



tek talk

employees' publication of Tektronix, Inc.

volume 6, no. 13

November 9, 1959



Bob Sadilek (standing) and customer trainee

COVER: Field Training instructor Bob Sadilek cheeks out Gene V. Kennedy of McClellan AFB, Cal., on a 545-A scope during our intensive three-week customer training session. See story, pages 6-7.

unless you know the right people...

This guest editorial deals with a matter I feel should be given serious thought. You may find in it support for your own personal philosophy in answering questions from friends and relatives about assistance in applying for work at Tektronix.

.....Bill Webber

When we started to expand rapidly again last year and advertised for production workers, we ran into a serious problem. Many Tekes had friends and relatives who were out of work due to the recession. In line with established practice, we tried first to see applicants referred by Tekes. So many of these were interviewed by our employment staff that hundreds of "strangers" couldn't be given equal consideration. Our receptionists and employment people began to hear bitter remarks such as "Who do you need to know to apply here?" and "I guess you can't get on at Tektronix unless you know the right people."

This is a pretty strong indictment against a company that has built its reputation on integrity, ethical conduct and high standards in community relations. It is the sort of criticism that menaces the good will and high esteem we enjoy and value so highly.

What hurts is that there is more than a little truth in these accusations. We've made ourselves vulnerable, and have genuine cause for embarrassment.

It's true that influence is widely used in our social and business affairs. Properly used, it can be a valuable asset in commerce. It is rightly used to "open doors" in many instances. It is abused only when it overrides the basic consideration of relative (no pun intended) merit. When it functions to exclude those who don't possess it, it is discriminatory and opportunistic.

A variation of this situation occurs when persons seeking employment ask Tekes to help them get jobs through direct introduction to a supervisory person. When people are hired this way three things can happen:

1. Employees applying in the customary manner may resent it, feeling that selection standards are inconsistent.
2. Applicants in the community who have not been hired are resentful when they learn of it. (One successful applicant did say to a disappointed friend, "You just don't know the right people!")
3. More applicants are encouraged to try the "back door" approach, which can become a great nuisance to supervisors.

Now that hiring has tapered off, and with so many people aboard, we'd like to reacquaint everyone with our hiring philosophy, with particular emphasis upon the subject of NEPOTISM, which broadly defined is "favoritism shown to friends and relatives, especially in appointment to desirable positions."

As we understand it, at Tektronix we try to hire the best possible person for each particular job opening. Each applicant is measured for what he can do and his qualifications are compared with the job requirements. No favoritism, and thereby no discrimination, is shown.

The fact that a person is a relative, a friend, prac-

tices the same religion, is handicapped, or is of a different race should play neither to his advantage nor his disadvantage. The match is made between person and job and the act of hiring is completed by the person who will supervise the new employee.

Up until 1951 we adhered closely to the policy of not hiring close relatives at all. By following this practice we were not doing our job well since some of the best people for the jobs open could very well be relatives. During the Korean emergency, rapid expansion dictated a relaxation of the policy so that relatives might be hired when they were clearly the best-qualified applicants available. Surveys by group representatives revealed general agreement with this arrangement, which stressed that no concessions be made to applicants due to situations involving relatives or friends working here; neither favoritism nor discrimination be shown, and each applicant be considered on his own merits.

We appreciate the efforts of many Tekes who have made thoughtful recommendations of applicants to our employment office. The care taken in making these referrals is a great aid in managing a successful selection program.

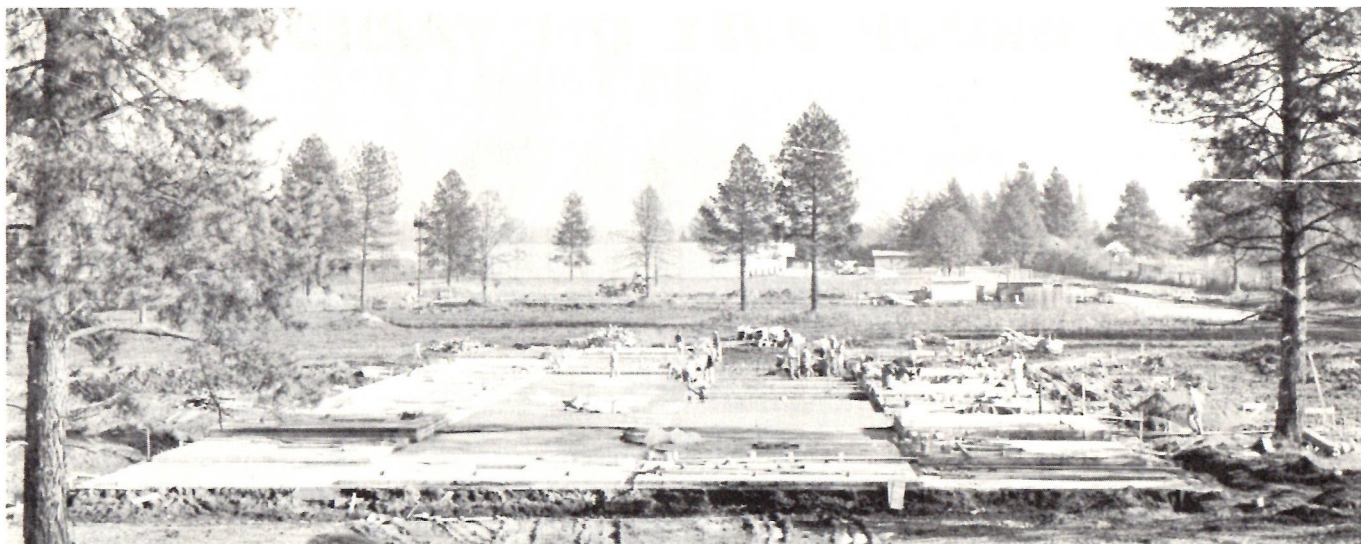
Here is what we feel is a workable suggestion to serve the best interests of Tekes and the people they want to help, and at the same time preserve Tektronix' good reputation in the community:

When someone you know **well** asks you to help him get on at Tektronix, and you want to help, give him a note of introduction to the employment office. This will identify the person as someone you really know and for whom you would be willing to give a character reference (not just a casual acquaintance who is using your name, as often happens). The best recommendation is one where you have actually **worked with** the applicant. If he appears to have good qualifications in other respects, your recommendation will be a **plus** factor. It should not, however, override other considerations. Before he makes a trip out to the office, please ask him to phone to see if his trip will be worthwhile or whether another day would be better.

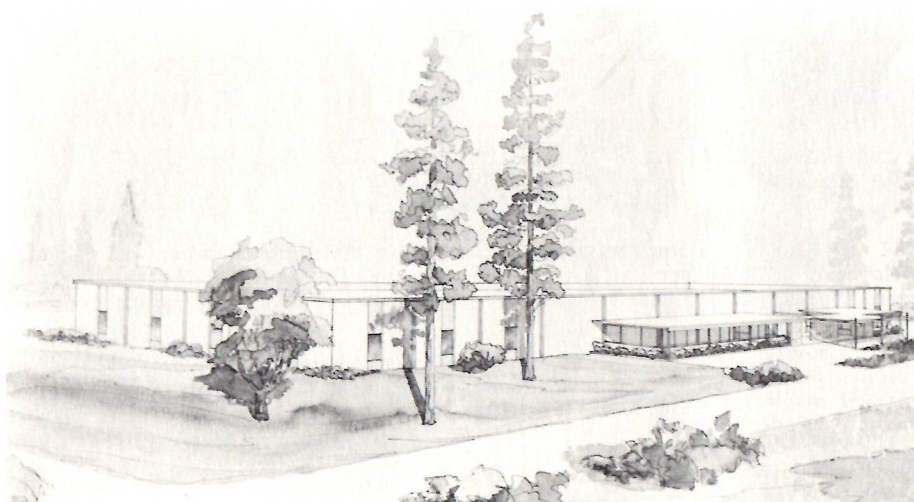
Once you've given your recommendation, please rely on the sincere desire of the employment group to extend every normal courtesy to the person you refer. (We don't have a special red carpet service—just a well-worn path to the door.) We will follow through and give the applicant a decision as soon as possible. We may contact you for more information on the person you refer. Relatives and friends hired on this basis, standing on their own merits, need no influence to carry them into a job.

