Tektronix®
COMMITTED TO EXCELLENCE

"No one has ever really found the limits of human ability."

Howard Vollum
Founder and Chairman of the Board

Tektronix, Inc.
Tektronix is one of the world's largest manufacturers of test and measurement instrumentation, graphic computer systems, TV test and control equipment, and other highly specialized electronic products.
A Fortune 500 corporation employing over 19,000 people, Tektronix recorded sales of $599 million during fiscal 1978, and over the past 5 years has experienced an average growth rate of 21% per year.
Tektronix is based near Portland, Oregon, and maintains 46 field offices throughout the U.S., along with a network of sales and service offices in over 50 countries around the world.

Cover: The Oregon Coast.

TEKTRONIX IS AN EQUAL OPPORTUNITY EMPLOYER (M/F/H)

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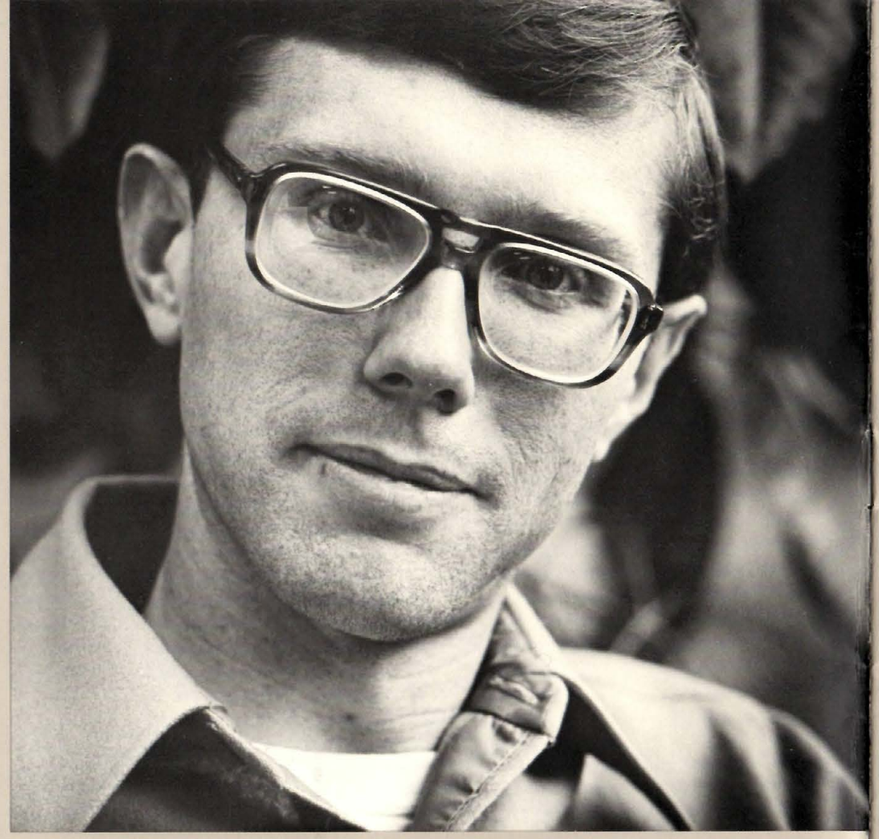
Contents

You'll find that people working at Tektronix are here because they like working as individuals towards a team goal. Every professional here can do that, and several tell you so, beginning on *page 2.* You'll hear from people who work in Computer Engineering. And you'll have a glimpse of both Mechanical and Industrial Engineering at Tek. You might be surprised to see how heavily Tektronix relies upon people doing research in the Physical Sciences. You'll hear about people in Marketing, about Electronic Technicians and the important part they play. And you'll see that, as much as ever, Electrical Engineers help Tektronix advance every day.

You'll find descriptions of the products, components and research these people help advance and produce, beginning on *page 12.*

Benefits at Tektronix include over twenty corporate-administered programs. The usual benefits are provided, but more than that — you'll see profit sharing, and a whole management philosophy that might surprise you, beginning on *page 18.*

Mike



Mike Miller, Software Project Leader
BS, Aeronautical Engineering
BS, Architecture
M.I.T., 1972

"Tektronix can make possible the availability of powerful, low-cost, personal interactive, friendly, graphic computers . . . That's an extremely exciting concept, and will undoubtedly revolutionize computer technology..."

COMPUTER SCIENTISTS IN AN EXCITING FUTURE The Software Engineer at Tektronix is the person who makes the machine work for man. It would be up to you to explore how people can use computers best, and then to develop the software to make that possible.

You could become involved in the development of anything from an applications program to an operating system. Working with large computers, mini-computers, microprocessors and graphics systems, you'd be solving such problems as rotating a graphic display, or implementing a special logarithm for a fast Fourier transform (FFT).

You might modify or design an operating system to incorporate some of our graphic languages or special test systems languages. Or, you might be involved in the design of specialized compilers and interpreters. You could also use your knowledge of electronics and software to develop the firmware for microprocessor-controlled instrumentation.

Or you might develop computer-aided design techniques, or be involved with applications analysis programming.

Your projects might be independent, or they could be with a team of fifteen. But they will be *your* projects, for people who want to use the computer better.

Kathy

Kathy Rudyk, Mechanical Engineer
BS, Mechanical Engineering
University of Washington, 1976

"Versatility...That's the one word for a Mechanical Engineer in an electrical world."

VERSATILE PEOPLE IN MECHANICAL ENGINEERING
You'll grow as a Mechanical Engineer at Tektronix. Grow by working with other professionals in ceramics, plastics, metals, electrochemical processes, numerical control and many phases of electronics. You'll grow, as the world is growing — in complexity, alternatives, and demands.

More is expected of instrumentation. It must do more and more, and must occupy less and less space. Some of our most difficult mechanical design work now involves minimizing panel density in very small but complex instruments.

At Tektronix you may design an innovative mechanism to interlock front-panel controls, or select the most economical production tooling for a certain part. You might plan an instrument layout that is compact, lightweight and easy to service, or analyze stresses in a shell structure with a Finite Element Analysis program.

Your skills will grow as you learn to apply techniques and knowledge of several disciplines toward the solution of a problem — the problem of compactness, precision and performance in a growing and versatile world.

Margaret

Margaret Clarke, Industrial Engineer
BS, Industrial Engineering
University of Alabama, 1978

PROGRESSIVE TECHNIQUES IN INDUSTRIAL ENGINEERING
You'll use the best techniques for the job. If you need a graphics computer terminal to layout a facility, you'll have one of the best to work on.

