

# TEK TALK

Volume 3 — Number 18

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December 12, 1955

## Mod Department As Coordinator

According to Webster, 'To modify is to change somewhat the form or qualities of an object by partial alteration'. An attempt will be made to present herein a few facts of our modification program, which on a day-to-day basis, serves to exemplify this definition.

The modification department serves in the capacity of a group intermediate to engineering and production, whose function is to coordinate and process the details relative to the introduction of engineering-approved instrument changes into production.

### Origin of Change

Requests for instrument change find their way to the mod. dept. from four primary sources—namely: Engineering, the test department, the quality control section, and from assembly and production personnel. Let's consider in brief, the general nature of the requests as initiated by the aforementioned sources.

Engineering and test are primarily concerned with maintaining instrument and associated product performance at a high level, consistent with that which is in accordance with the initial design specifications and is known to be indicative of quality in electronic and mechanical design. When a shortcoming in performance, or area for possible improvement, is 'spotlighted' by our test personnel or field engineers, a concerted effort is made to bring forth an expedient corrective measure in the form of circuitry revision and component change.

### Quality Control

The quality control group carries on a large program of inspection and 'spot-checking' of products of our own manufacture as well as those obtained from outside sources for use here. Should variations from the accepted Tek standards in the quality of parts or services received, or in production techniques employed be observed, a recommendation is made to overcome the discrepancy.

Personnel in the various production departments, as ultimate users of the parts we purchase or manufacture, are in an excellent position to recognize a possible source of trouble, and by bringing it into focus in the early stages, valuable time may be gained and less effort expended to effect a satisfactory remedy. Enumerable instrument improvement requests received from production personnel have done just that.

### Engineer's Approval

All suggestions for improvement and requests for change are submitted to engineering and to the production office for approval prior to processing. A change, which by its nature would add to or change the value or location of an electrical instruction manual circuit diagram or parts list, would become a formal modification; and as such, would be assigned a mod. number. Non-circuit type changes—those which concern the design or manufacture of a mechanical part, or relate to changes in wiring or assembly techniques—are processed paperwise through the necessary production departments to effect the change, but are not formally written



"For we have seen his star in the east, and we are come to worship him . . . . ."

Then Herod, when he had privily called the wise men, enquired of them diligently what time the star appeared. And he sent them to Bethlehem, and said, Go and search diligently for the young child; and when ye have found him, bring me word again, that I may come and worship him also. When they had heard the king, they departed; and, lo, the star, which they saw in the east, went before them, till it came and stood over where the young child was.

When they saw the star, they rejoiced with exceeding great joy. And when they were come into the house, they saw the young child with Mary his mother, and fell down, and worshipped him: And when they had opened their treasures, they presented unto him gifts; gold, and frankincense, and myrrh." — Matt. 2: 7 thru 11

as modifications.

### Requirements Notified

The next step in the processing of the mod is to direct the change request to the attention of the requirements section. This group will supply the purchasing department and stockroom with such information as is necessary to add to, or remove from control and stocking, the part or parts whether purchased or Tektronix-made.

After the requirements screening has been completed, the authorization to introduce the change into the particular department effected is given to the pre-production group. The members of this group alter the official wiring or assembly samples together with any existing paper records that may be required in the production of all the items effected by the modification. The mod department obtains through the drafting department and the engineering model shop, revisions in shop drawings, templates, and jigs as required by the mod. When the pre-production group has initiated the change in the particular instrument chassis or assembly, a modified instrument tag, bearing the modification number and a brief description of the change together with the starting serial number, is attached to alter the test department of the change. (Continued on pg. 3, col. 3.)

## Basketeers Lead Industrial Set

Tektronix is playing this year in the Industrial League of the Portland Basketball Association and is presently leading the league of eight teams with 4 wins and no defeats.

The remaining schedule for 1955 is as follows: December 14, American Sheet Metal at Cleveland High School at 8:15; December 21, Osborne Electric at Jefferson, 9:20; and on December 23, Carnation Milk at St. Johns Community Center at 8:30.

A welcome is still extended to anyone wanting to try out for the team. Contact Bill McCord in the engineering building for details.

All of Tek's basketball players, 20 strong, poole their money and are going to travel en-masse to Corvallis on December 20 for the big double header. Oregon and Oregon State will be pitted against Northwestern University and Illinois on that evening.

