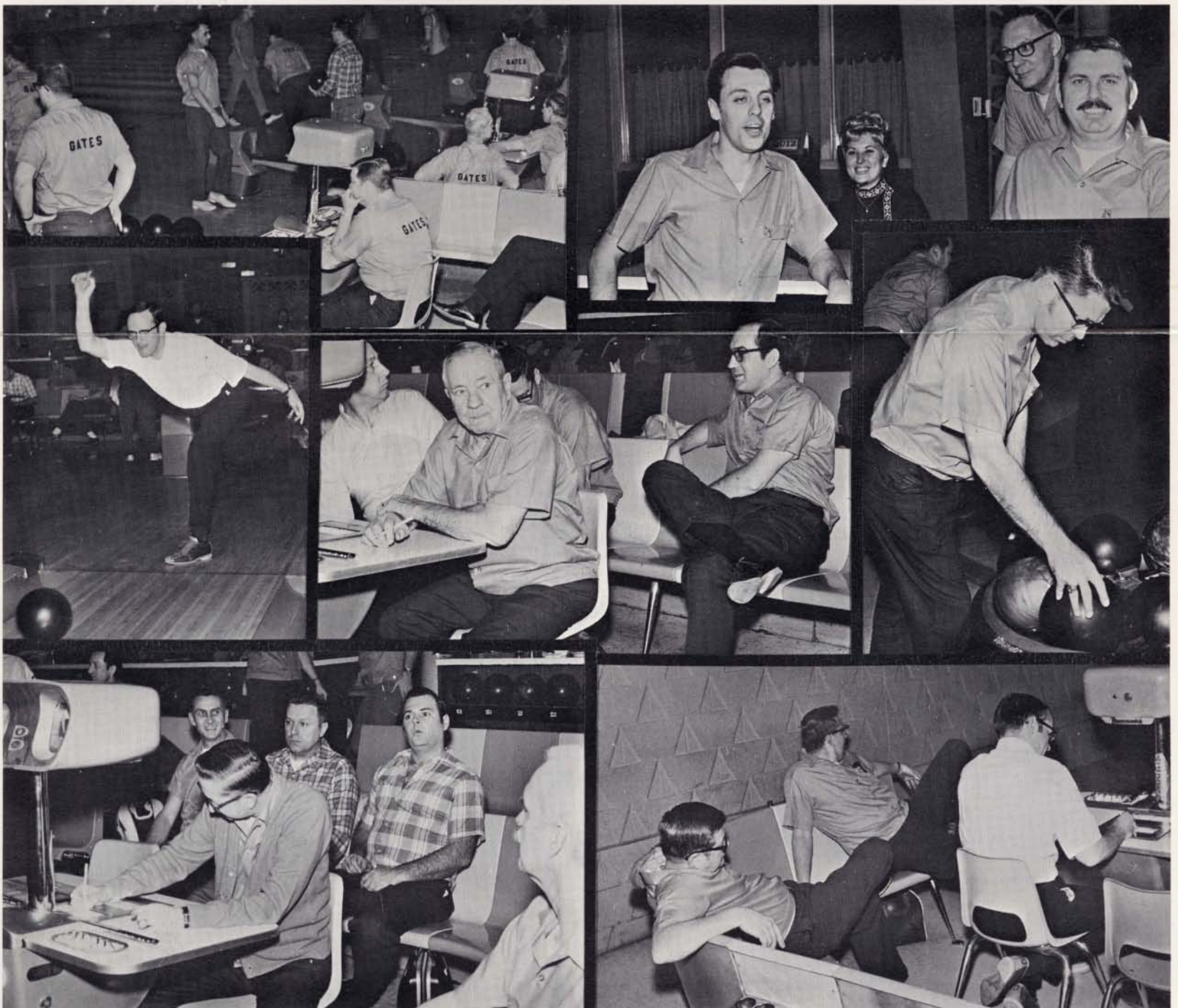


GATES INTERCOM

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

MARCH, 1969

GATES' MEN'S BOWLING LEAGUE IN ACTION



The Gates' Men's Bowling League meets every Monday evening at the Tangerine Bowl for friendly competition and lively action. (See the lower right picture for an example.) The current season will soon be over, and the members of the leading teams are trying to stay on top. The other bowlers are trying to upset their plans, and are also think-

ing about next season and how averages will be raised and more games won. See one of the officers listed below to get your name on the list for next fall. The current bowling league officers are: Al Goossens, President; Hank Anderson, Vice President and Bill Moorman, Secretary-Treasurer.



