

tektopics

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THE MAGAZINE OF TEKTRONIX IN EUROPE

CO-OPERATION

Tektronix was incorporated in 1946 and it was only a few years later that a foothold was established to promote and support Tektronix products in Europe. In Sweden, Erik Ferner A/B became our first sole Distributor outside the U.S.A. It may be interesting to note that business even within the U.S.A. was being handled by Agents at that time. Now, Tektronix, Inc. has an extremely comprehensive, well organised and efficiently run network of Field Officers within North America; and overseas development has improved to the same extent.

In 1958, our Parent Company decided to establish an assembly operation in Guernsey. In April, 1961, under the financial wing of the newly established Holding company in Switzerland, this operation was incorporated as Tektronix Guernsey Limited. At the same time, a manufacturing company was established in Holland as Tektronix Holland N.V. The Swiss company, Tektronix International, A.G., (known to most as 'Tekintag') also operated as European Marketing and Order Processing Headquarters and they controlled the warehouse of U.S. Manufactured goods in Heerenveen. In 1963, the Marketing Centre was moved to Guernsey as Tektronix Ltd., thus bringing together Order Processing and Field Engineering from Zug, the warehouse from Holland, and the Customer Service spares and Training areas from Guernsey (previously administered by Tektronix Guernsey Ltd.). Tektronix International A.G. continues to operate as a holding company for Tektronix operations in Europe as well as running the first Tektronix European Field Office. Later in 1963, U.K. sales and service was assumed by Tektronix U.K. Ltd. Recently there has been the establishment of R.T.I. as a Tektronix Subsidiary in France and the extension of Group interests to include Telequipment Ltd. in London.

The key to all these changes is, and has always been, co-operation. In a complex organisation like ours, co-operation is encouraged at all levels of administration and between all the companies involved. Noticeable in the past has been the smoothness of change-overs and expansions of Manufacturing and Marketing locations.

Co-operation between the manufacturing locations is essential to ensure that their individual products all exhibit the characteristic Tektronix reliability and flair. A customer who buys from Tektronix, be it in the U.K., Holland, Japan, or U.S.A. will be ensured of a product built to the same rigorous standards. Initiative also plays a very large part and ideas are exchanged between the staff of Tektronix subsidiaries and the Parent Company. We note with interest the growing communications between Tektronix Guernsey Ltd., Telequipment Ltd., and Tektronix Holland N.V. It's a very hackneyed phrase we know but it's an undeniable fact that 'Tektronix Spirit' still exists, even among the 6000 or so employees in Beaverton.

On the marketing side, co-operation between Tektronix, Inc. Marketing Subsidiaries and Distributors is supremely essential and we all, as representatives of Tektronix, show a very similar face to a customer, wherever he may be. There is nothing so discouraging for a customer to be told one thing when in one part of the world and another when he, or an associate, moves.

Obviously, there are Commercial and Practical reasons why operations differ from country to country but there is an underlying similarity in the treatment of problems, and general approach to the customer. There are at Tektronix, as in other large companies, a number of established procedures for handling routine enquiries and a number of 'reference homes' to enable staff to find the solution to a problem easily. All employees engaged in functions covered by these operating instructions need to know of them and work by them; also to be able to locate, use and understand the various reference and operational publications involved.

Tektronix continues to grow and expand because of the importance placed in individual initiative and the co-operation of all employees.

Our cover shows the winning photo in a competition organised for Tektronix Holland employees. It was taken by Henk Dijkstra of Manufacturing Planning and shows the village of Hindelopen which is an old fishing village about 50 Km. from Heerenveen.

PEOPLE and PLACES



Our photograph shows (left to right) Mr. A. F. Foster, (President G.S.F.R.); Mr. S. Tranfield, (Vice-President G.S.F.R., Treasurer G.F.A.); Sir Stanley Rous; Walt Morrison; Mr. R. Warr (Vice-President G.S.F.R., Secretary G.F.A.) and Mr. H. Le Cheminant, (Secretary G.S.F.R.).

Sir Stanley Rous, C.B.E., J.P., President of the Federation of International Football Associations (F.I.F.A.) arrived in Guernsey on Monday, 12th February on a brief but busy visit at the invitation of the Guernsey Society of Football Referees.

Met at the airport by officials of the G.S.F.R. and the president of the Guernsey Football Association, Sir Stanley, who refereed Muratti matches here in 1928 and 1932, visited the La Villiaze plant of Tektronix Guernsey Ltd. on Monday afternoon.

He showed a very keen interest in the activities in Assembly, Final, Test, etc.

It may be of interest to note that we have in our midst a former U.K. professional footballer, namely 'Flip' Le Flem, who works in Stock. Flip played for Scunthorpe and Notts Forest in the Football League.

Australia bound

Joan Howard (Unit Wiring Tektronix Guernsey Ltd.) is hoping to fly to Australia in the near future to join her husband Terry.

Terry, aged 22, and a friend Wally Duquemin, aged 27, left Guernsey in October last year to travel overland to Australia.

They travelled in a specially converted Landrover. It had a double bed, cooking equipment, and a tent extension to attach to the back of the vehicle.

They left Guernsey on board the 'Duchesse de Normandie' and sailed to St. Malo, via Jersey. Their exciting journey then took them through Paris, Bonn, Vienna, Geneva, Belgrade, Athens, Istanbul, Ankara, Tarsus, Damascus, Tripoli, Beirut, Amman, Baghdad, Teheran, Isfahan, Baluchistan, Karachi, Lahore, Delhi, Bombay, Bangalore, Madras and Calcutta.

From Calcutta they went to Nepal from where they flew to Sydney, Australia, arriving on January 1st.

Their route had taken them through 15 countries across Europe, Asia Minor, Pakistan and around India.

Terry now has a position with a large company in Sydney and is preparing to welcome his wife.