## Profit Share on Employee Paycheck Anticipated for Christmas Stocking

Tektronix shipments set another record during November, providing a profit share for the month of 80% of base pay, 20% to be held in the Retirement Trust and 60% to be distributed. Your last paycheck contained half of this 60%.

The excellent November performance brought estimated profit share for the period June thru November to about 53% of base pay, 13% for Retirement and about 40% current, half of which has already been advanced to you. The other half will be paid just before Christmas. If you worked during the profit sharing period December, 1954 thru May, 1955, your check will contain a little over 2% of your base pay for that period as a result of the retroactive repeal of a provision of the tax law explained in the September Tek Talk.

Altho November shipments were 15% higher than September, the previous record, they were still slightly less than orders received, which equalled the alltime highs set in June, July and October. Usually we expect orders to decline after July. The continuation of this high level of orders has forced us to plan an-

other increase in number of employees.

To handle these, and to relieve present congestion, a small swing-shift will be worked until enough additional space has been provided to allow single shift operation again. Various layouts of building arrangements are being considered, but since the plans are being made for long range, it will probably be a long time before the second shift can be dropped.

Test department has shifted into high gear, and is now handling everything that is fed to them. The engineers temporarily loaned to test have also made this possible..

## Holboke Rites Held

Tektronix lost a friend and a valued neighbor on December 3 with the unexpected death of Henry J. Holboke of 9400 S.W. Barnes Road. Mr. Holboke moved to this location in 1899 and had been in continuous residence up until the time of his death. The property used for the expansion of Tek's parking lot had recently been purchased by us prior to his death.

## Santa's Parties Set for Friday

With the Holiday Season so close, the tempo at Tek has speeded up, bit by bit. Due to the exceptional backlog of orders, it was voted by everyone, through the personnel committee, that work will be completed at 2:00 p.m. on Friday, December 23rd, so individual parties can be attended or, those so desiring, may leave at that time. Individual department parties will be held for those now on swing shift, which started again on December 5. An 'open house' is planned for January 3 in observance of Tektronix's 10th anniversary.

## Delay Puts Field Offices On Hook

Jack Cassidy, Field Engineering manager of the Eastern division, is here from Bronxville. In talking to Jack, he said, "All of us in the field have been on a pretty hot spot indeed! Our field office secretaries and our field engineers are hard put to explain to our customers why we cannot ship Tektronix instruments when they need them.

Two things have brought this about: first, our engineers in Portland have created such fine instruments that our customers have ordered in quantities beyond even our most hopeful expectations. Secondly, the present day expansion trends in the Electronic and other industries using our instruments is staggering to behold, and multiplies our problem.

While our field people are under fire, our immediate problem is to substantially increase our estimate production rate. I sincerely hope that the same ability, courage, and singleness of purpose on the part of Tektronix people, which has brought about the creation of such fine instruments as we offer to our customers, will now be directed toward reaching a successful solution to our present day production problem."



# Tek Talk

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## EDITORIAL STAFF

Editor — Rita Woodbury      Coordinating Editor — Norma Caufield  
Composition — Gisle Borlaug      Photography — Ed Egan

## CONTRIBUTING REPORTERS

Engineering — Margie Guthrie	Field Eng. — Will Marsh
Mech. Eng. — Armon McDowell	— Jack Day
— Slim Sorenson	— Fran Egan
Stock, Purch. — Dick Millington	Export, Shipping — Orpha Enmark
Test — Sandy Sanford	Mech. Assem. — Margaret Ryan
— Pius Scheer	Unit Wiring for
— Lloyd Sharp	Assem. 1 & 2 — Reggie Green
Shop — Al Foleen	— Betty Jones
— Hank Jones	— Wilma Stapleton
— Duncan Bergeron	— Corky Hymes
Transformers — Jane Tomkin	Cables — Margaret Clymens
Ceramics — Helen Bohwer	CRT — Clara Knox
Panelcraft — Lois Rieschel	Manuals — Audrey Duyck
Front Office — Yvonne Hoffer	

# Merry Christmas!

One of our best loved Christmas carols is "Silent Nnght". It was first sung in the tiny village church of St. Nicholas in Oberndorf, Salzburg, Austria on Christmas Eve, 1818.

