

Gates Radio Company, Quincy, Illinois

GATES INTERCOM

September 16, 1964

THANK GOODNESS -- Several have inquired about the Intercom! When are we going to receive another Intercom? That is a question we have heard several times recently -- and it is nice to know we are missed!

For the information of new employees, the Intercom is the company house organ, published by the Personnel Department. It is for employees and their families, and if you have any news items, suggestions for improvements, etc., please pass them on to Personnel.

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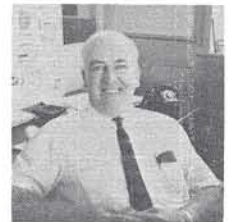
NEW EMPLOYEES: Let's get better acquainted with some new people. Many of you have met these men, but we feel we should go back several weeks to make sure everyone is acquainted.



Let's introduce J. G. Baker first. J. G. joined the company March 23 in the Audio Section of Engineering. A graduate of Vanderbilt University, he came to us from General Electric in Decatur, Illinois.

In addition to his engineering talents, J. G. is a musician and an actor. He has joined the Quincy Symphony and the Quincy Civic Band. He also has been in some of the Little Theatre productions this summer. Perhaps all of these activities keep J. G. too busy to let some scheming female catch up with him -- for he is still a bachelor.

Richard R. Hayes joined the UHF-TV Section of Engineering on April 13. Dick also came to us from General Electric, but he had been located in Syracuse, New York. He has been the owner and manager of two different business firms in San Antonio, Texas, both in the communication industry, as well as having spent several years with Radio Station KMAC in the same city, where he served as Chief Engineer. He and his wife, Barbara, are living in the Four Court Apartments on State Street.



Here's another bachelor -- John McNeil who joined Gates as Administrative Engineer on April 27. John received a Master's degree from the University of Indiana and spent two years with the University in research work. He then joined Collins Radio Company in Cedar Rapids, where he gained much engineering administrative experience. John has had several papers published and does a great deal of speaking before professional groups.

We understand he likes to hunt, and can think of no better way to spend a vacation than Polar Bear hunting in Alaska. Do you suppose the reason he is single is because he has been trying to convince some girl a Polar Bear hunt in frozen Alaska is the way to spend a honeymoon!

Robert C. Newth joined Gates on May 11 as Sales Promotion Manager. Bob came to us from the U. S. Air Force where he had served as a Captain at Turner Air Force Base in Georgia. He received his Bachelor of Science Degree from the University of Illinois School of Journalism in 1959. He is an enthusiastic and competitive golfer, and participated in this sport during high school, college and military service. He and his wife, Sandra, and their two small youngsters live at 1206 Highland Lane.



Another former military man, John M. Halliday, joined our Accounting Department, June 25, as Staff Accountant. John graduated from the U. S. Naval Academy, Annapolis, Maryland in 1958. He spent 3 years with the Navy; much of this time in inventory control work. He then attended Harvard Business School in Brighton, Mass., where he received a Master's Degree in Business Administration prior to joining our company. Coming with Gates meant getting back home for John -- he was born and reared in Quincy. He, his wife, Layne, and their year-old son live at 1834 Kentucky.

MORE NEW EMPLOYEES:

Girls, you are really doing okay, for we are about to introduce you to another bachelor! He is Robert Jones, who joined the Audio Section of Engineering on June 29 as a Junior Engineer. Bob received a BSEE Degree from Indian Tech in 1961, and has worked the past 2½ years with CTS Corporation in Asheville, North Carolina. You can see from his picture that Bob is readily recognized by his plantation bow tie -- and he is also readily recognized by his southern charm. He claims he has always been so interested in working with electronic equipment and experiments that he hasn't had time for girls! Bet someone changes his mind sometime!



Charles "Chuck" Hamstra became a member of the FM Transmitter group in Engineering on August 10. Chuck received his BSEE Degree from the University of Michigan in 1960, and then joined the engineering staff of Collins Radio in Cedar Rapids, Iowa.

He has been active in a rifle and pistol target club in Cedar Rapids, and plans to transfer that interest locally. He and his wife, Beatrice, and their three youngsters are living at 13 Brennan Drive.

On August 17, Joseph W. Sutcliffe joined the company as Chief Industrial Engineer. He has attended Coe College in Cedar Rapids, and received a degree in Industrial Engineering from the State University of Iowa in Iowa City. Joe came to us from Midland Manufacturing Company in Kansas City, Kansas where he was Manufacturing Manager.

He and his wife, Corrine, are currently looking for a home in Quincy for their family, which also includes a 6-year old son.



Tom Parrill became a member of the Government Contract section of Sales on September 2. Tom has been a member of Collins Radio Company where he worked in the Government Contract Department, and he has also done Military Contract work with ITT Federal Labs in Ft. Wayne, Indiana. He received his BS Degree in Business Administration from the John Carroll University in Cleveland in 1958.

Tom, his wife, Barbara, and their two small children have already located a home on South 36th Street, and have moved in.

