

TEK RETIREE NEWS

Tektronix
Retiree
Volunteer
Program



Web Page: www.tekretirees.org

A Newsletter for and by Tek Retirees

MAY 2012

Guernsey Revisited

The decade of the mid-1950's through the mid-60's was a period of prime achievement and growth for Tektronix, as it was for many U.S. enterprises during the post World War II boom period. The Tektronix cathode ray oscilloscope had become the standard against which measurement technology and competing products was compared and evaluated. The Company's sales were growing at such a rate that instrument production was unable to keep up with demand. Customers were forced to wait for extended periods for delivery, sometimes exceeding one full year!

World-wide demand. Nearly 40% of the Company's sales were to customers outside the United States. International markets and trade barriers were changing dramatically. The European Economic Community (Common Market) was established in January, 1958. It was a huge success. It's founding nations were France, West Germany, Italy, The Netherlands, Belgium and Luxembourg. The EEC has since expanded and evolved into the European Union (EU) which created a central European bank and a common currency, the Euro. A similar and parallel economic community, the European Free Trade Association (EFTA) was founded in January, 1960 by Austria, Britain, Denmark, Norway, Portugal, Sweden and Switzerland. EFTA was also very successful. The combination of these two vast and growing markets presented a major opportunity for Tektronix, provided the Company could be competitive with manufacturers residing within these market areas.

Excellence of forethought. Fortunately the Company's top management – vice presidents Bob Davis (general manager) and 'Dal' Dallas (sales and marketing) were on top of the situation. They engaged a young and vibrant American expatriate, Al Hannmann, assigning him the task of establishing a European branch operation and finding potential locations for a European manufacturing operation. This turned out to be a stroke of genius. Hannmann discovered that the English Channel Island of Guernsey held several substantial advantages for a European manufacturing operation:

- Duty-free status plus UK Commonwealth status, hence parts and components could be imported, instruments produced and finished product shipped to customers throughout the EFTA duty free.
- More importantly, the European Common Market recognized Guernsey's duty free status enabling instruments produced there to be sold throughout the EEC duty free.
- Guernsey had excellent sea and air transport facilities for movement of raw materials inbound and finished product outbound.
- The island offered a substantial pool of available skilled labor.

This is a list of very good reasons to establish a manufacturing base on the island of Guernsey.

Preparation for start-up. Early in the fall of 1958 the Tektronix board of directors reached the decision to move ahead with the establishment of a manufacturing operation on Guernsey. Hannmann was to establish a Guernsey corporation and find a location appropriate for manufacturing precision electronic instruments. Coincidentally Bob Davis commenced searching within Tektronix for the best qualified candidates to establish and manage a manufacturing operation on Guernsey. He settled on Earl Wantland, a test and quality control supervisor in Tek.'s manufacturing operation to handle the production operation and Dave Spinks, also Tek. manufacturing, to handle personnel and human relations. Subsequently Wantland would move up through the management ranks of Tektronix, serving 20 years as president and chief executive officer.

Wantland and Spinks set up a simulated Guernsey manufacturing operation in the Company's Beaverton warehouse. They spent several months uncovering and working out solutions to the many problems involved with commencing and

operating a remote manufacturing operation. On the other side of the ocean, Hannmann was searching for a facility suitable for development into a high-tech manufacturing operation. Eventually he found the answer – the Victoria Avenue plant. It was an abandoned textile mill on the northern outskirts of St. Peter Port, Guernsey's capital and largest city. It was in horrible shape and required immense amounts of work to prepare it for its newly intended purposes. These efforts continued long after Wantland's and Spink's arrival on Guernsey.

Hannmann played a major role in the preparation and start-up of Guernsey operations. Aside from finding and arranging acquisition of the Victoria Avenue facility, and helping with its preparation for its new use, Hannmann spent countless hours seeking approval of the Royal Court for a foreign company to locate on Guernsey. He, also, undertook a curious public relations effort to convince the local population that the new Tektronix operation was not to be a facility for testing nuclear devices.

Start-up. Instrument production at the Guernsey plant commenced in a creative, yet very pragmatic manner. Until a work force of capable and adequately trained personnel could be established, oscilloscopes were completely assembled and tested in Beaverton, then disassembled into major components and shipped to Guernsey in the shipping cartons which would be used to ship the finished product. They were re-assembled and tested at Tek-Guernsey before shipment to customers through the Company's network of EFTA and EEC distributors. This process commenced in the spring of 1959 and continued for several months until components would be shipped to Guernsey in kit form, as was done within Beaverton's manufacturing plants. A major achievement.

Throughout this period Wantland personally tested or quality control inspected virtually all of the Guernsey plant output. Yet another example of the "roll your sleeves up and get the job done" attitude of the founders of the Guernsey operation.