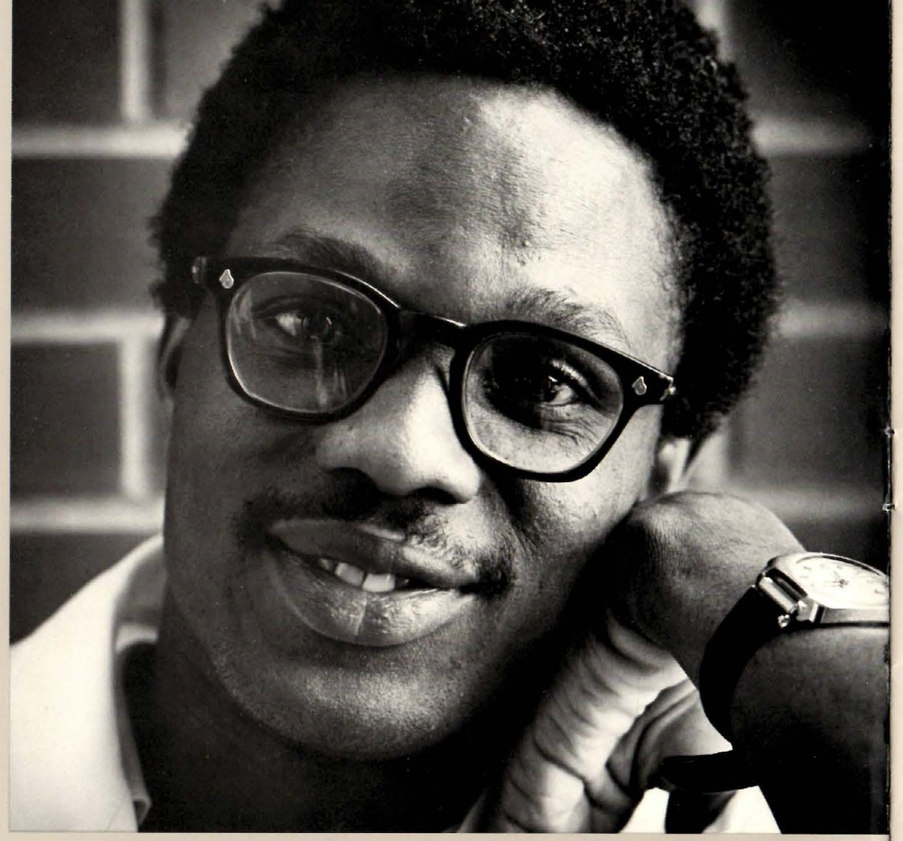
And you'll get the chance to work on what you see that needs work. If you see the need to enhance a CRAFT (Computerized Relative Allocation of Facilities Technique) program, for example, you'll have the freedom to do just that.

You'll be encouraged to do the best job you can with the best available tools, for working with process design, work flow, inventory and warehousing procedures, space planning, cost control and production scheduling.

Over the past thirty-two years of rapid growth, we've learned that innovative Industrial Engineers are essential to effective management.

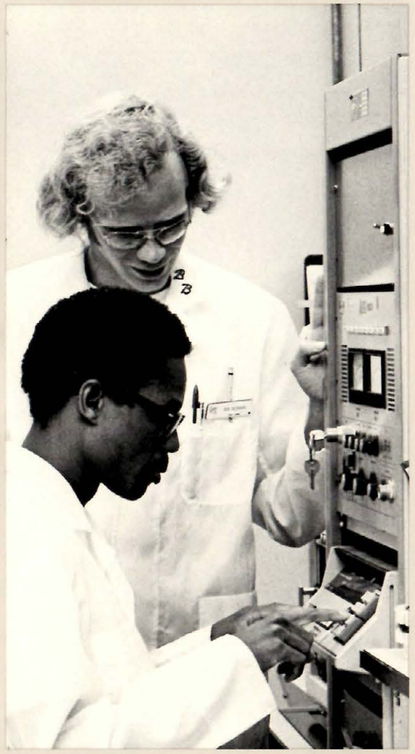
"We're using tools that most companies think are still back on the campus . . . We are using computer models for facility layouts and operations research models that most corporations just use in their corporate think tanks."

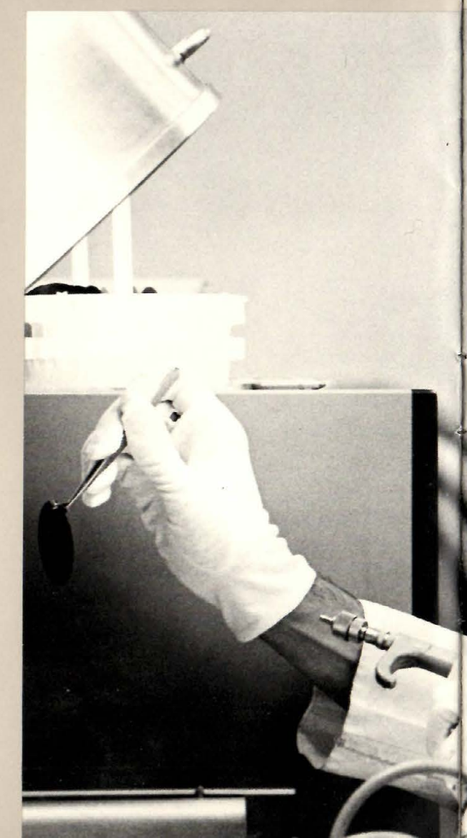
Dominic



Dominic Ogbonnah, Process Engineer
Chemical Engineering
BS, Brigham Young University, 1974
MS, Chemical Engineering, Oregon State University, 1976
BS, Electrical Engineering, Oregon State University, 1978

"We can do it . . . We have the people and the determination and know-how to do it. If it can be done, we can do it."



