

GATES INTERCOM

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

VOLUME 4

QUINCY, ILLINOIS

APRIL, 1970

THE GATES RADIO BOWLERS



Wayne Kaessen is high stepping it to the line.



Ray Hudnut gives it that little extra needed.



Bob Vaughn illustrates the art of concentration.



With only bowling on their minds, our Gates Radio Men relax and take a breather.

Bowling is a favorite pass-time at Gates Radio Company. Each Monday evening better than 40 men get together at the Tangerine Bowl. There are eight teams, most of which have six bowlers on each. The team names are the Unknowns, Bombers, Spoilers, "5" Markers, Mongrels, Slipsticks, Ten Pins, and the Untouchables.

At the time of this writing, and for the past week, the "5" Markers have been in the lead. Their team members are Harry Cline, Dean Niederhauser, Bob Fluent, Ray Doellman, Bob Anderman, Alan Gow, and Jerry Gilbreath.

The second place team is the Ten Pins. They are just six points away from the leaders. The Ten Pins' members are Fred Anderson, Ed Rolfsen, Joe Sutcliffe, Ray Hudnut, John Harrison, and Maurice Koch.

Complete team standings, as of March 23, 1970, are "5" Markers, in first place, followed by the Ten Pins, Untouchables, Spoilers, Slipsticks, Bombers, Unknowns, and Mongrels.



FOCUS FOCUS FOCUS FOCUS

NATIONAL ASSOCIATION OF BROADCASTERS CONVENTION

Painstaking preparations have been underway for months to display the latest of our new products at the NAB.

The 1970 NAB show is being held at the Conrad Hilton Hotel in Chicago from April 5th through the 8th, and the Gates' display will occupy 3,300 square feet of space. It is expected that most of the 5,000 radio and TV station engineers, managers and owners in attendance will pass through our exhibit area.

This year, although emphasis will be on television, Gates will also display the VP-50 50 kW transmitter, a fully automated FM station, the Criterion 80, and the newly updated FM transmitters featuring the TE-3 Exciter.

Reflecting the large investment made by the company in the TV area, a substantial portion of the Gates' exhibit area will be devoted to television products.

On display will be the 35 kW high band TV transmitter, Model BT-35H, and the 55 kW UHF transmitter, Model BT-55U.

A major attraction is expected to be the "IF Modulation Theater"—a miniature lecture theater featuring continuous showings of a technical presentation on IF Modulation prepared by Gates' TV Marketing, Engineering and Project Management personnel.

As the cost of participating in the NAB Show is quite high, an obvious question would be, "Why do we display?"

There are many reasons and we will list these in order of importance:

1. Since over 5,000 potential customers will attend the NAB, it is the best opportunity that the company has for customers to see our AM-FM-TV transmitters and other products.
2. It is the best way to demonstrate, to the largest possible audience, Gates' program automation equipment, which actually will be programmed and operating continuously, simulating an "on air" station.
3. The NAB is a drawing card for the largest concentration of customers in one area ever—or, the cost per personal contact to the company is small in comparison to the huge expense needed if we were to attempt to call on the same number of customers in a short period of time.

Customer interest obtained from the display and personal contact with Gates' sales personnel should produce orders, either at the show or soon thereafter. Seeing firsthand the quality of our products helps to convince the undecided to place orders and the company is able to show Gates' quality, workmanship, operating features and the styling of its products in an attractive, stimulating setting.

Let's hope that at the 1970 NAB Gates will communicate with present and potential customers better than ever before, and that the results of the April 5th to 8th display will mark "1970" as Gates' most successful NAB in orders received.

Lawrence J. Cercone

Vice President-General Manager

The Learning Process Continues



Mr. Kavouss Arasteh illustrates a point in operation of the 10kW broadcast transmitter. Those observing are from left to right, Robert, Steiger, Howard Young, and Art Brown, his instructor.

Mr. Kavouss Arasteh, from Iran, is the engineer in charge of a medium wave station, Ghazvin, at Tehran. He is 28 years old and has a Bachelor of Science Degree from Tehran University.

During his two month stay in Quincy, he has been learning our broadcast technology, particularly the 10kW transmitter. At the same time, he has been evaluating our company as a supplier of equipment.

Many individuals have been responsible for helping him in his training. Two of many that have been most helpful are Carl Holtman, of Production Control, and Howard Young, Plant Manager.

