

Tek Times

Thanks for the memory.

Having been asked to write a few parting words for Tek Times, I find myself searching for some sort of description to adequately cover these past five years.

I owe a great deal to Tek for providing me an opportunity of such dimension. In terms of culture and career, the most enlightening aspect that became apparent was the understanding of how little I really knew about either. Learning brings about a sense of enjoyment and self-satisfaction, while allowing things to be perceived as they more truly are.

Those early days at Telequipment were difficult but they never lacked for excitement or plenty of activity. Developing business plans, new product introduction, upgrading the production facilities, the sale of our Corby plant, and the consolidation of the three remaining factories; all were met with a high degree of enthusiasm from an energetic group of people. My old gang is pretty well broken up by now; John Shafe and Lionel Kreps are in Beaverton, Eddie Curran is at Hoddesdon, and Maurice Parker will be moving to the Marketing headquarters in Marlow next year. It is no longer known as Telequipment, but now flaunts a more formidable title of Tek U.K. Manufacturing. Guan Tan is looking after things these days and a fine job he is doing, he and all the folks at Hoddesdon who took us through the transition.

Tek U.K. Marketing was the proverbial horse of another colour - sales and service. What I thought I had learned from Telequipment was quickly cast aside, as I humbly mounted the creaky stairs of the learning curve once again. I set up camp in Harpenden for the

next two years and joined forces with another management team. This time the group consisted of John Dedman, John Thompson, Keith Retallick, Bryan Staples, and Alan Hutley; all of whom are still with us. The enthusiasm I had seen in the factory was no less among the sales force. We moved into new offices in Livingston, Manchester, Maidenhead, and Dublin, while beginning to search for new premises to house a headquarters building for U.K. Marketing. The personnel in that organisation were dedicated and determined, as evidenced by their order performance these past five years. For four out of five of those years they achieved the highest order level of any of our subsidiaries. Keith Retallick is our new Operations Manager there, and the job fits him as comfortably as an old slipper. He and his staff will be moving to those new premises in Marlow next year, where Tek U.K. Marketing headquarters will reside.

I moved my office back to North London with our F & A staff at Southgate in 1980 and began to concentrate on a new role of managing the Channel Region. There are three marketing subsidiaries in the region, U.K./Ireland, The Netherlands, and Belgium/Luxembourg, and of course, all three of our manufacturing facilities are located here as well. The job required a lot of travel but was worth every minute of it for the satisfaction received from working with a professional group of folks in differing environments.

My family has enjoyed their stay here. They have seen a lot, done a lot, and met a number of

Continued on page 2



AREA REPRESENTATIVE CONFERENCE

The next Area Representative Conference will take place on Wednesday 16 June at Maidenhead.

Guest speaker: Frank Doyle - **General Manager, Europe.**

**What is Threes and Fives?
By popular demand**

**Turn to page 3 for an
explanation.**

Visit by Beaverton Personnel.



KEEP UP THE GOOD WORK, YOU ARE DOING FINE! - that was the message Jim Towne, Vice-President and General Manager of Instruments Division, had for Hoddesdon employees when he visited the plant recently.

Jim, addressing the workforce in the Cafeteria, praised their high output of the 2200 series oscilloscopes. He said that this effort had helped Tektronix to overcome teething problems associated with the series and to hold on to orders despite the unforeseen delay in delivery.

Earlier in the day he had toured the factory with Terry Clifford, Division Operations Finance Manager. This prompted him to remark on the working atmosphere in the plant which he said was reminiscent of Tektronix in its early days, thirty years ago. Such an atmosphere would currently be envied in Beaverton, but divisionalisation has given the company an opportunity to recapture that level of corporate team spirit and commitment which is essential to its survival.

In his talk, Jim outlined the main tasks facing Tektronix today: manufacturing costs (keeping them down); quality control (pleasing the customers); market share - oscilloscopes (maintaining our position); Manufacturing Resources Planning (updating and replacing systems originally designed for a

much smaller organisation) and new products (encouraging innovative thinking).

