

GATES INTERCOM

PUBLISHED BY AND FOR THE EMPLOYEES OF GATES RADIO COMPANY
A DIVISION OF HARRIS-INTERTYPE CORPORATION

JANUARY, 1969

Christmas at Gates



The Gates Christmas Holiday started Friday, December 20, with an all-employee dinner at the Holiday Inn. No Christmas party is complete without Santa Claus. He is shown here with three of his favorite "kiddies."



Nibs Jochem, Vice President Engineering, and Ray Swanson, Mechanical Engineering Section Manager, each attempted to wear the brightest tie. Wish this picture could be in color! They were both real beauties! (The ties, we mean.)



Sandy Porter, Sales, and Bob Allensworth, Floor Assembly, are all smiles as they collect their gift and start the long 5-day Christmas Holiday. A turkey or popcorn popper added to the pleasure of the Christmas Season for Gates families.



Roger M. Veach, Director of Personnel, handled the arrangements for the dinner. Bert Phelps provided music during lunch time, and accompanied the singing of Christmas songs, led by Rog. How about a solo next time, Rog?



We were pleased to have some retired employees with us. Turk Hill, Al Mann, Cecilia Fisk, Carl Smith, and Frank Brown were on hand bright and early.



Marilyn Stieghorst, Floor Assembly, and Mary Maynard, Fabrication, have forgotten to count the calories. Oh well, Christmas comes but once a year.



How did Gilbert Allen, Foreman Stock Department, and Harold Hibbard, Fabrication, manage to be the only men sitting with all those girls? Smart move, men!



A steady flow of people, well planned serving lines, and the gaily decorated ballroom of the Holiday Inn provided the setting for a very enjoyable Christmas party. A buffet menu featured fried chicken and roast beef with all the trimmings. Platters of Christmas cookies served as tasty decorations for the tables.



Lawrence J. Cervone, Vice President-General Manager, delivered a short message and introduced our plant foremen, from l. to r.: Robert Strode, John Beckgerd, Omer Walton, Robert Bonness, Mr. Cervone, Larry Schleppehorst, Gilbert Allen, Earl Ryther, James Rhodes, and Robert Bangerf. His Christmas greeting closed the program.



AFTER 46 YEARS

As your company celebrates its 47th anniversary, this may be a good time to reflect on our growth, our overall company strength, and the progress of our people.

Our strong industry position is based on several important and fundamental company characteristics:

1. Over a period of many years we methodically planned and developed a wide product line, which now enables us to supply a complete package of equipment to meet the total needs of AM and FM broadcast stations worldwide.
2. We shaped our business to serve a large number of commercial customers, and we are not dependent on heavy government purchases to provide work and jobs for our employees.
3. By setting high standards, we have attracted employees of top quality with high skills in all areas of our business.
4. Our products are high in technology and serve a growing need. As a result, employment at Gates, in general, has been very stable and not subject to the layoffs and ups and downs in work that is common to industries making consumer electronic products, or those dependent on government contracts.
5. So that we could have funds available to buy new machinery, develop new products, and reinvest in the business for growth, our operating objectives have been geared toward making a fair profit for the business each year.

As the business grew, Gates' employees benefited by the job security and progressive personnel policies initiated voluntarily by the company. We never believed a union necessary at Gates, as more often than not our company has led the community in putting into effect progressive wage and personnel policies. A fine paid vacation policy, a good insurance program with major medical benefits, our unique profit sharing and retirement program with 100% of the contribution made by the company, a modern air-conditioned Quincy plant, excellent working conditions, a liberal personal and sick leave program, free coffee and paid rest periods, and many other benefits have all been established voluntarily by the company. And these benefits are analyzed on a continuing basis. In fact, a new depth study was undertaken last fall, and several recommendations were made to make our total program even more attractive.

In addition to the many benefits, Gates reviews its wage pattern regularly with the consistent objective of providing rates equal to or better than area averages. Our wage program is progressive, and one must always keep in mind the profit sharing and retirement entry, which is determined by the company's profitability and is a direct result of the teamwork and flexibility which makes for better profits.

It also is important to mention the company's dedication to an open two-way communications program between the employee and his supervisor, and the continuous on-the-job training. Sometimes we overlook job skill progress through in-house training. One example might be technicians who started as wiremen and were trained to test broadcast equipment, and later acquired new talent to test more complex SSB products. In the near future others will be increasing their skills as we introduce sophisticated television products. With new products, more valuable skills will be acquired by employees in all areas.

Many of our employees also take advantage of the Gates' educational sponsorship program which permits them to improve their skills and knowledge, with half the cost paid for by the company.