THOUGHTS . . . ON THE BUSINESS OF LIFE

The one who doesn't pull his weight is not asked to pull, while the one who does, pulls for two

—Alexander Solzhenitsyn

The reason why the race of man moves slowly is because it must move all together.

—Thomas B. Reed



Robert Beever, of our Repair and Support Department, was married to Eileen Kearney on March 14, 1970. They were married in Oakland, Iowa. Bob and his bride are living at 623½ North Fourth in Quincy, Illinois.

EMPLOYEES' CREDIT UNION

1970



Donald J. Siglin
President

The newly elected directors met and selected officers for 1970. For the convenience of all employees, we have them pictured here. Please contact them personally for additional information pertaining to our Credit Union.

Our Credit Union was organized in 1948 for the purpose of helping employees help themselves. This is done by the common bond of saving at a satisfactory rate of dividend and a low rate of interest on loans. At the end of February 1970, 499 members were taking advantage of the savings and loan services.

We have two Credit Union offices at Gates Radio Company. Mrs. Esther Kattelman, Treasurer, strives to give the best of service from her office at 123 Hampshire, second floor, or at 30th and Wisman, directly across the hall from the Personnel Department.

For your information, all employees are eligible for Savings and Loan Services. Dividends are paid on savings at the rate of 5% annually. The interest rate on loans is 1% per month on the unpaid balance. The maximum secured loan is \$7,500.00 and the maximum unsecured loan is \$1,000. Eligibility for such loans are based on your own personal creditability.



Eugene P. Hildebrandt
Vice-President



Marilyn Tournear
Secretary



Esther Kattelman
Treasurer
Manager & Chairman
of Membership
Committee



Merlin L. Brickman
Supervisory Committee
Chairman



James R. Moss
Credit Committee
Chairman



Donald P. McCabe
Supervisory Committee



Mildred Wade
Supervisory Committee



James E. Winking
Credit Committee



Lawrence A. Zehnle
Credit Committee



Robert T. Fluent
Membership Committee

Service Awards



25 Years
E. Ray Hudnut
Maintenance



15 Years
Paul E. Timpe
District Manager



10 Years
William W. Bauer
Fabrication



10 Years
Glen W. Sturhan
Maintenance



5 Years
Donald E. Taylor
Final Test



5 Years
Charles R. Essex
Engineering



1 Year
Stephen H. Broomell
Marketing



1 Year
Eleanor Hood
Engineering



1 Year
Charles M. Garvey
Advertising



1 Year
Jerry W. Gilbreath
Data Processing



1 Year
Mary Voorhis
Data Processing



1 Year
George Mack
Engineering

Welcome New Employees



James R. Lillard
Maintenance



Ramona Allen
Audio Assembly



Robert J. Steiger
Marketing



Joe L. Muse
Industrial Engineering



Antoon G. Uyttendaele
Engineering



Gerald A. Powell
Sales



LaVerne T. Killion
Sales



Mario E. Arrue
International
Sales Office



Tosca Biscaro
International
Sales Office

GATES RADIO COMPANY

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Quincy, Ill. 62301

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A DIVISION OF HARRIS-INTERTYPE CORPORATION

VOLUME 7

QUINCY, ILLINOIS

JULY, 1970

GATES' GROUP INSURANCE COVERAGE

GROUP INSURANCE COVERAGE

YOUR CLAIM BANK
QUINCY, ILLINOIS

DATE 1969	POLICYHOLDER Gates Radio Company	POLICY NUMBER 133132	STATE Ill.
CLAIM NUMBER 355	FOR Gates Family Coverage	PAY	\$131,636.04

PAY
TO THE
ORDER OF

GATES EMPLOYEES
AND
THEIR FAMILIES

THE TRAVELERS INSURANCE COMPANY

The Travelers

(NOT NEGOTIABLE)

Over One-Hundred and Thirty-One Thousand Dollars was paid to Gates employees and their families for group insurance claims during 1969. This amount represents the total money received for three types of claims; dependent coverage, employee coverage, and employee disability. The cost of this coverage is shared by you and the company—your share is approximately 30% and the company's 70%.

Some of the major benefits listed by our group policy with The Travelers are as follows:

HOSPITAL

Room—100% of semi-private room up to 70 days on the same illness or accident.