FOCUS

FOCUS
FOCUS
FOCUS

L. J. CERVONE

"ABOUT PROFIT"

There are many definitions of profit, some so complex as to be valuable only to professional economists. For us laymen, perhaps one of the briefest definitions serves best:

"Profit is what is left when the costs of some activity are deducted from its revenues."

But this definition does not tell the entire story, because it does not reflect the true constructive purpose and the need for profit in business enterprises.

In every company profit is essential for growth. It is profit which stimulates the economy for everybody's benefit. Profit is not only the reward for the risks a business takes—in hiring people and building inventories to handle anticipated orders—it is also the return on the effort expended.

In a company such as ours the ability to design, develop, build, test, sell and ship broadcast and communications equipment at a profit is crucial to staying in business, and is essential to our future growth.

For our company, profit is the score card which tells us how we are doing. It is the only really useful measure of our company's past record and its future prospects. Without profit our company could not long stay in business. We need the profit—left over after we have paid the taxes—to re-invest in the business and to buy the new machinery; to pay for new product development; and to meet the other expenses and investments we must make in order to be more competitive and to grow.

Throughout our nation's history, enlightened men have joined in emphasizing the importance of profit to our way of life. May I quote from just two:

Louis D. Brandeis, U. S. Supreme Court Justice said:

"In business the earning of profit is something more than an incident of success. It is an essential condition of success. It is an essential condition of success because the continual absence of profit itself spells failure."

Samuel Gompers, social leader said:

"Companies without profits means workers without jobs. Remember, when the boss is in financial trouble, the employee's job isn't safe."

In our company, whose survival rests on its ability to earn a profit, questions of gain or loss are the key responsibilities of the managers of our various departments. It is essential that they concern themselves with the profitability of everything we do. This includes the cost of materials, the cost of a design project, the cost of making something as related to time and methods, the cost of wages and, of course, the price that we charge our customers in relation to our cost, our competition and the market place. Everything we do must be measured as to its profitability—now and in the future.

Many times in our history societies have tried to divorce themselves from profit. Such was the case a hundred years ago with the French settlers who established a communal group up the river in Nauvoo. This, along with almost every other similar attempt, was a failure.

Whatever one calls it, however it is counted—in dollars, in pesos, in rupees—profit is basic and indispensable to all business activity in free societies. Our country is dependent on the profit motive, and the U. S. is wholly committed to an economy centered on profit seeking. It could not change that commitment without tearing apart and destroying the whole fabric of our way of life.

And so, as our company is one of the hundreds of thousands of business firms whose profits either add to or subtract from the total wealth of the country, maintaining good profitability for our operation is essential—not only to our own survival and growth—but also to the free enterprise system under which we live.

L. J. Cervone

Vice President-General Manager

PROMOTIONS AND ORGANIZATIONAL CHANGES

Several promotions and organizational changes have been announced recently.

ORGANIZATION CHANGES



JAMES M. (DUSTY) RHODES has been assigned as Foreman of the Roller Conveyor Assembly Department. The assembly of standard transmitter products and some special contracts will be handled in this area.

ROBERT STRODE is Foreman of Special Assembly, Phasors and Printed Board Assembly. As the department title indicates, special contracts, phasor equipment, as well as static transmitter assembly will be performed in this department.



LAWRENCE SCHLEPPHORST is Foreman of the Power Benches. The responsibility of the power bench lines had previously been that of Mr. Schlepphorst and Mr. Strode, but this has now been consolidated into one department.

ROBERT BONNESS, Foreman of the Specials Department, is now supervising a new function, Repair and Support. This is in addition to the responsibilities of Small Lots, Woodworking, and Engineering Support.