The meaningful lyrics were written by Josef Mohr, the assistant pastor. Franz Gruber, the church organist, composed the melody. But as mice had eaten away the bellows of the church organ, writer and composer had to be content with guitar accompaniment, when they sang the carol for the first time.

In the middle of the 19th century, a group of Tirolean singers brought the song to our country and it was left to Madam Schumann-Heink to immortalize the carol starting in 1898.

We can only wish each and everyone of you a Merry Christmas and let the miracle of Christmas be proclaimed from this birthday carol, "Christ, the Savior is born."

## New Faces in the Same Familiar Places

All of a sudden Tek Talk realized there were a lot of new people who hadn't been welcomed to Tektronix. To acquaint everyone with them and the department in which they work, we note:

### In August came:

Margaret Andrews	Coils
Minnie Berger	Unit Wiring
Gerald Crawford	Mech. Eng.
Ed Hopper	Final
Josephine Howrey	Capacitors
Effie Kenady	Accessories
Donald Lange	Shipping
Bill Love	Receiving
Walter Lowy	Final
Paul Magnusson	Test
Al Maxwell	Janitor
Kieth Morrill	Test
Norman Olson	Unit Wiring

### During September:

Carl Anderson	Engineering
Charles Brock	Unit Wiring
Millie Cantrall	Unit Wiring
Mike Cavanaugh	Shop
Marian Crowell	Capacitors
Joe Drapcak	Test
George Fullmer	Unit Wiring
Pat Graham	Field Engineering
Ed Healy	Test
Wayne James	Final
Phyllis Jensen	Accounting
Bob Kaufman	Final
Marilyn Lehman	Unit Wiring
Rod Skelton	Mech. Eng.
Neil Skinner	Test
Paul Soderquist	Test, but got an Army call. 11/17/ 55
Ken Spooner	Test
Al Stewart	Shop—Plastics
Bill Stout	Unit Wiring
Deirdre Tomkin	Capacitors
Cal Watson	Shop
Wilma Webb	Capacitors
John West	Field Engineering
Bob Wellington White	Shop
Helen Young	Capacitors

### October brought us:

Jack Belless	Test
Barbara Bidwell	Unit Wiring
Virginia Comstock	Assembly
Cecil Conrad	Test
Patricia Davis	Assembly
Wilson Franck	Shop
Irvin Fried	Test

Loretta Hamel	Unit Wiring
George Hashizume	Test
Coral Jenkins	Assembly
Deane Kidd	Engineer — returned from Service.
Kathryn Kroeger, Taffy	Fld. Eng.
Lloyd Maurer	Test
Gordon McGougan	Shop
Lloyd Morris	Capacitors
Alta Persons	Assembly
Virginia Sands	Field Eng.
Geraldine Schweitzer	Ceramics
John South	Shop
Sam Tabshy	Test
Dorothy Van Maren	Field Eng.
Elizabeth Wallace	Capacitors
Monttie Wallis	Ceramics
Barbara York	Capacitors

### And thru November:

Jack Banister	Test
Ella Beaver	Silk Screen
Helen Berger	Assembly
Eugene Buell	Stock
Faye Burdick	Fld. Eng. in Chicago
Harold Busch	Test
Francis Burton	Assembly
Betty Carter	Assembly
Orpha Daily	Assembly
Marge Day	Field Engineering
Cal De Pass	Test
Warren Dixon	Test
Catherine Egger	Assembly
Egon Elssner	Test
Dorothy Erdt	CRT
Lucille Field	Assembly
Irene Foxton	Field Eng.
Martha Gibbs	CRT
Joyce Hall	Ceramics
Norma Harada	Field Eng.
Alan Hayes	Assembly
Ellen Holmes	Assembly
Silvi Kalmann	Assembly
Joan Karcher	Field Eng.
Grace Malone	Capacitors
Margaret Pearson	Capacitors
Glenn Pelikan	Assembly
Newton Phillips	Stock
VyLette Putman	Prod. Req.
George Riley	Panelcraft
Donna Rohrer	Ceramics
Eberhard Von Clemm	CRT
James Zika	Prod. Req.

## Personnelities

Bob Duhrkoop and Phil Mallory have traded in their Stock coats for a pair of dykes and a soldering iron. Bob is in training department, Phil in assembly.

Charles Jay is in training now giving out with the fine points of wiring.