In conclusion, from where we sit the least pressure comes from individual members of our management. In most companies, officers give the most trouble from the standpoint of "nepotism". If all Tektronix employees would follow the example of our management in this matter of employment, our relationship with the community would be greatly improved.

.....Irv Smith,
Employment Manager



DESPITE A SLOWDOWN resulting from the national steel strike, construction continues on our new interim office building, seen (above) from the roof of the Transformers-Coils building. Below is architect's sketch of the completed structure, which is nearly identical to the adjoining building.



Steel Strike Delays Building; Facilities Annex Nearly Done

Delay in delivery of some materials has put construction of our new interim office building at least two weeks behind schedule.

Facilities Manager Dick Pooley said the contractor ran out of under-floor duct used in building a raceway for the building's wiring.

Also delaying the work was slow delivery of glue-laminated beams. The steel strike has caused an overload of orders for glue-lam manufacturers, Dick explained.

Construction of our Facilities Annex south of the Beaverton plant is nearly completed, with move-in tentatively scheduled this month.

Floors have been installed, and a special seven-ton, four-foot-thick section of concrete poured for Militarized Products' testing work.

Floor tiling and painting have begun there.

Ground preparation continues for our assembly building, which is proposed for construction west of the Beaverton plant. Work involves stripping off a foot of rock, filling with dirt and backfilling with rock, as well as preparing for a parking lot and access roadway, both of which would be oiled.

The new structure would be built by Ross B. Hammond company, which has the contract for our Ceramics building, construction of which continues on schedule east of the Beaverton plant.

The roadway from Jenkins road into the new Ceramics area has been completed.

Our cabinet shop was to be moved east to adjoin the Beaverton plant by this week.

Questionnaire Sent To All Employees Regarding Picnic

A questionnaire to determine how Tektronix employees feel about the annual family picnic has been prepared by our Human Relations and Development group at the recreation committee's request and distributed to all Teks.

In particular, it seeks to learn whether continuation of the event is desirable or whether employees prefer departmental picnics instead.

Comes From Gross Profits

Picnic financing comes from gross profits, thus decreasing each worker's profit share a few cents each year.

Money spent this year totaled \$5878. Funds for a departmental picnic would amount to \$2 times the number of persons in that department.

'Tek Spirit' Contest Gets First Entries

First contributions have been received in the company's "contest" to define the Tektronix spirit.

Bulletin board postings have been made to call attention to the competition, and entry forms have been placed in plant reading racks.

Goal of the project is to help Howard and Jack form a definition of the Tektronix spirit, to be used as a basic step in our internal evaluation program, which has begun.

Employees are encouraged to write down their idea of what the Tek spirit involves and describe an actual example of it in action.

Especially pertinent statements will be posted on bulletin boards. Others will be reprinted in Tek Talk.

Excerpts from some may be used as part of an orientation handbook for new employees.

METHODS GROUP BUSY ON VARIED PROJECTS

Typical of Tektronix' continual striving for an increasingly productive manufacturing process is the experimental work done by Engineering's methods investigation group.

It's this group's job to toy with possible improvements in production techniques and determine their feasibility. They may prove workable and later be incorporated into the production process. Or again, they may not. It's the nature of Methods Investigation to work with some projects that never pan out.

An example of the group's current effort is work being done to develop an automatic device for soldering components into a ceramic-strip chassis.

This process has always been considered too complex to be done by machine. And it still may prove too difficult—but not if designer Bob Kvaile and builder Bud Bender can help it.

Along with other experimental work they've developed, over the past five months, an automatic machine that will solder a chassis at the rate of 40 inches a minute, regardless of the number of ceramic strips it contains. This means a Tektronix chassis can be soldered in under 30 seconds.

"Our aim," Bob explains, "is to provide faster, more economical soldering that produces more uniform quality joints."

May Remove Bugaboos

Present evaluation of the machine process indicates it may do away with some soldering bugaboos: Missed joints, "cold" joints (caused by parts slipping during soldering) and "rosin" joints (resulting from insufficient heat.)

There are "bugs" to be overcome, chief among them the difficulty of jiggling up various scope chassis for loading. Another problem is overfilling the joints.

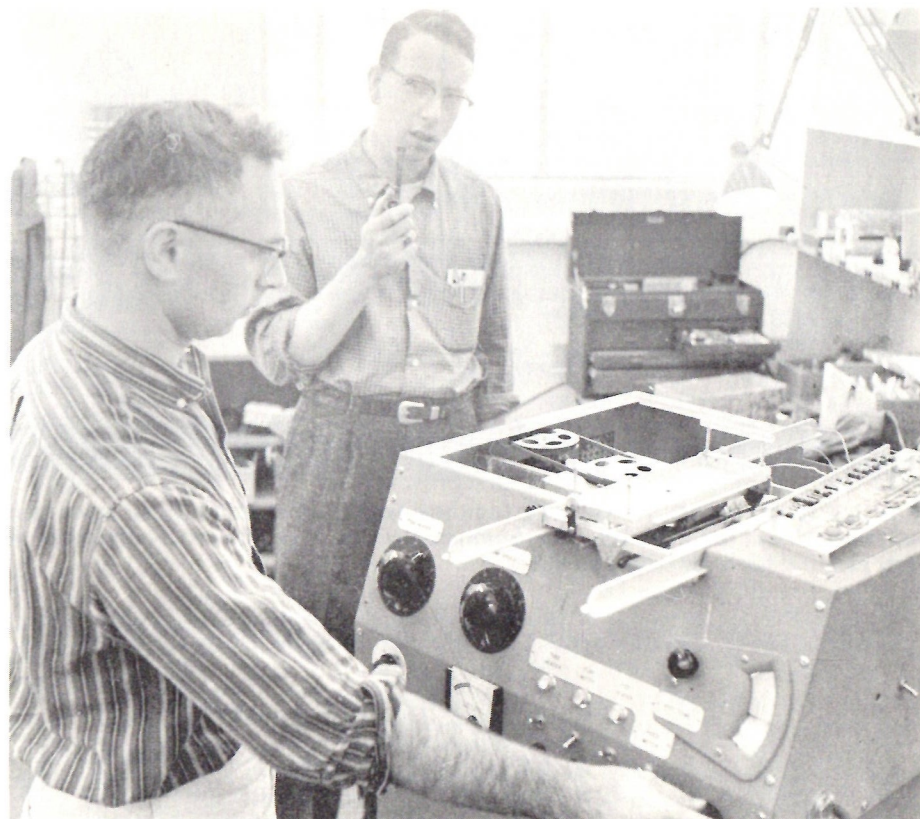
Some new instruments are being laid out to be compatible with Engineering's first efforts at automatic soldering. These include the 519 power supply and the new 321-A scope, which may go into production next year.

In charge of these modifications, which involve chassis alignment and standard spacing of components, are Oz Svehaug for the 321-A and Cliff Moulton for the 519 unit.

"What we're doing," Cliff remarks, "is making these instruments useful for the engineers to do further experimentation. Although the process may or not eventually be feasible, lots of technology will evolve around these experiments."

The problem is now—and will continue to be for some time—one for Engineering. No scopes presently in production have been designed for automatic soldering, points out Earl Scott, in charge of instrument production.

Nor will the process become part of our production line until it has proven itself definitely to be the right answer, he adds—and as of now it still must overcome some sizeable problems.



BILL PARKER contemplates the working of an experimental automatic solderer developed by Bud Bender (left) and designed by Bill Kvaile, all of Methods Investigation. The device is typical of research projects in which the engineering group is involved.

