

TEK TALK

Volume 4 — Number 15

Employees' Publication of Tektronix Inc

October, 1957

INSTRUMENT IMPROVEMENT A MOD JOB

To many, the term "MOD" will take on different meanings depending upon how a modification affects their personal situation and individual job. To everyone in general it should mean that at any given moment we are attempting to give our customers the best instrument we know how to produce. To eight people in particular it means an everyday job of exacting detail, follow through and communication with many different departments throughout the plant.

The Modification Group headed by John Matthews is a sort of "buffer" zone between the Engineering and Production facilities of Tektronix. Their function is one of coordinating and processing Engineering approved instrument changes into Production. The group at the present time consists of Joe Dimeo, Jim Barnet, George Miller, George Smith, Marlys Gosser, Charlene Newlen and Trudy Cook. George Smith is the most recent addition to the group coming in from Test where he had been doing calibration work. Trudy moved in recently from Unit Wiring to help Charlene Newlen and George Miller in the production sample program. Earlier this year, Marlys Gosser joined the group to handle the detailed paper work that is required in the follow through of the Modification process. She has a good background in record keeping and clerical work having served the Stock Department in that capacity previously. Joe, Jim, George, and Charlene have worked for some time with John in the Modifications Group.

According to Webster, "To modify is to change somewhat the form or qualities of an object by partial alteration". Requests for instrument changes can come to the Modifications Group from all over the plant. However, the most general source of IIR's (Instrument Improvement Requests) are in the form of directives from the Engineering Department approved by Dick Rhiger or recommendation from Test personnel submitted through Glen Park. A shortcoming in performance, or other area of possible improvement, once, 'spot-lighted' by Field Engineers or our Test personnel is given full attention until an expedient corrective measure can be made by either circuit revision, component change, or mechanical alteration.

Enumerable instrument improvement requests received from production personnel have in many cases been brought about by their early recognition of possible sources of trouble in parts or in assembly procedures. They make suggestions for these improvements through their supervisor who helps verify the request and at the same time takes note of their interest in instrument improvement. We have no formal Suggestion Box here at Tektronix and no awards are made for accepted improvements. A person's contribution to the overall effort to produce quality instruments is taken into account during wage reviews and considerations for promotions. We are proud of the great many improvements that have been suggested on this basis.

The IIR is a vehicle by which an idea for modification is transmitted from various departments to the Modification group. All changes in circuit components or circuitry will (Con't. Col. 3 page 2)



New RACK-MOUNTING OSCILLOSCOPE TYPE RM15...DC to 15 MC

The Tektronix Type RM15 is a high-performance 5-inch oscilloscope, electrically identical to the Type 515. It mounts in 8 1/2 vertical inches of the standard instrument rack, is supported on a slide-out mounting, and can be tilted and locked in any of seven positions for servicing convenience.

The Type RM15 has excellent transient response, 600,000-psec rise-time. Its 22 calibrated sweep rates are selected with one knob, which also indicates the new sweep rate when the 5x magnifier is in use. Controls are arranged for maximum operator convenience.

EASY ACCESSIBILITY



TYPE 515 CATHODE-RAY OSCILLOSCOPE. Same instrument electrically, in the portable form preferred for most field and laboratory applications. Weight, 40 pounds. TYPE 515 (\$50 to 60 cycle supply) \$750 TYPE 515-51 (\$50 to 60 cycle supply) \$785 Prices f.o.b. Portland, Oregon

READEX HONOR RATING

A Noteworthy Marker, On the Way to Greater Interest in Advertisements. This Certifies That a _____ One Page Insertion Prepared for _____

Was Marked of Interest by _____% of Readers Interested in _____

And Was Judged More Than Usually Outstanding for its _____

product classification, for its size, in relation to all other advertisements in the issue as a whole and in relation to performance in previous issues.

READEX READER INTEREST REPORTS
20 NEPTUNE STREET, ST. PAUL 15, MINNESOTA

UNIT WIRERS AID O. M. S. I.



Irene Parsons and Darlene DeNeui spent a week in a window at Olds & King in downtown Portland recently. The theme of the 'live' display which included completed Tek instruments as well as the girls working at their regular wiring job, was Tektronix support of OMSI.

Quite a few Tekes were actively engaged in the project to "Raise The Roof" of the new Oregon Museum of Science and Industry last month. Jack Day, Tube Development, was general coordinator of the events planned to publicize the fund raising program. Harriet Daily, Personnel Department, acted as secretary for the campaign which was essentially an activity of the Women's Committee of OMSI. Frank Hood took aerial movies of the OMSI Building from a plane piloted by Bill Polits. This film with additional shots taken by Ed Egan were useful in planning TV presentations. Lloyd Olson, our professional artist, aided in poster work and window displays. Thousands of printed mailing pieces were prepared and handled by the Printing Department. Dick Montag, Unit Manager of Unit Wiring, did a lot of arranging. Among the wives of Tek men interested in the museum that gave 'coffee' on Wednesday, September 25th were: Eleanor Ropiequet, Helen Morrow, Joy Duhrkoop, Mary Rhiger, Margie Day, Margaret Webber and Jean Vollum. Harriet, Blanche Cook, and Maryellen Stevens also held a 'coffee' at the Employment Office for all the merchants in the Cedar Hills shopping center, who were personally invited by the girls to participate in the OMSI event. It was estimated that over 300 of these get-togethers to watch a special TV panel program were scheduled with an estimated 10 people attending each 'coffee'. Three basic goals were attained; to raise some money toward paying for the roof of the Museum, to publicize the Museum and its activities and to interest a large number of people in taking memberships in OMSI. These are available at the following yearly fees: Students \$2.00, individuals \$5.00, family group \$10.00. Howard Vollum is President of OMSI and the Tek Foundation has given generously in support of the building program.