Finals has five new hands in Joe Drapcak, Ed Hopper, Wayne James, Walt Lowy, and Bill Price. At the present rate of production, they're mighty welcome.

Frank Lucero can still be found near his cubby-hole, since his transfer to test department. I thought for a while we'd lose him in Gremlin Gulch.

Betty Glasnapp and Gloria Montag are now in quality control. Both are well-qualified, what with their past experience in assembly.

Harda Kauk is Assembly's loss and test department's gain.

Orv Olson has transferred to crt production from capacitors. He works nights so he can go to Portland State days.

An automobile accident on December 5th, involved three Tektronix people on S.W. Canyon Drive en route to work. Joe Drapcak, driver of the car, had as his passengers, Dierdre Tomkin and Lloyd



Morris A head-on collision resulted when an oncoming car slid across the highway into Joe's car. Lloyd was hospitalized at Good Samaritan overnight with head injuries. Joe and Dierdre suffered from shock and minor bruises.

## Hitchhiking WAC

Darlene Adams, ex-mech. assem., now in WAC's, hitch-hiked home from Washington, D. C. on an army B25, just to be Maid of Honor at sister Kay's wedding. Swathed in a GI blanket and wearing a parachute, but in a comfortable seat, she made the trip in a little over two days. She stayed overnight in Albuquerque, N. M. and again Riverside, California in the WAF's quarters at March Air Force Base. They were wonderful! At San Francisco she hired a Cadillac, no less, complete with chauffeur, to hurry her to the SF airport to catch her plane for Portland. It cost her \$14.00, and all the rush, and then found the flight had been canceled for an hour. She says the West Coast's 'Champagne' flight is everything they say it is. First class accommodations and wonderful service. While here, she helped out in mech. assem. just for fun, and caught up on a lot of visiting with old friends. It was good to see her, too.

Tek-Tones appeared on the program, 'Dinner at Bart's', 10:30 p.m. Monday, November 28th on KPTV, Channel 27. Following an interview, they sang 'Dry Bones' and 'Coney Island Babe', two fast-paced numbers. This TV Debut was Bob Jackson's finale, because he's going on swing-shift in December. The quartet could sure use a baritone. Any-one for har-mo-ni-zing?

Margie Day was welcomed back to Tek a few weeks ago. She is an

old friend of a lot of us, having worked here before going east with husband Jack. She operated the 'squawk box', as it was called then, on the swing shift. Welcome home, Margie.

Awfully glad to hear Will Marsh is recuperating so fast.

Just to show how busy front office is these days, the girls didn't catch on until 9:30 on the morning of November 23rd, that Yvonne Hoffer was wearing her lovely engagement ring from Pat Moran. She's still teasing them about all the pointing, tearing paper, etc., she did to attract their attention. Congratulations to you and Pat, Yvonne, best wishes.

One of Tek's specialist's at opening offices is our charming visitor, Evelyn van der Veen. In 1952, Evelyn started at Bronxville and after indoctrination went to Syracuse. From there she went back to Bronxville and was in the division office for a year. Then to Cleveland for a six month period which took her to Chicago and the central division.

Now Evelyn is back at Tek's home office for orientation and doing some real spade work for the initial setting up of the secretarial portions of the new field offices. She is soon to leave for Menlo Park and the newest of the division offices.

Welcomed with Evelyn is her doctor husband who will continue working on his specialty in the Peninsula area.

Winding up vacations in ceramics department, we have 'Nimrod' Archer, formerly known as Rose, who bagged her deer this season.

Charlotte Peterson, husband Bud, and two sons, Jim and Jerry, went on a hunting vacation also. They didn't get a deer, but had a wonderful time tramping thru the woods and enjoying the wonderful Eastern Oregon weather.

## Seen Around Shop —

Les Purcell doing a construction engineering job on shipping door to keep canvas from blowing away during snowstorm. Credit Union's Shadow keeping 'eye' on Marv Lemley' who wants a new car. Virg Hall waiting for a wheel to fall of his new Chev. (90 day guarantee is up). Hank Jones figuring (and how) to be in his new home by Christmas. Rodger Carter's blue nose-from lying under his house thawing pipes during the 'November freeze'. Part-time merchants hawking wares, like: Tom Ruyle and his walnuts at \$2.7; Harvey Hansen and his 'spuds', \$3.50 per 100 lbs.

