

HEERENVEEN

INTRODUCTION

Writing august 24 in the year of 1964

Remember even after 50 years this day very well when I knocked at the door of the Tektronix Heerenveen plant for my first working day. At that moment I could not imagine that this wonderful American company would determine my live for the next 35 years.

Hey folks, my name is Gerrit de Vries and I am looking forward to share some stories with you about the former Tektronix plant in the Netherlands. The publications will cover some history details of Tektronix Heerenveen from the start in 1961 till closure of the factory in the year 2000.

Also development of the country city of Heerenveen will be touched slightly because Tektronix has accelerated this development. During this period several Tektronix Inc. people have been part of the Tek Heerenveen organization or visited us, also this aspect will be highlighted.

Despite closure of the factory and layoffs which was driven by a worldwide changing economic and technological landscape there are no hard feelings by the ex Tek employees, there is an active Facebook site where we share the good memories and now and than a reunion event is organized.

Hope that you will enjoy the Heerenveen publications Starting with this Newsletter and that it might lead to interaction between the TRVP in Beaverton and the ex Tek employees in Heerenveen.

HEERENVEEN NEWS

by: Gerrit de Vries and Aletta van Meurs

This article has been published in 1986 to celebrate 25 years Tektronix Heerenveen. I have added some pictures and personal notes.

TWO CULTURES MEET

The year was 1946. In the United States the foundation was laid for a firm that was to expand to a worldwide concern with upwards of 21.000 employees and that had a leading position in the world's electronic industry: Tektronix.

Fifteen years later. The Heerenveen city-council is enthusiastic to learn that a – until then unknown Ameri-

can firm Tektronix – will open a plant in Heerenveen. While there was a great stir in Heerenveen over the sale of no fewer than nine and a half hectares of land for industrial development, Tektronix was founded officially. In a building in the [Sieger van der Laan straat](#) three men – Klaas Dolfing, Chris Holleman and Jan Wedman – took up their first duties, which were distributing instruments that had arrived from the United States.

Meanwhile, in the Marktweg, construction had started for a new factory building in which Tektronix Holland was to expand its activities.

Note Gerrit: below Sieger van der Laan straat on the right new Tektronix factory building Marktweg

Crates and Boards

“It was a wonderful period”, says



Adri Leewis – now seventy – who was among the first people to start work in the Sieger van der Laan straat. As Personnel Manager it was his duty to recruit employees for the new firm.



“When I started – August 1961 – there had been no time to buy writing-desks. So I began by taking two crates, put some boards on them and that was my desk.”

Note Gerrit: amazing, I did the same 36 years later in 1997 when I was asked to setup a temporary Recall Center for TDS200 scopes. On that remote location I did not have a desk and used carton boxes and a wooden layer to put my laptop on.

Tektronix created a sensation. From prosperous America, it settled in a rapidly developing Friesland. Two complete differ-

Continued next page

ent worlds – especially in those days. An example: At first salaries were paid in cash, in the canteen. But in the course of time it was decided to change to payment directly into bank accounts. Adri Leewis: “Then I had to deal with applicants of seventeen and eighteen who suddenly had to open a bank account. People were not used to this; you received wages in cash a bank-account was only for rich people. So in the beginning we informed on how to open a bank account.”

And Heerenveen-mayor Kuperus said in 1961 about the negotiations with Tektronix Vice President Dallas: “We also had to show houses to the gentlemen and for that purpose we went to the Zonnebloemstraat and the K.R. Poststraat. They thought they were neat houses but unfit for their own staff who had to live in Heerenveen. For this highly qualified employees (Americans) they needed houses with a so called English kitchen and central heating.”

It is easy to mention more striking novelties: calling people by their first names... the manager who worked in a modest office... a share in the profits, an unusual phenomenon in Holland... air-conditioning, they were all marvelous phenomena in Friesland in that period.

Of course this provoked discussions sometimes even gossiping. There were people who claimed that the beautiful ship's lanterns which still decorate the entrance to the ground were actually clocks precisely monitoring employees coming and going. After 25 years none has ever discovered anything about this system...

Note Gerrit: On my Job-interview in 1964 at Tektronix the personnel assistant said to me; my name is Joop and the General manager is called Tom (mcLean). I loved this as a 17 years old boy, it was so different to what I expected, It made me feel at home.