The Oregon Museum of Science and Industry is planned primarily for the child and younger people. It has been said that, "A museum of any kind serves humanity best when it excites the quality of wonder in a small child and maintains it at a high level as he grows into adulthood". This museum is rather unique in that it is wholly community built and supported—the only one like it in the States. Contractors have charged no contracting fees, labor has donated 300 bricklayers and masons for ten hours on a time-and-a-half day, and this will all add up to a plant worth well over a million dollars for an expected cost of \$350,000 dollars.

TEK ADS RATE HONORS

A letter received September 16th from READEX, Reader Interest Reports informed the Advertising Department here that the August 1 issue of **ELECTRONICS** had carried another Honor Rating Tektronix ad. This is the twelfth successive month that our ads have received this rating and is a record unequalled by any other advertiser in any Readex publication. As yet no Tektronix ad has failed to make this list.

When a Tek field engineer talks to a prospective user of one of our instruments for the first time either in his office, lab or at a trade show, he usually finds that Tektronix has already opened the door and given him a pre-introduction to the customer. This has happened in one of several ways.

One way is the magic of word of mouth communication that can be either damaging or desirable depending on a company's product and services. We are fortunate in that the Tek family here at the plant has put so much quality into the final product we ship and the Field Offices offer their services so generously and effectively that word of mouth communication about Tek instruments continues to be most desirable.

Another way in which Tek has reached our new customer is thru the conventional use of advertising in trade journals. First of all, the familiar 'look' of the Tektronix instrument is found in many ads, not our own, placed in publications by users of our instruments as part of their presentation when they display their equipment or services to the readers of a technical journal. This indirect introduction to the readers adds something in the way of an endorsement by the user for the Tek instrument while at the same time they quietly boast that they use the best...our scopes.

Finally, we place our own advertisement to announce world-wide the new instrument or its new application to the electronics field. Full page Tektronix ads appear in every issue of **Electronics**, **Proceedings of the Institute of Radio Engineers** and **Review of Scientific Instruments**. Smaller ads, featuring both instruments and Field Office facilities are in each IRE Section Bulletin. Frequent full page ads also are placed in other publications, particularly when a product is of special interest to an industry not covered by our usual publications. This is done through the Marketing Division's Advertising Department headed by Chuck Gasser. Chuck writes the copy for each ad from information obtained from the Engineering Division regarding the new features, performance and specifications that are offered in the instrument displayed in the ad. At this point the services of Hugh Dwight, an advertising specialist are employed to aid in making rough layouts of the ad display. The proposed ad is then checked through both the Engineering and Marketing Division heads for accuracy of presentation. Howard Vollum sits in with Hugh Dwight and Chuck to select the preferred presentation before the ad is actually placed. The Management Group approves the schedule for advertising. **Electronics**, the largest publication in the Electronics field carries the bulk of our ads. Each month a one-page, black and white

ad is placed that carries the Tek story to the readers of this trade publication. As scope applications increase in other fields it is probable that we may advertise in more publications having a different reading group.

The effectiveness of an ad or its 'mileage per dollar' is always a quality that any advertiser is interested in. To measure this quality surveys are made that cover a sampling of readers for each publication. READEX, INC. issues a Reader Interest Report monthly that is utilized by Hugh Dwight and our people as an indication of 'how we're doin' on the ads placed in **Electronics**.

READEX measures interest—not observation—. Like boys who look at every girl on the dance floor but ask only certain ones to dance, readers look at most of the items on most of the pages but stop to read thoroughly only those which appear to be of particular interest to them. They do not define or attempt to interpret the meaning of 'interest' for an individual reader. It has evidence only that it is successful in measuring the relative interest of all readers of a publication as a total group in each of the various items contained in its pages.

Each month the Readex report shows the "box score" on every ad placed in the magazine being surveyed, in our case it is **Electronics**. On the first page of the report is their Honor Rating list. This special commendation is given to the advertisement that interested more readers than normal (1) for their product classification (2) for their size (3) in relation to all other advertisements in the issue as a whole or (4) in relation to performance in previous issues. This is the way the Tektronix ads rated in each of the months reported thus far: In 1956 starting in September the percentage rating varied monthly 34%, 40%, 31%, 31% and starting in January this year with 24% and monthly thereafter 27%, 26%, 39%, 39%, 42%, 43%. Thus in the twelve month period, Tektronix ads of one-page size have averaged about 35% reader interest in a field that goes as low as 0%.