Via Tek Talk: Helen Reed - glad you're doing so nicely now you're home from the hospital.

Jean Anderson, Cables, is wearing her engagement ring from Clarence Lohse from Portland. Congratulations, both of you. December 12th is the wedding date.

Gloria Montag turned 'Santa's Helper' early and is aiding personnel. She's doing ably and it's very much appreciated.

Bon voyage and bon chance to Reggie Green who sailed December 9 from Seattle on a freighter to Yokahama. There she changes ships and continues to Hongkong, Singapore, Penang, Rangoon, and Calcutta. Reggie plans to spend two months in India and hopes to get permission to go up the Kashmir Valley.

Leaving Bombay, our feminine Ulysses goes to Zanzibar and wanders up the East Coast of Africa on a cargo boat that calls at many ports that are not on the regular run. Then comes a trip inland and a use for all of the film that Reggie has hoarded these many months — a photographer's safari into Tanganyika and a look at Mt. Kilimanjaro and eventually up to Cairo. From Cairo, she sails to Marseilles and from there Reggie has made no itinerary. We are all hoping for an occasional postcard.

And now, the question, what happens to Reggie's baby alligator? First of all, it has grown from 9 inches to 15 inches and Jean Jackman has promised to take over. Any angleworms will be gratefully received!

Speaking of bargain hunters and it wasn't a Friday surprise but Les Stevens, Bob Leipzig and Jack Henderson are now chain experts. Les and Bob made a mad dash during our recent winter scene for "something better than chains" — "something cheaper than chains" — "easy to apply" — "a money saving device" — but with the noon hour, a dash was made for town and they bought a clamp gadget practically guaranteed to get you out of anything.

In a trial run up Barnes Road, they lost one half way up and then had to hunt through the snow — this process continued as standard procedure every five minutes while swerving back and forth for traction. We understand that Les now has one and Bob has one and never the twain shall meet — in addition the white sidewalls wear red very well. Jack happily states that he went along just for the ride — but never again.

We notice in the roving press that George Roussos has been appointed advisor for the Greek Orthodox Church Choir Federation by Bishop Demetrios. George has served as chairman of this committee for the last two years. The choir federation is composed of the states of Oregon, Washington, Montana, Idaho and Alaska and British Columbia. (And on top of that George took off for a well deserved vacation [he said so] to the sunny climes of California and way points.)

Mary Lulow of capacitor department was given a farewell party and 'hanky' shower by all her friends at Tek. Hankies and/or scarves, to be



exact. She's been working at Tektronix since September, 1950, so it will be lots of fun just being home with her family. We'll miss her merry brown eyes and the lovely smile she had for everyone. Tek's farewell gift was a Shaeffer pen and pencil set.

Mary was the first girl in capacitors 2½ years ago. There hasn't been a transfer or a termination until now, and Mary is the first one to leave. Capacitors has always enjoyed a warm, friendly companionship as evidenced by this unusual record.

With those friendly grins, spreading an early Christmas spirit around, are Jack Cassidy, Fred Hart, Francis Frost, Vic Fricke, Betty Pray, Gerry and Ginny Kraxberger, and John Mulvey. It's good to see them again.



## Sharp Continues on Torrid Temperatures

The transformers for our scopes are vacuum-saturated with a special varnish and baked in T-controlled ovens. Silk-screen and printed-circuit operations both require close control of temperature, as do the degreasing vapor-oven, pickling vats, and paint ovens in our shop.

The cycle-room, where our scopes receive their final shake-down before calibrating, is equipped with thermal controls that turn on large blowers if the temperature gets too high. If the blowers fail, the current to the cycling racks shuts off automatically.

The pop-dispenser, refrigeration, and water-supply for the coffee urns are perhaps more down-to-earth examples of T-control; and last, but far from least, what about the scopes themselves? All our later models are equipped with a thermal "cut-out", a gimmick about the size of a silver dollar which shuts off the electric power to the scope if it becomes overheated. In some, a "thermal relay" retards the application of high voltages to the tubes, after the power is turned on, to allow the tubes to "warm up" first.

