

GATES INTERCOM

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

VOLUME 9

QUINCY, ILLINOIS

OCT., 1970

INITIATIVE - INGENUITY - KNOW-HOW

GATES PEOPLE MEET THE CHALLENGE

220U . . . A New Item for Gates

As the deadline of October 14 comes ever nearer, Dept. 23 "Puts it all together" on the 220U Television Transmitter. This particular unit is something new in the line for Gates. When completed it will be the world's most powerful TV transmitter. Again, a Gates Giant Step in the transmitter field.

How do you sum up the extra everything that goes into a new product—one that has a rush delivery date? How do you make the changes that must be made, the adjustments that just **have** to be? People have to get involved, and this is what the Gates Personnel are doing. An overall supervising force headed by Nibs Jochem laid out the basic scheme of things. James Aurand led the electrical engineering group and Fred Haushalter was in charge of the mechanical engineers. These men had it on paper, but now we must have the personnel to put it together. Many people delayed their vacations to be on hand for the actual assembly. The burden was especially heavy on our Engineering Technicians as they made each adjustment on a man-to-man top priority basis. Now, thanks to everybody's cooperation, the 220U is in it's final testing and it looks as if it will be shipped on or ahead of the October 14th deadline.

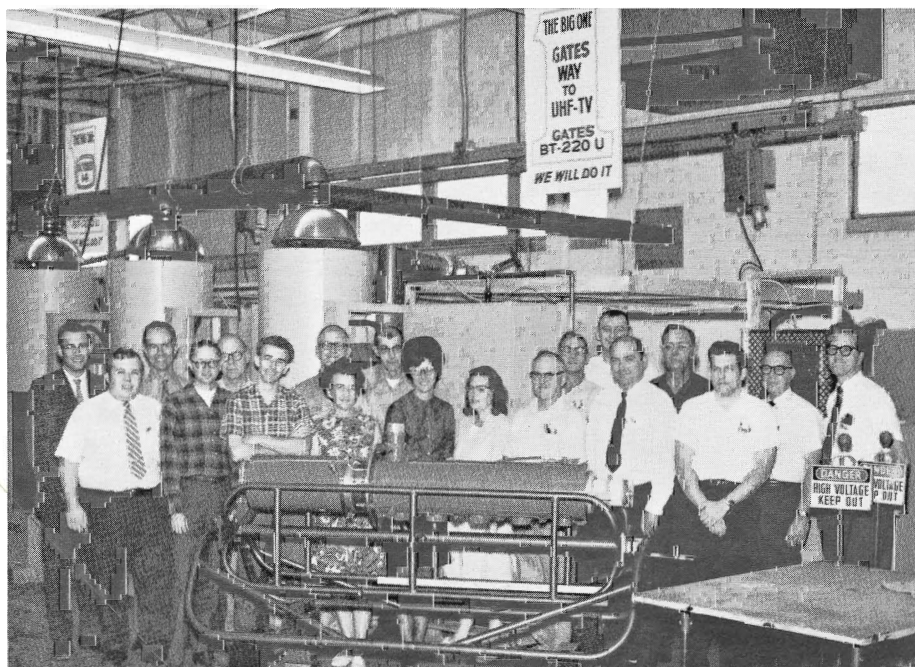
Congratulate your fellow workers for making one of the biggest sales in Gates history a test-proven fact.

SOMETHING NEW FOR DEPT. 14

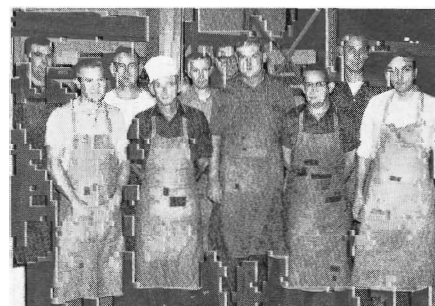
What do you do when you get a call for something completely new—something you have never made before? You call on your people to see the need, plan the procedure and make the item that best does the job that has to be done. In this case the need was to make the brackets that were needed to move the Radiation Lear Jet airplane.

And Dept. 14 came through. With the brackets they made the 6500 lb. plane was lifted from the mud of the unfinished runway at Baldwin Field and moved to the Schott Aviation Hanger a distance of some two miles. Once there, the repairs estimated at \$150,000.00 were started.