Here's how the machine operates:

Molten solder in the pot is pumped into a heated manifold and out through two or more solder jets to a controlled height. The scope chassis is inverted in a jig and moved across the jets, filling the joints. Components do not touch the solder.

Automatic soldering is not new. Other manufacturers have adapted it to printed circuitry. However, this is the first device to be developed for ceramic strip soldering.

It may prove a workable method, in which case it will result in increased Tektronix efficiency. Or the "bugs" may remain and the experiments be discontinued.

Our methods group is constantly engaged in a number of projects which may turn out to be either technological duds or brilliant production advances. Automatic soldering is one such project.

Students Heading For School Bring Employee Total Down

Personnel total at the end of September was 2899 persons, including some summer help.

Termination rate was high for the month because so many students returned to college.

Leaving were 113 men and 52 women, of which group only 10 were permanent employees.

Rodgers Organ Company Host To Radio Club Members

Rodgers Organ company of West Slope was host to Tualatin Valley Amateur Radio club (W70TV) the evening of October 26.

President Rodgers Jenkins (W7HXZ) and Bill Johnson (W7QF), both former Tektronix employees, took the group, numbering about 20, on a tour of the company's plant.

Club members include Randy Ranquist and Byron Witt, both of Tek.

Bulletin Boards Advertise Tektronix Holiday Dance

Bulletin board postings have been made during the past two weeks advertising the Tek holiday dance, which will be held December 5 in the Portland armory.

Six-piece band will be featured at the event, which may draw a crowd of 3000.

Upper and lower floors of the armory both will be reserved.

Tek Football Team Bows Twice in League Play

Tektronix' seven-man football team was defeated by Jerry's Tavern, 27-0, October 25, and lost again November 1, defeated 25-2 by first-place Twilight Room.

Team's record for the season is two wins, four losses.

Red Cross Speakers Due At Group Rep Meeting

Four representatives of the American Red Cross will attend the November 24 meeting of Tektronix group representatives and explain how blood is collected, processed and supplied to the area's hospitals.

Speaking briefly and answering questions about the program will be:

Paul Bird, administrative director, Pacific Northwest regional blood center, Portland; Gene Slick, assistant administrative director; Dr. Robert Pittinger, medical director, and Mrs. W.R. Manley of Hillsboro, executive secretary, Washington county Red Cross chapter.

Chairman Don Pratt of Tektronix' blood drive encourages employees to turn

in any questions about the Red Cross program to their group representatives before the November 24 session.

By answering questions that may bother employees and combating any rumors that may be circulating, the visit should give the Tek blood program a boost, Don says.

The Portland center serves most of western and central Oregon and southwest and central Washington. There's no charge for blood supplied to hospitals.

Mr. Slick will discuss and demonstrate blood processing. Administrative costs also will be explained.

The meeting will be held in the Beaverton conference room from 2 to 3:30 p.m.

GENE SLICK, assistant administrative director of Portland regional blood center, shows Tek blood chairman Don Pratt a full refrigerator of whole blood, result of recent successful bloodmobile collections, ready for distribution to area hospitals. At right, administrative director Paul Bird confers with laboratory technician Agnes Locher. Mr. Bird and Mr. Slick will speak at the November 24 group representatives meeting.



Rules Offered On Credit Use

Manager Dick Manning of Tektronix Federal Credit Union today offered some common-sense rules of good credit.

"Some people pay cash because they like to and have the money. Some do it to save money, even when paying comes hard," Dick commented.

Although the cost of credit may not show, it's always there. For example, he pointed out, a charge-account store has to cover its losses and the cost of billing by adding to the price of merchandise.

Four Rules Given

These are his "good credit" rules:

1. Don't use credit for small purchases. Better planning will make it unnecessary to "finance" baby pins, toothpaste and pillow slips.

2. Don't borrow from too many places. You get all mixed up and, if you get into trouble, you're in trouble with too many people.

3. Except in case of emergency, don't borrow too much and don't save too much. Leave yourself some elbow room.

4. When your financial boat starts to rock, call on the credit union. Its service costs very little, and its counsel costs nothing at all.

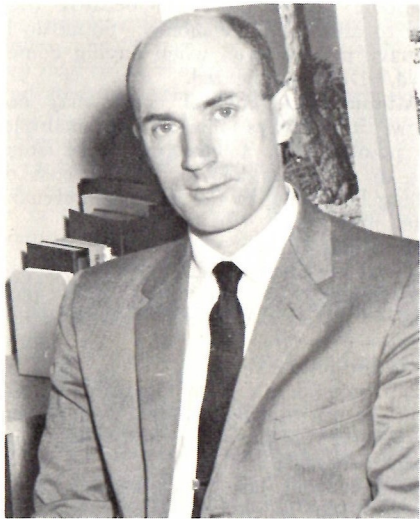
Tek Ceramics Department Featured in Magazine

Our Ceramics department was the subject of a six-page feature article in the October issue of Ceramics Industry, the world's leading ceramics journal.

The article, "Tektronix Develops Automated Ceramics Production," relates the history of our department and describes its various processes.



Dick Ropiequet Joins Tektronix' Ten-Year Club



RICHARD ROPIEQUET

Completing 10 years at Tektronix October 21 was Dick Ropiequet, now head of Engineering's future products group.

Dick attended the University of Illinois, then went to work for Douglas Aircraft in Oklahoma and Los Angeles during the first part of World War II.

He joined the navy and ended up teaching radar at Treasure Island.

After the war, he returned to the university and received a degree in chemistry. After working in Firestone company's plastics department, he went on to the University of Wisconsin for more study.

Eager to see what the Northwest was like, he came to Portland and looked up several electronics firms, including Tektronix, where he was hired by Howard and Jack.

Dick has been instrumental in the areas of instrument and circuit design.

Sweep Circuits Developed

His first projects included the 160 series and the 122. His work with the 160 showed up some circuit deficiencies, which led to his developing the basic sweep circuits we use today.

The first instrument to use the sweep circuit was the 315. Modifications of these circuits appear in most of the scopes we now manufacture.

Dick, vice-president in charge of engineering, recently has taken over future products development. His group's function is to develop nebulous concepts to the point where they're concrete enough for other groups to continue their development.

Dick has many hobbies, including piano playing, furniture making and landscaping.

He and his wife Eleanor have three children—Donald, 8½, Mark, 7, and Suzanne, 5½.

Rockhounds Name Thirteen Candidates

Tektronix Employees Geology club held its regular meeting at Community Church of Cedar Hills October 28 and nominated officers for 1960.

Election will be held at the November meeting and installation banquet will be December.

Candidates are:

President—Dick Easton, Bob Hamrick and Jack Tate.

Secretary-Treasurer—Jim Boyle, Paul Terry and Auramae Parks.

Planning committee—Ed Healy, Boots Kirby, Buster Rose, Martha Gibbs and Ed Cuneo. (Two to be elected.) Hold-over is Helen Ross.

Director for Northwest Federation of Mineralogical Societies—Gloria Montag and Vern Bartlett.

Math, Electronics Classes Added

Two classes in high school mathematics, one in college math and one in elementary (non-technical) electronics have been added to Tektronix' evening training program, according to Ralph Show of Manuals, program co-ordinator.

High school math sessions are taught Thursdays by Ralph at the Test Training center from 6:30 to 8:30 and by Milt Smith (Manuals) at the Beaverton conference room from 7 to 9.

Ron Hankins is in charge of elementary electronics Friday from 7 to 9 at the Beaverton plant and Bill Nelson teaches college math that night from 7 to 9 at Test Training.

Advisory Group Studied By Human Relations Staff

A comprehensive study of Tektronix' advisory group has been completed by our Human Relations and Development group, and copies of the 38-page report may be checked out from the office of John Wallen in the Sunset plant.

The study was based on examination of AG minutes, interviews with past and present members and questionnaires.

It sought to evaluate the group's purposes and performance.

Statistics

MARRIED—

Gerald Stanley (Component Production Tooling) to Karen Wie, October 24.