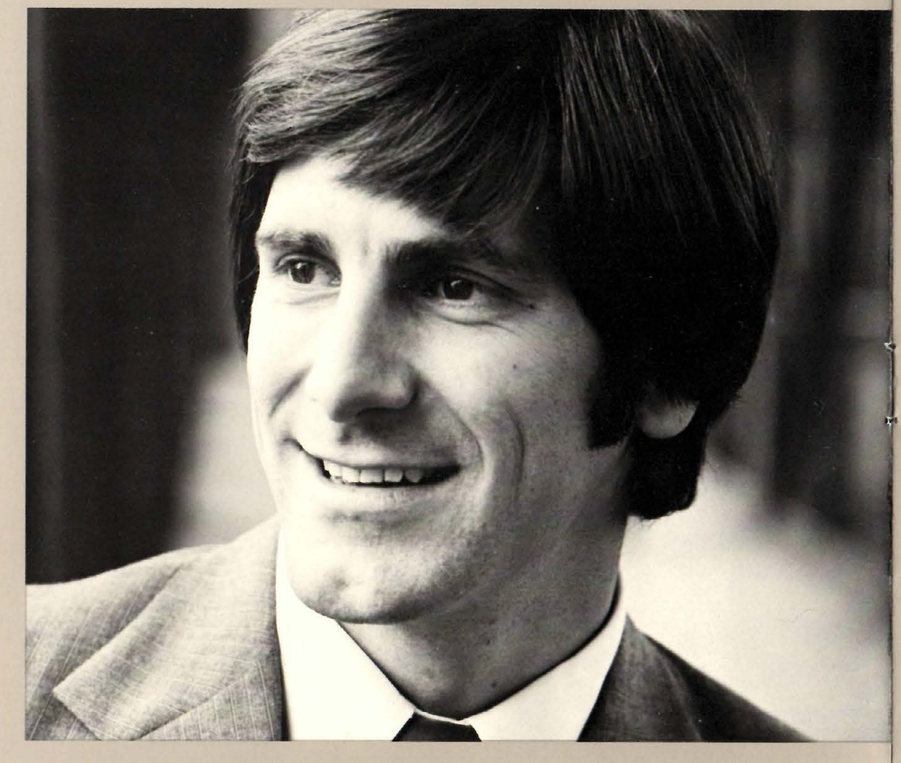


PEOPLE ADVANCING IN PHYSICAL SCIENCES The impossible, years ahead of its application . . . that kind of work is done every day by a chemist or physicist at Tek. That kind of work, every day, is essential in developing the highly advanced components that will become the heart of tomorrow's state-of-the-art instruments.

Better semi-conductors might come from your study of materials and their interactions. Your work with spectroscopy and electron-microscope examination of crystal structure could help improve the effectiveness of our failure analysis.

You could be working years ahead of your time with one of many small, active research groups throughout Tektronix. Or you could find a place in Tektronix Laboratories, an entire division that all Tek product divisions rely upon every day for the "impossible" in advanced technique and technology.

Steve



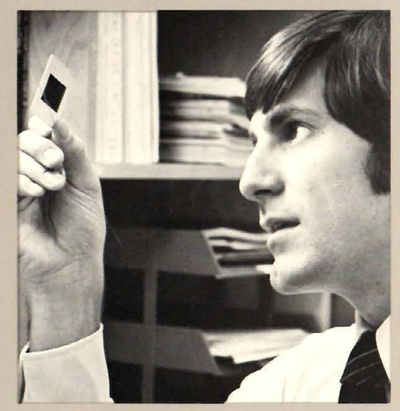
Steve Murphy, Marketing Specialist
BS, Purdue University, 1968
MSM (Master of Science in Management)
Purdue University, 1977

"I'm working on the introduction of a product into a market that Tektronix has never been in . . . the data communications test market, and coming in with a product at less cost than the competition."

PEOPLE MARKETING THE BEST THAT PEOPLE CAN MAKE Most of the people at Tektronix develop, design and produce instruments that have been viewed as industry standards for over 32 years. And now you have the opportunity to promote Tek instruments to markets that change, expand and develop almost daily.

In Tek marketing you will develop strategies and tactics alongside your Engineering, Production and Finance teammates to penetrate diverse worldwide markets.

Your skills are vital to Tek in market analysis, product promotion and advertising. Or in product modification, or new instrument planning. Packaging design, and coordination with Tek's worldwide sales and service organization are among the other areas requiring the trained expertise of marketing specialists.



Jon

Jon Birck, Electrical Engineer
Mgr., Data Acquisition Research
Tektronix Laboratories
BSEE, Purdue, 1970
MSEE, Stanford, 1975

"One of the best things a manager can do for his people is to show them how they can impact the work they do through having better ideas, or by being recognized for the good ideas they have and having these developed."

PEOPLE CHALLENGED IN ELECTRICAL/ELECTRONIC ENGINEERING The challenge is to break through to new ideas and use them to advance technology. And, that's one challenge recognized and respected at Tektronix. Be assured that you will get all the support you need to meet the growing challenges of electronic technology.

Tek engineers plan their own projects, breadboard their own designs, and do their own debugging. By Tek standards, your design is a good one only if it passes the test of practical production results.

In your work you might use an advanced CAD (Computer Aided Design) system to design an integrated circuit for the vertical amplifier of a new scope. Or, you might be involved in the design of a new graphic computer terminal, new interface techniques for instrumentation, microprocessor-based computer aids, large IC test systems . . . the list of possibilities seems limitless at Tek.

Gary

Gary Gest, Electrical Technician
Assoc. Degree Applied Science
North Idaho College, 1977

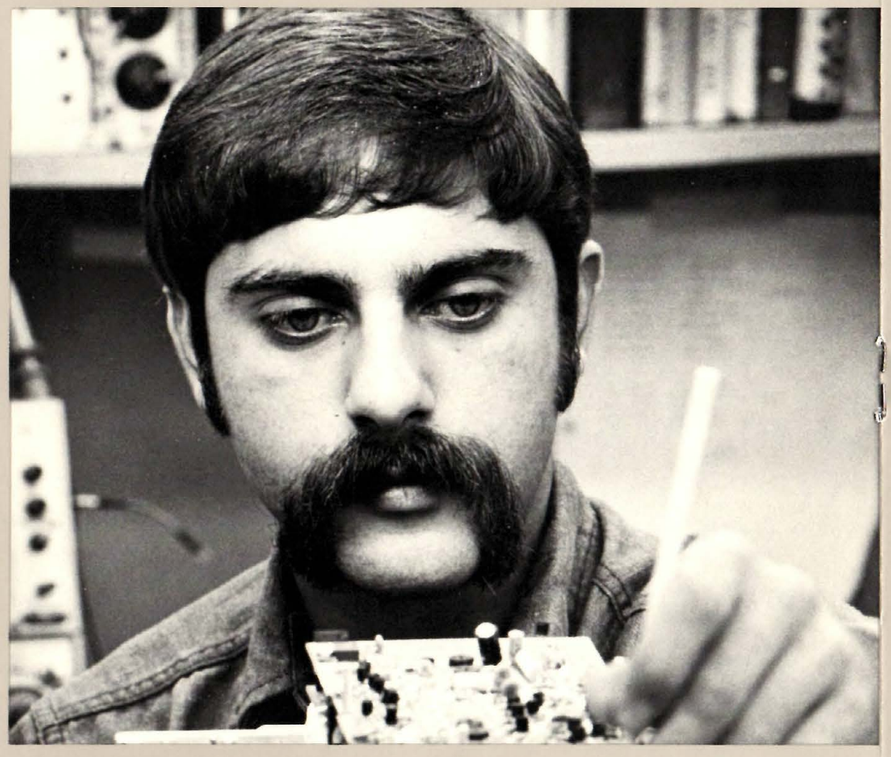
PEOPLE HELPING CREATE PRODUCTS OF "UNMATCHED VALUE" Accuracy, and patience, using top-line instruments while helping to create them . . . oscilloscopes, counters, generators, power supplies, microprocessor labs, graphic computer terminals, and other products perhaps now just a gleam in the engineer's eye.