Comings and goings

Don Alvey, International Marketing Manager, and Les Stevens, International Finance spent a few days in Guernsey at the beginning of February, following a visit to the U.K. and the other European countries.

Sandro Pieri, Sales Manager of Silverstar, Milan, Italy, flew into Guernsey on 10th January after some delays in flights due to snow in England and cross-winds in Guernsey.

Sandro's visit was for the purpose of technical liaison with staff in Guernsey on both Tektronix and Telequipment subjects. Silverstar have been Telequipment distributors for a number of years as well as representing Tektronix in Italy since 1958.

We all wish Vi Hillion a speedy recovery from her unfortunate illness. Looking forward to having you back with us, Vi.

Arthur Ball, Operations Manager, Tektronix Ltd., announces that Terry Ness has taken over the responsibility of the training department, in place of Ted Marguerit who is shortly to go to Beaverton to take up an appointment in Engineering.

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In January, Bud Carter, Manufacturing Manager at Tektronix Guernsey Ltd. paid a visit to Telequipment in Southgate. One of the results of this familiarisation trip was an invitation, by Bud, to Harry Mickelburgh, Chief Inspector and Arthur Hale, Chief of Test.

At the time of writing they were to be in Guernsey from 21st to 23rd February to observe, as Bud did earlier, production techniques.

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Jan Gielisse



Our photograph shows Jan Gielisse who arrived in Beaverton on 2nd February with his family for a stay of about 4 months. Jan, who is in Production Planning at Heerenveen, will study Beaverton production activities during his stay, with special emphasis on production manufacturing.

CLUBHOUSE for GUERNSEY TEKS ?

The Tektronix Employees Social and Sports Club in Guernsey have been looking for a permanent clubhouse for some time now. The winter seasons spent at La Jaonneuse served to give the committee and members considerable experience in running a social club, and to discover the problems involved. During the last 6 months of 1967 several premises have been considered and ruled out for a number of reasons.

When the committee called an Extraordinary General Meeting for 12th January it was to gain the members' views on the possibility of renting the old Telephone Exchange building in St. Sampson's. The accommodation available is ideally suited for development into a comfortable lounge bar with facilities for Darts, Shove ha'penny and Bar Billiards. Other space is available for Billiards, Table Tennis, etc. There is one set of toilets already installed but

others would have to be provided. All this costs money, hence the two proposals at the E.G.M., namely :—

1. Do the members wish to lease the premises as a clubhouse ?
2. Will the members vote the required sum for the alterations from the club funds.

About 45 members (from a total of nearly 300) attended the meeting at the Hampshire Lodge. The first proposal was accepted immediately with no discussion. Chairman Jack Lambert then went on to explain exactly what the committee intended to do to convert the building into a comfortable club. The detailed report accounted for all the cash presently in hand. During the discussion that followed, some of the members present asked questions about the security of such an investment. Barry Bisson, treasurer, explained that the projected income from Bar receipts alone would more than cover the expenditure

and that the club still had an option on a loan from a Bank to fall back on. After further discussion which exposed the facts that the club would be responsible for the maintenance of the fabric of the building; that the Breweries were to be approached for help and that a regular survey of the building is carried out by States Surveyors; the members present voted unanimously to go ahead with the project.

All that remains to be done now is for the Island Development Committee to approve the plans to change of activity within the building, for the Royal Court to agree to a change of venue for the club licence and for the club members to help as much as possible to build a really good, comfortable clubhouse.

To those club members in Guernsey we would like to echo the words of the committee "It's **your** club and it's up to **you** to make it grow".

The Gentle Art

of JUDO



Although a reasonably young sport, judo has expanded rapidly particularly since the Second World War. It is now a world movement with millions of participants and it continues to grow year by year. It is surprising how many people tend to get the wrong impression of this sport. Some only visualize a human form lying prone on the floor with the most fearsome injuries, when in fact it is a competitive sport like most other sports.

A student of judo cannot expect to become a holder of the much coveted 'Black' belt in just a few months. It takes many hours of dedicated practice to achieve even a reasonable standard. Once all the basic formalities have been overcome, it then rests with the student just how rapidly they will make the necessary progress to enable them to take what is called a 'Grading' or exam. The colour of belt around the students waist denotes what 'Gradings' he or she has been successful in.

Before judo is actually practised, a small session of physical training is done to loosen up the muscles and gives the student a feeling of well being.

It is important for a beginner to practice the art of breakfalling before any throws are attempted. To a student untrained in breakfalling it could be a considerable shock. The instructor would not allow a student to practice judo without first learning the different methods used. By doing this it helps to overcome the fear that all beginners experience, that of being thrown. It is a very noticeable fact that children adapt themselves to judo quicker than adults. Being very young, they have no sense of danger, whereas adults think of all possible dangers that

can befall them.

The sport of judo hasn't gone unnoticed by members of our Tektronix staff. Quite a number of them both at the 'Track' and at La Villiaze have shown interest and will try their luck this Winter.

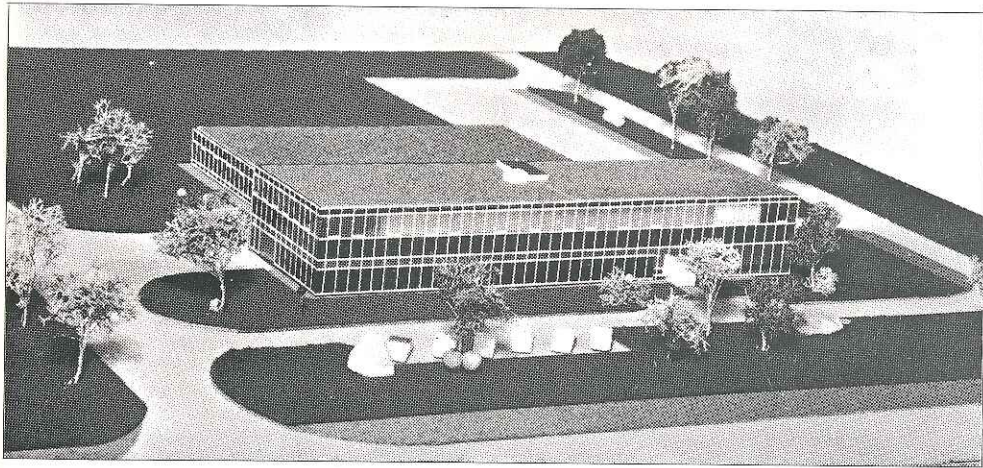
Already in our midst we have Lyn Crowson who has reached the 'Yellow' belt standard. Dawn Rolls has the 'Yellow' belt also. Since she was a junior, Dawn has passed seven different grades and has been doing judo four years. Mary Setters is a 'White' belt holder and has almost completed two years. Marlene Le Page is still in her first year as a beginner but passing her 'White' belt grade is only a formality.