BORN—

To Judy Bates (Accounting), a son.

To Mr. and Mrs. Joel Kookan (Capacitors), October 23, a daughter.

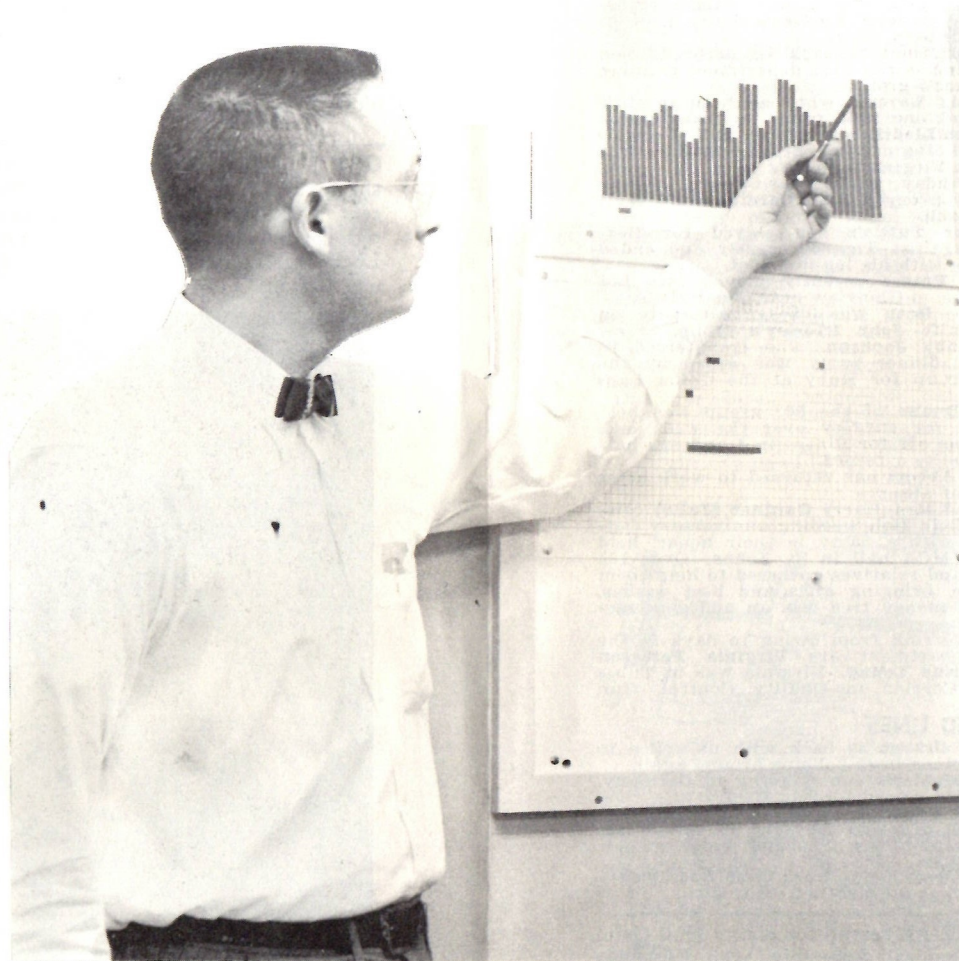
To Frances Bull (formerly Cables), October 8, a son.

To Mr. and Mrs. Bob Wruble (Technical Services), September 25, a daughter.

To Ralph (Instrument Service) and Margaret Livermore (Final), October 10, a son.

customer training:

increasing demand from purchasers has brought about larger classes for our three-week course



JIM STRICKLAND, Field Training, indicates increase in customer demand for instruction in use and maintenance of Tektronix instruments. Graph shows size of our Customer Training classes during the past year.

Teks Sought as Counselors For Hi-Y, Gra-Y Programs

Tektronix employees interested in serving as adult counselors for Gra-Y or Junior Hi-Y groups in the Portland or Sylvan school districts are asked to contact Bill Bessey, Extension 228.

Gra-Y is a program for middle grade-school-age boys and Junior Hi-Y a program for seventh, eighth and ninth-grade boys. Both are sponsored by the YMCA.

Activities include camping, athletics, social events, hobbies and crafts, worship and community service projects.

As the man in charge of our customer training, he tries to see to it that the purchaser gets the correct end result—an instrument that does the job for him.

"Our scope's biggest asset is its calibration and accuracy," he says, "so it's our responsibility to 'encourage' the customer in application and maintenance, which must be compatible with the original quality of the instrument."

The customer service ideal isn't entirely unselfish, contributing as it does to Tektronix' long-term reputation.

Three-Week Session Given

We now offer a three-week course at Field Training quarters in the Sunset plant, which is free to any customer. It includes operating and maintaining the 530 and 540-series scopes, common plug-ins and associated signal generators and test instruments made here.

If a customer needs training in some special instrument, he'll be given it. The schedule for each class (we can handle up to 12 trainees at a time) is formed in advance, to meet the particular group's needs.

Until about four years ago, our field engineers did all the customer training, on the customer's premises. But this approach proved inadequate in many cases and often left the engineer short of time for his other duties.

Demand for a Tek "course" in scope operation and care originated with the customer. Big companies, developing large inventories of our instrument, began to recognize the need for more rapid training in its use.

The first in-plant session was a one-week course for one or two trainees. The length of time was quickly upped to two weeks, then to three.

Training includes electronic fundamentals and complete courses in each circuit, with supervised laboratory work in the afternoon supplementing lectures in the morning by field training instructors Bob Sadilek, Jim Strickland, Lou Ballinger and Chuck Miller.

Full Schedule

Trainees put in eight hours (8 to 4:30), five days a week. Their companies must support them while here, but pay nothing

for the instruction. Tek makes their room reservations and provides transportation to and from Portland.

For companies who desire a shorter course, Tek has given two-week and even

one-week sessions but discourages anything less than three weeks, feeling the customer won't get his money's worth.

The present class, which started October 19, is composed of seven men, four of them representing military services or companies with military contracts, two from Princeton university and one from Motorola.

After trainees have been here two weeks they're given a one-day tour of the entire plant—to increase their faith in our product. They also view the film, "The Tektronix Spirit," produced by Frank Hood (Engineering).

On their last day, customer representatives are taken to lunch by a member of the Marketing staff (not a field training man) and are asked to evaluate and criticize our training program. Their comment may lead to changes in the course.

An average of eight men per month has been trained in the last half year. About four months elapse between applying and beginning class.

Won't Replace Training in Field

Because the instruction here involves considerable customer expense, it will never replace the maintenance and operation assistance given by our field engineers on the customer's home grounds. However, it offers many advantages:

(1) Availability of a variety of instruments; (2) detailed training in pertinent theory; (3) enough time to allow maximum retention of the material taught.

Whether or not a particular customer representative will qualify for the course is decided by the Tek field engineer in that area. Training is not basic electronics but advanced circuitry, and novices are discouraged from signing up.

Scopes used are both "pool" instruments, which are kept permanently in Field Training, and production instruments, which are later recalibrated and returned for shipping to a customer.

Each trainee is given a complete instruction manual and a personal kit of specialized scope maintenance tools.

In evaluating the achievement of its three-fold goal—to support the field engineer, to increase the customer-user's efficiency and to reduce the cost of maintenance—Tek is guided only by customer response, which continues to be "very good", and customer demand, which has increased over the years. We're now booked up well into 1960.



BUD KEIM (left) and 300-pound black bear which he shot last month in the Tillamook burn. Earlier this season, he shot a 100-pound deer.

ACCOUNTING AND IBM

The Accounting department lost and gained two members late this summer. **Judy Bates** left on a leave of absence. She and her husband, Bob are now the proud parents of a baby boy. **Joyce Barsotti**, who had joined our ranks for the summer season, left in early September to join a convent. The new additions were **Don Wilson** and **Sally Bourgeois**. Don came to us from the Production Planning department. He is now working swing shift and going to Portland State during the daytime. Most of you will remember him as the Scotchman with a thick brogue. He originally hails from Glasgow.

