

EMPLOYEE NEWSLETTER

APRIL 1977

NAB...

The National Association of Broadcasters' trade show was held in Washington, D.C. from March 27th to March 30th. GVG was one of the largest exhibitors at this year's show, with a display area of 2100 square feet in one of the best locations.



A crowd of interested NAB attendees selects a good spot to view our presentation.

The display included our regular line of terminal equipment and our new 4S Switcher and M200 Automation System, the new 400 Series Routing Switcher, E-MEM, and NEC's Digital Video Effects, which was interfaced with our 1600 7K Switcher. Bob Cobler, Marketing Vice President, stated that our new equipment was extremely well received and prompted many comments that GVG had the most innovative display at the show.

Our new M200 Automation System allows a station to automate such functions as airing commercials, network programs, etc., in an error-free manner. The 400 Series



A typical NAB scene is shown above. GVG Engineer, Mike Patten (foreground) is operating the camera as Gordon Fellows, Service Manager, (seated) operates the 1600-7K switcher with the DVE equipment.

Routing Switcher allows signals to be routed to different parts of a station by dialing a number on a special keyboard. E-MEM (Effects Memory) is a device which remembers and recalls preset special effects. Digital Video Effects (DVE) allows an operator to shrink or expand a picture. The introductory sequence to ABC's Monday Night Baseball Game on April 11th was prepared with the DVE and the E-MEM in our booth at the NAB show in Washington.

The video tape which was used to introduce our equipment demonstrations at the NAB was produced by Compact Video Systems of Los Angeles when they were here on February 15th and 16th. This tape will be shown to all employees later in the month.

One of the most pleasant aspects of this year's show was the many complimentary comments we received about our service. In essence, the customers were saying "Keep up the good work!"

The success of the show was due to an outstanding effort by all of our employees.



All employees were given an opportunity to attend a special preview of our new digital video effects recently shown at the NAB. In the picture above, Mike Patten, Research and Development engineer, demonstrates the equipment which he was instrumental in developing.

Parking Areas Under Study...

Cranmer Engineering is making a survey of present parking areas to determine if existing areas can be modified to provide more parking or if additional areas are required. In the meantime, all employees are encouraged to explore car pooling — an excellent way to reduce commuter expenses, as well as maximize our present parking facilities. Nevada County presently is unable to provide bus service for GVG employees.

Employee Meetings...

The first in a series of employee meetings conducted by Jim Ward was held on February 16th in the conference room of Building 4. The 20 employees attending discussed a variety of subjects and learned first-hand about company plans and goals. The meetings are unstructured to provide for open communication among fellow employees attending the meeting, as well as to directly communicate with Jim.

The first meeting was highlighted by a visit from Len Dole, our International Marketing Manager, presently based in London, England. Len outlined our plans for expanding sales in the export market and shared some of his unique experiences negotiating sales in foreign countries.

At the second meeting, the sales growth of the company was outlined by Jim in answer to a question from an individual at the meeting. Jim pointed out that we have had steady growth over the last few years and hope to continue this growth in 1977/78. Jim noted that "the challenge we all face is to handle the growth without losing the advantages normally found in smaller companies. . . . we must continue to provide informal communication among all employees and look for ways to assure individual growth and expression."

Employees attending the meeting are selected in alphabetical order (second meeting is reverse order), which provides a broad base of expertise to comment on subjects discussed. The advantage of this was evident in the first meeting as engineers and production employees both provided answers to questions raised. Plans are to have at least one employee meeting each month.



The meetings, held in Building 4 conference room, offer an opportunity for communications. Pictured above at the first meeting are Jim Ward, Len Dole, and Val Marchus in the background. Darlene Aimo, Amy Adams, and Larry Arzt in the foreground.

Take Me Out To The Ball Game. . .

The GVG Girls' Softball Team is ready to open its season on 23 May. Full of the optimism that only comes to a team which has not lost a game this season, the GVG team feels that "this could be the year."

Well. . . it just might be! They probably have more going for them this year than ever before. They have an impressive roster of players, full of veterans of prior combats and sprinkled with new talent ready to provide even greater heights of glory for our team. Add to this an impressive staff of coaches, and we may just have the Cinderella team of the league. This year's approach is to coach by committee, thus offering a broader base of experience to provide the guidance for this aggressive team.

The coaches this year are Bill Barnickol and Bob Grant, Systems Test, and Dave McLellan, Drafting. Team members are Yvonne Anderson, Audrey Bridges, Pat Bryan, Oma Davis, Judy Dinwiddie, Lyn Dittl, Debbie Griffith, Sue Griggs, Claudia Groves, Cindy James, Jan Maguire, Troy Nix, Sherry Sanford, Diane Tassone, Maggie Simmons (Captain), Joyce Waring, and Becky White.

