

GATES INTERCOM

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

FEBRUARY, 1969

GATES BENEFIT PROGRAM IMPROVED



Al Pfaffe, Stock Department, is ready for his noontime meal. Bob Brown, Engineering, and Laura Pfaffe are shown in front of Al.



February 10 is Edna Howard's birthday and she was surprised and happy about everyone singing the "Happy Birthday" song to her.



R. B. Nickerson, Quality Control, is leading Sid Stribling, Production Control, to the serving line. It's nice to know that Nickerson didn't miss his lunch.



It's obvious Lawrence J. Cervone, Vice President-General Manager, was happy and enthusiastic about the news he had announced to Quincy personnel.

At a luncheon meeting held Monday, February 10 at the Starlight Terrace, an improved benefit program for Gates employees was announced to Quincy personnel by Lawrence J. Cervone, Vice-President - General Manager. A meeting was also held at the Ranch House Restaurant in Bloomington on February 18 with Robert S. Johnson, Manager, ATC Division of Gates, making a similar an-

nouncement to Automatic Tape Control employees.

Roger M. Veach, Director of Personnel, presented the details of the increased benefits at both meetings in the specific areas of Holiday Pay, Vacation Pay, Break Time, and several improvements in the Group Insurance Plan. The cost of group insurance will remain the same for employees even though the company must pay a

great deal more for the added benefits.

Mr. Cervone and Mr. Johnson both pointed out that Gates Radio Company has a progressive benefit policy, and that surveys are taken frequently to make certain our company maintains a strong benefit program.

Also included in the program was a sound slide film "New Dimensions in Communications."

A tasty luncheon, the attractive

surroundings of the Starlight Terrace and the Ranch House, and the announcements and program that followed, made these meetings most enjoyable for Gates employees.

A new **employee** handbook is being prepared which will be distributed to all Gates employees as quickly as possible. In the meantime, a summary of the Benefit Plan for Gates Employees is enclosed in this issue of the Intercom for your easy reference.



These Purchasing Department members, Charlie Otte and Art VandenBoom, must have been hungry!



Here's a group of "Chow Hounds." Swiss steak headed the menu, efficiently and tastily prepared and served by the Host Room.



FOCUS FOCUS FOCUS FOCUS

L. J. CERVONE

"THE INTERNATIONAL SCOPE OF GATES"

Maintaining a high level of export sales has always been a priority objective at Gates. Products built in Quincy find their way to every corner of the world. From Iceland to Macao, off the coast of China, our products fill important broadcasting or communications equipment needs. Millions of people on far off continents have heard their first radio broadcast or seen their first television program from stations using Gates' transmitters built in Quincy.

Here are some other interesting facts about our export business:

1. During the past six months 25% of Gates-made broadcasting equipment was shipped overseas. This high volume of export shipments reflects the great importance of overseas markets to our company's business.
2. Gates exports more AM, FM and audio broadcast equipment than any other U. S. manufacturer, and has for many years.
3. During the past year Gates' products were shipped to 70 different countries. Products made in Quincy and Bloomington found their way into almost two-thirds of the 120 countries represented in the United Nations.
4. Almost all of our high frequency broadcasting transmitters go overseas, as this band is not used for broadcasting within the United States. Every 100 kw broadcast transmitter, medium and short wave, which we built during the last two years, is in service in overseas areas.

For many years prior to 1965 the Far East, particularly Malaysia, Taiwan, Indonesia, and Korea, were important markets for Gates' products. Today, however, Japanese manufacturers such as Nippon, Toshiba, and Kokasai are supplying much equipment to broadcast organizations in this area.

Some reports indicate that Japanese-made broadcast equipment is good. However, in general, we can say that these transmitters are not as modern in circuit design, nor as compact or efficient as those made by Gates. One reason we have lost some market share in the Far East is because of the lower selling prices of Japanese products. This is due to the fact that the wage scale in Japan is much lower than here in Illinois. For example, electronics company employees in Japan earn about \$60 a month. This is quite a spread in comparison to the paychecks of Gates' people. Although wages in Japan are now rising, there is still a big spread, and the lower selling prices of Japanese broadcast equipment continue to cause us lost orders in these markets.

Balancing this, however, has been the continuing growth of broadcasting in other parts of the world. We have developed good demand for Gates products in areas such as Spain, Portugal, Mexico, Venezuela and Brazil, and we'll continue to concentrate on these areas.

To serve our overseas customers well, we must maintain flexibility in our engineering, manufacturing, and sales operations. In many parts of the world power systems generate 50 cycle current, and we have to make sure that equipment which we know is going to be shipped to a 50 cycle area does indeed have relays, transformers, and other frequency sensitive components designed for 50 cycle service. Markings on sub-assemblies and parts which are removed for shipment should be clear, so that our customer thousands of miles away can assemble the equipment properly. Our packing must be secure and designed to prevent damage as equipment going overseas is subject to rough handling at the piers, on steamers, and perhaps on poor roads. And, our sales people must be sensitive to the needs of our customers overseas.