Sally comes to us from Forest Grove, where she was working in the 1st Nat'l bank. Her husband is an optometry student at Pacific university.

The IBM department also had several new people join them this fall. **Dick Owen** and **Don Hoch**, tab operators, and **Sally Landis**, key punch operator, were new additions.

The IBM departments have high hopes for the spring move to the new building when both installations will be housed together. This should make for greater work output, higher efficiency and speedier handling of all operations.

Socially, we have been busy too. One of the highlights has been a three-week visit with **Al Graham** from the Isle of Guernsey. Since he spent most of his time in our department for business reasons during his stay, we had many opportunities to enjoy his British accent and ready wit. The day before his departure, we had a coffee-break-party and enjoyed a brief film on the Guernsey installation and personnel working there.

October 6, **Norma Jean Samuelli** was surprised with a birthday luncheon at the Hill Villa by some of the girls in our department.

Our departments joined together for dinner and dancing at the Frontier Room in Vancouver on October 10. We had a good turnout and found it a wonderful way to get better acquainted with spouses of our fellow workers.

CABLES

October 22 a potluck was given by cables girls and Wire Prep for all the girls loaned to us from different departments.

It may have seemed like Thanksgiving Day with all the turkey and trimmings, but it was just to say, "We're glad to have you all with us."

Loaned to Accessories from Cables are **Irma Breazile**, **Dolly Lee**, **Barbara Losli** and **Lois Rowlands**. Loaned to Production: **Doris Lewis**.

ACCESSORIES

We're happy to report **Mae Gillett** is home from the hospital and doing fine, following an appendectomy.

Faith Luel is still spending some time in the hospital recovering from a major operation. We hope she will soon be back with us.

No one dares question these girls' friendship. We all knew they were very close, but when **Mae** comes up with an emergency appendectomy just two days before **Faith** planned to enter the hospital, we know it is real friendship.

Faith says, "I can't go anywhere without **Mae**."

MECHANICAL ASSEMBLY

Cake was served at a get-together for **Bob Kaufman** and a gift certificate was presented to him at that time. He is in Finals now. **Stan Saety** is our new supervisor.

Cake was also served to bid **Kathleen Hall** good luck in her new department, Pre-Production. A necklace and earring set was given her.

Penny Harp has joined us on days from swing. **Derald Thornton** has come from Accessories for a short time to learn Mechanical. **George Koutures** has left us for CRT.

PRODUCTION ENGINEERING SMALL TOOL JIGS & FIXTURES

Deer season officially opened October 3, and **Bud Keim** returned the same day with a 100-pound deer. Not having all the hunting out of his system, he and his father-in-law went bear hunting and tagged a 300-pound black bear. The next day bear liver and onions were at the top of the menu. The meat will be smoked and consumed later this winter.

COMPONENT PRODUCTION TOOLING

Gerald Stanley took "the big step" October 24. He and the former **Karen Wie** were married at Yakima, in a church ceremony attended by 56 relatives and friends. Congratulations, **Gerald**!

A weekly observance with our group is "cake time" at coffee break each Friday morning and October was a real humdinger! **Louie LeDoux's** sister, who lives in Salem, baked, decorated and delivered one of the nicest cakes you'd ever hope to see, complete with a large Tek "bug" (made of frosting) on top. Our thanks to **Louie** and his sister. It was dee-lish-us!

"Rebel" **Gordon Ramsay** finally got tired of feeding his "gas-guzzling dinosaur" of a new Pontiac, so he went out and bought a Renault and a beret, and now likes to be known as "Pierre, the thrifty one". He must not be completely sold on the gas-saver, though, cause he still has the Pontiac in his garage.

We'd like to welcome a new member, **Joe Maas**. Joe has moved to Oregon from San Diego, where he has worked for the last 3 years. A die maker for some 18 years, Joe is also a trailer home enthusiast.

Component Production Tooling has recently taken on full responsibility for designing, building and maintaining the metal blanking and forming dies used by the CRT department. **Nonus Tucker** trans-

ferred from the die shop in the Beaverton Plant to spearhead this section of our group. Die-making is a real art, and **Nonus** and his fellow die-makers, **Fred Schonstall** and **Joe Maas** are among the best.

CRT

Bob Williams is now in Drafting, transferred from Manuals. Bob has been employed at Tektronix for 5 and one half years.

Clyde Adams (Small Parts), **Elsie Green**, **Sharon Sweek** and **Arlene Jones** are now on day shift, transferred from swing.

Dorothy Truu transferred from Small Parts to Phosphorus, still on swing.

Ernie Estes has received his ham radio license. Congratulations.

Bertha Vining is a proud grandmother again. Her daughter, **Jackie Teel**, has a new baby girl named **Janet Rae**. Jackie used to work in Coils, **Verna Dobson's** group.

Anna Hass transferred from Preproduction Gun Wiring to Production Test.

Dorothy Mark and **Connie Wilson** transferred from **John Liedtke's** department to **Egon Ellsner's** group.

Erna Normet is back in Preproduction after being in the T555 department training **Ed Pilsner's** group.

Virginia Levens, who has been in CRT for 6 and one half years, is transferring from **John Liedtke's** group into **Bill Brown's** advanced engineering group. **Phyllis Poe** will take **Virginia's** place.

A birthday party was given by the phosphor group for **Ed Cornilles** and **Walt Luckenbach**.

Eleanor Tuttle's son played for Beaverton against Tigard recently and ended the game with his leg in a cast.

Marie Frazee recently moved into her new home on Glenview near Cedar Hills.

Audrey Goth was chosen alternate on swing shift, **John Byerley's** group, to replace **Ruby Jackson**, who transferred to days. A dinner party was given by the swing group for **Ruby** at the China Lantern.

Rose Duane of the 502 group was hospitalized for surgery over the week end. First time off for illness in 4 and one half years. Quite a record.

Betty Abbott has returned to work after a leave of absence.

Mr. and Mrs. **Harry Gardner (Julie)** celebrated their 25th wedding anniversary October 25 with a party in their honor, held at the YMCA hall in St. Johns. Over 125 friends and relatives gathered to help them celebrate, bringing gifts and best wishes. A silver money tree was an added attraction.

Transferring from swing to days in the Tube department are **Virginia Peterson** and **Corrine Young**. **Virginia** was in Tubes before. **Corrine** in Quality Control, Gun Wiring.

DELAYED LINES

Melva Craven is back with us. Nice to see her blond head bobbing around again.

June Mobley's son is going to Germany. He's in the armed forces.

Esther Cookman has muscles she didn't know she had, and they are all screaming. She's helping her husband build a new home.

Jackie Teel sends word from Sacramento that she has a brand new baby girl.

CAKE WAS served for **Kathy Hall** (left) of Mechanical Assembly, who left after 8½ years for a new job in Pre-Production. She recieved a necklace and earring set. At right is **Verna Lacey**.



KNOW STOCK

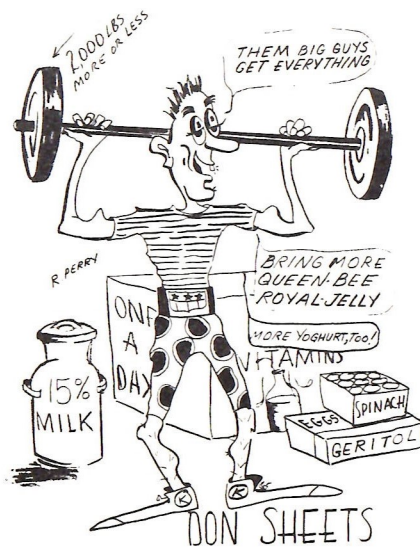


Pictured is Gary Coomer, 12-year-old son of Myra Coomer (Warehouse), holding a trophy received from the Oregonian. The trophy, given on the basis of service, collections, co-operation and orders, is presented once a year to the outstanding newspaper boy in each branch.