And that's part of what we mean by "unmatched value." Advanced technology, supurb accuracy and reliability — the best instrument available in the market. Tek instruments are not always the most expensive, but each one is produced by the most competent people we can find.

And to help you stay on top of things, you'll have on-the-job learning and experience, plus Tek-paid classes. As you grow professionally, you'll have the chance to move up as a staff engineer, senior technician, manufacturing manager, evaluation engineer, design engineer . . . you'll have the chance to become what you want to be.

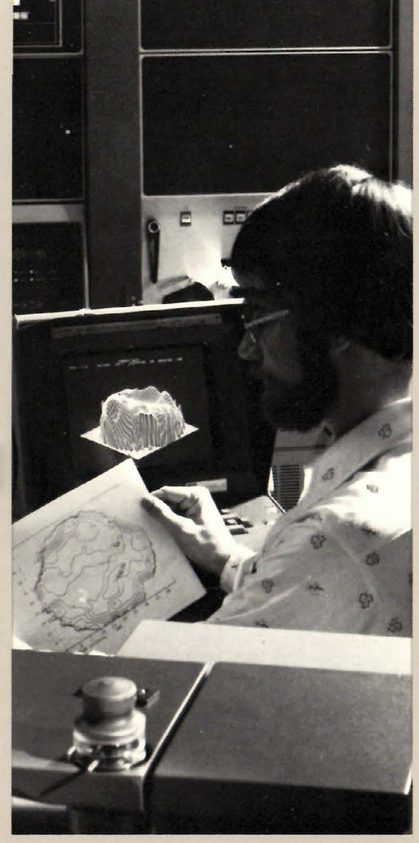
"I work on the Spectrum Analyzers... They come to me directly from the line. I get them running, put them in the heat bin where they're powered up to operating temperature, and turned off again and on again for seven days . . . Then I fix any problems and ship it to QC..."

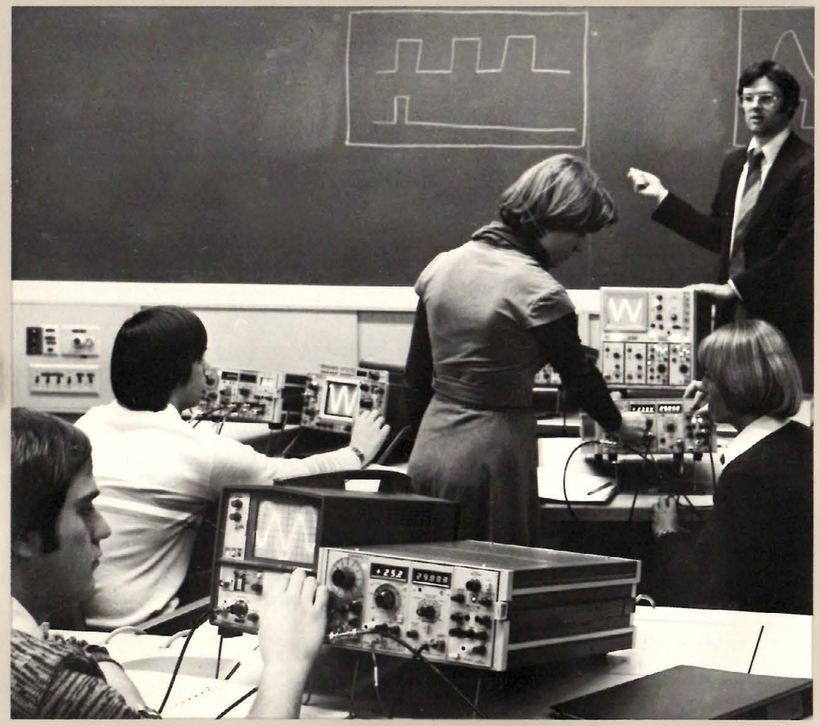
Products



Glen Maddaleni, Electrical Technician
Assoc. Degree, Engineering Technology
BS, Engineering Technology
New Mexico State University, 1977

"Right now I'm designing test fixtures. They'll check-out the whole scope by the time I'm finished . . . That'll just about triple production. I saw the need for it, and my manager gave me the go-ahead."





Tektronix is one of the world's largest test-and-measurement instrument manufacturers. For roughly two of our three decades, we've led the world in development and production of cathode-ray oscilloscopes. There's really no close second, even on the horizon. The first plug-in scope was a Tek innovation that changed a whole industry.