WELCOME -- EVERYONE -- it is nice to have you with us. Several other new people have joined our company during the spring and summer months. We won't attempt to list all names here because it would take a great deal of space. We want to welcome all new comers to our company -- it is nice to have you with us.

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ODDS BEATER: On August 24, Larry Sloniger joined the training area at the Vermont Street Plant. He was assigned the payroll number of 1964. Now at first this seems like a pretty ordinary number -- but it really isn't. How many other Gates employees have the same clock number as the year of their starting with the company? Our company was established in 1922 -- so you can see how Larry has quite a distinctive number. This causes us to wonder -- does anyone have a clock number that is the same year as their year of birth? If so, let us hear from you.

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CIVIL RIGHTS LAW: Several have asked what the new Civil Rights Law means to Gates Radio Company. The law states that it is a ban on discrimination applying to all elements of the employer-employee relationship; hiring, firing, wages, terms, conditions or provisions of employment. An employer cannot, because of race, color, religion, sex, or national origin, (1) fail or refuse to hire an individual, (2) discharge or otherwise discriminate against him, or (3) limit, segregate or classify employees in any way that would deprive them of employment opportunities or adversely affect their status as employees.

Our company has long been in conformance with this new law. In fact, it has always been the policy of Gates Radio Company to interview all people, regardless of race, creed, color, or national origin, and to hire strictly according to the best ability to fit the position open.

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DAVID BERGSTRASSER WINS GATES UNIVERSITY OF ILLINOIS SCHOLARSHIP:

The University of Illinois Scholarship Committee has announced that David Bergstrasser, son of Mr. and Mrs. Arnold Bergstrasser, 11 Hawthorne Hill, Quincy, has won the Gates Freshman Scholarship in Electrical Engineering, for the 1964-65 school year. Dave is a '64 graduate of Quincy Senior High School.

This is the first year for our Electrical Engineering Scholarship at Illinois, and it is a further extension of the company and corporation's interest in the promotion of better education. This new \$1,200 scholarship provides \$300 cash to one member of each of the four undergraduate classes. A Freshman applicant must have been in the upper 25% of his or her high school class, and an applicant for the Sophomore, Junior, or Senior Scholarship must have maintained a 3.750 grade average (out of 5.0). Anyone winning the Freshman Scholarship will have a good chance of having it renewed through the Senior year, provided the individual's grades are maintained at the 3.750 average or higher.

The University of Illinois will process all applications and will make the award decision according to established university scholarship regulations. Preference is to be given to a son or daughter of a Gates employee, second to a resident of the Quincy area, and third to a student specializing in communications. If a suitable candidate is not available from the first two groups, the university will grant the award to students from other areas.

The University of Illinois has announced that James T. Ganley, Willow Hill, Illinois has won the Gates Sophomore Scholarship; Larry E. Eilts, Hopedale, Illinois, the Junior Scholarship; and Ernest L. Brewer, Flora, Illinois has won the Senior Scholarship for the 1964-65 school year.

In addition to this new Electrical Engineering Scholarship, Gates has helped promote Harris-Intertype Corporate Scholarships since becoming a subsidiary in 1957. Pictured here with Roger M. Veach, Director of Personnel, are David Bergstrasser on the left, and in the back, Gary Vollbracht, Paul Vollbracht, and Clyde Jenkins, who are all working with Gates on a Co-op program while attending the University of Cincinnati.



Gary and Clyde won a \$1,200 Freshman cash scholarship sponsored by Harris-Intertype at the University of Cincinnati in Mechanical Engineering. On the Co-op program, these students attend school for 12 weeks and then work for 12 weeks for a 5-year period.

For years Harris-Intertype has been a leader in promoting scholarships in the Graphic Arts Industry and we are proud to have been able to add the Gates Electrical Engineering Scholarship to the long list of corporate scholarships available. Even though this is the beginning of a new school year, it is not too early for Seniors, or Juniors, to inquire into the available scholarships in Graphic Arts, Mechanical, or Electrical Engineering. Anyone interested should contact Rog Veach in the Personnel Department.

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ANOTHER BOWLING SEASON is in full swing with a lot of enthusiasm and interest being shown by everyone. Our 8-team Gates Men's League bowls every Monday evening at the Tangerine Bowl -- we are certain they would be happy to have spectators to cheer them on. Earl Stevens is president of our bowling league, with Dean Niederhauser as Vice-President, and Ray Doellman, Secretary-Treasurer.

Steve tells us that they are working up 6-men teams, so if someone cannot bowl, the sixth man can take over for that particular night. Anyone interested in joining a team should contact Steve. He will do his best to work everyone into the league.

Three Gates sponsored girls' teams are bowling -- each in a different league. It is encouraging to see more interest with the ladies -- and if this interest continues to grow, perhaps we can have a Gates Girl's League at some future date.

We'll have more reports on our bowlers as the season progresses, and the race for individual and team honors progresses.

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KEEP-UP-DATE: With the recent beneficiary form mailing to those employees who have a credit in the Gates Employees Profit Sharing Plan, it is a reminder to all of us of a very important matter that we should make certain is UP-TO-DATE.