What kind of device is necessary to obtain T-control? Well, there are several in use here. The most common, of course, is that old stand-by—the bimetallic strip, composed of two dissimilar metals bonded together. Heating such a strip causes one of the metals to expand more than the other, and the strip bends. This action can be calibrated and made to close or open switches at any pre-determined temperature. Another type is a closed system consisting of a capsule, connecting tube, and metal bellows, in which a liquid or vapor expands or changes pressure with rising temperature, causing the bellows to expand and operate a switch.

Another type suitable for operation beyond the useful range of bimetal or capsule, is the thermocouple-galvanometer-relay. Two wires of dissimilar metals, such as iron and constantin, or platinum and platinum-rhodium are welded together at one end, and connected to

## Human Relations Institute Held

Starting last year, the National Association of Foremen increased its services to the member clubs. Among the new and advanced services is the 'Human Relations Institute', which has been put on by NAF, with the cooperation of local clubs, in many areas of the country. It has been very well received and appreciated. It is the result of the work that has been done by the NAF staff. A program of this kind was presented for the first time in Portland, in cooperation with the Greater Portland Management Club, on December 9 and 10, with afternoon sessions at the Masonic Temple, and evening sessions at the Heathman Hotel's Georgian Room. A large group from Tektronix attended.

Mr. Ray Monsalvatge, Manager of Education, National Association of Foremen, led a conference—"A Code of Ethics for Management", on Friday, December 9th. He acted as Moderator for a Panel Discussion 'Problems in Labor Relations and Human Relations' on Saturday afternoon, December 10th. Mr. Monsalvatge has had wide industrial experience in the United States, Puerto Rico and Canada, and has held numerous positions with NAF. He has traveled and spoken extensively in connection with his NAF activities, and has written a number of articles and booklets on club operation and other subjects. He was assisted in the Panel Discussion by Dr. A. K. Brintnall, Boeing Airplane Co., Mr. Edward Cooley, of Precision Cast Parts Co., and Mr. William Welch, Timber Structures, Inc. The panel members were men who have had a great deal of experience under diverse conditions in the industrial relation field.

Mr. L. L. Cunningham, president, Business Institute of Milwaukie,

a sensitive meter (the galvanometer) at the other. When the junction of the wires is heated, a tiny electric voltage is set up, causing the meter to deflect. The end of the pointer carries an electric contact, which operates the relay, which controls the heating element—whew!, and turns off the heat. This type works well to above 2,000°F.

Oh, we have a fancier one than that! The electronic bridge. This kind of bridge has nothing to do with Brooklyn or the Golden Gate; it is simply four resistors connected in the form of a square and "balanced", so that a current passed from one corner to the corner diametrically opposite, will produce no voltage between the other two corners. Now, one of these resistors is made of a special substance which will change resistance in a known manner when heated or cooled, thus throwing the "bridge" out of balance, and producing a voltage between the last-two corners. An electronic sensing device connected to these points does the rest. By making one of the other resistors variable, the device may be set to shift balance at any desired temperature within the useful range of the instrument.

Descending from the complex to the simple, we find the pyrometric cones we mentioned in discussing the ceramics section. These are carefully calibrated in manufacture, and can be obtained to indicate quite a range of temperatures commonly used in kiln firing; but they are in no sense an automatic control device. They must be watched carefully as the desired heat condition is approached slowly.

We can see now that the T-control problems of Tektronix run a very wide range of temperature, application, and method; and practically all of them are vitally important to our continued production of the top-quality instruments which have made Tek foremost in this field.

gave the keynote address, speaking on "New Horizons for Management". Dr. Robert R. Aurner, vice president, Management Consultant Division, Scott, Inc., addressed the dinner session on Saturday, on "Management Discovers New Treasures in Better Communications".

## Accounting Aid

Have you noticed those mysterious whirring sounds emanating from the Accounting Department? Well, if you've looked in the door, then you know Tektronix is now the proud owner of a Bell and Howell Micro-film unit.

One of the many problems a company encounters, as it becomes larger, is the storage of more and more records. After casting an inquisitive eye at the growing bulge of records in the quonset hut, the Advisory Group decided perhaps this was also one of our problems. A micro-filming program was discussed and a committee appointed to look into the situation. Today you can see the result of all these combined efforts being used to film accounting records. Soon all departments, who wish to enter this program, will have their non-current records on film.