Readers are more interested in product features than how they are made, where they are sold or general services of a company. This observation made by READEX in a study presented in July and August this year tells part of the story about high interest in our ads. Our product, high quality and irreplaceable in performance, is a result of the performance of every Tek at his respective job. Our reputation with our consuming public, the electronics manufacturers, engineers and scientists has been gained through the past years by maintaining and improving as consistently as feasible the high quality work that went into the first instruments ever marketed by Tektronix.

NEXT BLOOD DRAWING NOVEMBER 1

Tek Talk

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Ham Club — Earle Pahlka
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Keglers Korner — Don Pratt

Departments are asked to notify the Editor if Reporters named are not currently correct.

IN YOUR OWN SMALL WAY

By Tom Williams

The Profit-Share is an important part of working at Tektronix. The fluctuation of the share month by month is a vital economic pulse that lets each of us experience the better than average business as well as the less than average business. Since the sharing is based on profits, it is obvious that the sales dollar is the source of our increased or decreased income. However, increased sales is not the only factor affecting an increased payroll.

Costs of operation enter into the picture and these increase to a certain degree unavoidably with the increase of production. Some costs, however, need not continue climbing since they are not tied directly to the amount of instruments produced. They are rather, reflective of the number of people employed here and the tools and materials they use in their work. Naturally, wear and tear of increased use has its effect but not to the extent that some saving can't be accomplished in the area of requisitioned material.

We seldom see a price tag on the things delivered to us from stock. It might be a good idea if we inquired about costs occasionally,—our supervisors might know off-hand without checking with Purchasing. An example that most of us will find as something we can 'lay our hands on' is in the cost of hand tools. The average monthly cost of new tools purchased has been running \$15,000. No, it's not peanuts —and this is an item of expense about which individual Tekes can have something to say. Materials required by each person—soldering irons, screwdrivers, pliers and what have you—if effectively used and conservatively ordered can make an appreciable alteration in the cost item that affects the Profit-Share.

To look at some typical tools — dikes, wire strippers and long nose pliers, a person could make an estimate of their cost from sixty-nine cents to a dollar judging from the cost of similar household tools they may have acquired at one time or the other. Or, knowing a quality tool better than some of us, he may say, "Well, that must be worth two or three dollars. Here at Tektronix, special uses of these familiar tools require that they be prepared especially for their purpose by our Shop. When the tooling cost in man-hours is added to the initial cost, the long-nose cutter, wire-stripping dike and plain ground dikes—that are used so commonly around the plant are worth up to \$10 apiece. That's a handful of expensive iron isn't it?

Quality tools resulting in quality work are part of the philosophy of Tektronix. That is why, what you need when you need it has been the guide of both Purchasing and Stock. They depend largely on an individuals judgement as to what the use and quantity of an item will be. So, it is up to us: in helping them—to help ourselves to a bigger Profit Share.

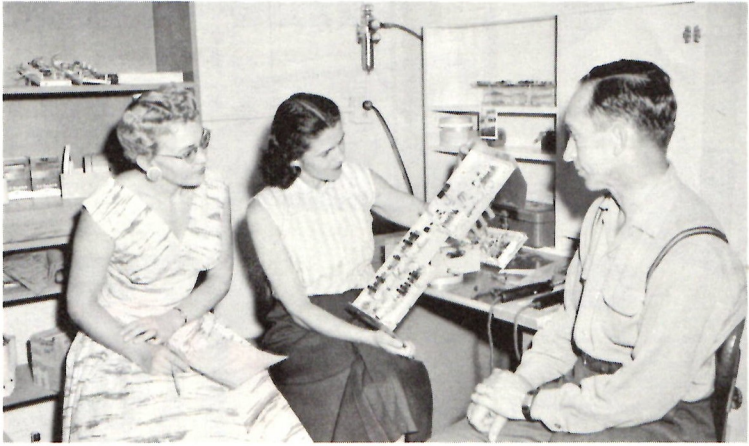
You may have some suggestions as to how improvement may be brought about. Perhaps returning tools not regularly used to Stock or turning in faulty new merchandise to the attention of purchasing may be a way of reducing tool replacement costs. If you have an idea on this, tell your supervisor . . . he'll appreciate it.



Dick Pooley and Scott Foster brought in trophies of the hunt to show their less fortunate buddies how a real nimrod gets his meat. Note the freak 4—7? point on the big one . . . that's Scott's pride and joy. The little one? . . . that's Dick's . . . and equally proud? You bet!



The Modification group from left to right: George Smith, Jim Barnett, Jim Dimeo, Marlys Gosser and John Mathews.



Charlene Newlen, Trudy Cook and George Miller.

(Con't. From Col. 1 Page 1)

result in a formal modification or if the change is purely mechanical but is major in scope (i.e. it will require future attention of the various groups in Field Information) it will also be formalized in a Modification. Lesser changes are carried out on approval as IIR's with no formal write-up.