Perhaps the future will see a possible 'Competition' judo team like all the other sports that Tektronix staff participate in.

After sitting at your bench or desk all day it would be a change to try your hand at a sport that will keep you alert and most certainly very fit.

As soon as the beginners have reached a reasonable standard, Unarmed Combat is taught as an extra interest.

Eugene Hughes (Stock) will always be pleased to arrange a demonstration for you at the club.



The photograph reproduced here shows the general arrangement of the proposed new central offices for the Tektronix Marketing subsidiary in France. Relations Techniques Intercontinentales are presently situated close to the centre of

Paris, a short distance from the Arc de Triomphe.

Towards the end of this year, R.T.I. staff will commence the move to the new location.

PHOTO BY NOBE COURT, PARIS.



Bert Hoeksma (Quality Assurance) explains the Type 564 Scope to some visitors during Tek. Holland's open house.

On Saturday, 9th December, 450 people were the guests of Tektronix when an 'open house' was held in the Heerenveen plant. The response from the public was very good and people started coming in as soon as the doors opened at 10 o'clock.

All the visitors were welcomed in the canteen and given a short introduction to Tektronix by Klaas Hut, Cor de Boer and Jan van Oers. In groups of 10-15 they were then shown round the plant and had the opportunity to ask questions of employees who had come to work specially for the occasion.

Except for a half hour lunch break the plant was full of visitors right up till half past four and at one point in the afternoon there were so many people in the canteen that extra 'guides' had to be brought in to cope with the overflow.

The amount of visitors exceeded all expectations and the general opinion of most of them was that the day was a bigger success than in previous years due mainly to the fact that people were actually working in the plant and could explain exactly what they were doing.

On the side of the Tektronix employees, the interest shown in their work was appreciated and they enjoyed telling people about it.

STAND GAINS

DIPLOMA

As was reported in our last edition, Tektronix exhibited both Telequipment and Tektronix products at the 14th Modern Electronics Exhibition at Ljubljana, Yugoslavia, 10th to 15th October, 1967.

A short while ago, Arthur Ball, Tektronix Ltd., Operations Manager, was advised that Tektronix had been awarded a 'Diploma of Honour' for the functional and esthetic arrangement of the Exhibiting space. The stand was designed at Tektronix Ltd. by Roy Perry and erected at the show by Export Project, Ljubljana. Final detail additions were made to suggestions made by Rodney Reed, Jack Moffatt and Peter Hejlsberg, Tektronix Ltd. Field Engineers, and by Derek Denyer, Telequipment Sales Manager. Well done chaps!

The 1968 Ljubljana Fair will take place between 8th to 13th October and once again Tektronix Ltd. will exhibit on behalf of Tektronix, Inc. and Telequipment Ltd.

Dutch Volleyball Team

Win At Last!

30th October, 1967 is a day to remember because that was when Griffioen 2 was beaten by Tektronix 2. This in itself would not be such a remarkable occurrence except for the fact that in its 1½ year existence Tektronix 2 had never won a match. Once it was even so bad that when we played in Gorredijk we lost so quickly that we would have been better off leaving the engine of the bus switched on and so saved ourselves the trouble of starting it again in the cold.

However let's forget the past and concentrate on our present success.

In the first set it looked bad for us again when we were losing 13-8, but after a few good serves we managed to take a 14-13 lead, and eventually won the first set 15-13. We were really in form for the second set because we won that one 15-3 and so the long awaited victory was at last ours. It would perhaps be interesting to note here that our other volleyball team Tektronix 1 was the unbeaten champions in season '66-'67 in the 2nd division Heerenveen district. They also won their promotion match against PZH4 Heerenveen and have been promoted to the 1st division for the season '67-'68.

Let's wish them lots of luck and hope that they will also be champions in the 1st division.

A TRIO OF ANNUAL DANCES

GUERNSEY

The Tektronix Employees Social and Sports Club Annual Dinner and Dance was held at the Wayside Cheer Hotel, Grandes Rocques, on Friday, January 19th. About 250 people—members, their friends and relatives sat down to an excellent meal. Dinner was served at 7.30, and this early start meant that there was a lot more time than usual for Dancing. The Ballroom soon became very crowded after the meal and we estimate that around 500 persons were there to enjoy the evening.

The Wayside Cheer has proven to be a popular venue for this function and the lack of evening public transport does not seem to be an obstacle to those wishing to attend. Some of the teenagers present would no doubt have liked a Pop Group



session most of them seemed to be enjoying themselves anyway. Thanks are due to the club committee and helpers for making the initial function of 1968 a success.

•••

The annual dance and social evening organised by the Tektronix Holland Personnel Association was held on Friday, 24th November and well attended by 150 employees, husbands, wives and friends.

The evening opened with a performance by a cabaret group who gave a series of satirical sketches based on Dutch politics and the Dutch way of life.