As if this were not enough to guarantee a winning season, there are other factors which should assure success. For instance, there's the new uniform (with numbers like 7K and BLT), as well as the undaunted spirit that seems to exist in teams which have suffered defeat after defeat after defeat.

CABLE SPOOLS AVAILABLE. . .

Empty cable spools are available at a rate of approximately 10 per month for employees who might like to take them home for use as patio tables, stools, or whatever else comes to mind. Their uses are as varied and functional as your imagination allows them to be. The spools come in three different sizes, the largest of which is approximately 20" wide and 30" in diameter. A sheet has been posted on the upstairs bulletin board in Building 4 for those who wish to sign up for one of these spools. You'll have two days to pick up your spool after you've been notified that it is available — after that, the next person on the list will be notified to pick it up.

Spotlight On The Maintenance Department. . .

Our maintenance crew makes a very important contribution to the pride we all share in our facilities. Each of us has undoubtedly had occasion to silently thank a member of our maintenance or grounds crew for keeping our area a showplace, sanding an icy surface, or responding to a request for a repair job.

Let's meet the employees who make up this dedicated group. Pictured from left to right are:

JIM CLEARY, employed since September 6, 1975, is the individual responsible for building the custom packing crates from mahogany plywood. These crates have generated many positive remarks from our customers. Jim works as an assistant to Harold Gunkel and is learning carpentry skills.

HAROLD GUNKEL, hired December 18, 1967, is our carpenter. He has an excellent background as a carpenter and home builder prior to joining GVG.

JAY CULLUM, maintenance supervisor, joined GVG on June 7, 1976, bringing with him a general background in painting, landscaping, and lumberjacking, and a B.A. degree from Sacramento State.

BERNIE McCLURE coordinates the efforts of our grounds crew and has been employed twice by GVG. Bernie has an excellent background in grounds work, having joined GVG after 20 years as a landscaper with the City of Redondo Beach.

PAT BAUMGARTNER is a distinguished member of the maintenance crew this month for two reasons: Not only is Pat the first female member of the crew, she is also the first winner of the crew's recently-established Green Thumb Award. The award is presented each month to the groundsperson who demonstrates the best overall work effort for a particular month in keeping our grounds in beautiful shape.

RON JAMERSON, initially employed part-time while attending college, has recently joined the crew as a permanent, full-time member. Ron plans to continue college and is presently enrolled in night classes at Sierra College.

MIKE DAVIS, a member of our grounds crew since last November, joined GVG after working two years in a road crew and at Sugar Bowl during the ski season.

BOB LeFEVRE (not pictured) joined GVG on August 16, 1967, after extensive maintenance experience, including 10 years as a maintenance supervisor for golf courses.



Bob performs most of the building maintenance for GVG.

JOHN SIMMONS, vehicle maintenance, maintains GVG's moving equipment and works as our welder. John, who joined GVG on June 29, 1976, was responsible for the idea of the Green Thumb Award to recognize the efforts of our grounds crew. John has displayed pride in GVG, as well as the maintenance crew, and feels that the grounds crew is deserving of recognition for its efforts.

We certainly join John in a salute to Pat, the grounds crew, and the entire maintenance crew for the interest and efforts put forth in maintaining our facility.

Questions & Answers

How many days of vacation do I receive after five years of service with GVG?¹ Do I lose sick leave credit if I do not use it every year?² What tools and equipment can I purchase through the company?³ What is the company's policy concerning reimbursement for educational expenses?⁴

These are the types of questions which may come up from time to time during your employment with GVG. The answers to these and many other questions can be found in our Personnel Policy books available in each department.

These policy books are contained in a red three-ring binder and generally describe most of the policies currently in effect. You are encouraged to read them; and if you have any questions, please discuss them with your supervisor or contact Personnel.

1. Vacation Policy, page 17.
2. Sick Leave outlined on pages 13 and 14.
3. Purchase of tools and components, page 28.
4. Education Reimbursement, page 27.

For Your Information

- Shares of Tektronix stock are presently selling for \$58-3/8 as of April 7, 1977. Employees participating in the Share Purchase Plan paid \$47.90 on March 30th for stock selling at \$59.88 a share at that time. The company paid \$1,745 on behalf of employees participating in the plan during April.