Basically, Modifications are broken down into categories: Circuitry or mechanical. When an IIR is received in the Modification office, John Matthews screens it so that he will know the type of requests his people are handling currently and this helps him in coordinating their efforts. If the Mod. is a mechanical type, Joe Dimeo takes over the IIR, checks the background work that has already been done and goes ahead with further work on it if the alteration seems to be workable and worthwhile. Circuitry mods are handled presently by Jim Barnett who carries through the same detailed procedures in checking out the IIR for validity before it gets a final approval for formalizing as a Modification to be introduced into production. Mods. which change the appearance of instruments, require a new model be made and sent to photography. Pictures of our instruments must be made in advance of production for our manuals, catalogues, and advertising. Marlys, the fourth member of the 'paper division' of the Modification Group, either assigns a formal Modification number to the IIR by which it is filed and referred to, or if the modification is an Inter-Plant type that does not have to be described or relayed to outside people, dates it so that it can be referred to later by date and instrument type. She is also responsible for notifying departments that will be affected by the change that a modification is in process. These would include Manuals (changes in parts numbers, Text and schematics), Field Information (notices to Engineers, maintenance men, and customers), Production Office (alerted to change in work samples and possible hold-backs of partially worked instruments that should be improved), Quality Control (general knowledge, sanction of recommended modification form a Quality viewpoint), Test (alerted to check performance according to the modified specifications), & Instrument Sales & Export (in case of delay in shipping time quoted for any order in work). The notification of these departments may at first be by telephone, in lieu of formal paperwork.

A circuitry change affecting instruments in production requires a

revision of Kit books, running sheets and completed samples. The Kit books and running sheets are revised by Marlys and ideally would be delivered to the Kit Prep group simultaneously with a new work sample. The physical sample is modified by Charlene Newlen and Trudy Cook working with George Miller. George has introduced many ideas into the preparation of samples that aid people in production when they work from the sample. The mounting design, or end plates fitted to the sample for instance, allow it to be placed in the best position to check wiring and placement of parts. This is just one of the many ideas he has incorporated into the sample system. Charlene, working with George has discovered many time saving wiring and assembly ideas that have been incorporated with modifications she has worked on.

It is important of course to know exactly which of the many instruments of the same type have been modified and improved. For this reason, as soon as a formal modification has been approved or production everyone down the line (from Requirements, Purchasing and Stock that keep tabs on the material supply of parts, through Component manufacturing groups, Shop, Mechanical Assembly, Production Tooling, Kit Prep, Unit Wires and Cables, to Final Assembly and Test) are notified of the coming change. Instruments all the way back from Shipping, if the modification warrants it, are picked up for reworking. This shut off and release of units is felt in every department and is necessary to properly control the modification. Final Assembly is responsible for the serialization of instruments. They receive modification tags that are affixed to the first three units carrying the mod. When the serial number is assigned to the first modified unit, this information is included in the formalized write-up of the modification and becomes a permanent record for future use of Customer Service, Instrument Repair and all the field facilities that may come in contact with the instruments when they are finally put into use. These flags remain on the modified units so that Glen Park in Test will know when the change will start working thru the Test groups. He is the liaison man there that works closely with the Modification group. Test also makes individual changes to some instruments that are noted on Tags. These tags are returned to the Modification Group from Shipping and are collected and recorded for future reference. If the same change is made

this way consistently on the same type of instrument, Test is asked to determine of an IIR should be made and the change formalized.

In the 'old days' modifications were made many times by verbal instructions only. However, growth has precluded that type of communication and since the inception of the present modification program which began with Mod. #1000 on Sept. 17, 1954 there have been 650 modifications processed and innumerable IIR's of lesser importance that did not require formal processing.

This article can not possible cover the full scope of the Modification Group's activities. We hope that enough has been said here to give a general idea of what is involved in a modification and make you more acquainted with the people who do this work.

Of Men & Jobs

By Don Kepler

In last month's article we were talking of Skill testing and three non-testing approaches to the evaluation of skills. In this article we will consider these three approaches: Application form, telephone check, and job sample. Finally we will consider the Personality Test.

APPLICATION FORM

A carefully developed application form can be of great value to improve efficiency of personnel selection. Information regarding the applicant's age, education, previous work experience, and reasons for changing jobs may make it apparent that the applicant is unsuitable for the specific job opening. In these cases it is possible to "screen out" the applicant without taking time for testing.

The "Application for Employment" card is designed to secure information about the applicant's background in a minimum of time. This card is primarily used with applicants for unskilled positions.

TELEPHONE CHECK

The "Telephone Check with Previous Employers" form provides a standard approach to securing the opinions of employers who have previously known an applicant.

As noted earlier, test scores are generally more reliable than personal opinions. Nevertheless, when selecting among applicants who have had previous employment experience, a check with past employers can provide information that improves materially the evaluation of each applicant. The applicant's skills and achievements are evaluated through answers to such questions as, "What was the nature of his job at the start and when he left?" "What are his strong points?" and "What are his weak points?" In addition, personality characteristics are evaluated through answers to such questions as, "How hard did he work?" "How did he get along with others?" and the critical question, "Would you rehire him?" (If no) "Why?" When the Telephone check Form is used, at least two previous employers should be called to reduce the possibility that one contact may be unjustly biased.

