan on this condition.

Furniture Loans

14. Loans with furniture for security have a maximum of \$1000, including major appliances.

15. Children's furniture can not be used as security.

16. Maximum loan value per room is \$200, not including major appliances.

17. Furniture loan value is judged by this scale:

Not more than

New furniture .. 75% of new price

Used to 1 year .. 50% of new price

Used to 3 years .25% of new price

Used to 5 years .10% of new price

18. Major appliances loan value is judged on this scale:

Not more than

New pieces 90% of new price

Used to 1 year .. 50% of new price

Used to 3 years .75% of new price

Used to 5 years .25% of new price

Over 5 years ... 10% of new price

Fast-Growing Arm Of 'Tek' Reaches Around the World

Did you know that Tektronix is represented directly not only in six cities of the United States, excluding Portland, but in 14 foreign countries as well?

Twenty-three Tek's hold down offices in Cleveland, Baltimore, Boston, Syracuse, Philadelphia, and New York's eastern headquarters. In addition to these, there are scores of dealers-distributorships outlets throughout the country.

Overseas, Tektronix is represented in Norway, Sweden, The Netherlands, Belgium, Brazil, France, Italy, Israel, Finland, South Africa, Denmark, Switzerland, Japan and England.

Successful Artist Pops Up During Quest for Hobbyists

Little did Tektronix realize, when it hired Chet Murphy for Test in September, that we were getting a recognized artist as well.

Chet has graciously loaned four of his oil paintings for display in the offices, for all to see.

He is classed as a professional artist—which is based on quality, not income, he explains. And he hastens to add that he shies away from "screwball artists." He has a beret, but refuses to wear it.

One indication of artistic ability he possesses is the number of shows he has had—including a one-man show at the Dark Horse in Beaver-



CHET MURPHY

ton, and one coming up in Hood River the first of the year. He has exhibited in Yakima, Seattle, Tillamook, the Multnomah county fair—and has taught art classes in Tillamook and Portland.

Chet became interested in art at an early age, and when he was 16 took six lessons from the internationally famous Clyde Keller, then ran out of money. From then on, it was strictly a hobby and hit-and-miss proposition until 1950, when he joined the Oregon Society of Artists and started getting down to business.

But even still, he's a "Sunday painter," feeling his art might be good insurance against old age. He's known men in their 80s who have fallen back on painting to keep busy and earn a little income, and that is what he has in mind for himself.

Chet has sold a number of paintings, and given away many, too. He has given public painting demonstrations for the Rose Festival, and not too long ago he painted all day for a Lipman's demonstration.

He loves this part of the country

for painting, especially since marine paintings are his favorites.

"There's a million things to paint in this country," he says. "I'm going to kill myself in the car someday—gawkin' around at all the beautiful colors."

Chet has a studio for painting, at the Oswego home where he lives with his wife, Dell. They have a married daughter.

Before coming to Tektronix, Chet had a variety of jobs—in radio, telegraph and telephone, code (during the war) and "just about anything you could name."

The modest, witty Chet claims he's had "more success than I deserve," but those who are his boosters would disagree. He insists there is one chance in 1000 of an artist becoming widely recognized enough to earn an income from his painting, but we're betting he'll be that one. But you'd never suspect it in this unassuming newcomer who likes his art "with a small 'a'."

Wee Ones Welcomed

By Proud Parents

Two baby boys and a girl have joined Tektronix families.

A girl, Rhonda Lee, was born October 6 to Mr. and Mrs. Ernie Plapp (printing).

A son, Randall Thomas, was born to Mr. and Mrs. Dick Phillips (test) on October 7.

And, better late than never, a boy, Kurt Edward, to the Al Spegels (stock), on June 28. How'd we miss that one before?

CLASSIFIED ADS

FOR SALE: One pair Monarch tire chains, fit 6.70-16 and 7.10-15. Never used. Paid \$8.49, will sell for \$8. Kate Probstfeld, unit wiring.

FOR SALE: Not a fireplace, not a fire, but your fire in your fireplace will be safer with my brass standup fire screen. Good for fireplace opening 37" long, 31" high. \$5. Also Simmons coil springs for double bed, used one year. New, \$29.95, will sell for \$10. See Bill Webber.

ORDERS taken for walnuts for Thanksgiving and Christmas. Elaine Kinsman, unit wiring.

FOR SALE: 3-bedroom house about 1 mile from Tektronix. View, daylight basement, birch kitchen, 100x290 lot. GYpress 2-3189 or Doris Lewis, cables.

LOST: Copy of book "Transformation Calculus," by Goldman. Lang Hedrick.

Here They Are: First In Offspring Parade



Byron Broms' three little Broms are shown above with mother, Jean, in picture taken in July at former home, 7134 S.W. 54th. Christie, 8, is at left. Erik is eight months, and Tony is six. Broms family now lives at 5515 S.W. Boundary. Good looking family, don't you agree?



A cute little tyke is Kurt Edward Spigel, son of Al in stock. Kurt was born June 28, picture was taken on his three-month birthday, when he weighed a strapping 16 pounds.



Three good-looking little live-wires of June Bass, assembly, are Sandra Jo, top, $7\frac{1}{2}$; Mary Lynn, 4, and Michael, $9\frac{1}{2}$. Trio was snapped on Cannon Beach vacation.