

Tek Invested in People

Tony Binseth

I'm not a "fellow" or a "principal engineer;" I'm just a guy (like 100's of others) where working for Tektronix made a difference in my life.

I came to Tektronix in 1979. But a little history before that will help provide context.

I was raised in a single-parent middle class environment in L.A. and Las Vegas. I was smart but not very disciplined. I did well in school but I rarely did the real work associated with it. I started college a couple of times but got bored and left to pursue more immediate revenues. I ended up in Southern Oregon as a millwright for a small cedar mill after spending a couple of years rappelling out of helicopters into forest fires for USFS. I married and we had one child and wanted to move to an area that was a better cultural fit for our family (we were living on 10 acres 11¹/₂ miles up a dead end gravel road). I was offered a job by Intel in Facilities and by Tek in Equipment Maintenance.

I researched the two companies and felt that Tek would offer me the best opportunities even though the offered salary was lower than Intel (early profit sharing made up for the difference). I went to work in CRT (Building 47) in the Equipment Service Group. I was exposed to High Vacuum deposition systems and the physics related to it. I suddenly found myself in a situation where my brain turned on after years of atrophy and I had an insatiable de-

sire to learn. For some reason, it took a practical application of science/physics to excite me, versus an academic pursuit.

I took every class I could find and I read voraciously to become as good as I could at understanding all things Hi-Vac, Glass Manufacturing and stainless steel component fabrication.

After working a couple of years in Equipment Service, the division started a management training program. I applied and after several months of tests, interviews and evaluations was chosen along with 5 others for a 2-year practical management training program.

About a year into the program, I became really interested in the new IBM PCs that were coming available (1982 or so) and wanted to explore how these new small systems could fit into the manufacturing environment. I bought an Osborne I (286, 64KB, 2-4" floppy drives and a 4" monitor in a luggable format) and started to pursue learning to program. I learned Basic and C and developed a "costing" program that would address one major manufacturing problem. The problem was that "Cyber time" was \$2,000/hr and it took about 2 hours every night to run costing reports to provide managers information they needed on where they were incurring cost that could be addressed. I wrote a BASIC program that with about 2hrs of clerical input could grind out the costing report in a few hours of Osborne I time (I.e. dirt cheap). It was

used in CRT for a few months but was mostly a proof of concept. It was a great learning experience and piqued my interest in all things computer.

I did several stints during management training at various positions from manufacturing management, inventory control, accounting, and HR. But my final assignment was with the Small Systems Engineering Group in the Computer Science Center (UNIX on Vax's). My task was to help with analysis of need and to help integrate the workstation work that was being done in Wilsonville and the SSSG/CSC. As my training time was nearing an end, I approached the group leader and worked out a deal whereby I would provide liaison services between Wilsonville and CSC and they would teach me Systems Engineering.

To make a very long story short, after about 5 years of 15hr days, I became an accomplished systems engineer. Again, I attempted to return to school to get a degree but found that the academic world moved way too slow. I could learn more at work in practice in a day than I could in a month of classes.

The workstations business in Wilsonville folded (that could be subject of another whole article) and a group started with the goal of integrating a "compute engine" with a vector graphics display (Tek loved its vector graphics). I moved down to Wilsonville to lead a systems integration group. We developed and released several products over

the next couple of years. None of them ever really got market-traction though I believe they ended up profitable. In 1991, management changes were not compatible with my views and I found myself at constant odds with direction of the group. I migrated over to the Network Terminals (Penguin) group where I developed on-board debuggers and other system tools to help bring the Penguin to market.

In 1992, I left Tek to work for Sequent in their systems integration group and after a couple of years there moved to ADP Dealer Services where I managed an OS development group and ultimately ended up becoming VP of Development after spending 3 years in Canada running the development organization there. In 2003 I left ADP (not my choice) and vowed never to work for another corporation again! I've been running my own small consulting business related to E-commerce software ever since.

Tek provided me the opportunity to discover myself. They gave me education opportunities as well as practical on-the-job learning experiences that drove me to eagerly pursue my interests and provided me the forum to demonstrate my ability.

As I look back on my life, Tek was the turning point in my life that took me from being one among many to being able to excel in areas of my greatest strengths. I appreciate all the mentors who provided me guidance and opportunity along the way and am forever grateful to the values and institution that was once Tektronix.

Footnote: Just prior to my acceptance into the management training program, I entered a 30-day rehabilitation treatment center for alcoholism and drug dependency. Tek was instrumental in helping me get there and saw the value of the investment in me as a person. I've

been clean and sober for 37 years. If it wasn't for the opportunity and sensitivity of Tek management at that time (long before it was a popular thing to do), I doubt I would be the person that I am today.

My Time at Tektronix

Norm Holtz

I was new to the Portland area but liked the city a lot. A friend told me that Tektronix was supposed to be a good company and they were hiring. I went to the Beaverton plant and applied and was hired right away. I lived out on East 168th and had a '58 Pontiac convert. I had to fill my car with gas every four days. The gas station loved me. I was about 28 years old at the time and it was late '66 or early '67. I had some work experience already and being a car guy, I was mechanically inclined, so when I started in the assembly area in building 19, it was pretty easy to catch onto the little Joe Boy jobs, my term for what I did. The supervisor was a good guy and I soon learned how to do most things in our area.