Gary works in branch 1 (Northwest Portland). Many plaudits have been heaped on the hard-working newspaper lads of this country, and we're justly proud to have within our ranks such a fine example of one who is making good.

Every month someone suffers the slings and arrows of outrageous artistic caricature from Bob Perry's talented (?) pen. This month we're putting on the scaffold a young man of physical talent, Don Sheets.

Don has done considerable competitive weight lifting. His good-natured personality prompts us to engage in some good-natured kidding, so look below for the weightier side of life:



UNIT WIRING

AL PEECHER'S GROUP

Al got his deer! Congratulations! Welcome to Janet Paulson, who transferred from swing. Margaret Ryan is an exchange student temporarily replacing Wilma Stapleton, who took Margaret's place in far-off Mechanical.

Marge Turukawa has temporarily left us for Preproduction.

D.W. feels she has gained quite an education in her four-month tussle in getting a V.A. loan to complete her home. She has acquired an extensive vocabulary (not found in dictionaries) and feels very familiar with the three R's of government procedures (Rules, Red Tape and Regulations). Never knew so much about her family tree, either!

We miss the sweet smile of Ida Meyers, who is in the hospital. A fast recovery also to Evelyn Gaylin, who is still recuperating from surgery.

DICK MCKENNON'S GROUP

We honored Norm Harty with a potluck October 15. He left the group to help with the training program. We'd like to welcome Dick McKinnon as Norm's replacement.

Betty Boyer left the group to await the stork. We had a decorated cake and gifts at coffee break recently.

MARV'S GROUP

Ina Neidigh is spending a short visit with us. She is originally from Mechanical.

Connie Luckenbach from Kit Prep is taking up the soldering trade for the next six weeks.

Bud Ramsdell took over for John Neal for the two weeks while John was seeing the countryside.

Louise Hess is permanent with our group now. She is a transfer from nights.

Attention, all you mighty hunters who came back empty-handed: Lila O'Dell's 12-year-old son bagged a four-point buck.

Marilyn Reynolds' new husband is limping around with a sprained ankle.

WAYNE JAMES' GROUP

Wayne James returned from a successful hunting trip to Eastern Oregon. He bagged a big four-point buck that dressed out 184 pounds.

Martha Epperson is on loan for a few weeks to Mechanical Assembly.

Mary Findlay from Kit Prep is trying her hand at wiring with our group for the next six weeks.

The group had afternoon cake October 23 for Jack Halley, who left for Finals. The cake was thoroughly enjoyed by all except the honored guest, who went home ill at noon.

MARSHALL'S MISSES

We all miss Lorraine Brekken, who is on leave of absence.

Della Fortin is on the "lend lease" program: Six weeks in different departments. We have Thelma Mason over from Mechanical to take Della's place. Welcome aboard.

What's this? Bobby Kielhorn washing her car to get the scratches off? Guard rails aren't too good on paint jobs, eh?

Congratulations to Stella Bryant on her 24th wedding anniversary. Also to Edith Green. How many, Edie?

Was that Helen Johnson with a big green frog in a jar? Helen, frogs don't eat bread.

Marvin Hood and family were with the Irv Lind Florists softball team in Japan. They arrived in time for the first typhoon, which rained out most of the games.

They moved on to Okinawa, only to be rained out by typhoon Amy. The pitcher was bitten by a "blister bug" and the "sleeping sickness" bug was going around, too.

Keep your eye on Monttie Wallis when she comes back to work. If she falls asleep at the job, blame it on the bug.

BILL MAYERS' GROUP

Congratulations are in order for Mary Legler and husband Glenn. They bagged two deer in the woods behind their home, within 15 minutes, the last day of hunting season.

Mary's was a three-point. Her husband had to be satisfied with a two-point.

Loretta Helser is planning to take her dog Shane trick-or-treating.

Anna Scott has made a flying trip by car to Minnesota to see her mother, who was ill. Her three children accompanied her.

Helen Morgan has gone to Oklahoma to visit her parents. Her father has been quite ill.

ROGER NOYES' GROUP

We were sorry to lose Ganet Paulson to the day shift. Lil Kott and Olive Mosser are helping out in other departments.

Sylvia Folen was shaken up and thoroughly bruised in a car wreck recently. She is at work, however, with a good explanation for the black eye and swollen jaw.

Anyone want a kitten? Call Roger Noyes for details.

Jim Mathis celebrated his 21st birthday October 26. Watch out girls.

Lil Kott was elected group representative, with Olive Mosser as alternate to assist Kathy Whitman as social representative.

GEORGE SCOTT'S GROUP

Ethel Williams joined Roger's group but still is in switch repairing.

Our former boss, Bud Rasmussen, borrowed Katy Bryan, Dolly Harcourt, Marlene Conklin, June Gunderson, Ann King



STAN SAETY models the new shirt given him his last day in Unit Wiring, before transferring to Mechanical Assembly.

and Marty Jenkins to help out in Accessories for a few weeks.

While George is attending school eight hours a day and working four hours at night, Al Hayes is supervising us for the remaining four hours. This is for two weeks only.

Elsie Blatter is in Mechanical under the new training program.

Hilda Fenton shot her doe on a hunting vacation. Connie Anderson heads the list of disappointed hunters. Didn't know so many girls went hunting (for deer).

Sharon Boyd is recuperating in Oregon City hospital, and could use some visitors to cheer her up.

Millie Bamhoff escorted company from Arizona to points of interest at our Oregon coast. We do get around to our scenic wonders when we can show them off.

Marlene Conklin was in the hospital briefly.

CABLES SWING

Marial Wilson was guest of honor at the home of Merlene Warneking October 9. Marial is retiring to await the stork. Gifts and refreshments were both lovely.

Birthday cake was served collectively at coffee break October 19 for Arminea Brush and Muriel Phillips. Congratulations and many happy returns.

CAPACITORS

Mary Senter's son Steve is home on leave from the Marines, getting acquainted with his new son, Mark. He is stationed on the Princeton, and is on a world cruise.

Verne McAdams won second prize in the Kellogg's Corn Flakes contest. His prize was a brand new blue-and-white 1959 Chevrolet Impala two-door hardtop convertible with automatic transmission and white side-wall tires. Of course, the wheel base was only 11 and five-eighths inches, but it sure was pretty.

There was a very large grin on the face of Joel Kookon on October 23. He announced the arrival of his new daughter, Alane Naselle. On October 27 a baby shower was given for Joel. Many pretty dresses and a high chair were among the gifts received.

We thought a member of the deer population had invaded the Capacitor department, only to find it was Art Peterson proudly wearing his deer head. Among other successful families who got their deer were, Deena McFerran, Dorothy Freerken, Irma Potter, Donna Hand, Veretta Schmidlin, Ruby Vetsch, Emma Glanz and Norma Johnson.

FINAL DAZE

Steve Trunde, our coin-collecting Finaler, was given a farewell party with cakes, hero badges, cheers and all. Steve will be working for West Coast Telephone company in the future.

Dick Fox has turned fireman, or so it seems. Dick has just bought a bright red '60 Rambler.

After many shots (with his rifle), Cliff Brink brought back a deer—well, a doe.

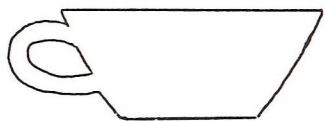
Bill Beitelspach also bagged a doe last weekend.

While our hunters have been out trudging through the fields looking for pheasants, we here in Final have to duck from getting hit by them (the birds). A pheasant hit our windows and was quickly packed up taken home for dinner by Jerry Gillespy.

One of our deer hunters, Art Egger, didn't get his deer, but brought back a 200-pound bear instead. Good shooting.

Dick McKennon has made the big step through the brick wall to Unit Wiring. He will be a group leader there.

Bob Kaufman has taken Dick's place here in Final—and says he likes it very much.