PROMOTIONS



CHARLES R. (PETE) FOXX has been promoted from the Industrial Engineering Department to the position of Foreman of the Cable and Mechanical Assembly Areas. Mr. Foxx joined the company January 23, 1967 as an Industrial Engineer. He graduated from Parsons College in 1962 with a BSIE degree. He was employed by an engraving and printing firm before joining our organization.

WILLIAM R. ELLIS has been promoted to the position of Service Manager, Radio Broadcast Products. Bill joined the company in 1960, and has worked in various capacities in the Customer Service Department. He is now responsible for the activities of this area.



DONALD J. SIGLIN, who joined Gates Radio Company on February 1, 1968 as a Production Planning Specialist, has been promoted to the position of Assistant Production Planning Manager. All members of the Production Control Department will now report to Mr. Siglin.

MILDRED WADE of the Data Processing section of the Finance Department has been promoted to position of Lead Key Punch Operator. Millie joined Gates June 8, 1964 as a Cost Accounting Clerk and transferred to Data Processing in January, 1966. She was with Monroe Chemical Company several years before coming with us, where she advanced to the position of Office and Credit Manager.



GATES PRESENTS SSB EXCITER TO EXPLORER POST



At a recent meeting of the Gates sponsored Explorer Post, Mr. N. L. Jochem, Vice President—Engineering, presented the Post with two SSB Exciters to use in connection with their amateur radio work.

The boys are studying electronics under the leadership of Advisor Dan Maase, Gates Engineer, back row, and Associate Advisor James Keller, TV Engineering Technician. Some of the boys expect to obtain their "Ham" licenses in the near future.

SERVICE AWARDS



25 Years
Frank H. Bruening
Engineering



20 Years
Elva Watts
Power Bench



15 Years
James E. Winking
Roller Conveyor



15 Years
Stanley B. Whitman
District Manager



10 Years
Hazel Durrett
Finance



5 Years
Eunice Olson
Specials, Phasors,
Printed Boards



5 Years
Roger L. Job
Specials, Phasors,
Printed Boards



5 Years
Richard L. Farr, Jr.
Fabrication



5 Years
Howard T. Dempsey
District Manager



5 Years
Ola Dennison
Cable & Mech. Assembly



5 Years
Mary Lee Saxberry
Roller Conveyor



5 Years
Ella Bowers
Fabrication



1 Year
Bob J. Vaughan
Engineering



1 Year
Daniel F. Maase
Engineering



1 Year
Walter N. Hester
ATC



1 Year
Robert P. McDonough
Engineering

Welcome to our new people. Those pictured here joined us in December, 1968, January and February, 1969.



1 Year
Gerald Miller
ATC



1 Year
William Shadid
ATC



Dennis L. Lithander
Stock



Eugene A. Valetti
Data Processing



John A. Murphy
Industrial Engineering



Robert L. Beaver
Specials, Phasors,
Printed Boards



Ruthanne Twyman
Roller Conveyor



Judith Etter
Power Bench



Patricia Browning
Power Bench



Robert A. Switzer
District Manager



Anita Franklin
Fabrication



Lois Price
ATC



James Garvin
ATC



Marjorie Deiter
ATC



Charles E. Cosgrove
Fabrication



James D. Matheson
Fabrication



Birney Fletcher
Fabrication



Henry E. Stafford
Fabrication



Michael Balfour
ATC



Eldon Davidson
Shipping



Lucille Hall
Industrial Engineering



John S. Sellmeyer
Engineering



Wayne G. Victor
Production Test



Loy D. Archer
Production Test



Ernest G. Mayo
Engineering



Oleta Walls
Fabrication



Carl F. Gordon
Fabrication



Melvin A. Caldwell
Production Test



Fred W. Haushalter
Engineering



Terry R. Graeff
Production Test

Gates Employees Credit Union Directors

New officers for 1969 were elected recently at the annual meeting of the Gates Employees Credit Union. It is a pleasure to present these officers to all Gates employees and their families.



CARL GRAY, PRESIDENT—A member of the Production Control Department, Carl has been a Credit Union Director for several years. As President, he conducts director and membership meetings. It is his duty to see that the various functions of the Credit Union are carried out efficiently.