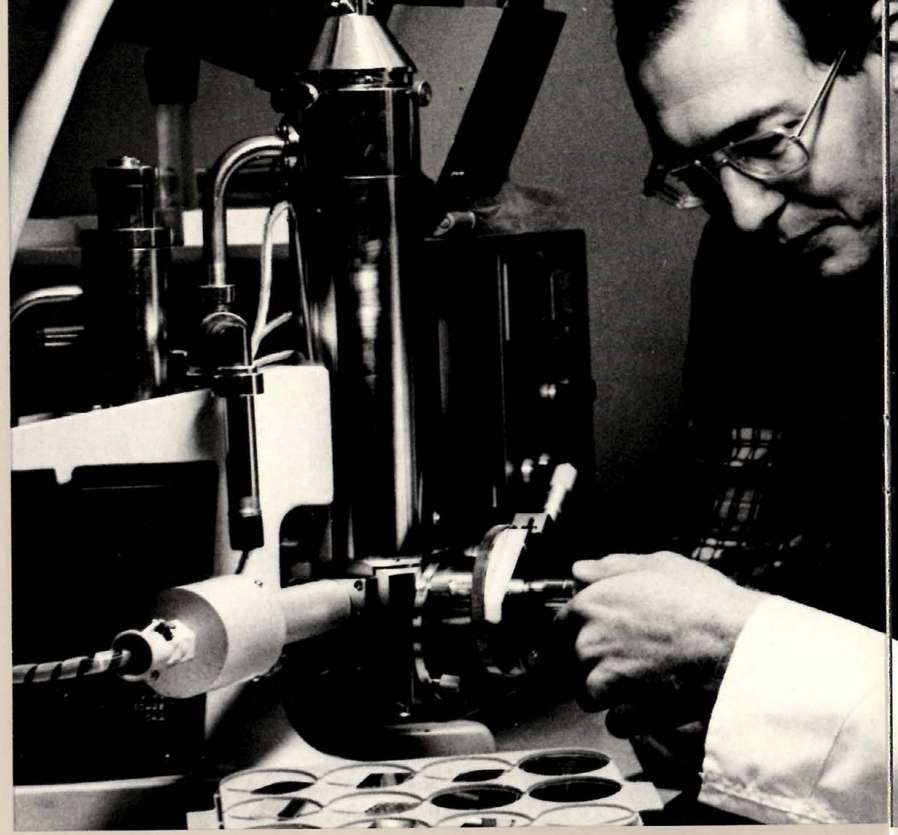
Our plug-in spectrum and logic analyzers are becoming industry standards. As are our IC test systems and service instruments.

Scopes range from handheld to benchtop size. Some are monolithic, and others vary their performance characteristics and are compatible with a number of Tek-made plug-ins, including multimeters and counters. Some "intelligent" models are coupled to computers for additional analytical capabilities. Some scopes have storage crts, to retain the trace after the event has occurred. Scopes also vary in bandwidth, sensitivity, price and other features.

Tek also leads in graphic computer terminals, having spent a great deal of time talking-up low-cost graphics back when few other manufacturers were interested.

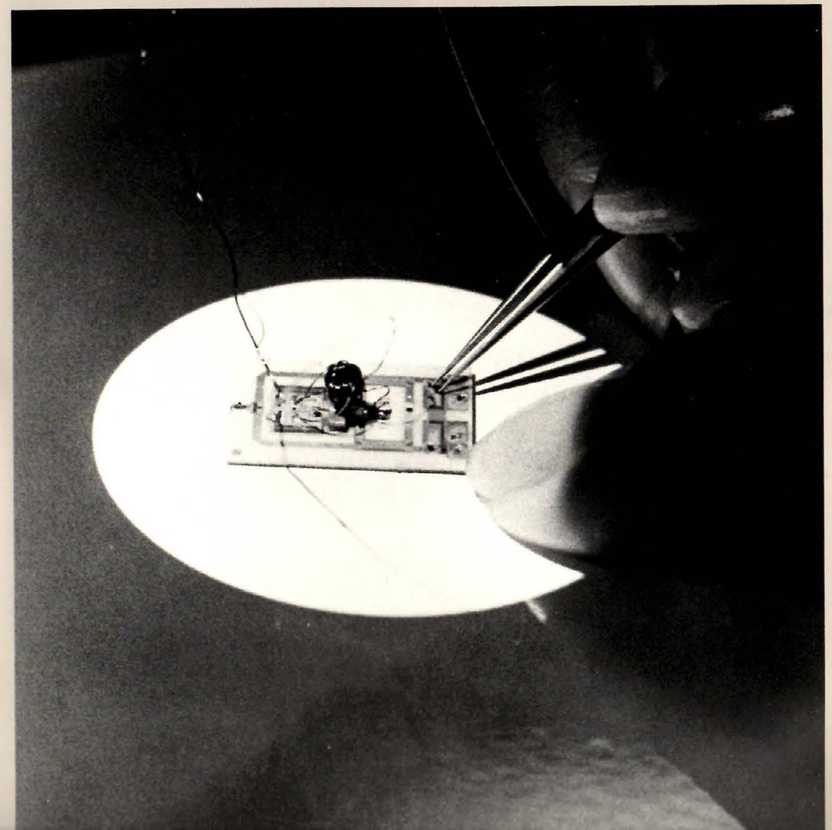
In television test instrumentation, our long and close attention to the needs of the TV industry has given us a commanding position.

Research



Bob Beckman, Chemist
MS, Physical Chemistry
Iowa State University, 1977

"One of the big things about Tek is that you're doing something new all the time . . . The electronics industry is still looking for a lot of new technology."

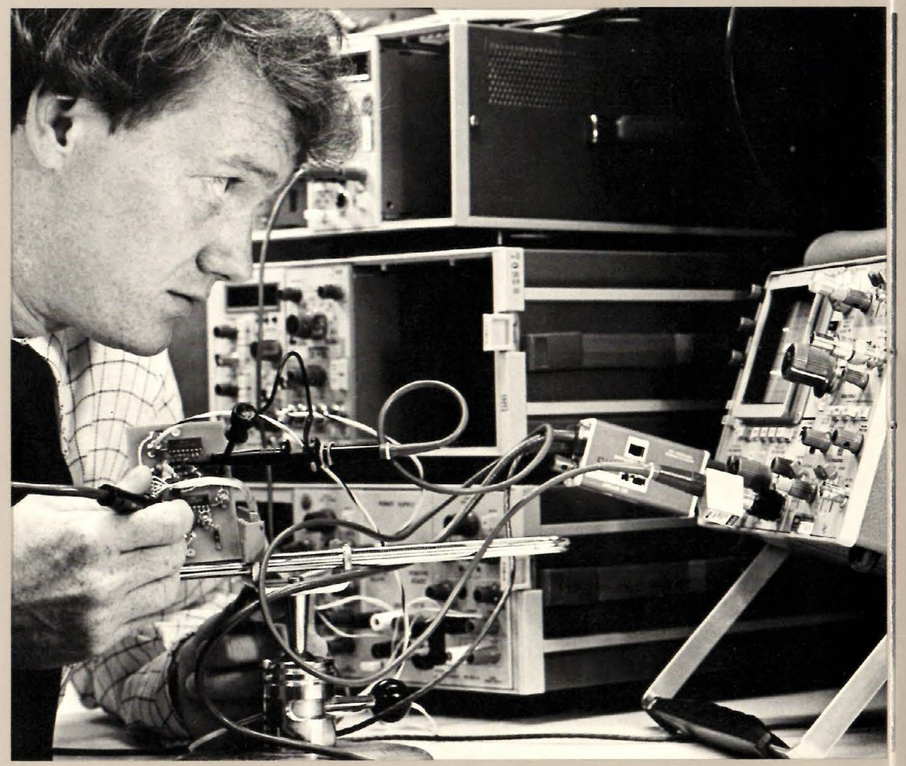


Scientists at Tektronix are always looking for new technology. They have to be, to continually give our engineers new component breakthroughs. Jon Birck, manager of the Data Acquisitions Research Group in Tektronix Laboratories, still sits down at a nearby bench to wire up the small circuit he's been thinking about. He knows what needs to be done and is always looking for a better way to do it.