All additional hospital charges, up to \$350.00 for same illness or disability, plus 24-hour out-patient accident coverage.

DOCTOR

Surgery—Up to \$450.00.

Medical—\$5.00 per day up to 70 days for same illness or disability.

SUPPLEMENTAL ACCIDENT

Lab and X-ray charges up to \$25.00, where otherwise not covered, within 24 hours of accident.

MAJOR MEDICAL

Applies to all costs per individual, each calendar year, not covered under basic plan. \$100.00 deductible—80% of all additional charges over the \$100.00 figure—up to \$10,000.

MATERNITY

Normal delivery—9 months coverage.

Hospital—Regular basic coverage as described above.

Doctor—\$112.50.



FOCUS FOCUS FOCUS FOCUS

QUALITY — EVERYBODY'S JOB

In any business the degree of the "quality" of the product or of the service performed is a direct reflection of the attitude people have toward the work they are doing.

If the quality of the product is not up to the standards expected by the customer, then the company is not functioning properly. In such cases, a lack of communication within the company is often to blame as it means that supervisors have not made the effort to emphasize to all employees the importance of quality in every phase of the job.

This emphasis on quality is a top management responsibility in every business enterprise. It is as important as securing new orders, or getting shipments out the door. For if the quality of the product is slipping, then it will not be long until orders and shipments begin to slow down. Customers will not long tolerate product quality that does not meet their needs. They will buy elsewhere.

Although quality is most often thought of in terms of workmanship, it is the attitude behind the workmanship that determines quality. A positive attitude helps produce a top quality product. A negative attitude leads to poor quality.

Quality depends on:

1. The **desire** to provide customers all communications, materials, and services in the best form we know.
2. An **objective attitude**—continually asking ourselves, "Is what I am doing going to satisfy my customer?"
3. **Being on time**—keeping promises and meeting schedules.
4. **"Carrying the ball yourself"**, so that a supervisor never has to ask, "Did you do what I asked, on time?"
5. Extreme **pride** and **thoroughness** in doing all things well. It is an individual thing and the "buck" cannot be passed.

Quality is everybody's job. Any person who knowingly sees quality compromised should report it to his supervisor, who, if he cannot correct it, has the responsibility for going to his boss, and so on up the line to the top manager.

Quality depends on people—on you and me and our attitude toward the work we do. Nothing is more important. It is often said that "Quality is People, and the only difference between an organization that succeeds and one that fails is the people that work there."

At Gates we must always put quality of work first. By making quality our foremost goal, we are sure to maintain our strong industry position and insure job security and progress for each of us.

Lawrence J. Czerwone

Vice President-General Manager

West Coast Presentations On IF Modulation



Howard McClure, Gates Television Project Manager, was guest speaker at the May 21 Society of Television Engineers meeting in Los Angeles. More than 60 top west coast television engineers were present to hear Howard and to see the new Gates Solid State TV Exciter featuring IF Modulation. This session was said to be the top meeting of the year for the TV engineers, with excellent attention and intelligent and positive questions asked during the question and answer session that followed.

On May 26 the same program was given to the San Francisco TV Engineering Group with the same great success.

Attending the meetings for Gates were Howard; Curt Kring, Sales Manager-Television, and Tom O'Hara, Gates District Manager-Television Sales.

BABY OF A CLAIM



Baby coverage is an important part of any insurance policy, and at Gates this is certainly true.

Little Dean Meyer is a "Happy Representative" of the Gates Babies born in 1969. Helping Little Dean get across this message is Michael, Mamma Glenadene, Paul and Dad Donald.

Today's Chuckle

Discretion is closing your mouth before somebody else decides to.

Nuggets

GATES' DEPENDENT COVERAGE

GROUP INSURANCE COVERAGE

YOUR CLAIM BANK
QUINCY, ILLINOIS

DATE	POLICYHOLDER	POLICY NUMBER	STATE
1969	Gates Radio Company	133132	Ill.
CLAIM NUMBER	FOR	PAY	
233	Gates Dependent Coverage	\$67,999.21	

PAY
TO THE
ORDER OF

GATES DEPENDENTS

THE TRAVELERS INSURANCE COMPANY

The Travelers

(NOT NEGOTIABLE)



This check in the amount of \$67,999.21 represents the return made to Gates Employees in the name of their dependents. During the year 1969, we had a total of 233 dependent claims. This averages out to \$291.84 per claim.