He gave the impression that these points were like 'spokes' in the Tektronix strategic wheel, and that each one would need to be addressed vigourously in order to keep that wheel turning.

Divisionalisation and Internationalisation would assist the momentum in the constant

Continued on page 3

Below

2200 oscilloscopes manufactured in UK have recently been granted approval by the product safety organisations Underwriters Laboratories of America and Canadian Standards Association. During his visit to Hoddesdon, Jim Towne (pictured) fixed the first approval labels to a Hoddesdon instrument.

Above

Jim Towne (far left), Vice President Instruments Division, in the Hoddesdon ECB area with (l to r) Eddie Curran, Manager Manufacturing Support Group; Ron Newman (ECB Manager) Guan Tan (General Manager); Terry Clifford (Division Operations Finance Manager) and Jerry Loe (Manager/Manufacturing Group).



Continued from page 1

interesting people. My children, Tammy and John, have spent five years of what will probably be the most formative period of their lives here in England. They will undoubtedly be better people for it as they enter adulthood. Tammy graduates from high school here next month and is off to the University of Oregon this September. John has two years of high school remaining and will return to the U.S. with a handicap of 14, having contracted the British disease of 'golf'. My wife Pam will shed a tear or two I'm sure. One can't live in a friendly neighbourhood within a beautiful city for five years without getting emotionally attached.

As for me, the French have a saying that sums it up, "When a man leaves a place, he dies a little."



In ECB area (l to r): Guan Tan (General Manager, Hoddesdon); Ron Newman (ECB Manager); Jim Towne (Vice President, General Manager Instruments Division) and Terry Clifford (Division Operations Finance Manager).

battle against Tek competitors, particularly the Japanese.

It was fierce competition which had prompted the company to take an aggressive approach to 2200 marketing. The result was an initial rush of orders and although this had levelled off through long delivery dates, Jim believed it would pick up again now that revised output targets were being met.

The competition has not taken kindly to Tek's aggressive and comprehensive advertising campaign and has retaliated with its own low priced products.

Jim's message was clear - there's no room for complacency in any competitive organisation today; no matter how large and successful - improvements can always be made.

The following day, Jim and Terry were joined by Larry Mayhew, Group Vice President, Division Operations Group, and Tom Long, Vice President and General Manager Communications Division, for a visit to Harpenden. Here they met with Keith Retallick, Marketing Division Operations Manager, and a group of his Sales and Product Managers for general discussions.



Observing the work of Hoddesdon girls in the ECB area are (l to r): Jim Towne (Vice President, General Manager Instruments Division); Dave Miller (Product Support Group Manager) and Guan Tan (General Manager, Hoddesdon).

Eileen Head.



Most of you will, by now, have heard the sad news of the death of Eileen Head, in the early hours of Monday 5 April.

Eileen joined Telequipment in 1965, working first as secretary to Frank Beckwith - the then company secretary - and latterly as Administrative Co-ordinator at Southgate.

Many Tek employees will at some time have come into contact with

Eileen in the course of their work, and will surely have been impressed by the efficient and cheerful way in which she dealt with the matter in hand.

We at Southgate are very conscious of the void which Eileen's passing will leave. More especially we extend to Don Head and the family our deepest sympathy in their grievous loss.

What is Threes and Fives?

A game of dominoes (usually played in pairs) whereby points are scored by playing the dominoes in turn. If the end numbers are divisible by three or five, points are

scored. The first couple to reach 'home' scoop the winnings.

Dee Shepherd, Harpenden

P.S. - Any challengers?!

Australian Ode.

This ditty was written by the resident poet at our Manchester office John Clarkson to commemorate the emigration of Peter Ranson from the Tek Manchester service department to Australia

When Cook sailed the Tasman Straits
And dropped his 'ook in Botany Bay,
After months of salt meat and scurvy
And his crew in a mutinous way,

He stepped ashore from his pinnace
And set his foot on the golden sands
Amazed by the naked abos
With their digareedooos in their hands.
And now, two hundred-odd years have passed
And the natives are wearing clothes
So you can't expect to be greeted
By a man with a bone through his nose.