Management/proprietary perspective. In summary, the Guernsey experiment worked out beautifully. It contributed to the Tektronix bottom line virtually from the beginning. Production output continued to rise until it became apparent that physical plant limitations had been reached and were being stretched. The Company then searched for and acquired property adjacent to the Guernsey airport where a modern manufacturing operation of adequate size could be established which would meet the combined demands of EFTA and EEC customers. The result was construction of the 40,000 sq. ft. single level LaVillaze plant which resembles the Company's buildings in the Howard Vollum Industrial Park in Beaverton. The Victoria Avenue plant was retained and converted to production of Tektronix made components such as transformers, capacitors and metal parts.

Production output continued to increase, reaching over \$8,000,000 in 1968 with a net income contribution to the Company's bottom line. At its peak, Tek-Guernsey employed approximately 700 people.

Employee perspective. The following information and quotations are taken from a November, 2011 article in the Guernsey Press, which was part of a series entitled "Look back – GREAT Guernsey Companies".

A past management level employee states "Tektronix made a tremendous difference to Guernsey. "It was the leader in an evolution in business relationships and how to run a company."

Guernsey people loved working for Tektronix. Twenty-two years after fundamental changes in the electronics industry and adverse competitive pressures forced Tektronix to shut-down the Guernsey operation ex-employees relate nothing but fondest memories.

They adapted very well to the Company's informal status free relationship between employees of differing levels of responsibility.

They responded very positively to the Tektronix world-wide profit sharing plan, as they did to the Company's merit pay system which rewarded individuals for outstanding performance.

They appreciated and took full advantage of Tektronix' policy encouraging people to learn new skills, hence broaden work opportunities.

They saw the Tektronix quality assurance program as second to none in the world.

On the lighter or fun side of things, they always looked forward to and participated

heavily in the Company's annual picnic on the neighboring island of Herm.

Fortunately economic conditions on Guernsey were healthy at the time of the plant shutdown, hence most staff members and factory workers were able to find work and relocate quickly.

Due to shortage of space the remainder of this article will be included in the August issue of the newsletter.

Hawaii 2012

by: Judy Watson

Our visit to Kauai, Hawaii in February, 2012 was our first time to that island. We found Kauai to be quieter and more laid-back than the other islands we had visited and there were no buildings taller than a palm tree. Kauai has 113 miles of shoreline and nearly half of it is beautiful white beaches. The island also has lush forests, rolling pastures and its own Grand Canyon, yet it remains almost pristine.

Upon arrival I noticed that colorful feral chickens wander freely everywhere. Visitors wake up and go to sleep by the sound of roosters crowing. Mother hens are followed by their brood of baby chicks as they wander across lawns and parking lots. The chickens have no natural predators on the island and they are protected by the government in public parks.

On this visit we stayed at the Lae Nani Condominium near Wailua, (Outrigger) just eight miles north of the airport. It has a beautiful setting with a private beach and swimming pool. From our window we watched in the early morning and evening hours as two people rode the waves for hours while standing on boards that were powered by banana-parachutes and the wind. The riders were very talented and a joy to watch. I would highly recommend Lae Nani for anybody visiting there.

Although we elected to spend much of our ten days in Kauai enjoying the sun and the ocean, we also spent time sightseeing and exploring of the island. Some of the places that we visited include:

- The Kilauea Point Lighthouse and Wildlife Refuge is well worth visiting. The light was turned off at the lighthouse in 1976 but the beautiful 1913 lighthouse remains a historical landmark that sets on a point where the steep cliffs plunge to the ocean. In 1985 the lighthouse and adjoining area become a National Wildlife Refuge and every day hundreds of birds come and go from the nooks and crannies of the refuge's cliffs and hillsides. This refuge ranks among the top five in the U.S. for annual visitors.

- Highway 560 heading North ends at Ke'e (Kay-ay) Beach, and although it is the most visited beach on Kauai, it has a very inadequate parking lot, and many, many tourists. The scenery along the route is beautiful but the road is windy and narrow with six one-lane bridges that are considered historical sites. The bridges have succeeded in holding off high-rise development and keeping the natural beauty on that part of the island. At the end of the road and near the beach is a very popular hiking trail where an estimated 700,000 visitors a year hike (I was not one of them). The Kalalau Trail is located on the western end of the beach and has an 11 mile hike, all uphill and not for wimps. It ends with breathtaking views and pristine beaches. This trail is the only access into the Na Pauli Coast State Park, but be warned, Backpacker Magazine lists this trail as one of the ten most dangerous hikes in America.

- Only a short distance from the end of the road are the two Ha'ena Wet Caves. The Waiakanoloa Wet Cave is next to the road on the left just before reaching Ke'e beach and although it is very interesting to see, it is filled with algae. The Waikapala'e Wet Cave is a short walk off the road and although posted "no swimming", some endure the cold to explore this cave. Both caves are filled with icy-cold water that comes from underground springs and feed into the ocean.