Rex Humerickhouse, Jr. is an example of our youth who must be insured against the unexpected accidents that seem to be dogging their footsteps. Rex, Jr. is guilty of following the old adage to the letter. He had his eye on the ball when in reality he should have had his glove.

A "Happy Ending" is verified by the big smiles on Mr. (Rex, Sr.) and Mrs. (Sharyl) Humerickhouse. Rod, on the left, is just plain proud of brother Rex, Jr. (Right).

GATES' EMPLOYEE COVERAGE

GROUP INSURANCE COVERAGE

YOUR CLAIM BANK
QUINCY, ILLINOIS

DATE	POLICYHOLDER	POLICY NUMBER	STATE
1969	Gates Radio Company	133132	Ill.
CLAIM NUMBER	FOR	PAY	
122	Gates Employee Coverage	\$53,611.61	

PAY
TO THE
ORDER OF

GATES EMPLOYEES

THE TRAVELERS INSURANCE COMPANY

The Travelers

(NOT NEGOTIABLE)



This check represents 122 employee claims and a return of \$53,611.61 or an average of \$439.44 per claim.

Areva Hartwig has been a Gates Employee for 14 years, but in '69 she experienced an illness that kept her away from work for 9 weeks. She received 9 weeks disability pay, plus \$1,065.00 in hospital benefits, plus \$375.00 surgical payment and over \$600.00 major medical benefits.

Though illness is something we all wish we could avoid, it is reassuring to know this type of help is as near as our personnel office.

As Areva said, "After the first shock of my illness, my husband Earl had to face the fact that the bills were on their way".

GATES' EMPLOYEE DISABILITY COVERAGE

GROUP INSURANCE COVERAGE

YOUR CLAIM BANK
QUINCY, ILLINOIS

DATE	POLICYHOLDER	POLICY NUMBER	STATE
1969	Gates Radio Company	133132	Ill.
CLAIM NUMBER	FOR	PAY	
61	Employee Disability Coverage	\$10,025.22	

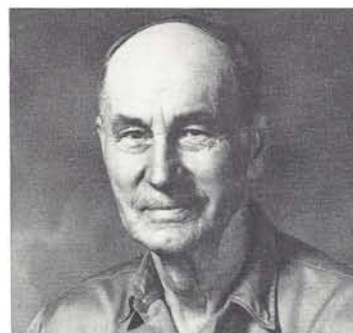
PAY
TO THE
ORDER OF

GATES EMPLOYEES

THE TRAVELERS INSURANCE COMPANY

The Travelers

(NOT NEGOTIABLE)



Employee disability payments represent a special kind of benefit. Coordinating with the stopping of our paycheck when we cannot work because of sickness or accident, Gates employees are eligible to receive up to a \$50.00 per week payment, for up to 13 weeks during one period of disability.

Ray Hudnut tells us the disability payments he received last fall were a big help to him and Mrs. Hudnut while he was recuperating from major surgery. The disability payment is non-taxable and goes a long way to keep up with daily living expenses and needs. In Ray's own words, "It kept beans on the table."

WYDE-AM, Birmingham, Alabama Installing VP-50 Transmitter

Mr. Bob Schaefer, Transmitter Engineer for WYDE, shown in the center, visited Quincy recently to witness the testing of their new VP-50 transmitter.

S. H. Broomell, FM Products Mgr., left, assisted R. J. Steiger, AM Products Mgr. with this visit. R. S. Bush, right, Engineering Section Mgr. was in charge of the demonstration.

WYDE is currently constructing facilities for the VP-50 which increases their daytime power from 10KW to 50KW. A phasor is currently being constructed in our plant for their new complex antenna arrangement.

Mr. Schaefer was impressed by Gates products, our engineering and manufacturing facilities, but especially by the esprit'de corps displayed by all Gates people.



Service Awards



20 years
Lois Butcher
Sales



10 years
Bernie Giesler
Houston Serv. Cen.

Welcome New Employees



1 year
Frank Summers
Shipping



1 year
Larry Lepper
Industrial Eng.



Mariechen von Ostermann
International Sales Office



Charles Perry
Television Sales



Sandy Keytor
Personnel



Donna Goings
Data Processing

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