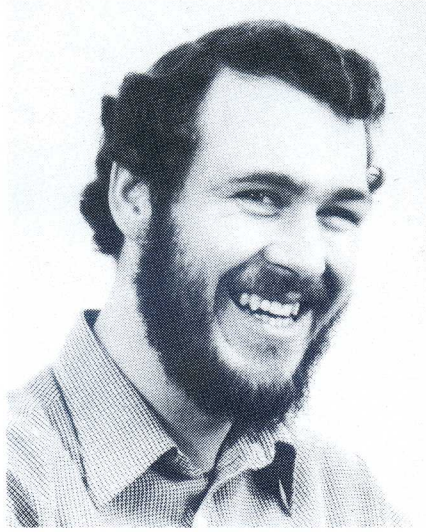
It'll be, "Hello, ya' Pommie bastard",
A term of endearment, they say,
So when you set foot on Australian soil,
Don't be fightin' your very first day;
Just grab up a schooner of 'Fosters',
And head for a khoulibah tree,
And while your wife's working pounds to the dollar
Let a Sheila down on your knee.
And make sure not to drink when the sun is high
Then be getting your bearings all wrong,
And be singing of 'the dog on the tucker box'

Down a dried up billabong.
And should you wander off past Toowoomba
To the land of the Great Divide
You'll see the ghost of a clobber a 'thumbin'
It'll be Ian Jones a' wantin' a ride.
So good luck to a new-born swagman
For in the sea-port of South Adelaide
A man is truly a 'Digger'
When his girl is no longer a maid.
So good fortune in your adventures
Set a TEK shop up, in the town
And remember, when you're walking ten foot tall,
It is us who'll be upside down.

Your Area Represe



Dennis Game. Hoddesdon 'D' Block.



Les Pepper. Hoddesdon 'C' Block.



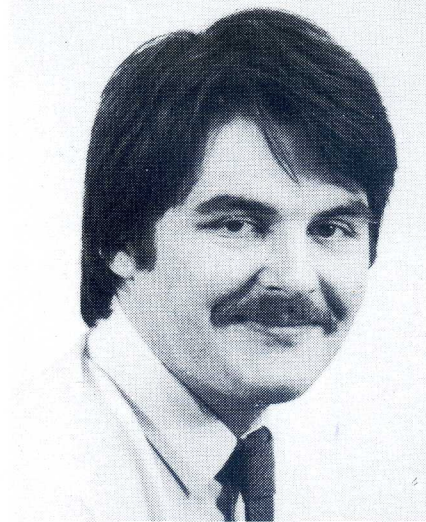
Sharon Barnes. Hoddesdon 'E' Block.



Karen Leith. South



Dick Harrison. Hoddesdon Support Services.



Andrew Forbes. Hoddesdon. 'C' Block.



Doreen Rowson. Hoddesdon 'A' Block.



Mustafa Suleyman.



Linda Hughes. Hoddesdon 'B' Block.



Bora Dzdovic. Hoddesdon 'A' Block (ENG).



Mary Taylor. Hoddesdon 'E' Block.



Tej Shah. Hoddesdon

ntatives.



June Fussell. Southgate.



Ron Tradgett. Co-ordinator.

In order to help you to identify the representative for your area, here are their photographs, grouped according to location and indicating the area they individually represent.



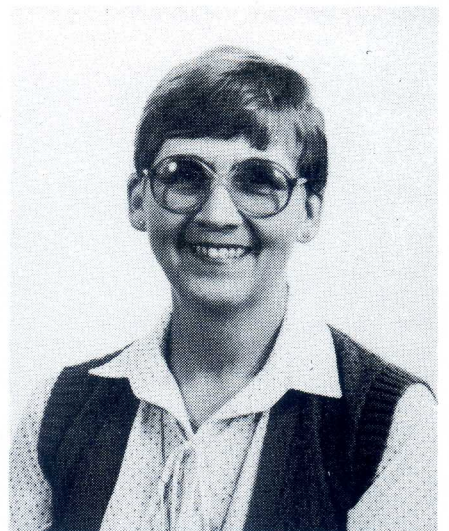
penden.