When the cabaret was finished and all the chairs and tables had been moved to the edges of the room a Dixieland band took up position on the stage to provide us with music for dancing. To the surprise of everyone present, the first tune which they played was the "Wedding March"

HEERENVEEN

and two Unit Wiring girls, Riet Halman and Joke Lammerts, who were married that afternoon came in with their husbands. *After they had been congratulated and had shaken hands with almost everyone present, the dancing began in earnest and the evening was an enormous success.*

The organisers of the evening put in a lot of work to provide the entertainment and their efforts were well appreciated, which was shown at the end of the evening when a tremendous cheer went up for them.

The Tek. Holland employees' Annual Dance in full swing in "Tropenfauna" restaurant in Heerenveen.



TELEQUIPMENT

The dance was held, as has been the custom in past years, in the Edinburgh suite at the Alexandra Palace, famous for its B.B.C. television associations. Approximately 100 people attended the dinner which began at 7.30 p.m. on Saturday, 23rd December.

After the welcome roast turkey meal was served, the guests adjourned to the bar whilst the floor was cleared for dancing, the evening's musical accompaniment being provided by the 'Harry Miller Band' (no relation) and the ever popular 'Camerons Impacts Group'.

Dancing went on through the evening with a break for cabaret in the form of 'Montgomery Brothers'. A cheque was presented to Arthur Harding, a retiring member of the staff.

The evening then wound up pleasantly at twelve midnight when all made their tired but happy way home, coaches being provided to avoid the 'Drink and Drive' experts.

All aboard!

There was a certain amount of excitement in the Island when it was suggested that the States should purchase the *Queen Elizabeth*.

The thought of a quarter of a mile of ship moored off St. Peter Port seemed either to appeal or not to everyone. At least every islander seemed to hold a view on the subject, or to have even more ambitious plans.

The grapevine at the premises of one internationally famous company however seemed to favour the purchase of the aircraft carrier *H.M.S. Eagle*, made redundant by recent defence cuts. It certainly seemed to have the advantage of a built-in airport!

Rumour even had it that certain prominent ex-naval personnel in the company were exploring the possibilities of taking command of such a vessel, 'just in case'.

The *Eagle* however does not have the social and sporting facilities of the *Queen Elizabeth*, and the company's club felt they might miss out if the deal were ever to go through.

To be on the safe side, the Chairman of the club is said to be negotiating with British Rail for the *St. Patrick*. Apparently their plans are to sail it up Victoria Avenue on a spring tide and dry dock it in the quarry.

Future industrial park at Hoddesdon

Tequipment have started operations on a limited scale at the new Hoddesdon site. Existing buildings have been converted and re-decorated and the first batch of trainee wirers are now on their fourth week of training. Already several

have reached a stage where they are able to make some production assemblies. Plans allow for a steady build up of personnel as the conversion and re-decoration programme proceeds. The response to the initial advertising for staff

was encouraging and the Personnel Department has been very busy with interviews. The map shows the location of the new factory which one day is hoped to form the nucleus of a 'Tequipment Industrial Park'

All photos here were taken at HODDESODN



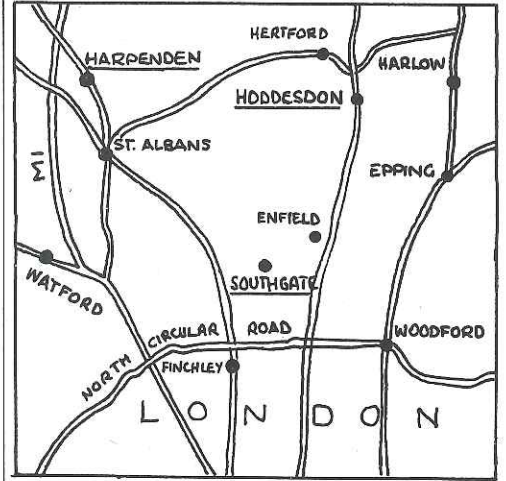
DAVE ADDAMS, Foreman in charge of training at Hoddesdon instructs one of the new trainees—CHRISTINE SHEPHERD.



ANNE-MARIE CRICK, the receptionist at Hoddesdon. Anne-Marie comes from Paris, is married to an Englishman and lives in Broxbourne, quite near to Hoddesdon.



PAMELA HORWOOD, Trainee chargehand, gives assistance to KATHLEEN BROWN, one of the trainees at work in the school.



American Students at Heerenveen

Jeff Albada, a business student from the University of Oregon and Jerry Shelor, a political science student from Washburn University, Kansas, are at present on a one year student exchange visit to Nijenrode Business College in Holland.

Last year they were among a party of American students from Nijenrode who toured the plant at Tek Holland. Both of them were so impressed that they decided to ask permission to undertake a one month work study programme here. The one month work study programme is required as part of the syllabus at Nijenrode and when it is completed the students have to submit a 30-40 page research paper.

At the beginning of January, Jeff started a study of personnel management under Klass Hut who is the Personnel Manager and Jerry is doing production planning under Doug Taylor, Production Manager.

When they left Tektronix at the end of January they had nine days vacation before school starts and were planning to drive to Copenhagen and do a tour of the Scandinavian countries.

Holland is a fine country and the people are very friendly, at least that is the opinion of both of them but they wish that we served hamburgers like they do in the States.

Field Engineering Changes

Rodney Reed and Alan Richmond, Engineers from Tektronix Limited, have just returned from a 3 week tour of Distributors and customers in the Near East. They visited Greece, Turkey, Lebanon and Israel. It was the first time that Tektronix F.E.'s had visited these countries since the acquisition of Tequipment Limited and a portion of the time was taken up with discussions concerning representation and promotion of Tequipment products.

Alan went along this time because he will be taking over Field Engineering responsibilities from Rodney at Easter. Alan is presently a member of the lecturing staff at Quay House, the location of the Tektronix Ltd., customer and F.E. Training operation. Rodney, with his wife and two young children, will be going to Beaverton this spring to take up a temporary post as a Staff Engineer in the Product Technical Information Department of U.S.