JOB SAMPLE

Occasionally we find that there are no published tests, interview aids, or other psychological devices to indicate how well an applicant's current performance matches the job requirements. When this happens, a job sample may be in order. In a job sample, the applicant is asked to do a brief task similar to the type he will be handling if he is hired. You can then evaluate the job sample in light of the job requirements. Job samples are recommended for such positions as key-punch operator, advertising writer, design artist, and calculating machine operator. In the latter case, for example, you might provide the applicant with a typical computational problem, and critically observe how quickly and accurately the applicant operates the calculating machine.

(Con't. Col. 1 page 3)

OF MEN AND JOBS---(concluded)

(Con't. From Col. 5 Page 2)

PERSONALITY TESTS

Personality was previously defined as "general attitudes, interests, habits of adjustment." Thinking back to the concepts of **can do** and **will do**, you will note that tests for intelligence, aptitudes, and skills are designed to measure the **can do**. Test of personality are designed to measure the **will do**.

Factors of personality are appearing more and more frequently in job specifications for all levels of positions. Questions such as the following must often be answered in order to select the best man for the job: "Can he get along well with other people?" "Is he the slow but sure type of person?" "Can he direct the work of others easily?" and "Is he sufficiently well-adjusted that he will devote his main energies to the job?"

In our company particular emphasis has been given to personality evaluation for positions involving (1) contact with the public, (2) contact with representatives of other companies, (3) supervision of personnel, and (4) executive responsibility. One short personality test and a standard selection interview are recommended for all jobs.

A personal reference record measuring interest in five areas: (1) preference for being active in groups, (2) preference for familiar and stable situations, (3) preference for dealing with ideas, (4) preference for avoiding conflict, and (5) preference for directing others.

A vocational preference record measuring interest in ten areas: (1) mechanical, (2) computational, (3) scientific, (4) persuasive, (5) artistic, (6) literary, (7) musical, (8) social service, (9) clerical, and (10) outdoor.

A sentence-completion form in which the applicant writes completions for fairly unstructured sentence stems such as, "My childhood..." Total scores, based on a relatively objective scoring method, may be used in an effort

to discriminate among psychotic, neurotic, and normal groups.

In addition to the test titles listed above, a slightly useful non-test approach to the evaluation of personality is included in our process.

PATTERNED INTERVIEW

The "Patterned Interview" form provides for systematic appraisal of family background, work experience, domestic situation, financial situation, and health of each job applicant.

While not a test as such, the "Patterned Interview" is consistent with the basic concept of testing—sampling the behavior of an individual in a controlled situation—in that use of the interview form assures that the same questions will be presented in the same order to each applicant, and similar interpretations will be applied to similar interview findings.

ACCOUNTING

The Accounting Department personnel are all settled in their new quarters and are pleased with the additional space they have now. They are also closer to the IBM and Key Punching rooms, which makes everyone happier.

Vacation season is about over now and everyone is settling down for some hard work. Helen just returned from a week at home where she had a well-earned rest after getting her daughter Jan off to college. Bob Leipzig also took a week off which he spent with his family at the coast, and the Bob Jellums spent a week camping at Fort Stevens near Astoria. Phyllis and her family took off and roamed over most of Idaho and Oregon during her two-week vacation, and Les Stevens also travelled quite a distance during the week he was gone....he went to Texas! Norma Jean and her family flew to Kansas for a two-week visit, and Beverly took off a week to be with her husband when he was here on leave. Beverly also has been absent for the past ten days with a case of the MUMPS but she is back at work now. Of course, the three members of the department who have not yet had this **common childhood** disease are nervous wrecks, and one has even gone so far as to develop lumps in the lymph glands just to add to the confusion.

The Leipzig family has also had its share of confusion lately. 8-year-old Kurt was stung by a bee while at school this week, and by the time Bob got him to a doctor he was in pretty bad shape from the swelling all over his face. After some medication and a couple of days in bed, however, he's now back in school.

Nancy and Dick Taylor have been on Cloud Nine since their purchase of a new car. They now have a 1956 Chevrolet Station Wagon, grey and white and very snazzy, and they are anxious to take it on some camping trips in the near future.

The Accounting Dept. has recently added two new members to the IBM section. Betty Ann Burrows from Unit Wiring transferred to this department Sept. 26th and will be helping Alice in the Key Punch room, and Dale Tyson transferred from Stock last month to help Ray in the IBM room.

Alice's husband was involved in a car accident and has been recovering from a broken wrist and broken fingers on the left hand. He just had the cast removed but still has to wear a splint for awhile yet.

It looks like we will be losing Beverly Beumeler in October and we will all be sorry to see her go. Her husband has been sent to Long Island, New York for a couple of years and she is hoping to join him there as soon as possible.

Did you know that a citizen's volunteer board watches every penny spent by the United Fund and its 71 agencies?