WILLIAM "HANK" ANDERSON, VICE PRESIDENT—Hank has been interested in Credit Union work for a number of years and has served on the board in many capacities. As Vice President, he will assist in the overall operation of the organization.



VIRGINIA JORGENSEN, SECRETARY—Ginny is a member of the Inventory Control Department. She will take minutes of all meetings and handle official Credit Union correspondence.

ESTHER KATTELMAN, TREASURER—Esther is the only Credit Union Director who is not an employee of Gates Radio Company. As the Treasurer of the Credit Union, she keeps all bookkeeping records, maintains membership files, as well as complete and accurate sets of loan papers, as required by law.

Esther maintains regular office hours at both locations in Quincy, and is anxious to help Gates employees.



ROBERT T. FLUENT, MEMBERSHIP—Robert T. Fluent, Assistant Personnel Manager, is concerned with obtaining new members for the organization. As his company duties acquaint him with all new employees, he is in an excellent position to present the advantages of the Credit Union to prospective members.



JAMES WINKING, JAMES MOSS AND DONALD McCABE, CREDIT COMMITTEE—These men are busy members of the Board, for they must act on all loan applications.

Mr. Winking is a member of Roller Conveyor Assembly; Mr. Moss is located in Cable and Mechanical Assembly; and Mr. McCabe is in the Fabrication Department.



EDNA HOWARD, DONALD SIGLIN AND MERLIN BRICKMAN, SUPERVISORY COMMITTEE—The Supervisory Committee audits the books and records to make certain all transactions are made according to the regulations of their State Charter. Edna Howard is located in the Cost Section of the Finance Department; Don Siglin is our Assistant Production Planning Manager; and Merlin Brickman is a member of our Production Test area.

The Credit Union has served Gates people well over the years, and there are many advantages to a membership in this organization. Some of these advantages are:

1. Payroll deductions at an amount you authorize for regular savings or the payment of approved loans.

2. Dollar for dollar savings insurance up to \$2,000 at no cost to members, should a Credit Union member die.

3. Insurance, at no cost to members, which pays loans in full should a Credit Union member die or become totally disabled.

4. Insurance, at no cost to members, which guarantees share accounts to be secure and safe.

5. Dividends — The Directors have declared 4% dividends for several years. This amount may vary in the future.

6. Personal and confidential attention—All Credit Union Directors have a genuine interest in helping employees on a confidential basis. Gates Radio Company does not participate in the management of the Gates Employees Credit Union in any way, but does encourage its work by providing office space, payroll deductions, etc. The company appreciates the role this organization plays in the welfare of Gates people.

See any Credit Union Director for information about membership or services.

Bulk Rate
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ALFRED H. PFAFFE
1110 S. 19TH ST.
QUINCY, ILLINOIS
1593
62301

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

Duane Evans Completes Computer Course



Duane Evans, Systems Analyst, recently completed a night class, "Operations Research Using Computer Simulation," at Culver-Stockton College in Canton, Missouri, under the company's Educational Assistance Program.

Duane drove to Canton every week night for three weeks for 3-hours of classroom work and about two hours of study after the formal class work had been completed.

He is certainly to be complimented for successfully completing this course under a rather exhausting schedule.

Gates Console Installed in Rayburn Office Building



Shown above is a special 5-channel recording console, designed and built for installation in the House of Representatives Office Building in Washington, D. C.

Several Gates people participated in this contract—Wallace J. Kabrick, Engineering Coordinator, handled the original bid. Robert McDonough, Audio Engineer, and Richard Walz, Mechanical Engineer, played important roles in the design of the product. Richard Riney and Juanita Smoot, Specials Department, were primarily responsible for the assembly of this equipment.

This console enables the elected Representatives in Washington, D. C., to make recordings, or to connect directly into telephone lines for radio and TV broadcasts to their constituents back home.

The next time you tune in a radio or TV broadcast from your Representative in Washington, you can be proud of the fact that the broadcast probably originated with the Gates designed and built equipment shown above.