Marketing. John Thompson, formerly Staff Engineer at Tektronix U.K. Ltd., is working in P.T.I. at the moment and he will be returning to England sometime in May.

The functions of P.T.I. include solving world wide technical problems, originating printed engineering information and assisting in the training of U.S. Field Engineers.

These staff movements are designed to enhance the experience of International Marketing staff and to improve the general understanding of problems that occur in the Export Market.

Alan Richmond's training tasks will be taken over by one of three new lecturers. Norris MacMillen (Mac) joined the company in December and he will commence lecturing shortly. Two further lecturers will join the Tektronix Limited staff later in the year. Plans are going ahead for the transfer of the Training facility from Quay House to Victoria Avenue.

BEAVERTON

BACKGROUND

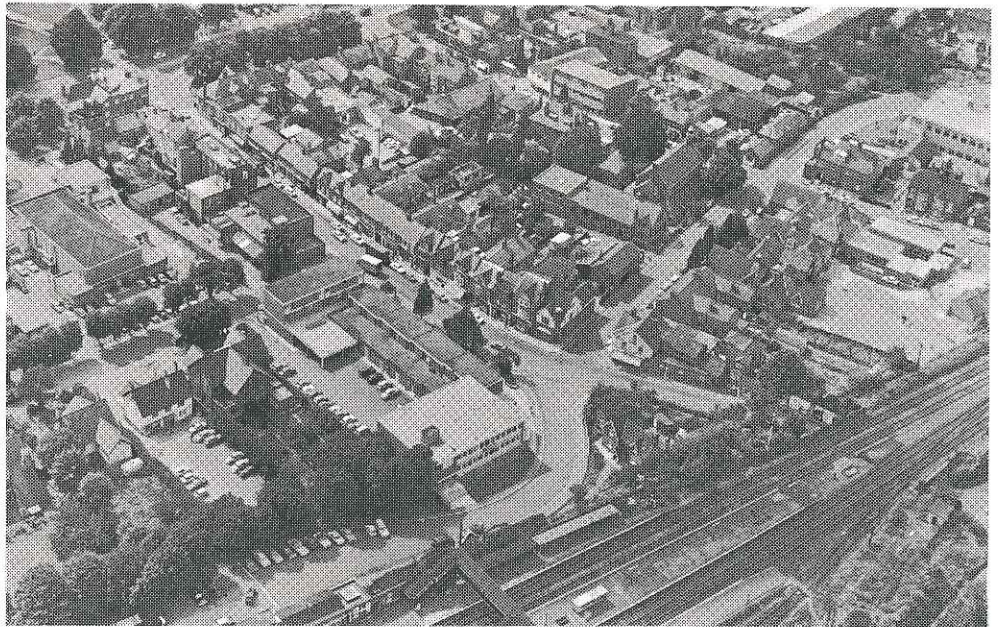
INTERNATIONAL OPERATIONS EXPANSION

Dave Nelson has now returned to Beaverton to take up his new job as South American Regional Export Manager.



The post of Regional Export Manager for the Far East, Australasia and Africa has been taken by Ramsey Chaffey. Ramsey also spent some time in Europe a while back. Dave and Ramsey are occupying desks in the latest building to be erected at Tektronix, Inc., namely the Operations Centre. This two-storey building houses the majority of the order processing, planning, data processing and administration functions of the Company. The Export Marketing section of the Office of International Operations is located on the second level of the Centre. Export Marketing represents the overseas areas not covered by Tektronix Ltd. or other overseas subsidiaries. Dick Zahn, Export Manager and Lew Kasch, International Sales Manager are supported by Dave, Ramsey and Gordon Fromm (Technical Support). Secretaries Giny McElfresh and Pat Nordone handle a great deal of the routine correspondence and the group is also responsible for responding to requests for quotations from overseas customers and Foreign Government Purchasing Missions. These quotations are handled by Laurie Graves, Milli Boldman and Lynne Robbins, Export Specialists. All incoming orders, including those from Europe, are handled by the Export Order Administration section of U.S. Marketing Product Administration.

8



TEKTRONIX U.K. LTD.

A recent aerial photograph of Harpenden, Herts., shows clearly the location of Tektronix U.K. Ltd., in the station approach. Harpenden is a fairly large market town on the main road between Luton, (dominated by Motor Car works), and the ancient Cathedral City of St. Albans. A regular, fast train service links Harpenden with London, some 30 miles away to the south. A great number of the local residents commute to the metropolis daily.

Tektronix U.K. Limited, was established on 13th June, 1963, and they commenced business on 15th December, 1963. Some of the staff of the former U.K. Distributor,

PHOTO BY PERMISSION OF HOME COUNTIES NEWSPAPERS, LUTON.

Livingston Laboratories Ltd., joined the new company. These included, Harry Sellers, Operations Manager, Bob Garrett, Field Engineering Manager and Alan Hodgetts, Keith Retallick, Paul Smith, Field Engineers. The F.E.'s came to Guernsey for further training during 1963. The photograph reproduced here shows Harry (on the left) talking to Maurice Lihou in the offices of Tektronix Limited.

Since the early days at Harpenden, considerable consolidations and improvements have been made to the premises and services offered to the U.K. Customer by the company. We will describe some of these developments in detail in future editions of Tekttopics.



OPERATING

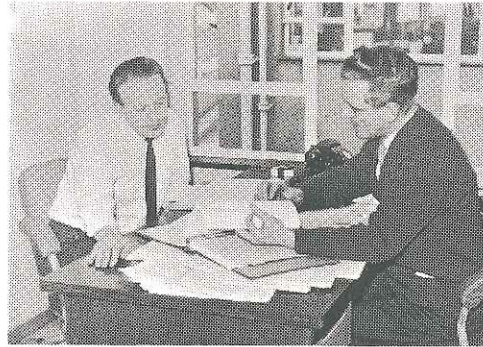
PLAN '67-9

Employees in Guernsey will have noticed that there is an influx of European Operations Managers around the end of January each year. Why are they here—and what do they discuss ?