It is vital that our company maintain a strong position in overseas markets, and to do this we have several unique assets at our disposal, including:

1. Strong technological leadership in product design.
2. A reputation for high quality identified with U. S. made broadcast products.
3. The highly developed marketing and business management skills possessed by U. S. industry.

Radio and television broadcasting is developing at a very fast rate in overseas areas. The opportunity to supply quality products to meet these needs represents one of the important growth potentials for our company, and becomes even more important as we expand our activities in communications and television. Our objective is to continue broadening the international scope of Gates.

Lawrence J. Cervone

Vice President-General Manager

Student To Soldier Service

by Dale Connor, Audio Section Manager

While in the service in Vietnam, Rodney Hinkamper found many servicemen were requesting musical entertainment that featured today's popular tunes and artists. Since this type of programming was not readily available, upon his return to Quincy in September 1967, Mr. Hinkamper decided to record this type of music on tapes and distribute them to the USO clubs in Vietnam. After several unsuccessful attempts to enlist professional help for this project, a group was formed from the radio staff and students of Quincy College, and the first recordings were made.

It soon became apparent the large number of tapes to be made would require special tape duplicating equipment to save the student's time and provide uniform recordings. Father Donald Werr, Vice-President for Public Relations, Quincy College, contacted N. L. Jochem, Vice-President of Engineering, Gates Radio Company, and arrangements were made to have a tape duplicator designed and built by Gates engineering personnel especially for this application. As an expression of wholehearted support for this project, Gates Radio Company contributed the engineering time of Jack Moulder, Dale Connor, and Wally Kabrick, and a considerable portion of the actual equipment.

The tape-duplicating system consists of a master tape recorder which is used to make or play back a master tape, and four duplicating tape recorders to provide four simultaneous recordings of the master tape, reducing the normal duplicating time by 75%. In addition, a Gates' M-6543 Solid State Limiting Amplifier was provided to automatically maintain uniform



Rodney Hinkamper is shown in the Control Room of WWQC, with the Gates Tape-Duplicating System in the rear. In his spare time he produces the programs and mails the tapes to various locations in Vietnam. A 1964 Quincy High School graduate, Mr. Hinkamper entered the U. S. Army in March, 1966, and received an honorable discharge in March, 1968, serving in Vietnam approximately one year. He is now employed by Arnold Sheet Metal and Heating Company.

recording levels. The entire system is mounted in Gates' new RAK-70 Rack Cabinet.

The base of operation for the Student to Soldier Service is Quincy College's student radio station, WWQC. Forty-five minutes of popular recordings are played every Sunday morning with added comments by a coed disc jockey. During this program a master tape is recorded, and then duplicated on the Gates system to provide sixteen copies to be distributed to all USO clubs in Vietnam, and three or four copies for other areas or individual requests.

Gates Radio Company is fortunate in being able to contribute to the efforts of Mr. Hinkamper, and the Quincy College students, faculty members and officials who have made possible this excellent personal contact service for our men in Vietnam.



Dale Connor, Audio Section Manager, Gates Radio Company; Alfred Fenske, Assistant Professor of Speech and Drama at Quincy College; John Petrik, a Quincy College Student; and Rodney Hinkamper listen as Jack Moulder, Gates Engineering Assistant, describes the operation of the recording decks in the Gates Tape-Duplicating System. Mr. Moulder was largely responsible for the design of this special equipment.