We are sorry for this unfortunate accident but we are glad that we could help provide a happier ending to the story than what might have been. Marvin Heibredner, manager of Schott Aviation stated, "More damage often is done to a disabled craft by the moving than by the mishap itself."



Big problems become little problems when we all work together, and this has been proven by the people who worked on the BT 220U. Those employees so involved with this project are as follows. From left to right: Fred Haushalter, Jim Keller, Roger Newell, Paul Schlinkman, Joe Nichols, Ronnie Otten, Everett Jones, Edna Mason, Hiram Hood, Marilyn Steighorst, Freda Campbell, Dusty Rhodes, Rick Riney, James Winking, Paul Stoverock, Gene Hilderbrandt, James Ruxlow, Bob Strode and Omer Walton. Others not present at time of the picture due to vacations or other commitments are: Nibs Jochem, James Aurand, Chester Prisner, Curtis George, Ronnie Wheelock, Bob Hagenbaumer, Albert Emerick and Jim Medlin. In the center of the picture we have one of the five Klystron tubes that are the heart of the BT 220U. Each tube cost \$12,000.00 and is accompanied by a magnet that cost \$3,000.00.



"If you can describe it, we can build it" seems to be the motto of the 2nd shift in Dept. 14. Left to right these men are: Ronald Gottman, Tom Day, Charles Cosgrove, Henry Stafford, Richard Wilson, Raymond Weems, Robert Jones, Birney Fletcher, Charles Hinch, and Michael Hunsaker. Dean Harness was not available at the time the picture was taken.

The greatest "Women's Lib Movement" to date, is when the kids leave home on the first day of school.



FOCUS FOCUS FOCUS FOCUS

COMMUNICATIONS WITHIN THE COMPANY THE KEY TO UNDERSTANDING

Good communications are essential for the smooth operation of any company. All companies are run by communications and the communications must be good, reliable and accurate. A message must mean the same thing to the person who receives it as it does to the person who sends it. When communications break down, in many respects the company breaks down, as it may not be able to function properly. The efficiency and effectiveness of the whole organization is related to the quality of communication between people.

Real communication moves freely in both directions—from the supervisor to the employee and from the employee to the supervisor. It is a continuing activity, and it means listening, asking and interpreting as well as telling and informing. Communication functions best in a climate of trust and confidence.

Most of us were given the capability and tools with which to communicate. These include speech, hands with which to write, and mind and memory with which to follow through. The use of all of these determines our success in operating as a united group—as a team with a common objective and a common purpose.

With these goals in mind, last year a large number of supervisory personnel in every area of the company participated in a sixteen week course to improve their skills in communication. The training course brought out the fact that good communication is really hard work because:

- (a) We must plan to achieve effective communication.
- (b) We must anticipate possible breakdowns.
- (c) We must avoid the causes of breakdown.
- (d) We must speak more effectively.
- (e) We must listen and observe more effectively.
- (f) We must write more effectively.

Keeping the above rules in mind will help each of us to communicate better. However, even if we think we are doing a good job we could be communicating poorly. This can occur because we tend to think that the person listening has the same attitudes, feelings and understanding as we have. Unless we try to put ourselves in the place of the listener we may never communicate effectively. By understanding the listener's point of view before we attempt to communicate, our chance of having our message understood will be better.

By emphasizing the need for improved communications, the company has recognized that communication is essential for the smooth operation of the business. What is communicated, and the desire of each supervisor to follow through to see that there are no misunderstandings, is what makes happy customers, effective employees and a growing business.

Lawrence J. Cerrone

DONALD MOORE FATALLY INJURED



The entire Company was saddened when Don Moore was fatally injured in a motorcycle accident on Sunday afternoon, Sept. 20, 1970. Don was riding his cycle on highway 96 south-east of Quincy when he struck a guard rail and went down an embankment.

He was found by a farmer from the area in the late afternoon. At that time he was still conscious but passed away before reaching the hospital.

Don joined the Fabrication Dept. at Gates in May of 1959 and has handled many jobs in that area during the past eleven years. For several years he was the Brake Operator on the second shift and for eight months prior to the vacation shutdown he was lead man on the third shift. He will always be remembered as a positive and happy man who always had a good attitude toward his Company and fellow workers. Our sincere sympathy is extended to Mrs. Moore and the family.

EMPLOYEE DIES OF CANCER

The Company received word on September 9, 1970 of the death of Juanita Smoot. Juanita was employed 10-19-59 and worked in the Static Floor Assembly for some 10 years. She was very well liked by her associates and worked with the efficiency and follow-through that made her an extremely valuable employee.