The major object of these meetings is to discuss the Operating Plan. This complex document describes, in detail, how well Tektronix products have fared in the European Market during the previous year and just how sales and manufacturing output are expected to change in the next two years or so.



Frank Doyle considers a question from Rodney Reed (Tektronix Ltd., F.E.)



Raoul Steffen and Lew Domaille (Customer Service Tektronix Ltd.) had a chance to discuss mutual problems after the meetings.

Tektronix European Marketing Subsidiaries are represented by the respective Managers, namely :— Harry Sellers (Tektronix U.K. Limited), Raoul Steffen (Tekintag, Zug), Charles Billet (R.T.I., France) and Arthur Ball (Tektronix Limited). Arthur represents the combined inputs of all the Tektronix Distributors throughout Europe, the Near East and South Africa. These marketing representatives estimate the demand for Tektronix products; the Manufacturing Operations Managers present will need to adjust output according to the forecasted demand.

Bob Gwynn, the host for these regular meetings at Tektronix Guernsey Limited, joined with other manufacturing managers :— Larry Mayhew (Tektronix Holland N.V.), and Bob Groom (Telequipment Limited), in the series of conferences held at La Villiaze between January 21st and 24th.

This year's meeting was particularly interesting to overseas managers in that they could observe the steps being taken to enlarge the manufacturing facility in Guernsey.

Manufacturing plant and Marketing Area developments are discussed as necessary when a forecasted increase in demand is indicated. Finance, plant facilities, hiring plans and detailed instrument demand forecasting are a feature.

The Operating Plan itself is finalised during the two weeks following these meetings and is sent to Beaverton as a comprehensive European Marketing and Manufacturing package. Inputs are also received in Beaverton from the rest of the world and a general meeting of all International Subsidiary and Export Managers is called in May or June of each year. This is the time when the company as a whole takes a very close look at performance during the previous year and proposals to meet the demand in the years to come.



Charles Billet in rather a thoughtful mood.

A RECIPE FROM

'GAZETTE R.T.I.'

A recent recipe in the magazine of our French subsidiary caught our eye, anybody like to try it ?

Bananes Tropicales

Take : One half cup of rice per person, Cocktail sausages (5 per person), Frankfurter sausages (1 per person), One egg per person and 1 or 2 Bananas per person, according to taste.

Translation , Janine Smith

Cook rice with spices (Peppers, Curry powder etc.). Drain and put in Buttered Mould. Scatter nuts of butter over, repeat the operation until Rice is moist and place into a warm **open** oven.

Cook eggs until hard. Poach Sausages in Boiling Water. Fry separately (but using same pan for each ingredient) hard eggs cut in half, Frankfurter and Cocktail sausages and halved Bananas. Place Rice (which should not be dry) on Dish, with eggs, sausages and bananas arranged around.

Bon Appetit !

New Machine at

Albany House

A newcomer to the Accounting Department of Tektronix Ltd. is an N.C.R. Class 33 Accounting machine. In line with efforts to mechanise much of what is presently being either written or typed, the N.C.R. equipment is being used for distributor and customer sales accounting and subsequently consigned instrument inventory control and local purchase supplies.



TEKTRONIX and the WINTER OLYMPICS

The 1968 Winter Olympic Games in Grenoble, France, enjoyed a considerable amount of Television coverage and transmissions were made to many parts of the world. The American Broadcasting Company sent a team headed by Frank Haney and they set up a studio in the Communications Centre alongside O.R.T.F., B.B.C., R.A.I., and all the other T.V. networks.

A large number of Tektronix T.V. Waveform Monitors and Colour Television Vectorscopes were used in these installations.

We asked R.T.I., if they could let us have more details and they told us that Constantini Papadopoulos, a maintenance engineer from R.T.I., had been assigned to Grenoble for Technical Assistance. Paul Roche, from the Lyons Regional Centre, paid a visit just before the start of the games and he sent us this report—translated by Marie-Dominique Tilly.

“

I left Lyons in wet weather and reached Grenoble under the snow. Constantin met me with the van at the new station, a magnificent building. From the sumptuous restaurant—entirely glazed—situated on the first floor, one could admire the gorgeous panorama of the city of Grenoble and its mountains haloed with white.

After we crossed the old city, astonished by the crowds of people and guided by the avenues of banners with either the arms of the city or the symbolic rings mounted on, we arrived at the Olympic Village, welcomed by pretty and smiling hostesses.

Through a maze of corridors, where calls in all languages were heard, we finally joined Mr. JOFFROY of O.R.T.F. who had arranged for a small room in the wings of the “Palace of Ice” where Constantin established his headquarters.

We were most pleased to notice that TEKTRONIX type 526 or type 529 were installed in all racks either at O.R.T.F. or at A.B.C. We could count a score of them, not to mention some forty conventional oscilloscopes.

10



The photo shows Frank Haney of A.B.C. on the right and Constantin on the left.

PHOTO BY PHOTOPRESS, GRENOBLE.

We also observed with much satisfaction that our product was almost the only one of the type used in the various equipments and we realized then why only TEKTRONIX sent a specialist to support technically the customers on the spot.

From the very beginning, this assistance proved to be quite effective. Customers' welcome to Constantin was very cordial. He was asked to assist twice (successfully) on the eve of the opening of the Games. In spite of the narrowness of the room offered to him, he could benefit by the privileged sight of the ice-rink. He probably had luck to admire the Olympic champion Peggy Fleming performing evolutions there.

I returned to Lyons in the evening under a sky cleared with clouds where the sparkling stars allowed to forecast a splendid day for the opening ceremony, and I was pleased that Tektronix participates in its own way in the Winter Olympic Games of Grenoble. ”

The games were pretty successful apart from some unfortunate political upsets and the competitors from France certainly seemed to gain considerable stature from performing in their own territory and they came up with 5 gold, 5 silver and 3 Bronze medals. Outstanding performance was, of course, by skier Jean-Claude Killy with 3 golds.