Jacqui Gladwyn. Maidenhead



John Trew. Warehouse.
Maidenhead.



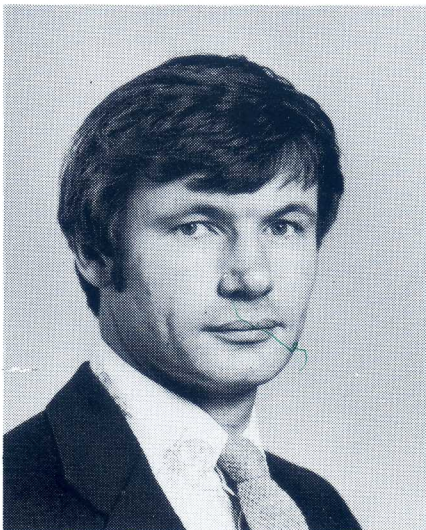
Pat Coulson. Livingston.



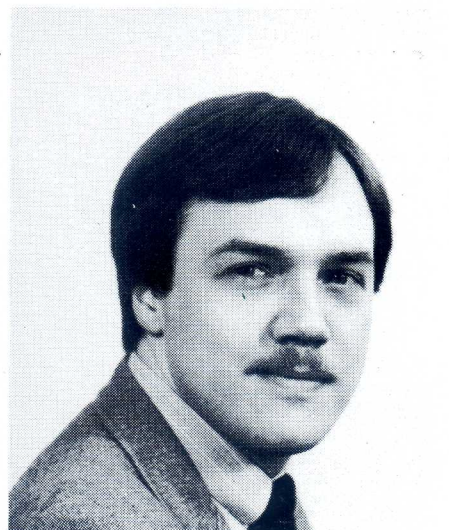
Block.



Colin Read. Service Maidenhead.



Brian Rickett. Order Processing,
Maidenhead.



David Coombes. Manchester.

Hodds win, Heads lose.



Hoddesdon XV



Maidenhead XV

The Hoddesdon team travelled to Marlow on a sunny evening in April in a bid to seek revenge for a defeat at the hands of Maidenhead last year.

The match started at a furious pace and Maidenhead's tactical kicking seemed to cause some problems to Hoddesdon. Maidenhead took an early lead from a penalty by Kevin Deane.

The early pace was maintained in end to end rugby, good play in the loose leading to an excellent try by Mark Gatens which, converted by

Tony Radford, gave Hoddesdon a 6-3 advantage at half time.

The second half saw Hoddesdon stretch their lead when good scrummage work led to the ball being fed all the way down the line for winger Barry Lindsley to score. This lead was further extended when strong running from Malcolm Dean resulted in a good individual try. For the final twenty minutes, Maidenhead were rarely out of Hoddesdon's half in a desperate bid to close the gap, but excellent covering denied them this. The

final score was 14-3 to Hoddesdon.

We would like to thank Dave Fynn and his team for the hospitality received at Marlow Rugby Club and also all the supporters who travelled from Hoddesdon with us.

Chris Astall, Hoddesdon

Southgate Ladies defeat local darts aces.

The date - Tuesday 23 March; the place - the Cambridge public house - the pub close to the Cambridge roundabout, where the traffic comes at you from all sides, or so it seems.

Eight lady members of the rejuvenated Southgate Social Club took on a ladies team of dart players - regular participants in the Edmonton Darts League.

The feelings on arrival amounted to "Oh well, they must be good, but it will be fun".

When the score stood at one game to nil, in favour of Tek, somebody commented that with at least one game to our credit, we could go on and lose with dignity.

But Barbara, Betty, Brenda, Chris, June, Karen, Mandy and Val kept on "banging them in", and the score went to 3-1, and concluded at 4-3, Tek being the exhilarated (but slightly surprised) winners.