Why have we always moved forward, not only in new machinery, new methods, and new products, but also in progressive employee programs? It is because your company wants to be a leader in its field, and a leader in the community — and we want our employees to be equally strong in their own areas.

Now, after 46 years, we can look forward to continued progress, because Gates is dedicated to the concept of maintaining a company strong in the market place, strong in new products, and strong in its communications and relations with all employees. No union can provide these things. But by continuing to work together, we can move forward in our common interest to build a larger company for more challenging jobs and the personal security that comes from being part of an organization built on teamwork.

Lawrence J. Cervone

Warsaw Junior High Group Visits Gates Plant



Shown above are members of the Orientation Occupations Program of the Warsaw, Illinois Junior High School who visited our plant recently. These Junior High Students visited several firms in Quincy to gain information and knowledge about future job opportunities.

Helen LeMaire, 8th Grade instructor, and Louren Mitchell, Agriculture Occupation Instructor, are shown on the right. Robert Bonness, John Beckgerd and Robert Strode, Gates' Foremen who conducted the tour for the group, are pictured on the left.

Personnel Department Move

In order to serve Gates people more efficiently, Roger M. Veach, Director of Personnel and Public Relations, and his secretary, Virginia Linquist, have recently moved to the 30th and Wisman Lane building. Their new offices are located next to the multi-purpose room.

The Employment Office and Office Service area will remain at 2nd and Hampshire, where Robert T. Fluent, Assistant Personnel Manager, his secretary, Sandy Voshake,

Marian Bross, Insurance Clerk, and Ruth Snowhill, Personnel Assistant, have re-arranged their quarters.

Office Service personnel, Fern Kesterson and Hope Wells, will remain at 2nd and Hampshire. Clarice Bless, Office Services, who has been the only member of the department at 30th Street, will remain in her present location.

All Gates people are invited to stop by the Personnel Office, at either location, at any time.

Lawrence F. Poor Retires



Larry Poor, Shipping, was presented a gift from his co-workers by Earl Ryther, foreman, on December 31 as a memento of his retirement. This represented a second important retirement for Larry as he joined the company on July 14, 1952 after serving in the United States Navy for 29 years.

He and his wife, Mildred, are going to continue their activities in the Salem Evangelical Church of Christ, where Larry currently serves on the Board of Directors. They are also active in the various functions of the Masonic Lodge. Plans for the near future include a trip to California to visit their grandchildren.

We'll all be looking forward to visiting with Larry at future company functions.

SERVICE AWARDS



20 years
Eugene Crosson
Small Lots



20 years
Richard L. Walz
Engineering



20 years
Joseph E. Fahey
Maintenance



15 years
John F. Eliason
Purchasing and Planning



15 years
Roger L. Newell
Test



15 years
David R. Sprague
Stock



15 years
Clara Taylor
Sales



15 years
Hazel Kinder
Engineering



15 years
Peggy Peters
Sales



15 years
Yvonne White
Specials



15 years
Jeanette Blake
Production



15 years
Charles V. Otte
Purchasing



10 years
Robert S. Bush
Engineering



10 years
C. V. Clarke
Engineering



10 years
Edna Haxel
Sales



5 years
Ronald K. Wheelock
Small Lots



5 years
John W. Clark
Fabrication



5 years
Bette Sue Meyer
Industrial Engineering



5 years
Wanda Balsar
Engineering



5 years
Georgia Vaughn
Power Bench



5 years
Helen Vaughn
Fabrication



1 year
George Stephenson
ATC



1 year
Robert Hogelund
ATC

Welcome to our new people. Those pictured here joined us in September and October, 1968.



1 year
Everett R. Lowder
District Sales Manager



1 year
Carl A. Fosmark
District Sales Manager



James A. Aurand
Engineering



Janet Cason
Industrial Engineering



Richard Donhart
Small Lots



Mary Lopez
ATC



Robert Heaton
Test



Kathryn Walker
ATC



Barry Conder
ATC



Erich Schmidt
Data Processing



Marilyn Sloan
ATC



Sally Stuart
ATC



Jill Wegs
Data Processing



Robert Ward
Maintenance



Thomas Herrick
ATC



Sandra Boulware
ATC



Belinda Baker
ATC



Cheryl Bresney
ATC



Phillip R. Harper
ATC



Donna Barth
ATC



Roger Studer
ATC



Paul Dillow
ATC



Margaret Rettke
ATC

Gates People Honored Dale Carnegie Graduates



Ray Doellman



Harry Cline



Glenn Godding



Ken Robertson

Many Gates people have taken advantage of the company's Educational Assistance program over the years and have participated in the Dale Carnegie Communication and Leadership Course. Some of these people have been honored by being chosen as Graduate Assistants for the next class.