This form states -- "I hereby designate the following beneficiaries to receive such sums as may become payable IN THE EVENT OF MY DEATH."

THE EVENT OF MY DEATH is not a popular subject -- too often we try to ignore it. However, it makes good, common sense to be certain our beneficiaries are UP-TO-DATE so if your company should have to refer to YOUR FILE in the EVENT OF YOUR DEATH -- any sum due from Profit Sharing or Group Insurance, would be paid according to your personal desires.

SITUATIONS CHANGE -- people get married -- they have children -- they list wives and husbands -- and children -- on beneficiary forms -- and -- sometime in the future some of these families have more children. And, those children may not have been added to the beneficiary form.

Many of the Profit Sharing forms have been returned with children listed as secondary beneficiaries. This is fine -- but -- we know some of these families will have more children as the years pass. **LET'S BE CERTAIN OUR UNBORN CHILDREN ARE ADDED TO OUR BENEFICIARY FORM** when they do arrive. How sad it would be if your company were faced with having to leave off the youngest child, or children, just because mom or dad overlooked adding them to the list of beneficiaries.

SITUATIONS CHANGE -- sometimes people are divorced -- some remarry -- stepchildren can enter the picture -- sometimes someone may become completely irresponsible with money -- a hundred-and-one situations that are personal and strictly your business can develop (situations that are not really so unusual) -- so it is important we **KEEP-UP-TO-DATE** with our beneficiaries to take care of our family needs and circumstances.

DO NOT BE SHY about changing your beneficiary to fit **THE NEEDS OF YOUR FAMILY** -- **YOUR PARTICULAR SITUATION**. Contact the Personnel Department at once if you wish to review your beneficiaries or wish to make a change to keep UP-TO-DATE.

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HAVE YOU RETURNED YOUR PROFIT SHARING BENEFICIARY FORM? If not, complete it carefully, sign it, have your signature witnessed by a disinterested person, and return the form to the Personnel Department right away. This could be most important to your family.

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GATES LIVE WIRES: Last spring Jim Wells, Dept. 22, and his wife paid a visit to a "practice" their son, Jimmy, was attending daily -- and found the "practice" consisted of a group of boys playing baseball, the best they could with no help or supervision. The next day Jim made a call to the personnel department and found a sponsor for a Little League Baseball Team. Jim had the players, the players had the enthusiasm and spirit, and Gates Radio Company was the sponsor.



From this, two other dads joined the effort and the men guided the practice sessions, and helped the boys develop a team. Since games are played during the day, Jim's wife, Nancy, took over the managerial duties during game time. When the season closed, the Live Wires had an impressive 9-4 record, and finished second in their division, consisting of 8 to 10-year old boys.

They are, pictured from 1 to r, front row, Danny Henke (bat boy), Mike Hoener, Danny Kayser, Jimmy Wells, and Dick Deters. Second row, 1 to r, Jimmy Russell, Jimmy Hoffman, and Gary Mahsman.

Third row, 1 to r, Don Henke, Danny Cook, Jack Klues, Terry Kistner (Terry made the All-Star Team) and Steve Blivens. Back row, coaches, John Duesterhaus and Wayne Steinkamp. Randy and Mike Grant were not present when the picture was taken.

Congratulations to the Live Wires, for a job well done.

GATES RADIO COMPANY RETIREMENT PLAN			
BENEFICIARY DESIGNATION			
THE NATIONAL CITY BANK OF CLEVELAND, TRUSTEE			
As a participant in the above mentioned Plan I hereby designate the following beneficiaries to receive such sums as may become payable in the event of my death:			
(1) The following primary beneficiary:			
NAME	RELATIONSHIP TO PARTICIPANT	CITY	STATE
(2) If the primary beneficiary is not living at the time of my death, then:			
(a)	NAME	RELATIONSHIP TO PARTICIPANT	CITY STATE
(b)	NAME	RELATIONSHIP TO PARTICIPANT	CITY STATE
(c)	NAME	RELATIONSHIP TO PARTICIPANT	CITY STATE
In equal shares to each of them or one living at the time of my death.			
Date	19		
SIGNATURE	PARTICIPANT		
<p>EXPLANATION</p> <p>As a participant in the above Plan you have the right to name the person or persons to whom benefits shall be payable in the event of your death. If no beneficiary is named by you, or if none of the beneficiaries designated by you are living at the time of your death, the death benefits, if any are available, will be paid to a member of your immediate family or to the executor or administrator of your estate, as the Administrative Committee may direct.</p> <p>For your convenience in indicating your choice of beneficiary you are requested to complete this form. It should then be returned to the Personnel Department for transmission to the Administrative Committee. This form is one which usually meets the needs of participants. If its completion does not suit your wishes in designating beneficiaries, you may also lines (1) and (2), to meet your specific needs. Any designation of beneficiary that you make on this form may be changed or revoked by you at any time by writing to the Personnel Department, for transmission to the Administrative Committee.</p>			