EXCHANGE

Tektopics is now read in several European countries, this gives us a unique opportunity to exchange information between countries.



Hennie Kramer—
Secretary Accounting Department
Joined Tektronix 16-7-62

Cor de Boer—
Assistant personnel manager
Joined Tektronix 25-7-66

They were married in the Town Hall, Akkrum on 21st December, 1967. The reception was held in restaurant 'Tropenfauna' in Heerenveen.

In place of the small ads.. we are therefore running an Exchange feature. Here we shall publish details of employees of any Tektronix company who wish of exchange stamps, coins, tape recordings, or just correspondence with employees in other locations.

Just drop a line to Tektopics, your representative is listed on page 12, and give your name and home address, your department at Tektronix, your age, and the type of exchange in which you are interested.

The following staff in Guernsey wish to exchange correspondence, tapes, etc., with overseas Tektronix staff :—

CORRESPONDENCE

Name and Address	Age	Department
Pam Lohmeier Elmswood, Saumarez Road, Castel.	30	Unit Wiring
Jocelyn Brehaut Flat 12, VW House, Glatigny Esplanade, St. Peter Port.	24	Unit Wiring
Sharon Hughes c/o Mr. and Mrs. Wiseman, Ceres, Rue du Gele, Castel.	17	Unit Wiring
Ann Capener c/o Mrs. Shaw, Oberlands, St. Martin's	29	Unit Wiring
Betty Scott c/o Miss Minerol, 9 Paris Street, St. Peter Port.	20	Unit Wiring
Beryl Diamond 55, Mount Durand, St. Peter Port.	30	Kit Prep.
Sandra Le Galloudec 46 Old Mill, St. Martin's.	20	Cables
Janet Dunning 12 Millbrook Estate, St. Peter Port.	16	Cables
Ann Lorcet Oakley Place, Pont Allaire, Vale.	19	Cables

Wendy Norman 'Farras House', Rue des Farras, Forest.	16	Cables
Martyn Mann Seaview, Bailiff's Cross, St. Andrew's.	18	Cables
June Le Noury Boullion Cottage, Richmond, St. Saviour's.	17	Unit Wiring
Carole Hunt 10 Route des Coutures, Saints Road, St. Martin's.	17	Unit Wiring
Shirley Taylor La Vallee, Havilland Vale, St. Peter Port.	21	Unit Wiring

TAPES

Keith de Jersey Montrose, L'Erce, St. Peter's.	21	Cables
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COINS

Bill Exley 'Aysgarth', La Villiaze, St. Andrew's.	30	Test
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STAMPS

A group of ardent philatelists at Tektronix Ltd., Guernsey, wish to exchange stamps with any interested parties in Europe.

These exchanges can be arranged on one or more of the following systems :—

1. Exchanging 'one for one' of stamps from Guernsey and U.K. for those from named countries. No limit to numbers of each value and variety.
2. Specialised exchange between collectors of definite wants.
3. Simple retention of incoming mail envelopes with stamps attached. This system can be operated by non collectors and simply entails the placing of unwanted stamps at the end of each day into a parcel and sending it—say once a month—to Guernsey by the cheapest method available.

Please address enquiries to Roy Perry or Jon Horner, Tektronix Ltd.

Résumé

Nous sommes heureux de saluer nos amis de R.T.I., en France et d'introduire ce numéro de notre gazette Tektopics.

La participation de Tektronix aux Jeux Olympiques de Grenoble fait l'objet d'un article en page 10 par Jean Roche du bureau de Lyon. Inclus dans ce numéro vous trouverez quelques détails concernant le transfert de R.T.I. dans ses nouveaux locaux à Courtaboeuf ainsi qu'une carte avec les coordonnées de R.T.I.

La couverture de ce numéro est une reproduction de la photographie gagnante du premier prix dans un concours organisé par Tektronix Holland N.V.

L'éditorial passe en revue les activités de Tektronix en Europe depuis 1958 et souligne que l'aspect le plus important de la co-opération entre les succursales de Tektronix est dans l'étroite collaboration des différents centres de production pour assurer un produit uniforme et d'observer vis-à-vis du client une approche standard.

Sont inclus dans la section "People and Places" un article sur la visite à Guernsey de Sir Stanley Rous président du F.I.F.A., un commentaire sur le changement qui a eu lieu au département d'enseignement de Tektronix Ltd., et la description du voyage par route jusqu'en Australie effectué par le mari d'une employée de Guernsey. Nous nous ferons un plaisir de publier dans de prochains numéros toute histoire que vous nous soumettez.

Marie Dominique Tilly a gracieusement accepté de traduire tout commentaires que vous voudriez bien lui soumettre et de nous les faire parvenir.

Page 4 est consacrée aux activités prenant place à Guernsey.

Le judo est un sport très favori ici et l'article en page 4 le décrit en détails. Toujours sur la même page vous pourrez lire comment s'est déroulée la journée ou Tektronix Holland a ouvert ses portes au public et aussi comment leur deuxième équipe de volley ball a gagné sa première victoire.

Résumé - suite de la page 11

Des soirées dansantes furent organisées pour les employés et leurs amis en Hollande, à Londres et à Guernesey pour la Noël.

Nous décrivons en page 7 l'expansion de Telequipment à Londres ainsi que quelques mots sur les changements à prendre place dans l'organisation du Field Engineering et de l'enseignement à Tektronix Limited.

Les informations concernant les activités de l'International Dept., à Beaverton ainsi qu'une photo de ce département se trouve en page 8. En même page se trouve une vue aérienne de Tektronix U.K. Ltd., à Harpenden, Angleterre ainsi qu'une photo du directeur, Harry Sellers conversant avec Maurice Lihou (Tektronix Ltd.) à Guernesey.