- The Wailua Falls is a tiered waterfall that drops 80 ft. and is located in the Wailua Marina State Park and close to the roadside on Highway 56 just outside Kapa'a. You might remember this falls from the opening scene of Fantasy Island.

- Wailua Marina Park is also the starting point for the boat tour to the Fern Grotto. A common question, "What is a grotto?" We learned a grotto is a cave. The daily tours include a boat ride to the grotto where Hawaiian's sing the Hawaiian Wedding Song and dance. The Fern Grotto (Manini-holo) is a lovely spot at the base of Mauna Kapu (Forbidden Mountain), that is draped in long Boston Sword Ferns that hang upside down from the roof of the 300 yards deep cave. The cave is known for its excellent acoustics and is a favorite place for weddings; more than 10,000 weddings have been performed there. At one time the cave was much larger but the 1957 tsunami filled part of the cave with sand.

- The Waimea Canyon and Koke'e State Park is also known as the Grand Canyon of the Pacific. The canyon is 10 miles long,

1 mile wide and ½ mile deep and covers 1,866 acres. It is a popular tourist attraction and the vivid rainbow colors are breathtaking. The drive to the canyon follows the coastline to Kakaha where road #552 branches off the main highway towards the mountain. It takes about half-an-hour on a very curly and narrow road to reach the parking lot and from there a person wonders what the excitement is all about. The viewpoint is only steps away yet the canyon is hidden from view. While we were there we enjoyed the remarkable view but within minutes the clouds or mist set in and the entire canyon was hidden from sight. The park offers many walking trails and a Natural History Museum. An added attraction is the Island of Nihau just a short distance to the west that can be clearly seen from the highway to the canyon.

- The Kauai Coffee Co. is Hawaii's largest coffee plantation and it is located on the island's Southwest side about 17 miles from the Lihu Airport. A visitor to the farm can enjoy a self-guided tour and in February and March see the trees in bloom. The fruit begins to form in May and is ready to pick in September and October. While visiting you can enjoy samples of more than a dozen flavors of coffee that are grown there. The beans used at Kauai Coffee are the same as those used for Kona Coffee on the Big Island. The difference comes from the volcanic soil on the Big Island and the fact that Kona Coffee is hand-picked at the peak of ripeness while Kauai Coffee is harvested by machine.

Kauai offers activities for everyone's tastes. There are many golf courses, zip-line tours, water activities, fishing, tours and so much more. There is more to do there than most people would have time for on one vacation and well worth taking the time to visit.

Volunteer Opportunities With TRVP

We would like to find someone to help with formatting the newsletter and following it through the printing process. We are using PageMaker, experience beneficial, or there is an opportunity to learn a publishing program. We, also, need someone to process paperwork for new cardkeys, Security auto ID, assistance with 55-Alive class scheduling and volunteer recognition projects., creating cards for our Pal's Program, Calling retiree's to obtain volunteer information and update our Pals Program, answer phone calls and emails. If you are interested in any part of the above we would like to talk to you.

Death Notices — FEB., MAR., & APR., 2012

Arnett, Ray – d: 04-02-2012
At Tek: 38 1/2 years
Belorme, Rose – d: 01-27-2012
Blohm, Denise – d: 12-17-2011
Bonham, Betty – d: 04-23-2012
Caffrey, Jack – d: 02-23-2012
Chandler, Claude – d: 09-24-2011
Chartrey, Francis 'Charlie' – d: 1-4-2012
Cooper, Gary C. – d: 04-18-2012
Cutler, Shirley – d: 12-12-2011
Evans, Delora – d: 01-13-2012
Elliott, Gene – d: 04-15-2011
Feetham, Sherwin (Sherm) C. – d: 2-07-2012
Floersch, Bernard P. – d: 08-18-2011
Harris, Dorothy P. – d: 01-19-2012
Hiatshwayo, Claude V. – d: 03-06-2012
King, Betty – d: 12-21-2011
At Tek: ~30 years
Lucas, Keith – d: 05-23-2011
Marshall, Frank W. – d: 01-18-2012
Merz, Josef Paul – d: 04-04-2012
At Tek ~30 years
McCormick, Alice – d: 07-02-2011
Moore, Carolyn – d: 02-07-2012
Neilson, Virginia – d: 12-17-2011
Noyes, Roger B. – d: 04-12-2012
At Tek: 27 years
Parker, Lillian – d: 01-02-1012
Pierce, Dwayne C. – d: 01-31-2012
Rempfer, Gertrude – d: 10-04-2011
Rohm, Frazier Harlan – d: 07-02-2011
Rose, Mildred – d: 02-20-2012
Schroeder, H. Jane – d: 1-15-2012

Smith, David R. – d: 05-16-2011
Smith, Virginia G. – d: 01-23-2012
Srebnik, Ed – d: 12-28-2011
Taylor, John C. – d: 01-28-2-012
Valley, Robert – d: 01-09-2012
At Tek ~ 22 years
Vandervert, Claude C. Jr. – d: 9-24-2011
Whitham, M. Audrey – d: 04-02-2012
Wilcox, Ivan – d: 02-22-2012

Death List Error Correction –The February TRN accidentally listed Camela Foti as deceased. It should have been Mary Lou Foti. Camela is alive and well. I am very sorry for the error..