My dad once told me that if someone wanted you to learn something new and pay you as well, do it. We had a 6-station assembly machine that made a probe of some kind. If everything went ok, we made good parts quickly. But some of the stations had part feeders on them and they would get jammed up. Then the stop button might be three feet from where you saw something going wrong. By the time you got to the stop button, you had a wreck. I suggested that they put a stop button on a 6-foot cord so we could stop the machine from anywhere around the machine. They did that and I think I got a little raise. I thought that was nice and appreciated it.

One day at a review, my supervisor said he couldn't give me any more raises, but would try to help me get a job in another area. A few weeks went by and he told me about a job in the drilling and tapping area, and they wanted to talk to me. I got transferred to that department. By this time I was taking a basic machine shop course at Multnomah College in Portland. That later joined or was replaced by Portland Community College. So, now I was drilling and tapping holes in front panel parts used on a variety of instruments. Another job they did in that area was make delay lines. So that became one of my jobs as well.

Some time passed (I'm trying to look back about 50 years, now) and our department had kind of slowed down. I was thinking I might get laid off. It just happened that they were very busy in the building 19 machine shop. They didn't have time to do a good cleaning on all their machines. I was offered a job to go in and clean up all the machinery. I thought this was great since I was taking this course, I could learn a little more about the different shop machines. So again, after a while, I got everything cleaned up and was wondering what happens now.

One morning, the supervisor asked me if I could operate a vertical milling machine. Because of my shop classes at the college, I ventured that I was familiar, but not expert on this machine, and probably wouldn't lose an arm or fingers using it. So, one of the machinists would set up the machine and show me what to do. The jobs I did, the guys in the shop called "donkey jobs", boring repeat stuff. I was having so much fun and I think I got another raise in pay, so I didn't mind doing these jobs. Again, after some time passed, the supervisor asked me if I liked working in the shop. Of course, I said "yes". He told me that the machine shop in the

electro chem building had an opening for an apprentice machinist, and if I was interested, he would put in a good word for me. The first time I went to the Electro-Chem building, we went up to a viewing platform, high up in the northwest corner of the building. Looking out over the plating area there, it looked like some kind of witch's cauldron. Well, I got to transfer to that department and really started to learn more about machining. There I got to do some really interesting jobs. We made lots of fixtures for racking parts that went into the different plating tanks. I also operated the Edlund circuit board drilling machine. Once in a while, the machine tape control would get a mind of its own, and decide to move the table to its x=0, y=0 position. If this happened while the carbide drills were down, they would get broken off, all the hold-down fixtures would get torn off. The collision then called for checking and aligning, as well as salvaging or making replacement clamps, so we could resume drilling circuit boards.

In that shop, we also built a machine to salvage the loose gold off some circuit boards. It was all made of stainless steel, only material that the solution that washed the boards wouldn't eat up. Again, after a period of time, I got to do a little tool and die repair work. About this time, they started building that huge metals building (16). When it was ready to open, some of us transferred over to it. I stayed there the rest of my time at Tek. There were mostly machine builders and tool and die makers in that shop. The first time I built a multi-station progressive die, I thought, "boy, with the help of this company, you have passed a level I never thought possible." I worked there in that area until the summer of 1979 when our family moved to the Spokane, Washington area. We moved there for a better school environment for our kids. The last company I worked for, before I retired, had a similar philosophy to Tek. All the rest in between weren't even close.

So, to close this out, I can only say that I enjoyed my time at Tektronix: the great working conditions and their many benefits. Most of all, the nurturing atmosphere that allowed me and many others to succeed beyond our wildest dreams. I still have my name tag on a shelf so I can reminisce. There are not many Howard Vollums or Jack Murdocks in the world these days. Bless you guys for what you did, built and shared

Death Notices

Ames, Ron -d11/24/2018

Au, Hawkin -d11/20/2018

Bonker, Dan --d12/29/2018

Bowman, Billie "Jo" -
d12/2/2018 @Tek 19 years

Gaudio, Richard Eugene
d6/5/2015

Healy, Edmond "Eddie" Alva -d12/2/2018 @ Tek 28 years

Jeureguizar, Valentina -d
4/9/2017 @Tek 21 years

Nash, Charles Michael
'Mike' -d11/24/2018

Platt, David Paul -
d12/3/2018

Robinson, Patricia Ann
d12/25/2017 @Tek 26 years

Schie, Ron L. -d12/18/2018

Thompson, Dorothy "Ann"
-d11/2018 @ Tek 12 years

Wadzita, Michael Joseph -
d11/1/2018 @Tek 40 years

Wold, Les D. -d11/30/2018
@ Tek 34 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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TRVP Office Hours Thursdays 10-3

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Beaverton, OR 97077 - 0001

VintageTEK Hours

Friday - 10am to 6pm

Saturday - 10am to 4pm

Other times by request

TRVP Hours

Thursdays 10-3

TEK Trivia Quiz

What is the name of the animal group?

Buzzards
Camels
Owls
Jellyfish
Hedgehogs
Crows
Cobras
Mice
Lizards
Falcons
Mosquitos
Alligators

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

503-312-8825

CALENDAR

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

TERadio Amateurs Club

Weekly on Friday 6:00 p. m.

Round Table — Beaverton

SW Beaverton Hillsdale Hwy and

SW Western Ave

Next door to Bi-Mart

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