Each year, Tek invests millions of dollars for research that enables us to develop the IC components we need to do, quite honestly, what's never been done before. And, in the digital field, our research is making new advances in speed and accuracy.

And when it's done, it goes inside our instruments. Inside, where components and research come together for the quality and high performance assured by Tektronix.

T&M



"We're just now transferring a new technology for laboratory instruments . . . to help accelerate their development."

—Jon Birck

Our catalog lists over 700 products, and most of them are related to Test and Measurement. Tektronix became known for its oscilloscopes, and the scope has remained our primary product, while it has become the most common electronic instrument. It enables study of electrical events or a side variety of phenomena convertible into voltage (heat, sound, pressure, strain, velocity, nuclear events and biochemical changes), by displaying their waveforms for study and analysis.

Test and measurement products also include a complete line of modular test and measurement instruments, spectrum analyzers, logic analyzers, microprocessor development labs, cable testers, patient monitors, a digital service tester, Data Comm tester, digital processing oscilloscopes, semiconductor device test systems and OEM display components, and Tek produces accessories such as probes, attenuators and waveform cameras.

Specialized products for the TV industry are waveform and picture monitors, signal generators and vectorscopes, all of which test and display the quality of video transmission. Our California subsidiary, The Grass Valley Group, Inc., manufactures production and routing switchers and special effect systems.

IDG

Information Display Group products are for people who interact with computers. They provide new, effective ways for you to put information in, or take it out, or ask questions and look at responses.

Most terminals insert coded information from a keyboard and get alphanumeric answers on paper or a crt.

To this capability, most of our terminals add graphic attributes. They let the user interact with pictorial material — charts, diagrams, maps, graphics — often more meaningful than alphanumerics.

Our storage crt holds the computerized information in place while you're looking at it. Your input is made on a keyboard, or with devices that let you "write" on the screen. You can then change the display or enlarge part of it.

Related products include hard copiers which quickly make paper duplicates of the crt screen contents, and display monitors which receive and picture computer output but do not have keyboards.

"We're working on products that will be state-of-the-art . . . when they reach the market place."

—Mike Miller

Benefits

Sathya Narayanan, Financial Analyst
MSEE, University of Washington, 1972
MBA, University of Washington, 1977

"I've lived in New York, I've lived in Toronto, I've lived in Chicago . . . I've found it's much better here..."

To those who thrive on independence, and in the kind of country that is the Pacific Northwest, benefits go beyond salary, profit sharing, health plans, education and mobility. Being treated as an individual — with respect, trust, and encouragement — is also highly prized.

When you first interview with Tektronix, you'll begin to see how our management policies differ; why they are unique. When you're invited for further interviews, you'll really begin to feel what it's like to be appreciated as an individual. And once you've worked here, you'll know what Tektronix means by personal growth. Here's a little of what people like you who work here say...

"The whole scheme of promotion to management from within is really an excellent idea."
Abby Cooke

"Growth is what it's all about . . . Tek encourages a wider diversity of ideas, and it encourages an education." Steve Murphy

"We work to keep up with the state-of-the-art. And the company helps you do that."
Dominic Ogbonnah

"Last night I had my first class in the MBA program . . . The MBA is the way to go to find myself a future. I could be the manager of a technical group . . . I could possibly join a marketing group, or corporate planning, or mechanical components." Kathy Rudyk

"The concept that prevails here is individuality..." Margaret Clarke

"I'm sometimes struck by the independence . . . it's really challenging." Steve Murphy

"When you get here and talk to the people, you can tell how friendly they are, and the type of relationships they have with the other people they're working with."
Bob Beckman

Career

Lily Liang, Program Analyst
BA, Public Administration
National Cheng-Chi University, Taiwan, 1968
MS, Computer Sciences (ABT) Univ. of Rhode Island, 1978

"I was hired as a programmer. Right now I'm a program analyst, as a result of my three month review."

As far as career advancement goes, two kinds of obstacles can get in the way . . . those outside the person, and those inside.

For our part, we seek to avoid placing arbitrary organizational barriers in the way of advancement. Tougher problems to get at are barriers *within* the person (partly because they may seem to be none of our business). But family pressures, social attitudes, even one's own emotional needs may inhibit personal growth.

Traditions are wonderful, for the most part. Much of the corporate adhesive that binds us is the amalgam of traditional Tek values — informality, absence of artificial status, basic honesty . . . Part of our task is to wipe out even the subtlest organizational hint that a given job is off-limits to anyone. The second part is to provide a support structure for people understandably leery of venturing into nontraditional jobs. Your career horizon is far, far broader than you may have imagined.

Pay+

The working conditions are unique, and so is the pay policy. In 1948, employees received bonuses tied to output. Then one of them suggested linking incentives to profitability. Profit sharing as a variable part of compensation began the next year.

It then expanded to include retirement income, and later to cover overseas employees. Over the past several years, 10 to 18 percent of compensation has depended upon the company's profits. And it works. As Dominic Ogbonnah comments, "You're just a part of the team, a part of the action."

Other benefits include four disability plans, four insurance plans, and three separate health plans, all Tek-paid or subsidized. Paid holidays and vacation are standard practice, and can be arranged very flexibly. Three retirement programs are available for you to secure your own future as you best see fit.

Tek-paid education is encouraged. Degree programs are available in coopreation with several local institutions.

"Profit sharing is a good way to manage things. Everyone feels that they have a direct input into the company, and you can more or less see the results of your own work."

Bob Beckman

A credit union, free unassigned parking, Tek subsidized cafeterias, discounts on Tek instruments, group transportation, and a staffed technical library with on-line computer search facilities are additional employee benefits.