Fast Growth

It was a foregone conclusion that

Tektronix Heerenveen was to develop into a big concern for Frisian standards. The Friese Koerier, then a daily newspaper, predicted a very big growth: “Tektronix Holland intends to start with 100 employees. It aims at reaching a second stage soon when 300 to 500 people will be employed. Then it is hoped to expand to twice this number of employees.” The headline ran “1,000 Employees.”

That big the plant has never been. But the growth was respectable indeed during those first years. Personnel manager Leewis: “Employing all those people was not simple at all. By the end of 1962 when the building in the Marktweg was opened 100 workers had been employed. All those employees had first been tested for their suitability. I remember we tested groups of twenty to thirty people.”

After the official opening of the building in the Marktweg expansion continued: in 1966 when Adri Leewis left two hundred people were employed.

An assembly plant

The Heerenveen settlement was – and still is – an assembly plant of Tektronix products. During the first years only oscilloscopes were made. For the layman: an oscilloscope is an instrument which visualizes all kind of vibrations – electric, mechanical, sound – measures them.

Was it difficult to build such an instrument? “No”, Adri Leewis says. “For they were built according to a model. For most functions manual dexterity was a prerequisite. People who tested the final product were required to have wider technical knowledge: MTS or HTS level.”

1962: Official opening

On June 22, 1962 the Queen's Commissioner in Friesland Mr.

H.P. Linthorst Homan officially opened the new building in the Marktweg. Also on that occasion the difference between two cultures were underlined again. But at the same time it was clearly expressed that a strong tie had been established. Earl Wantland, since the start the General Manager, addressed those present in Dutch... Adri Leewis was next to make speech in pure American.

And the opening act: from loudspeakers which were everywhere the Frisian hymn The Waldsang sounded, to the purpose of everybody, while on the screens of eight oscilloscopes the musical vibrations were shown. It was, a newspaper wrote: “Undoubtedly the most original way in which the Waldsang has ever been played.”

Refreshing

Five years Adri Leewis worked for Tektronix and before and after he was a civil servant. How does Adri Leewis look back on his years in industry? On his period with Tektronix? “It was an inspiring period. You worked with a firm that was in full progress. Every day something new could happen. Especially at first, when the new building was under construction. As a staff member you were daily involved in this, but afterwards too. I thoroughly enjoyed it. The atmosphere in the firm was very modern for Dutch standards and there was a high degree of openness and honesty. I remember the management meetings; they were very spirited gatherings where everybody very candidly expressed their opinions. Very often they vehemently disagreed. The disagreement was about matters concerning the firm, there were no personal conflicts. After the discussion it was always clear that personal relations were very good. Another example: Once a year assessment interview with your supervisors; a really frank conversation. That is an aspect that you hardly ever experience as a civil servant.

After Tektronix Continued next page



I worked for the local government of Amsterdam and sometimes asked for such an assessment. They weren't used to doing things like this..."

Expansion

Tektronix expanded more and more in the course of the years. In 1963 there were 186 employees. In 1964 it proved necessary to extend the existing building, which was completed in 1966 when 2,000 square meters were added. In 1970 – there were 330 employees – there was another extension of 4,000 square meters work floor.

Note Gerrit: With the first extension a new warehouse was created including a loading dock for daily transport to and from the airport of Schiphol near Amsterdam. The second extension was intended to house production of the new 7K series. On the picture below a part of the 7K employees is shown in front of a mega 7504 scope.

Precision Instruments

To make clear what exactly Tektronix produces excursions have been organized since the firm started. In the 1960's a group of teachers from Heerenveen visited the plant. A test set-up had been made that showed the use of Tektronix oscilloscopes with heart tests. One of the lady-teachers had herself "examined". Suddenly turbulent waves showed on the screen, although she stood there impassively. The cause showed itself soon: she saw the young male teacher she had been secretly in love with for a while.

Death Notices

We are no longer able to get death notices or length of service information from the Tektronix data base.

We appreciate the assistance retirees or members of their family provide us. We have posted here the information we found in obituaries, newspapers or from family members or friends who have notified us. In order to ensure accuracy in our reporting we need: the name spelled out, date of birth and date of death. Also, we like to include their length of service at Tektronix when possible. To ensure accuracy in our reporting please leave your contact information – name, email, and/or phone number in case we have any questions.