Page 9 contient des photos des directeurs de nos succursales en Europe qui se sont réunis à Guernesey pour discuter du plan d'action des ventes pour l'année à venir ainsi qu'ils le font tous les ans. Nous avons publié votre recette "bananes tropicales" avec la conviction qu'un plat si délicieux fera plaisir à nos employés.

Comme mentionné en page 10 les Jeux Olympiques d'Hiver ont attiré beaucoup d'attention ces dernières semaines. C'est avec plaisir que nous félicitons ces sportifs spécialement Jean-Claude Killy qui a gagné pour la France 3 des 5 médailles d'or.

La Page 11 contient une nouvelle rubrique sous le titre "Echanges". Si parmi vous se trouvent des employés s'intéressant à l'échange de timbres poste, pièces de monnaie ou bandes magnétophones etc., vous pouvez le faire par l'intermédiaire de Marie Dominique ou en écrivant directement à une des personnes dont le nom est donné en page 11.

Inhoud

We willen graag van deze gelegenheid gebruik maken om de werknemers van Tektronix Holland te begroeten en het tijdschrift Tektopics bij u te introduceren. Zoals u op de foto's kunt zien is er heel wat nieuws uit Heerenveen.

De reproductie op de omslag van dit tijdschrift kreeg de eerste prijs in een foto wedstrijd gehouden in Heerenveen. Het plan is, in de volgende uitgaven van het tijdschrift, foto's te tonen van verschillende Tektronix fabrieken in Europa.

Op blz. 2 ziet u een overzicht van Tektronix European Operations vanaf 1958 vervolgt met een belangrijk punt nl : De goede samenwerking, tussen de verschillende fabrieken, die nodig is om tot een zo groot mogelijke gelijkheid der produkten te komen, en de noodzaak de klant altijd gelijk te behandelen, waar of wanneer dan ook.

Het artikel "Mensen en Plaatsen" gaat over een bezoek van Sir Stanley Rous, de president van de FIFA, aan Tektronix Guernsey; de reis van Jan Gielisse en gezin naar Beaverton en het Verhaal over een reis overland naar Australië gemaakt door de echtgenoot van een der Werkneemsters in Guernsey. Wanneer iemand een interessant verhaal of iets dergelijks weet, schrijf het dan op en geef het aan Matt Linn. Die zal het gaarne aan onze doorgeven en wij zullen het met plezier in ons tijdschrift afdrucken.

Pagina 4 wordt met Guernsey topics gevuld. De tekeningen laten een plan zien voor een club huis op te richten door de personeelsvereniging en sport club. Judo is een populaire sport hier in Guernsey en het artikel op pag. 4 licht dit verder toe.

R.T.I. in Parijs gaat zijn kantoren in 1969 naar een plaats 50 km zuidelijk van Parijs overbrengen en het model op pag. 5 geeft u hiervan een overzicht.

Er staan op deze pagina twee berichten uit Heerenveen; Ten eerste : het succesvolle "open huis", met foto, tot in details uiteen gezet. Ten tweede : Volleyball. Naar het schijnt is did een populaire sport in Heerenveen. De Tektronix 2 team behaalde kort geleden hun eerste overwinning. We vragen ons af hoe het sinds dien met hun gegaan is.

Rond kerst waren overall dansavonden georganiseerd voor werknemers en vrienden, zowel in Heerenveen als in Londen en Guernsey. De verrassing van de avond in Heerenveen was de aankomst van twee pasgetrouwde paartjes, die nog even mee kwamen genieten. Beide bruidjes waren Tektronix Werkneemsters. Op pagina 7 staat een beschrijving over de uitbreiding die plaats vond bij Telequipment in Londen. Bovendien willen we vermelden dat twee Amerikaanse studenten, waarvan een uit Oregon, een maand bij Tektronix Holland hebben gestudeerd.

Enkele veranderingen in de Europese verkoop en opleidingsmogelijkheden worden ook op deze pagina beschreven. Op pagina 8 geven we enkele informatie omtrent veranderingen in het International Operations in Beaverton. De foto werd in het nieuws operations centre gemaakt. Verder is er een lucht foto van Tektronix U.K. Ltd. in Harpenden, England, en onder aan de bladzijde is een foto van Harry Sellers, Tektronix U.K. directeur, in gesprek met Maurice Lihou van Tek Ltd. in Guernsey.

Het Europese Operating Plan is op pag. 9 beschreven met enkele foto's van de managers die aanwezig waren op vergaderingen om het plan te bespreken, hetwelk jaarlijks hier in Guernsey plaats vindt.

Sommigen van u willen misschien het recept, wat wij voor u overnamen van "Gazette R.T.I.", uit proberen.

De Olympische winterspelen in Grenoble brachten, groots opeuzette, T.V. reportages over de gehele wereld, en onze foto laat Tektronix type 526 Vectorscopes en type 529 Waveform Monitors zien, in gebruik bij een Amerikaanse televisie maatschappij. Nederlandse deelnemers hebben het heel goed afgebracht in de Spelen. Ze sleepten negen medailles in de wacht en wel 3 goud, 3 zilver en 3 brons.

Ten slotte dan pagina 11. Zoals u zult zien beginnen we een nieuw artikel in dit tijdschrift, een zogenaamde uitwisseling. Als er iemand is die een correspondentie vriend (in) zoekt, postzegels en munten wil ruilen of tape-opnamen wil uitwisselen, schrijf dan naar een van de mensen voorkomende op pag. 11 of neem contact op met Matt Linn.

Wij danken Matt Linn voor zijn goede werk gedaan met het verzamelen van materiaal voor dit blad.

Tektopics verschijnt iedere twee maanden. Wanneer iemand een goed idee voor een artikel of een verandering in de opzet wil voorstellen laat ons dat dan even weten.



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