Well done, girls! No doubt other teams in Tek will want to challenge you, so that you can maintain your prowess! It's a pity that one male employee was injudicious enough to refer to your "good fortune" - of course it was skill that brought the victory.

Fixtures Secretary Brian Pierson (Southgate ext 274) will be glad to receive challenges from other teams - darts, table tennis (dare we add tiddley-winks?) - male or female teams welcome.

Lands End to John O'Groats cycling marathon.

Three TEK employees from Hoddesdon and a colleague from THORNS at Enfield will start an 858 mile cycle ride on Saturday 26 June.

The sponsored ride, which will last six days, is in aid of the New Mossford Home for severely handicapped children at Gants Hill in Essex.

Participants are:

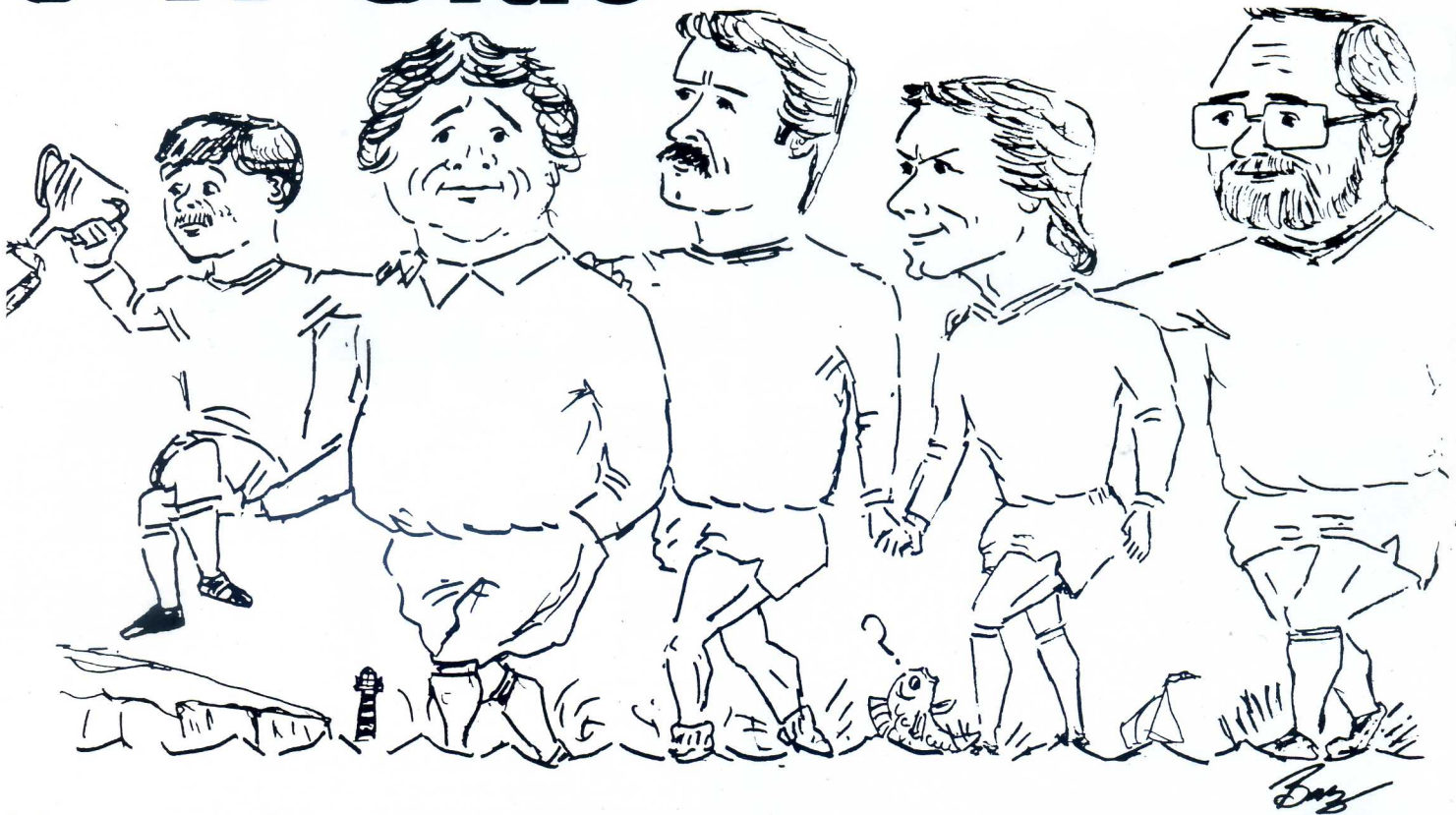
TEK Hoddesdon - Dave Miller, Ken Burton, Ken Livermore
THORN - Eric Pritchard