SERVICE AWARDS



20 Years
Robert J. Strode
Specials



15 Years
James L. Mayfield
Fabrication



5 Years
Hardin G. Stratman
Engineering



5 Years
Catherine Drummond
Fabrication



5 Years
Wilma White
Small Lots



1 Year
DeeAnn Connor
ATC



1 Year
Celia Kincaid
ATC



1 Year
Keith D. Ruppert
Engineering



1 Year
Jerry L. Thomas
Purchasing



1 Year
Charles E. McDonald
Fabrication



1 Year
Nicholas W. Kraft
Sales



1 Year
Alan D. Gow
Finance



1 Year
Jay Baxter
Finance



1 Year
James E. Briscoe
Sales



1 Year
C. William Meyer
Industrial Engineering



1 Year
Ronald K. Ancell
Engineering



1 Year
Jean Essex
Sales



1 Year
Glenn W. Godding
Industrial Engineering



1 Year
Cora Aman
Engineering



1 Year
M. William Massey
Sales



1 Year
Charles F. Newberry
Finance



1 Year
Raynold A. Swanson
Engineering



1 Year
Rodney G. Dopheide
Material Control

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



1 Year
Raymond J. Janssen
Industrial Engineering



1 Year
Robert J. Cason
Test



Robert Jones
Fabrication



Warren Lord
Fabrication



Dennis Rund
Sales



Dale Sanderson
ATC



Rex Humerickhouse
Industrial Engineering



Sterling Reames
Sales



Ruth McMillon
ATC



Janet Crummett
ATC



Elizabeth Bradford
ATC



Marilyn Wagner
Industrial Engineering



Audrey Wittler
Engineering



Lora Jones
Production Control



Donna Cantrell
ATC



Eugene Blum
Test



Robert Bousman
Sales



Christina Moncelle
ATC



David Orienti
Sales



Helena Dauma
Sales



Stanley Marquardt
Engineering

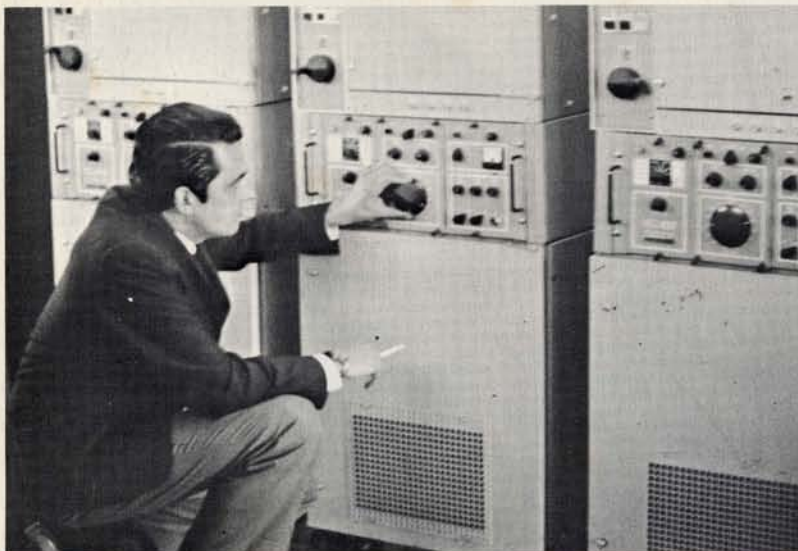


Wayne Hoener
Stock



Dwayne Willems
Engineering

Gates SSB Transmitter Installation in Chile



The above photo shows three Gates Model ST-3A SSB Transmitters located at the Chilean Air Force Base, Lo Prado, Santiago, Chile.

Engineer Augusto Geiger is tuning up the Gates SG-70 Exciter in this overseas installation.

Births

Congratulations to Mr. and Mrs. William Watkins on the birth of their first child, a daughter, Stephanie Lea, on February 4, 1969. Bill is a member of the Data Processing Department.

Mr. and Mrs. Eldon Davidson are parents of a son, Mark Todd, born February 14, 1969. Eldon recently joined our Shipping Department.

Sympathy

The entire company was shocked and saddened when Floyd F. Meyer, Fabrication, was fatally injured in an auto-train collision on February 4, 1969. He was on his way to work on the second shift when the accident occurred at 30th and Wisman Lane.

Mr. Meyer joined Gates Radio Company on November 11, 1968. He had been self-employed as an auto mechanic for several years, and also worked for Wright's Auto Parts prior to joining our organization.

Our sincere sympathy is extended to his wife and their two daughters.

Sincere sympathy is extended to Florence Hall, Specials Department, on the recent death of her mother, Mrs. Libby Bodwell.

Joseph M. Engle, Jr. Promoted



Eugene O. Edwards, General Sales Manager, has announced the promotion of Joseph M. Engle, Jr., from the position of Regional Sales Manager to the position of Field Sales Manager.

In his new capacity, Joe will be responsible for sales to the domestic broadcast market. All members of the Gates District Manager domestic field sales force now report to Joe.

Joe has been with Gates Radio Company for more than eleven years, and has progressed from Sales Engineer in the Denver, Colorado territory to District Sales Manager of the New York City area, and in January 1968 transferred to the Gates home office in Quincy, Illinois as Regional Sales Manager.

Airman Joseph R. Walther, son of Hayes Walther, Department 33, recently left Pearl Harbor aboard the aircraft carrier Kitty Hawk, headed for its fourth consecutive combat tour off the coast of Vietnam.

Bulk Rate
U. S. POSTAGE
PAID
PERMIT NO. 122
Quincy, Ill.

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

LAURA F. PFAFFE 998
1110 SOUTH 19TH
QUINCY, ILLINOIS 62301

Troop 92 Tours Gates Plant



Boy Scout Troop 92, sponsored by The Church of Jesus Christ of Latter Day Saints, recently made a tour of the Gates Radio Company plant.

Hans Bott, on the left, TV Engineering Manager, spoke to the boys briefly about the engineering function in general, and more

specifically about the TV section of the department. Standing next to Mr. Bott is Leon Stanger, TV Engineer, who is the Scoutmaster of the Troop. Mr. David Doane, Assistant Scoutmaster, is in the center of the back row, and Mr. Andy Lowe, Committeeman, is on the right.