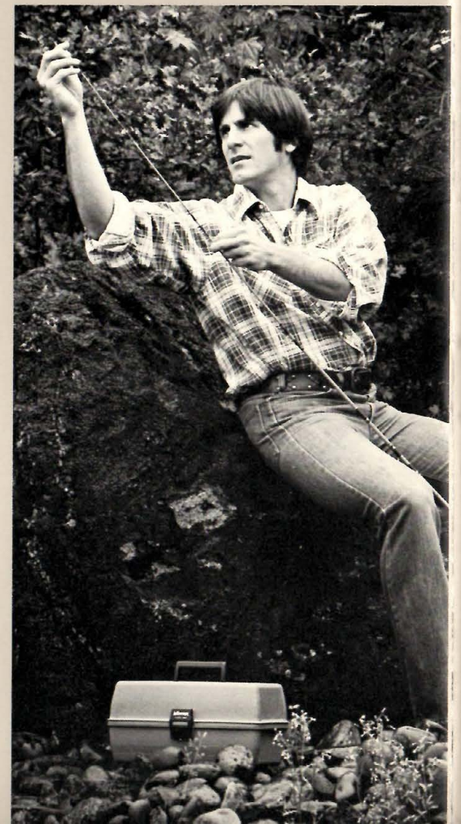
A stock purchase plan includes a discount that lowers your cost.

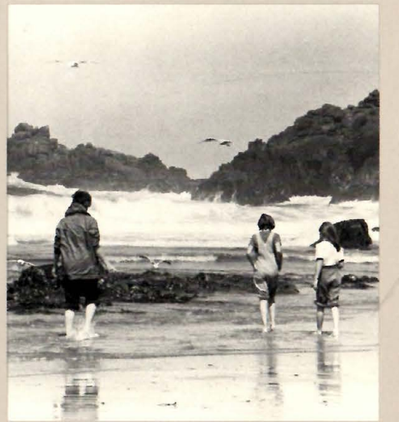
Your relocation expenses are offset with Tek's assistance.

Place

"Looking around, it's just awesome. Trees everywhere, the people are friendly. Oregon has a progressive attitude toward the environment. Tektronix has a responsible attitude toward people and the community."

—Steve Murphy





A place in the Northwest with snowcaps to the east and the Pacific coast to the west, either one less than two hours from your door..

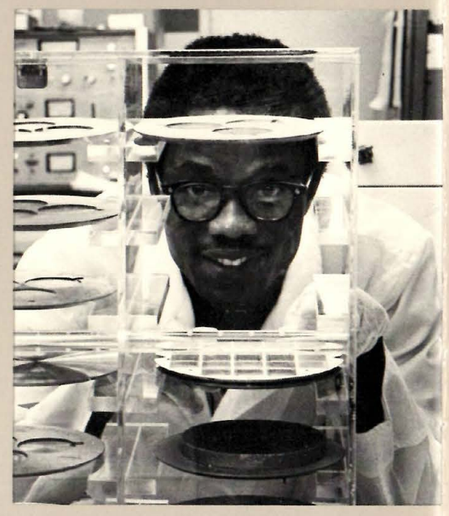
That's where Portland is. And that's where Tektronix is. Based near the suburb of Beaverton, in three industrial parks and other facilities around Portland, occupying over 700 acres, with another park now in negotiation.

The Willamette River flows north through Portland. And the city itself combines small-town livability and recreation, with cosmopolitan cultural and social activities. As Margaret Clarke was delighted to discover, living in the Willamette Valley can be a rich experience: "If you express an interest in chamber music or opera, there's bound to be somebody in the group who is already enjoying it, and the next day you'll find your desk covered with brochures..."

The life is rich out-of-doors, too. Bob Verrinder, TM 500 project engineer and a member of "TekS'L", the Tek sailing club, is shown sailing his catamaran on Timothy Lake, near Mt. Hood. People at Tektronix have organized numerous special-interest clubs, ranging from "Go" to flying.

Join us

Abby Cooke
Electro Chemical Engineer
BS, Chemistry
University of New Mexico, 1977