COFFEE BREAK

... WITH TOM WILLIAMS

The role of a fund-raiser is one beset with many emotions. It fits most comfortably when the story you have to tell is believed, understanding is established and giving is a natural response of generous people. It need not be otherwise, and at Tektronix we've tried to keep other methods of solicitation out of our annual charity drive. Probably the reason some companies resort to gimmicks to stimulate giving is that they have failed to tell the story well enough or have failed to answer the questions of people who are naturally suspicious of "do-gooders."

A welcome response was received when Teks generally expressed a definite "NO" to a proposal for publishing what group and department participation in UGN has been this year. One person took the time to write us a note about it. Unfortunately, without a signature—which would have given us an opportunity to reach some people who evidently have serious doubts in their minds about the administration and campaign costs of the UGN drive.

Here's what he had to say—

"It seems to me that it is not appropriate to have contests between departments in the matter of giving. Presumably each individual contributes according to his conscience and ability and according to how effective the receiving organization put the money to charitable use. There seems to be a general suspicion among the employees that I come into contact with that the administrative costs for the UGN **may be excessive**. High pressure methods for soliciting funds aren't going to do anything toward improving individual confidence in the administration of the UGN program. Giving recognition to individual groups for a high percentage of participation offers censure to other groups by their absence on the list. I don't even think that the participation figures for the company as a whole should be made public. If the program has merit, the positive aspects of the program should be the whole basis of the fund solicitation appeal...."

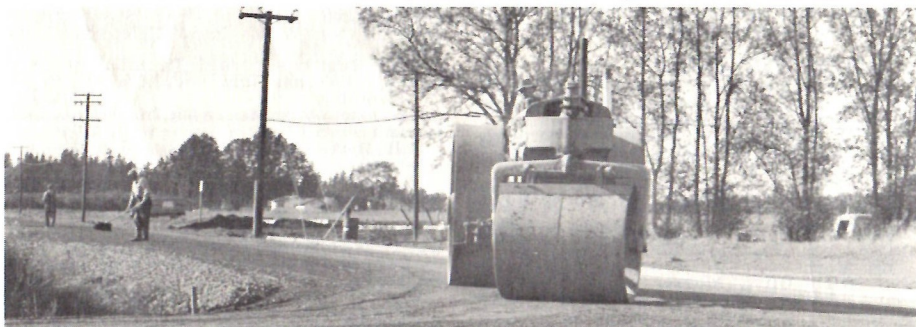
.....for brevity.....

"This year's program has been pretty much the soft sell approach. I hope that next year's will be the same. I'm not offering criticism of the drive, just offering my opinion of the solicitation methods that seem reasonable."

In answer, we can only agree to his feeling about what "charity" really means. And in rebuttal, we can only ask those who feel 4% of the total gift is too large a share for the task of gathering the fund of \$3,276,287 and administering it to 72 member agencies to consider what the cost would be if the 72 agencies made separate appeals. The 4% figure is achieved only through volunteers by the hundreds, who spend weeks at the expense of their own companies and with personal sacrifice of time and money to bring the UGN appeal to the public. These people, closest to the "needs" of the community, are constantly striving to make the federated fund-raising effort more successful. They know where the money goes and they would certainly welcome the help of anyone who feels that he can effectively carry out such an appeal at a lower cost of administration.

The fact that the board of directors and the budget committee is made up of people highly regarded for their business abilities should not deter a purposeful man or woman from offering concrete suggestions for improvement. After all, the best budgeteer in this day of rising costs is probably the housewife.

Second TEK report to UGN on Nov. 4 this year totalled 1595 gifts and \$20,688.03.



OILING OF Jenkins road past the Beaverton plant was welcome news to Tek employees there. Job was completed by mid-month. Other road developments include paving Cedar avenue to four-lane width from Tualatin Valley highway north to Walker road. Cedar is a state project, Jenkins a county job.

Ham Radio NOTES

By EARLE PAHLKA

Last club meeting was held October 16 in the main conference room of the Beaverton plant. Nomination for 1960 officers was held.

Candidates for the election to be held in November are:

President, **Byron Witt** and **Earle Pahlka**.

Treasurer, **Al Stewart** and **Dave Easton**.
Paul Buchco will continue as vice-president and station custodian, according to the terms of the station license.

Unanimously elected by being lone nominees were **John South** as activities manager and **Dick Sakrisson** as secretary.

After the business meeting we heard an interesting talk by **Ken Lukens** on radio control of model aircraft. He explained first the simplest radio control systems and advanced through the latest and finest system.

Thanks again, Ken. Devotees of RC model aircraft must be a very dedicated group to put many hours and considerable money in their hobby.

Paul Gaertner added a footnote by briefly describing his work with radio control for model boats. Sounds interesting, too.

October 17 a work party met at the ham shack. On hand at 0800 were "Lucky" **John South** (K7COQ), activities manager, **Byron Witt** (W7VOK), **Earle Pahlka** (W7DPE) and **Scott Reekie** (K7UHH), our newest member.

Scott joined the club just the night before and he showed up to wield a mighty paint brush. The shack exterior was all painted, but the front wound up a two-tone green. Our two cans of paint weren't the same color, and the first can was emptied squarely in the middle of the shack front.

Scott is interested in trying to contact his brother, who is a ham in England.

After considerable difficulty the club's prop-pitch antenna rotator and the G4ZU three-band beam were securely mounted on top of one of the poles which were planted at the site in January. A little more work remains to get the station on the air.

Next meeting will be held November 20 in the Beaverton plant main conference room at 7:30 p.m. Election of officers will be held, so come out and vote. An important bylaws amendment also will be voted on.

At 8 p.m. sharp our guest speaker, Dr. Charles H. Dockhorn, USN, will demonstrate single sideband in amateur radio. He's a recognized authority on SSB.



FROM THE Production Planning office, across the Tek Talk wildlife editor's desk, comes an Umm Gowwa.

Umm Gowwa, which sounds like a toothless old man chewing wool, is in reality the title of a true story about deer shooting.

Here it is, verbatim as heck, from the pen of some Production Planning author other than Ernest Hemingway:

"UMM GOWWA"

"Russ (Great White Hunter) Davis, one of the schedulers from Production Planning office, came back from hunting the week end of the 23, 24 and 25, loaded with buck.

"There was a difference in the way he bagged it:

"Like all good hunters, when he saw this nice three-point he zeroed in on it and shot. The buck gasped and fell.

"Russ ran over to it, cut its throat and then looked for the bullet hole to see how much meat he'd ruined. But—no bullet hole!

"The only conculsion he could reach was that his great big 30-06 scared the poor thing to death."

THE ACCOMPANYING drawing, incidentally, was banged out by Barbara Coffelt (Manuals) who, by thus revealing she has much talent, has let herself in for all manner of future cartoon-mooching by Tek Talk.

An old journalistic motto on the wall here reads: "Nemo escapar alive-alive-o ein schribbler." Or, "Never let a live cartoonist get away...."

POSTERS STUCK on bulletin boards tell about the big contest now going, in which employees write and say what they think the Tektronix spirit means.

TEKS

The contest is a way to help Howard and Jack define the Tek philosophy. There are no prizes offered.

SOME FOLKS have asked for more specific information. So, specifically, here are some of the many prizes which aren't offered:

- A new Cadillac and free lube job;
- Expense-paid trip for two to scenic Scappoose;
- \$20,000 in pennies;
- A lifetime supply of pimientos, and
- The entire Tektronix CRT build-ing.



For even more specific information, call 215.

FOLKS OVER at the Shop up and scheduled themselves a hard times party near the end of October.

This should in no way be considered a commentary on the profit share, they say quick-like.

TEKTRONIX, INC. has survived perhaps the greatest crisis in its 13-year history, so let's all hands rear back and give a hearty yay.

What it is, is pastry prices have gone back to a nickel.

"It's nice to see smiling faces again," comments snack bar gal Rachel Cressy.