One of the many advantages of microfilm concerns storage space. Since a frame of film is much smaller than the original document, tremendous savings in storage space are available. One half-sized file drawer of microfilm rolls will hold the equivalent of 200 file drawers of original documents. Not only does this release valuable storage space for production use, but considerably reduces the need for purchasing new filing and storage cabinets.

Microfilm adds to efficiency too. Once records are filed on film, they cannot get out of order, and the problem of mis-filing is virtually eliminated.

Another advantage is increased safety from fire and heat.

## Junior Achievement, Inc.'s "J.A. Print Co." Visits Tek

Tektronix is participating in the project of Junior Achievement, Inc., a national organization whose purpose is the practical side of business training of high-school students. J. A. Print Company, packaging and distributing 'Scenic Stationery', has been organized. Ken Walling, Al Foleen, and Emil Evans are acting as Business, Production, and Sales advisors, respectively.

The U. S. is divided into 77 J. A. districts, Portland being the 17th largest with 35 Junior Achievement companys to its credit. Each J. A. company is sponsored by an established business firm and assisted by three persons from that firm who act as advisors. Private citizens help finance this project by purchasing shares of stock at 50 cents per share. Each student is required to own one share of stock entitling him to be a member of the Board of Directors.

Business is carried on thru production meetings held once a week. During these meetings, stationery is gathered and boxed, sales problems and tactics discussed, progress of the company scanned as to profit



or loss, operating methods and expenses evaluated. Actual business conditions emulating those of business firms the city over provide the same problems and their solutions, facts and their acceptance, questions and decisions that the students will face in real life. These are not "namby-pamby" student companies. They are in business to make a profit in experience, and money, if possible. Sales forces are busy during the week using all types of ingenuity, tact, and diplomacy to further the sales of their products.

The company has a President, Vice-President, Secretary, Treasur-

er, Production and Sales Managers. The Board of Directors holds meetings in the formal manner of the Board of a senior corporation. The tenure of the company runs concurrently with the school year, being liquidated at the end of the spring term. Profits or losses are evaluated at this time, with dividends paid to each share-holder from any profits. Everyone learns something profitable from these projects, win or lose, sometimes, more from the loss than from a gain.

It has been found the mortality rate of these student operated companies is no higher than the national average of adult businesses. Handling of actual business operations by the students gives them a firm foundation augmenting their school training. Development of their natural aptitudes for selling, designing of packaging, bookkeeping, etc., helps the students decide on future goals. Their weak points can be strengthened, their future made more successful thru their experiences now. American Business of the future will be more secure, better managed, because of 'J. A. INC.'

Just a word here, to quote all 3 advisors: It's been a really pleasant experience to act as advisors for these young people. Both sides profit from solving problems, experimenting with new and fresh ideas. Anyone interested in young people knows you learn more and get great satisfaction for yourself by helping youth groups such as JA reach their goals, and there's always room for interested parties who would like to be an advisor.

## Santa's List

Les Stevens and Bob Leipzig—sawdust tires, so they won't have to bother with chains ever again.

Tek-Tones Bob Jackson switched back to days—or a new baritone.

Lloyd Davidson—four hands, three sets of ears, and televised telephones so he can see the merchandis he's talking about. (Lloyd is taking Bob Duhrkoop's place.)

Dick Ropiequet—a book of floor plans for additional home expansion.

John Kobbe—a double-size parking space to accommodate his new green Ford.

Dick Rhiger—a pocket-size fire extinguisher for cigarettes, pipes, and see-gars.

Bill Lee—a custom-made arm sling as an aid in holding up his right arm when loaded down with the jumbo-size beer mug he uses as a coffee cup.

Gisle Borlaug—To get on a bowling team on tuesday nights to take up some of his leisure time.

Don Pratt—A pair of ear plugs so when Bill Bates drops a wire spool it will not wake him up before coffee time.