Death Notices & Address Changes

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

We would appreciate any assistance retirees or members of their family can provide us. We have posted here the information we found in obituaries in the local newspapers and from family members or friends who have notified us.

We would appreciate it very much if you would leave us a message on our voice mail at the TRVP office (503-627-4056) or you may email us at: tek-retirees@tektronix.com

TEK SPRING REUNION

Beaverton Elks Lodge
3500 SW 104th Ave
Beaverton, OR

Date: June 23, 2012

Time: 1:00 p.m. to 4:00 p.m.

At this reunion we plan to discuss how to increase the attendance at these functions. Please come prepared to make suggestions. We encourage you to come and bring a friend or ex-coworker.. More information will be available in the May issue. You may contact Marge Livermore at 503-646-3295

RETIREE BENEFIT INFORMATION & ADDRESS CHANGE PROCEDURE

Retiree Medical and/or Life Insurance

Anyone who is a past employee with Retiree Medical and/or Life Insurance will need to request informaton 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
Phone: 503-222-7700
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

If you need information or to make changes to your Tektronix Retiree Volunteer Program Newsletter address please notify us at:

Tektronix Retiree Volunteer Program
M/S 58-037
PO Box 500
Beaverton, OR 97077

Phone 503-627-4056
Email Address:

Tek-Retirees@Tektronix.com

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A volunteer can negotiate to do any of the above projects. Peggy would be happy to do either job. But, we currently have no backup person for emergencies or vacations. We need someone to help us, if you are interested. Louis and I are currently at Tek on Wednesday from 10:00 a.m. to 3:00 p.m. Other days/hours could be considered. If you are interested call: Peggy Berg at 503-627-3244 or Louis Sowa at 503-320-0440..

Editorial

by Louis Sowa

We are sad to report that Ray Arnett has passed away. He was the TRVP data base manager for eight or nine years. He had been fighting cancer for several years. Ray had done a great job for us. On a positive note Pete Nelson has joined our staff as the data base manager and is on a pretty steep learning curve but is doing very well. So we would like to welcome him.

Above in this newsletter is a request for help with the newsletter publishing and other tasks. We generally work one day per week from 10 to 3. If you are interested let us know and we will invite you in to determine how you may best fit in.

The Volunteer luncheon went well with the Tualatin Riverkeepers giving an interesting and informative presentation. Rob presented a lot of history of the Tualatin River Drainage that few if any of us knew. The video of Guernsey was well received. There are other videos on the Vintage Tek website that you may be interested in (search "vintage tek").. They have done a great job of accumulating instruments and data. There have been several suggestions on how to improve attendance. Some of these are not having it on a day of an Oregon or Oregon State game, an email reminder a day or two before the luncheon

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(or a phone call), a notice/reminder on the John Gates mailing list. Pete Nelson did put it on the web the day before. If you have other suggestions we would be happy to hear from you. The email is:

tek-retirees@tektronix.com

or call 503-627-4056 and leave a message. You are also welcome to call me at 503-320-0440 where you have the best chance of getting a live person (me).

Read Your Tek-Retiree Newsletter On Line

A number of retirees are now reading their newsletter on our Web Site at:

www.tekretirees.org

If you would like to join them or change your email address send an email to Millie Scott at:

mlscott@easystreet.net

Calendar

Marconi's Cronies

Meet the 2nd Wednesday of each month
(except July and August):

12:00 p.m.

Tom's Restaurant
3871 SE Division Street
Portland, OR

Contact: Jack Riley for details
Phone: 503-235-5267

CRT Luncheons

3rd Tuesday of each month
(except June thru August)
at 11:30 a.m.
at the Home Town Buffet located at
13500 SW Pacific Highway in Tigard, OR

Contact: Jack Neff for details
1301 East Fulton St., Apt. 233
Newberg, OR 97132-1870
Phone: 503-554-7440

All Previous Tek-Employees Luncheon

2nd Monday of each month.
Time: 11:30 a.m.
Where: Peppermill Restaurant
Farmington Mall
Corner of Farmington and Kinnaman Rd.
17455 SW Farmington Rd. #26B
Aloha, OR 97007

Contact: Annetta Spickelmier
503-649-2491