A TEK TALK spy watched Warren Collier (Test) at the milk vending machine and reports in:

Warren put down his plate, stuck in a dime, got his milk, set the carton on his dish, picked up the plate....

The machine gave another bump and grind and out came a second carton of milk.

HE PUT down the dish, took the milk, rearranged his food to make room for the bonus item, picked up the plate....

And the machine coughed up still another carton.

Warren put down dish, took carton, rearranged food, etc., etc. Meanwhile, the vendor continued pungling up free milk.

Folks who see the hand of Providence here point out that Warren, sometime in his life, was probably kind to a cow.

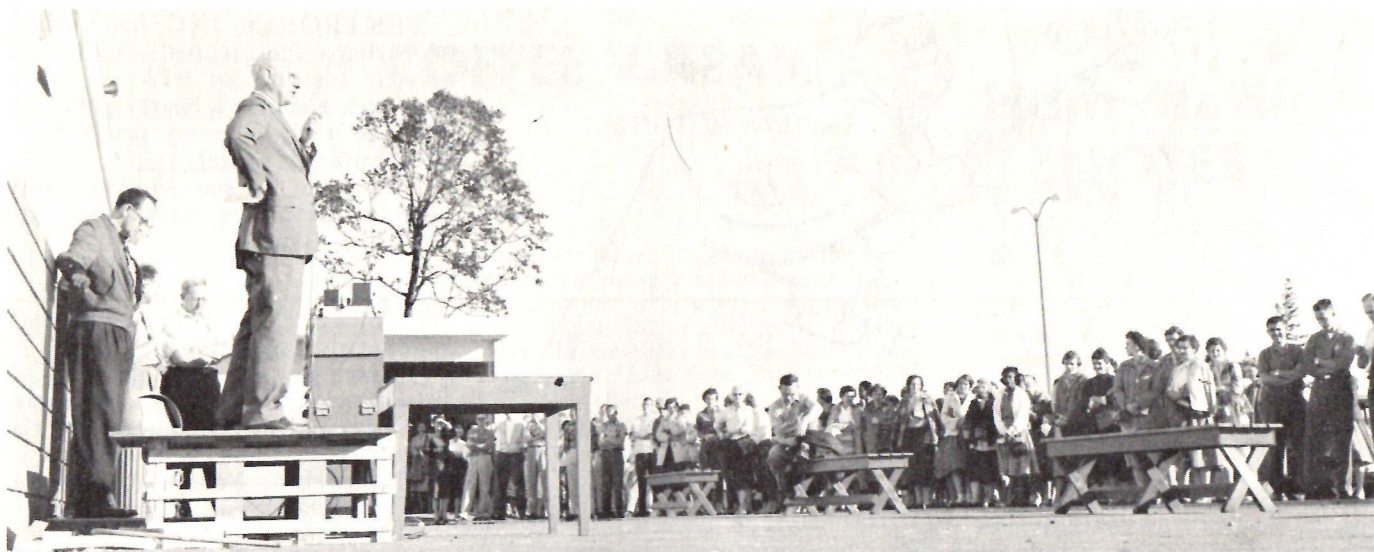
INTERESTED IN a physical tune-up involving handball, volleyball, boxing, swimming, weight lifting and all that sort of sporty antic?

A group of Teks is currently organizing a regular sortie to the downtown "Y", some for friendly athletic competition, others to convert their unsightly fat into sightly fat.

They've organized loosely as the Fight Lethargy—Add Buoyancy Society (laughingly referred to as the FLABS.)

If your muscle tone is flat instead of sharp, and you'd like to flail away gymnastically in friendly company, call Irv Smith (Employment) for details.





WARDE ROBINSON of Mutual of New York was speaker at the Beaverton plant United Good Neighbor rally held in mid-October. Response to the annual funds appeal was immediate and, on a per-capita basis, above the contribution last year, according to chairman Tom Williams.

Form 3547 requested

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

Francis Frost
439 Prospect Ave.
Manhattan Beach, California

tek talk

Published and printed by Tektronix, Inc., 9450 SW Barnes Road, Portland 7, Oregon, by and for its employees and with the cooperation of the Printing, Photography and Mailing departments.

EDITORIAL STAFF

Editor—Tom Williams
Associate Editor—Joe Floren
CONTRIBUTING REPORTERS
Accounting—Mary S. Moschel
Administration—Maryellen Stevens
Marketing—Em Langdon
JRT Design—Robert H. Johnson
Engineering—Marge Guthrie
Export—Ruth Haugsten
Prod. Eng.—Vern Hansen
Shop—Herb Webb, Aloha Jernigan, George Rayner
Test—Al Dvorak, "Scoop" Strom, Keith Forney
Panelcraft—Lila Baker
Kit Prep—Minnie Berger
Unit Wiring—Geoa Becker
CRT—Marie Frazee
Shipping—Kitty Smith
Instrument Service—Bob Johnson
Manuals—Shirley Kilcup
Offices—M.H. Wittmayer
Purchasing—Scott Foster
Capacitors—Ruth Lukens
Ceramics—Muriel Cimino
Field I.f.o.—Will Marsh
Mechanical Assembly—Frances Woodruff
Accessories—Reta Anderson
Cables—Grace Hamlin
Finals—Dennis Binkerd
Transformers & Coils—Arlene Wohlgemuth
Stock—George Khtaian
Flying Club—Wayne DeVaul
Ham Club—Earle Pahlka
Golf Club—Ed Hopper
Rockhounds—Vern Bartlett

Flying Clubbers See Films Shown by Jack Murdock

Jack Murdock showed motion pictures at the monthly meeting of Tektronix Flying Club, held November 2 at the home of Henry Haase.

They included films of a recent fishing trip to Idaho and of the July air fair at Hillsboro, both taken by him, and pictures of the 1956 flood by Frank Hood (Engineering).

Business matters included a decision to raise the hourly rates for flying the club's planes, from \$1.50 to \$2.50 for the J3 and from \$2.50 to \$3.50 for the Tri-Pacer.

CUSTOMER SERVICE

Everyone seems quite happy in their new home. Being remote does have its benefits. One was until the paging system came in. Now we are waiting for the music to soothe us.

Making the change to homemaker is Mary Sorenson. Taking her place in Manuals is Mary Hamaker.

Learning the art of stocking shelves is Jack Lovelace, new to Tek in Leonard Mason's group. Regina Edmundson is mighty proud of the Olds she recently drove off the showroom floor and over the bridge. Tress Van Diest added birthday 33 to her accomplishments on October 18.

Ed Hopper has added another year. His age is estimated to be between 21 and 31. Newest addition to Dick Schmidt's group is Liz Bod. Leaving to take a different job is Phyllis Webster. Joining our department was Jim Leep.

From Jim Peabody's group comes news that Clint Cooper has purchased one of those big roomy Chev station wagons.

Jack Henderson's group welcomes the girls formerly of Parts Kip Prep into Technical Assistance.

Back from a California honeymoon are the Jerry Eastman's who toured Hewlett-Packard while in Palo Alto.

CALENDAR

WEDNESDAY, NOVEMBER 11

Recreation committee, Room A, Beaverton plant, 11:30 a.m. to 1 p.m.

Wall Street Tycoons Investment club.

THURSDAY, NOVEMBER 12

Sunset plant safety committee.

Credit Union credit committee, 2:30 p.m.

TUESDAY, NOVEMBER 17

Production Job Evaluation committee, Beaverton conference room, 9 to 10:15 a.m.

Advisory group luncheon, Berg's restaurant, noon, to 2:30 p.m.

WEDNESDAY, NOVEMBER 18

Group representatives, Beaverton conference room, 2 to 3:30 p.m.

THURSDAY, NOVEMBER 19

Credit Union credit committee, 2:30 p.m.

FRIDAY, NOVEMBER 20

Tektronix Amateur Radio club, 7:30 p.m.

MONDAY, NOVEMBER 23

Fortune Investment club.

BULK RATE
U. S. POSTAGE
PAID
Portland, Oregon
Permit No. 740