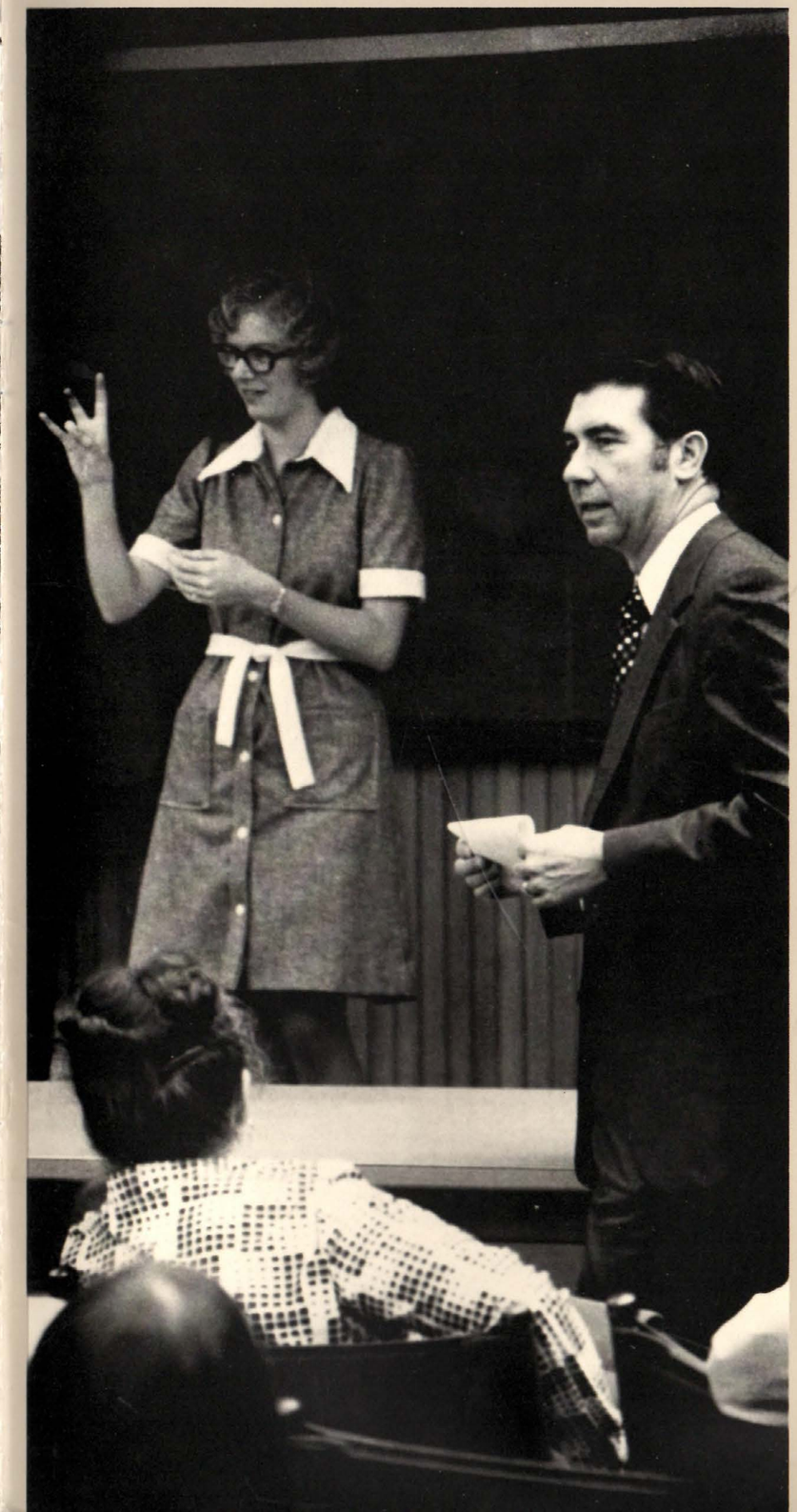


"It's our business to . . . say ok, now, what's your wildest desire? What're we going to have to build for you in six years . . . so we can start working on it now."

Join us in our business of working ahead of the times.

Write to: College Relations
Tektronix, Inc.
P.O. Box 500
Beaverton, Oregon 97077

Our catalog and annual report are also available at your request.



Earl Wantland, President

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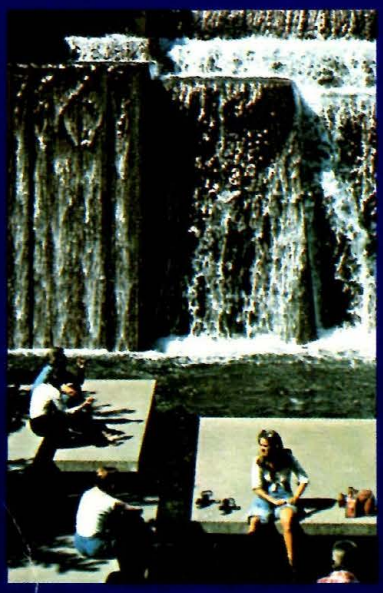

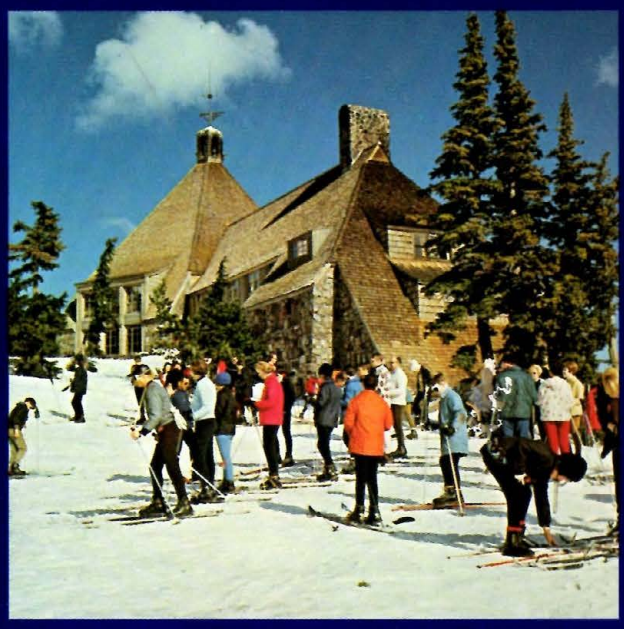

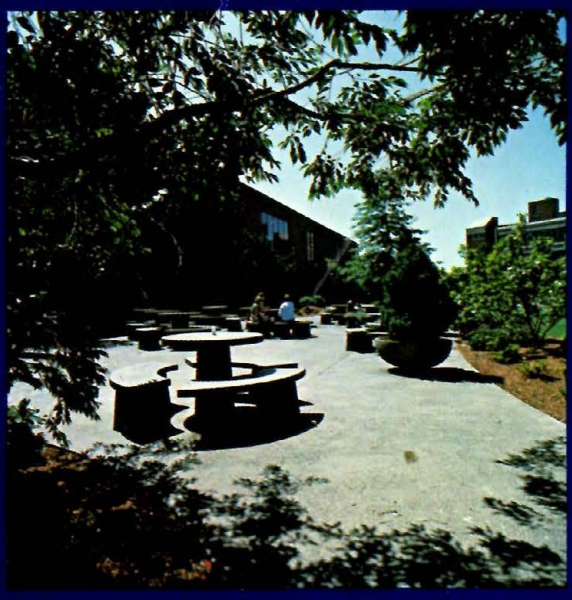

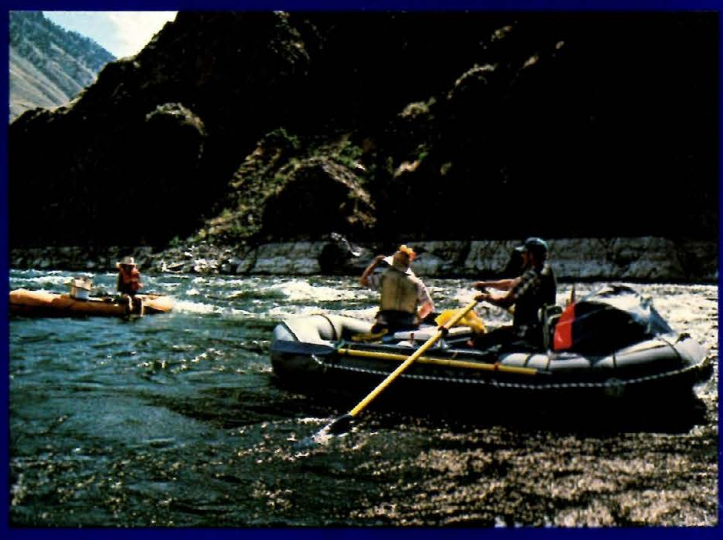

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