WIRE TERRIERS

It's a girl, Pamela Colette' 6lbs. 10 oz. for the Marshall Jacksons. Their 7th child, sixth daughter, and judging by Marshall's grin when he talks of her she's a mighty welcome addition. The girls gave Marshall a shower, and with all those lovely gifts Pamela will really be the belle of the bawl. (Forgive us for that onecouldn't resist.)

Bill Hardin is walking on air too, since a trip to Los Angeles to see his fly girl who came down to earth for a few days. His only trouble lately is a leaky radiator in his T-Bird. We understand he took a soldering iron out and fixed it the other day. But, if the stream of water under his car is any indication of the quality of his work we'd say: "CDPF BILL".

Our female Robin Hood, Maxine Calvert, got a deer with her bow and arrow last weekend. Nice shooting, Max! But 'fess up, didn't you shed a tear or two?

Irene Phillips came limping in from a weeks vacation at the Bar M. Dude Ranch at Gibbon Oreg. Her comment, "I'm glad that horse knew where he was going!"

Wilma Stapleton from Pre-production has joined our group and we're happy to have her. She's hoping someone handy with a paint brush will come to see her.

Our loss their gain. Trudy Cook has joined the Modification and Sample Department. We miss you Trudy and wish you well in your new job.

FRONT OFFICE FABLES

On September 16th our very pleasant receptionist—we are sure you all know we mean Marilyn Fuerst, was indeed surprised by a birthday cake (given to her alone but we all helped her devour it), bearers laden with gifts and cards, sentimental and humorous, picked especially for someone who so willingly and smilingly does all our biddings day after day and week after week.

We heard her say many, times how wonderful everyone is and how thoughtful for all to even think of her.



Earlier in the month Ron Norgard was also surprised for his birthday. Ron, our Messenger Boy, was treated to a man size hamburger and nobody had a chance to help him devour that.

The end of the month brought the Birthday party and we also wished Happy Birthday to Virginia Bartmess, Ken Keyser, Don Kepler and Bill Ewin.



Belated Picture Of Test Party



Cal DePass, Test Department, was honored at a coffee break prior to his recent marriage. Cal read the well wishes of co-workers and was greatly amused at the caption inscribed on the cake: BE BRAVE!

CAPACITOR CAPERS

Murlan Kaufman left us Sept. 18th to go back to O.S.C.. He was a great help to Oscar besides being of help in eating Oscar's lunch.

Joe Kookan left for O.S.C. also a week later. Both departures were celebrated with a pot luck luncheon.

Dee Tomkin was married Sept. 9th to Airman First Class Harold Lees. He is stationed at Moses Lake. A bridal shower was given at Harriet Anderson's on Sunday (Sept. 15th) which was attended by nearly 30 people.

Lorraine McNeil is quite lonesome these days after getting two children off to college. Her boy, Jess, is a Junior and daughter Joyce... a new freshman at Oregon State. It's a good thing Lorraine lives on a farm, where she can have their cows for company.

Virginia Cornilles is a grandmother again for the second time. She has two lovely granddaughters now.

Lloyd Morris has been hospitalized for the second time. The doctors say he will have quite a long stay. We are all pulling for you, Lloyd!

Ruth Lukens and family bounced along the Alcan Highway in early August. Through the dust for over 6300 miles in two weeks. They went to Anchorage, then north to Mt. McKinley and Fairbanks. It was a very enjoyable trip but not one to take very often. A little gold panning was done but it was decided there was more gold at Tek.

Brous Beret

In an Inter-Office Communication received here September 30th, Dale Brous gave much credit for customer relations in the field to the departments here at the plant that fill the customer's need so quickly.

If we claimed it as a record it would probably already be broken but the fact is that Dale called on a customer (National Cash Register) Wednesday, September 18th and that same morning ordered out a replacement part for their 545 from Portland by wire. The very next day at 1:30 p.m. the customer called and informed Dale that the part had arrived and the scope was back in operation. "We don't get that kind of service from the local wholesale store!!!" was their remark. And as Dale puts it, "This kind of advertising you can't go out and buy." Dale is Field Engineer in charge at our Dayton office. The gal that forwarded the service request to Portland for him is Ginny Hawker.

Ed. Note:

We'll try to follow through a customer service request such as this so that everyone will know what happens when the wire gets hot!

Baltimore Bldg.



Jean O'Brien caught this camera study of Jack Cassidy when the "Boss" visited the Ford-Griffin Building which will house our new Baltimore office on or about November 1, 1957.

Jack looks like a professional sidewalk superintendent here, but justified his inspection by finding a drain that had not been installed. Jean will be setting up the office for business soon with an assist from many recent departees from the stronghold here at Tek. Judy Giesbers, formerly Export correspondence secretary here, and ex-Field Trainees Art Anderson, Kermit Fleck and Roland Cooper have joined Leo Wulff during the past several months to swell the Baltimore staff.

Ed Note: By closer inspection you can see a coffee cup at Jack's left toe...a coffee break already?

Bottle Prep And Helix Winders



Bottle Preparation Group (l. to r.) Beulah Stumma, Louise Hamnett, Verna Harris, Coena Tacholsky, Donna Blackwell, Sunny Hansen, Lois Thompson. Bea Probst, Alice Fleskes and Bob Guthrie.