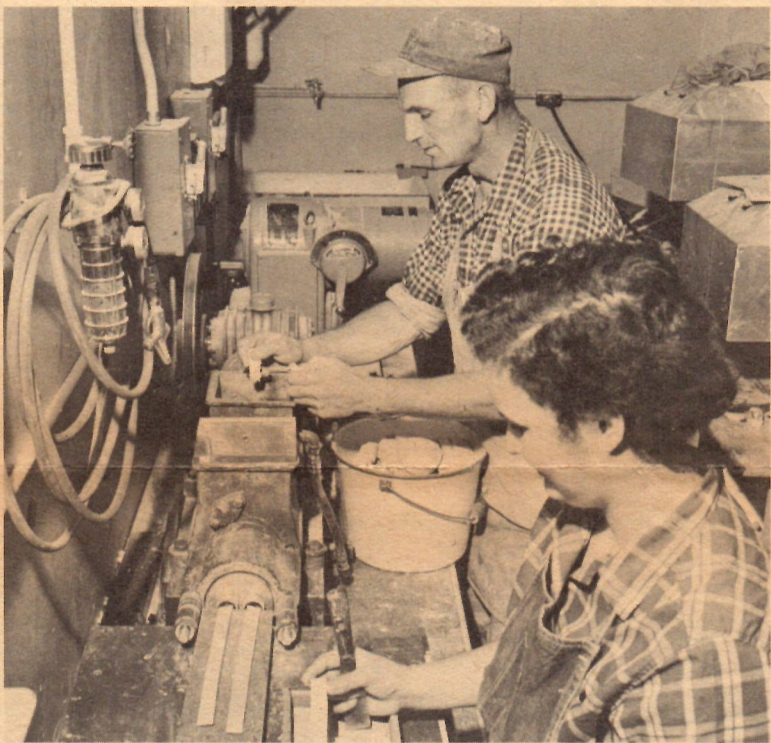
SUCCESS is the result of doing something in an unusual manner by someone who has character, courage, intelligence, common sense, skill, a keen observation and a real desire to be of service to his fellow man.

—O. V. Baron

which explains the kissing that goes on under it.

Hanging up the stocking came by way of France, and Santa down the chimney to fill it from the Norsemen. Holly goes back to the Roman Saturnalia and our Christmas cake had its beginning in Rome. To England we owe our plum pudding, mince pie and the Christmas card which she introduced in 1846. The Red Cross Christmas stamp came from Denmark and Delaware gave America its first in 1907 and so we have our TB seals annually. The U.S. added the sleigh bells and the reindeer in 1822 and built Santa a home in 1866 at the North Pole.

## Ceramics Dept Adds Extrusion Equipment



The ceramics department is expanding these days in other ways besides adding new girls. Our long hoped for extrusion machine finally arrived and is now installed and producing in the mold room in the quonset hut. Due to Jack Tate's ingenuity and the department's persistence the machine is producing at a good rate and improving daily, now that the usual wrinkles involving new machinery are ironed out.

Its main operation is to extrude (as toothpaste from a tube) damp

clay in strips ready to saw to proper lengths. The machine is expected to increase production by several hundred percent, thus paying for itself in a matter of a few months of service. Besides increasing production, it practically eliminates slip casting and mold making. 60 to 80% of ceramic strip production is now by extrusion. Other operations that take much time and hard work now, may be shortened or eliminated later. Needless to say, the girls in ceramics welcomed it with open arms.

## Mod. Coordination

(Continued from page One.)

### Manual Correction

The final step in the processing of the mod is to notify the instruction manual department that the modification about which they had been forewarned is now in effect. They will then take steps to correct the parts lists and schematics in the instruction manual from the effective serial number forward.

All that remains to be done to complete the modification cycle is for the mod department to write a complete detailed description of the modification and to provide development engineering, field engineering (sales), production test, requirements, and the repair department with a formal copy.

The next time a modification comes your way, think of it for what it really is—a means of insuring that your product and mine will maintain the enviable position that Tek-made products have earned and rightfully hold in the industry.

## Turkish Stamp Dedicated

Santa Claus, will be commemorated by Turkey in a special issue postage stamp released on December 10, portraying the Church of St. Nicholas at Demre, home town of the original patron saint of Yuletide who was born, lived, and served as Bishop there more than 16 centuries ago.

Because many of his charitable gifts were made at Christmas time, St. Nicholas became identified with holiday giving. His reputation soon spread throughout the world as the Patron saint of sailors, maidens, and, especially, of children.

## Many Customs from Santa

While the Christmas Tree antedates Christmas itself, the first on record did not appear until 1605, in Germany. Christmas gifts stem from a pagan custom identified with the New Year, and hanging them on the tree, from the tree worship of the Druids, who dedicated the mistletoe to the Goddess of Love,