Ray J. Doellman, Engineering; Harry E. Cline, Sales; Glenn W. Godding, Industrial Engineering; and most recently, Kenneth E. Robertson, Industrial Engineering, have been chosen by their class and the instructor, as Graduate Assistants. The Graduate Assistant works closely with students and helps the Instructor in many phases of class work.

There are a great variety of self-improvement courses available through correspondence schools, Adult Education at Senior High School Quincy College, VERB, and through other educational sources. Any Gates employee desiring information about the company's educational assistance program should see their supervisor or the personnel department immediately.



Wedding Bells

**Sandy Altrogge Weds Spec. 4
Michael E. Voshake**

Sandy Altrogge, secretary to Assistant Personnel Manager Robert T. Fluent, was married December 21 to Michael E. Voshake in a Nuptial High Mass at St. Peter's Catholic Church.

Sandy joined the Personnel Department in June 1966 after graduating from Notre Dame High School. Mike attended Quincy College and is currently a member of the United States Army. He has been studying electronics at Ft. Monmouth, New Jersey, and has recently received orders for duty in Vietnam.

Congratulations to Mr. and Mrs. Voshake, and best wishes for a happily married life.

New Gates Catalog of Broadcast and Communications Equipment



This new 240 page catalog, a handy reference manual of all Gates' broadcast and communications equipment, has recently been mailed to thousands of customers in the United States and overseas.

Get Well Quick

These Gates people are "under the weather" and everyone hopes they have a speedy recovery.

Kathryn Roan, Small Lots; and Frances Wyckoff, Power Bench, have been hospitalized because of falls on the ice. Richard Donhart, Small Lots, is recovering from a tonsillectomy. Vincent Moore, Production Test, is recuperating at home after being hospitalized, and June Thomas, Fabrication, reports she has about recovered from her recent illness.

It is good to see Everett Jones, Floor Assembly, and Charlotte Maddox, Small Lots, back on the job after recent hospitalizations.

Bulk Rate
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1110 S. 19TH ST.
QUINCY, ILLINOIS 62301

GATES RADIO COMPANY
123 Hampshire Street
Quincy, Ill. 62301
Return Requested

School Bond Issue

Quincy residents will be voting on a school bond issue Tuesday, February 25th. The polls will be open from 6 A. M. to 7 P. M. in all the elementary schools.

After four years of study, the board of education is convinced that NOW is the time for Quincy to build a new middle high school for Grades 9 and 10 and a new elementary school at 48th and Maine. Enrollment in schools have soared 20% since 1960, with a steady growth forecast for the future. Did you know there are 23 elementary rooms and 10 special education rooms classified as "poor" or "inadequate?" Also, new state laws concerning safety of students, and the new classes necessary for special education, make expansion a necessity. We are already using janitor rooms, closets and wardrobes for music, speech correction and special education.

Additions to present old buildings do not make sense economically. Enlargement of the present Junior and Senior High buildings, in addition to being expensive, would mean a school too large for anyone's comfort, pupils or teachers. There is space available for the building for grades 9 and 10 near the present Senior High, meaning they could share the gymnasium and other facilities. The school board already owns the property at

48th and Maine, and students would be bussed there, to relieve the overcrowded schools at Emerson, Madison, Monroe, Highland-Riverside, Ellington and Adams.

The school district is legally allowed indebtedness of \$11,107,367. Since we now owe only \$1,419,000, this presents a bright picture. Most people realize that Quincy's tax rate last year was the lowest of 30 downstate school districts of comparable size, with only a two-mill increase over the previous year.

Now, what will this cost you? The total of the bond issue is \$7,950,000. For each of us, this means a tax rate increase of 22 to 23 cents on each \$100 assessed value. To get right down to brass tacks, this means if the equalized assessed value of your home is \$10,000 (the value stated on your tax bill is \$10,000), the increase will be almost \$24.00, which is \$2.00 a month. This is less than a carton of soda pop a week. Can you spare it?

Can we be less far-sighted than those people during the depression in 1933 who thought enough of their children and the future generations, to build our Junior High, which has served us so well? Quincy has never turned down a major bond issue for schools. Let's keep up the good record, and put an X in the Yes square on Tuesday, February 25.

Sympathy

Edward W. Harris, a member of the Fabrication Department, died January 14, 1969 after an illness of a few months.

He joined the company August 17, 1961, and drove from Hannibal, Missouri daily to his position as a milling machine operator.

Everyone shall miss his quiet and pleasant disposition. We wish to extend our sincere sympathy to his wife and family.