Any assistance or sponsorship would be greatly appreciated and further details may be obtained from Ken Livermore on Hoddesdon 67151 Ex 241.

Sponsor forms and details of the route will be posted on all TEK UK notice boards.

5-A-Side

MAIDENHEAD 5-A-SIDE CHAMPIONS



On Sunday 14 March many Tek employees gave up their Sunday afternoon snooze and converged on Picketts Lock Sports Centre in London for the first Inter-Tek 5-A-Side Football Competition. Maidenhead entered 4 teams; Hoddesdon 3, Southgate 2 and Harpenden 1. Not forgetting Maidenhead's 2 ladies teams and Hoddesdon's 1.

The 10 men's teams were split into two leagues of 5 with the objective being that they played on a round robin basis and the top two teams in each group would qualify for the semi finals. The 3 ladies teams played on a league basis.

At 3.30 p.m. battle commenced. Maid 'A' and Maid 'C' had to play very gently after discovering that the referee, lent to us by the Centre, was a woman! At 4 p.m. the ladies took to the stage. Most watching were expecting a good laugh but were soon to be surprised with the skill level of the ladies. Hoddesdon won the first battle of the girls 3-1. The men's leagues began to take shape and by about half way through, the 'A' league was virtually sown up with Maid 'A' and Hodd 'B' winning both their early games. The 'B' league was more open, with three teams in the running for the top two positions. Hodd 'A' secured a semi-final place by putting seven past Maid 'B' without reply. Maid 'B' and Hodd 'C' both finished with 5 points each and a goal difference of plus 2, but Maid 'B' clinched the other semi-final place by having scored most goals. As expected in the 'A' league, Maid 'A' and Hodd 'B' took the two semi

final positions. Maid 'A' gained some revenge for their 'B' team by also putting seven past their opponents from Hoddesdon.

Maid 'A' and Hodd 'A' both won all four of their group matches and looked set to stage the final. Both teams had to play their respective 'B' teams in the semi final.

Maid 'A' duly obliged and beat their 'B' team 5-1 to clinch their final place. Hodd 'A' were in for a shock as they were beaten by two late goals and went out 3-2.

So the final was going to be between Maid 'A' and Hodd 'B' who had already played each other in the group matches with the honour going to Maidenhead.

Meanwhile, the ladies competition was coming to an end. Hoddesdon girls only needed a draw in the last game to clinch the trophy; this they duly did in a very exciting game with Maidenhead which ended nil-nil.

Both teams were feeling the strain of playing two games in quick succession. Maid 'A' scored first through Mike Bundred, but Hodd 'B' equalised through Mark Dickenson. Gordon Knapper put Maid 2-1 up and that was the score as the two teams changed ends at half time. This was going to be a very long six minutes for Maidenhead as Hoddesdon looked for the equaliser. Geoff Jones in the Maidenhead goal secured the trophy for Maidenhead with a series of fine saves in the last few minutes.

The presentation of the trophies was held in the bar (where else) with Dave Fynn presenting the trophies and medals to the winning teams. He certainly seemed to enjoy presenting the girls with their trophy, so much so that he did it twice.

Maidenhead's winning team consisted of Geoff Jones, Kevin

Deane, Gary Kent, Gordon Knapper and Captain Mike Bundred.