The production of our cathode-ray tubes may be seen as a parallel operation, one part of which is the preparation of the electron gun, which generates, accelerates, focuses, and deflects the electron beam. The second part, equally as important, is the preparation of the glass envelope or bottle to which the gun is sealed to form a complete cathode-ray tube. This bottle must act as an electrical lens system, post accelerator and furnish a phosphor screen on which to show the electron image.

The Bottle Prep and Helix Winding group is composed of eight girls whose responsibility it is to prepare the glass envelope and apply the helical winding to it. Before the helix and phosphor can be applied to the bottle, it must chemically cleaned with detergents, wetting agents, acetone and hydrofluoric acid. The very slightest trace of film left on the bottle can cause a completed tube to be rejected, with little or no idea as to its actual cause of failure. Therefore, very exacting demands are of utmost importance in their work. The members of the CRT "kitchen" include Sonny Hansen, Beulah Stumma, and Helen Schuening and Lois Thompson (who are now on leave with Gun Assembly).

The prepared bottles are then delivered to the girls in helix winding. These girls are responsible for the application of a special carbon resistive ink to the inside of the bottle in a continuous helical winding. The girls who man the specially-adapted lathes are Verna Harris, Louise Hamnet, and Mike Tacholsky. Their work requires close attention to many variables in order to insure an even, continuous distribution of ink in this winding.

Following the application of the helix, each bottle undergoes a complete visual and resistance inspection. The girls who handle this inspection are Donna Blackwell and Alice Fleskes (now on loan to Sm. Parts).

Bea Probst, a long time Tek employee and member of CRT, is largely responsible for the scheduling, supervision, and coordination in these two groups. Bea is also responsible for the chemical preparations necessary in these operations.

The lone male in the picture above is Bob Guthrie, Prod. Engr., who acts as technical advisor to the group.

Upon completion of inspection these bottles are delivered to the Phosphor Department ready for the application of various phosphor screens to the face of the tube.

keglers korner

Bob White, Plastics, should have been bowling on T.V.!! Tuesday, Oct. 1st he shot a 662 with games of 224 - 223 - 215.

Bob bowls for the Copperstone Supper Club in Hillsboro. Others on the team are Will Johnson, Bunch Dixon, Ash Ashenbrenner (from Shop) and Frank Thomas (Engineering). Their team is in fourth place, but only 5 points out of first. They bowl at Rueckers Bowl in Hillsboro.

SHOP TALK

Gene Cavanaugh's clip board disappeared from Shop the other day. His concern prompted this bit of poetry from Ella Beaver.

Gene is wondering, Gene is wild!
You'd think Gene had lost a child!
Strayed or stolen,—kidnapped maybe,
Old Gene C. has lost his baby!
So if it's straying up your way
Send it home, oh please!—today!
He can't think, can't work, can't even hoard
"Can't do a thing without his ole Clip board."

Two Days later:

Gene Cavanaugh has found his Clip Board!
He's happy and serene.
and has his orders clipped as snug
as I have ever seen.
His face is smug—his walk is snappy—
Sure takes a lot to make some folks happy!

—Ella Beaver, Plastics

Ode for October

Columbus discovered America
In Fourteen-ninety-two;
Queen Isabella said, "Go to it, Chris!"—

And the goldurned gent came through.

So if at times we seem all at sea,
With no solid land in sight
A little faith on someone's part
Will keep us charted right.

And things attained and things well done

Bear two-fold fruit to thrill:
For you, who truly tried,
And for the one who said, "You will."

Submitted by Jack Clark

KABLE-GRAMS



This is how Jean Lohse looked when she came back to work after a few hours off. She no more had left when we stuffed her work clothes with spools, rags and anything handy to get that girl at her bench—we even used a bowling ball for a head. It was all in fun and Jean took it so; as we knew she would.

RICE AND OLD SHOES

Robert Sadilek to Sharon Lee Hagan
Don Pratt to Cecelia Rich
Deidre Tomkin to Harold Lees
Audrey Enger to Harold S. Keicher
William Lukens, Jr. to Georgianna Heinz
William Goard to Vera Kathryn Witt

8-24-57
9-6-57
9-7-57
9-7-57
9-7-57
9-21-57

INFANTASY

Bruce and Virginia Adams
Bud and Doris Jones
Marshall and Sarah Jackson
Emil and Darrell Evans
Tom and Beverly Cox
Frank and Jean Kopra
Don and Martha Stradley
Harold and Wilma Magee
Les and Mable Keisling

Daughter
Son
Daughter
Daughter
Daughter
Son
Daughter
Son
Daughter

8-28-57
8-29-57
9-3-57
9-6-57
9-10-57
9-12-57
9-16-57
9-17-57
9-22-57

CRT Rejects Used

While it is regrettable that we have rejects it is gratifying that this waste can assist in the rehabilitation of the veterans and also result in such a pleasing product. The lower side of the bottle near the face is ground under water to insure a smooth, tight fitting band. Then the helix line is covered with a gold colored coating and the bottle filled with plaster of paris, which adds weight and supports the electric cord. The time and care taken by these men is evident in the finished lamp. Anyone wanting further information about the project may contact Ella Hansen in CRT, Ext. 236.