Ackerman, Sara E, -d2/23/16 @tek 26 years

Benson, John -d 9/16/2014

Blum, Daniel -d6/5/2015 @tek 20 years

Boleyn, Robert Fredrick -d4/4/2016 @Tek 23 years

Brinson, Ethel Linn. -d1/19/2015

Cousins, Ivan John d-3/10/2016

Durkee, Ralph -d2/23/2016 @tek 24 years

Farrell, Rosemary Bell -d12/28/2015 @tek 21 years

Fries, Harold -d11/24/2016 @tek 18 years

Gardener, Betty H. -d1/24/2010 @ Tek 13 years

Harrington, Jerome Allen -d3/28/2016 @Tek 21 years

Hedin, Kenneth A -d3/7/2016 @tek 42 years

Hensley, Lillian H -d10/19/2013 @tek 24 years

Hogue, Phillis Margaurite -d3/31/2016

Kho, Celestina M, -d1/29/2016 @tek 9 years

Maxwell, Jerry Willard, -d6/30/2015 @tek 28 years

Montag, Richard William -d8/28/2015 @ tek 33 years

Neff, Walter E -d1/4/2016 @tek 27 years

Parker, William Johnston -d3/2/2016

Schwartz, Mayer Dlugach, -d12/15/2015 @tek 32 years

Warren, Kenneth Gary -d2/3/2016 @Tek 24 years

RETIREE BENEFIT INFORMATION & ADDRESS CHANGE PROCEEDURE Retiree Medical and/or Life Insurance

Anyone who is a past employee with Retiree Medical and/or Life Insurance will need to request information or make changes in writing to A & I. You must include your signature and Social Security number.

Tektronix Post Employment Services
A & I Benefit Plan Administrators, Inc.
1220 SW Morrison St., Suite 300
Portland, OR 97205-2222
Toll Free: 1-800-778-7956
Fax: 503-228-0149

401k Benefit

Anyone who has a 401k benefit must contact Fidelity for information or to change their address directly with them at:

1-800-835-5092

Cash Balance Plan

The Cash Balance Plan has been transferred to Danaher Pension Plan Processing Center with Hewitt. Questions or changes should be directed to:

1-800-580-7526

Tektronix Retiree Volunteer Program

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Beaverton, OR 97077 - 0001

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Address Changes:

We need to be notified when your address changes.

Email to: tek-retirees@tektronix.com

OR mail to: M/S 22-037, PO Box 500, Beaverton, OR 97077

TRVP News

Louis Sowa

This issue is the 'Heereveen' edition. Thanks to Gerrit de Vries and Arletta van Meurs We have some first hand content from the Tektronix Heerenveen operation. I wanted to follow the Guernsey articles with the Heerenveen story. If you have information to add to the Heerenveen story please send it in. Gerrit has a second story in the works. Maybe next we could focus on SonyTek.

We continue on here with limited staff. We could use help with the editing and publishing of the newsletter as well as other help. If you have an interest in finding out where we are and what we do give me a call at 503-320-0440.

Due to staff shortage the on-line notice may no longer be sent. However the newsletter will still be on line.

CALENDAR

Previous Tek-Employees Luncheon

11:30 a.m. 2nd Monday monthly

Peppermill Restaurant

17455 SW Farmington Road #26B

(Corner of Farmington
& Kinnaman Rd)

Aloha, OR 97007

Details: Annetta Spickelmier

503-649-2491

Redmond Breakfasts

8:00 a.m. 1st Monday monthly
Shari's Restaurant; Redmond, OR

1565 SW Odem Medo Way

Spouses welcome

Details: Nick Hughes 541-548-1201

TERAC

6:00 p. m.

Round Table — Beaverton

Weekly on Friday

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We will send you a notice when the newsletter is posted each quarter. If your email is changed or rejected for any reason you will receive one phone call to request an update. If you don't respond we will return your newsletter to the US mail list. To preview the web page and previous issues of the newsletter go to: www.tekretirees.org

Please send questions, information or correspondence not involving the newsletter online to TVRP at tek-retirees@tektronix.com