The afternoon was a great success and everyone enjoyed themselves. I'd like to thank all teams who took part, especially those teams who didn't win but contributed to the success of the afternoon. Chris Astle did a great job in organising the playing times of the whole competition, and he deserves a 'You done good', as I know he would rather have been playing. Thanks also to Dave Allin for his help in organising the competition.

Maidenhead are putting the trophy up for grabs again at the end of this year - is there anybody out there who is able to take it from us?

Grey Tank, Maidenhead



The victorious Hoddesdon Ladies team pictured from left to right with the shields bought for them by The Hoddesdon Social Club: Debra Howell, Lynn Dewbrey, Dawn Smith, Barbara Cridland and Bridgett Collins.

Caption Contest.



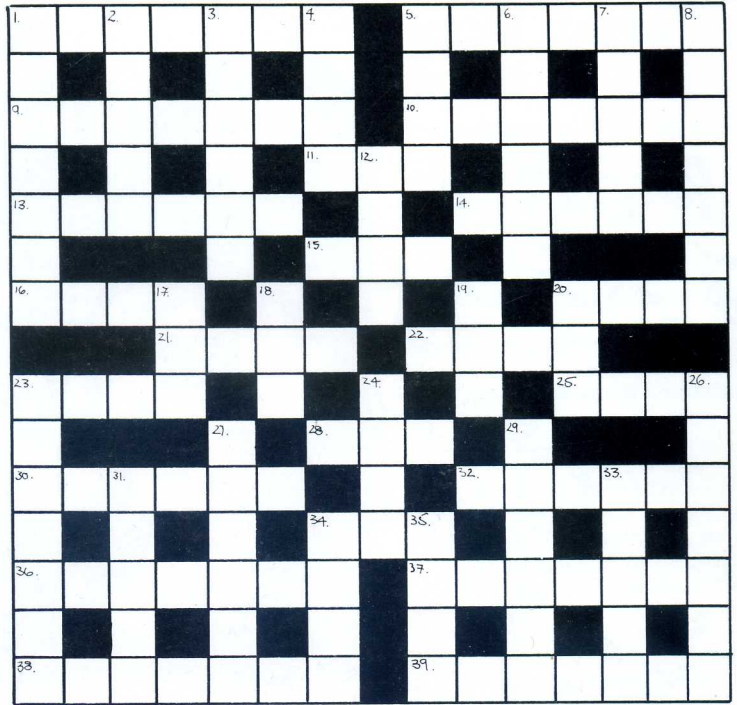
If you can think of a suitable caption to this photograph, send your suggestions to The Editor, Tek Times, Harpenden.

Letter to the Editor.

Many thanks to everyone for their kindness and good wishes following my recent motor accident.

Ivor Nunn
Maidenhead

Crossword.



Clues Across:

1 Curse. **5A** Warship. **9** Conceals a Moslim Lady. **10** Doesn't believe a Greek philosopher. **11** Before. **13** Result of tuition. **14** Ball game. **16** Cautious speed trail. **20** Female relative. **21** Apteryx of the antipodes. **22** Simply magnesium silicate. **23** Land variation of 16. **25** 20 becomes fishy. **He resides at Middlesboro Centre.** **30** It opens. **32** Failure with ignomy. **34** It is globular. **36** Wadding contained in quilts. **37** Silky fabric. **38A** A winter flower. **39** N African kingdom.

Clues down:

1 Picturesque. **2** This is usually 1 down. **3** Secured against. **4** Aquatic species. **5** To join or not. **6** Definition of an igloo? **7** For high living. **8** Piece removed. **12** Old cloth given direction resulting from torment. **17** Lengthen. **18** Woolly mother. **19** Related to 18. **20** Legislation. **23** Numerate writings. **24** 12 rearranged to drive. **26** Tropical tree provides starter. **27** Beachwear with limited appeal. **29** Duplicate when deceased. **31** Ideal for the family. **33** Sounds related. **34** Giant. **35** Massively successful noise.

Solution to Crossword in Tek Times No. 32.