HAVE YOU MET



Velma Caldwell

Tektronix, Inc.
P. O. Box 831
Portland 7, Oregon

OUT OF STOCK

The stock department held a coffee time party for Dale Tyson who left us to work with the plant's IBM machines. Dale had been running our pre-packaging operation and we wish him every success in his new job.

It's amazing how we can learn something new every day. One of our stock clerks, since coming into closer contact with IBM, has discovered that the letters IBM do not stand for "Illicit Booze Manufacturers". We cannot vouch for the authenticity of that story.

Somebody mentioned that the stock-department had at last got hold of a good looking stock boy. They, of course, were referring to Paula Klahn who you will see going around picking up requisitions and making special deliveries around the plant. Paula's isn't the only new face in the department however. We are happy to welcome a few more transferrees, namely Jim Seeborg from Final, Effie Kennedy from Accessories and Bob Barber from the shop. Have a look at Bob Barber's belt. This one is a beauty.

Bob Prickett is now the proud owner of his own place at Banks. As he says himself, "It's not new by any means but I'm really going to work on it". We do know that he seems to be enjoying the task, and if effort goes for anything it will be a beautiful home when he gets through.

Have You Met Velma Caldwell?

Number three in our "Have You Met" series is the stock department's secretary and maid of all clerical work.

Velma is noted for her exceptional sense of humor coupled with an ability to laugh at herself. The day she answered the telephone, announcing stock exchange instead of stockroom, was a classical example of this as she was quite amused. This characteristic comes in very handy in the stockroom where we have no lack of barbed wit and the ability to accept it and come back with a quick rejoinder is quite an asset.

Velma's duties vary from investigating inventory discrepancies to typing memoranda and scrutinizing information prior to feeding to the IBM machines. This can be very hard work and it certainly keeps her busy but apparently happy and cheerful.

With her husband Freddy, Velma lives in Banks, where Freddy has his barber's shop. They have a daughter with the uncommon, and we think very pretty, name of La-Vonne who in turn has three good looking daughters of whom Velma is very proud.

Now you have met Velma Caldwell, don't ever hesitate to say hello and we guarantee you a very friendly response.

BULK RATE

U. S. POSTAGE

PAID

Portland, Oregon
Permit No. 740

Frederick C. Butler
c/o Tektronix, Inc.
12434 Santa Monica Blvd.
West Los Angeles, Calif.

Form 3547 requested

SCREW CREW NEWS

Mechanical had its second Pot Luck of the year to honor those who have been here six years and over. They are Harold Edmundson, Jack Hughes, Mollie Robbins, Kathy Hall, Jean Berlach for six years and Lucy Benton for seven.

Shirley Montgomery is taking a leave of absence to keep house for her new husband.

Jean Berlach spent ten days in the hospital recently for treatment. It's nice to have you back, Jean.

FALL FRIVOLITY

O, M L E what X T C!

I always feel when I C U.

I used to rave of L N's eyes

4 L C I gave countless sighs

4 K T 2, and L N R

I was a keen competitor

But each now's a non-N T T.

4 U X L them all U C.

—from "London Tidbits"

ACCESSORIES

Protesting (not actually, of course) the hold up in opening of the deer stalking sport, Losina Coulter has threatened to wear her outfit to work ..gun and all. Pretending is better than nothing, it seems!

Keeping an eye on your waste-line?

Everyone interested should contact the Tek-Tubbers. Twelve determined Accessory gals and guys weighed in at the first working day of September. Those not accomplishing their goal are stuck with the bill for an extra Thanksgiving dinner. Weighing in takes place in the shipping room at morning coffee-break. Sneaky weigh to lose weight, no kidding!

Combined with the 'Tubbers' ambitions is a new project "Glamour Plus". Our deer hunting friend, Losina has been combining her talents with the do-it-yourself home permanent kits. As a result, the Accessory gals are getting the edge on the new and lovely hairstyles. Better keep an eye on them — or you won't recognize them.

SCIMAREC

Helen Solem on vacation had no special plans....which makes the best kind of relaxin' time.

Three wandering J-ays—Jan Hoodenpyl, Janet Rhulin and Joyce Braukman; come home, come home!

Jackie Franks, Carla Bell and better halves week-ended at Warm Springs. Both the gals were slightly blusky-looking on their return.

Joyce Hall has been hospitalized, we wish her a speedy recovery. Gladys Snell reluctantly relinquished her youngest daughter to college this year.

Did you know that it takes \$350 a week for heart disease research, and \$500 a month for cancer research at the University of Oregon Medical School? A pledge to the United Fund will help.

phone tips

Patience Can Get "SHORT,"
If you talk too "LONG!"



ANYONE YOU KNOW?

CAIRO (INS)—Two boobs were exploded near the Soviet embassy in Damascus Monday. There were no reports of casualties or damage.