- Sierra College has announced a new course available next fall for individuals making preparation for retirement. The course, taught by Frank Morgan, will help provide guidance for individuals making the transition to retirement.

- The Credit Union announced a 6% dividend on deposits for the last six months of 1976. Mary Shere, Systems Engineering, has been selected as a member of the Nevada County Federal Credit Committee.

- Notice survey stakes between buildings? Surveys are presently being made for a water treatment facility and parking areas.

- The Moonbeams Bowling Team presently leads the GVG Fun League. The team members are Eileen Moon, Jim Moon, and Dick Bowman; and they lead the league with a record of 30 games won and 10 games lost. Individual leaders include: for high games, Anita Peterson (236) and Norm Rasmussen (221); for high series, Dick Bowman (583) and Kathy Daily (548).

Cash Dividend To Increase; Common Shares To Be Split

Tektronix, Inc. announced last week a doubling of its semi-annual dividend to 30 cents per share. The Board of Directors set May 9, 1977 for payment to shareowners of record on April 15, 1977.

In a related action, the Board declared a 2-for-1 split is to be effected by a 100% stock dividend to shareowners of record.

Distribution from authorized but unissued common shares will be made May 9, 1977. Tek had approximately 8,820,000 shares outstanding on March 23, 1977.

The cash dividend increase to 30 cents per share is on each pre-split share and would be equivalent to 15 cents per share following the 2-for-1 split.

Tek has paid regular and semi-annual dividends since 1972 with an increase last fall from 12 cents to 15 cents per share.

Summary Annual Report...

NOTICE

Under the Employee Retirement Income Security Act of 1974 (ERISA), we have filed an annual report with the Department of Labor. The following is a shortened version of this report:

SUMMARY ANNUAL REPORT
for
PLAN YEAR 1 MAR 1975 TO 28 FEB 1976
for the
GROUP MEDICAL AND LIFE INSURANCE PLAN

Covering Employees of
THE GRASS VALLEY GROUP, INC.

PLAN ADMINISTRATOR
The Grass Valley Group, Inc.
P.O. Box 1114
Grass Valley, California 95945
Telephone (916) 273-8421

1. Premiums	\$118,036
2. Claims Incurred	98,352
3. Expenses	22,436
4. Dividends	3,798
5. Claims Reserves	30,470

NOTES:

1. Premiums were paid by the company to The Equitable Life Assurance Society of the United States under Contracts 17851, 17851-H, and 17851-D.

2. Claims Incurred were paid claims (\$91,816) plus reserve increases (\$6,536) which are held to pay claims in event of plan termination.

3. Expenses were charged by the insurance company to pay claims and include fees to company consultants.

4. The Dividend of \$3,798 was due to our favorable Group Life Insurance experience.

5. Claims Reserves are monies held to pay claims to individuals in the event of plan termination and the claims continue after the termination date.

Plan participants and beneficiaries may obtain copies of the latest full annual report and/or any parts of the full report. These documents may be obtained or are available for inspection in the Personnel Department. If you have any questions concerning this plan, contact the Personnel Department.

MEET OUR NEW EMPLOYEES...

- Greg Anderson Drafting
- Pat Baumgartner Maintenance
- Carol Beechel Manuals
- Audrey Bridges Systems Assembly
- Pat Bryan Systems Assembly
- Howard Butler Systems Test
- Chris Cantele Stockroom
- Norman Carman Machine Shop
- Jeanie Delaney Boards Assembly
- Waynella DeMars Boards Assembly
- Fran Dorsey Systems Assembly
- Bonita Downing Systems Assembly
- Janice Frawley Systems Assembly
- Chris Giardina Boards Assembly
- Yvonne Groner Accounting
- Jean Haisten Sales
- Susan Hoover Sales
- Bob Jull Technical Writing
- Melody Kulp Systems Assembly
- Gina Locatelli Systems Assembly
- Kent MacKinnon R/D Engineering
- Pat McAbee Drafting
- Sharon Mitchell Systems Assembly
- Joyce Mosca Boards Assembly
- Dan Niedzwiecki Systems Test
- Tammie Peterson Boards Assembly
- Marcia Ross Boards Assembly
- Linda Ryan Machine Shop
- Sherry Sarceda Manuals
- Fe Steele Printed Circuit
- Pam Sylva Systems Assembly
- Peggy Tamietti Systems Assembly
- Terry Tate Systems Assembly
- Patty Unger Systems Assembly
- Susan Welch Boards Assembly
- Warren Weber Pretest
- Kevin Windrem Systems Test
- Tami Yarborough Boards Assembly

WELCOME!