Juanita was placed on Sick Leave 12-4-69 where she remained until the time of her death.

SILVER BELLS

Their 25th wedding anniversary was a family affair for Jim and Elsie Moss as their daughter Kathy and their son-in-law Ed Gooding treated them to an evening out on Sept. 23, 1970.

Jim is ass't supervisor in Dept. 36 and son-in-law Ed works in Dept. 54.

CHUCK HUNLEY HOME FROM VIET NAM

We are happy to report that Jane Hunley's son is recuperating at home for 30 days from injuries received August 24th while on a reconnaissance mission in Viet Nam.

Jane works in Order Entry Dept. and she and her husband, Ed live at 2629 Random Court, Quincy.

IF YOU DON'T DO IT IT WON'T GET DONE



UNITED WAY CAMPAIGN

The annual United Fund Drive will be conducted this month. The accompanying photograph display shows only a few of the essential activities in Quincy supported through your contributions. This years campaign goal is \$434,705 which is only a slight increase over last years goal; however, it is \$42,205 over the amount raised last year. Each one of us must consider the job being done by the participating agencies and decide what our contribution will be to support these services. The value of the dollars we give is greatly increased by the thousands of hours volunteered by hundreds of people in support of each program. These programs probably would not even exist if they did not have the basic support of the United Fund or if they did exist, would be government financed and controlled.

The agencies you support through your contribution are: Boy Scouts, C.Y.O., Cheerful Home, Family Service, Girl Scouts, Mental Health Assoc., Negro Advancement Assoc., Catholic Charities, Visiting Nurse Service, Red Cross, Salvation Army, Shoe Fund, U.S.O., Y.M.C.A. and Y.W.C.A.

If you have questions concerning the services offered by any agency please ask the United Fund office or the Personnel Department for an accurate answer.

This year the payroll deductions for United Fund will start on a 12 month basis and will be each pay period. It is hoped that this will make it easier for each Gates employee to contribute the full amount they desire to adequately support the agency services. In the past, Gates employees have contributed generously to the United Fund campaign. Several employees are fair share givers with many more giving the most their current circumstances will allow. Also, many employees give unselfishly of their time and ideas in the campaign and the year-round operation of the United Fund and the participating agencies. We must give serious attention to this campaign with the thought in mind that if we don't do it, it won't get done.

YOUTH—FREE ENTERPRISE—JA

School has once again begun and so has the Junior Achievement Program in Quincy. Perhaps you have heard about this organization. It offers ambitious teenagers an opportunity to learn business and the free enterprise system first hand. These youths sell stock, produce and sell their own company's products, elect officers, pay dividends and liquidate their business at the end of the school year. Thus they learn by doing.

As in previous years, Gates is sponsoring one of the eight companies that make up the JA Program in Quincy. Area youths who are Sophomores, Juniors and Seniors are eligible to join. Four of Gates employees are active in this years program. Dean Niederhauser is a member of the Board of Directors whose duty it is to administer the JA Program for all "Companies" concerned. We have three employees who will head the company sponsored by Gates in advisory positions. Bob Anderman will handle Sales; Duke Walker, Management; and Dave Kaufman, Production.

You too can support this worthwhile program by buying stock and products of the various companies.



Planning the work ahead for the Gates JA Company are: (left to right) Duke Walker, Management Advisor; Dean Niederhauser, Director; Dave Kaufman, Production Advisor and Bob Anderman, Advisor of Sales.

REPORTING STAFF TO ASSIST WITH INTERCOM NEWS

To give us better coverage of the major events and activities of Gates employees and their families, a news reporting staff will be assisting the Personnel Dept. in the collection of these items.

The people who will be assisting are as follows:

Jeanette Holbert	Production Dept. (Plant & Office)
Audrey Wittler	Engineering
Celia Kincaid	Automation Dept. (Plant & Office)
Betty Weber	Finance
Lois Butcher	Sales

These ladies can't begin to know the news items of all the employees and their families so we urge you to inform them of major activities. It is likely that the Personnel Dept. will not be able to use all news items, but they will try to use good judgement in selecting. Don't be bashful or backward in letting these people know about you and your family's major activities.

REGIONAL SALES MEETINGS

Joe Engle, Sales Manager—Radio Broadcast Equipment, conducted Regional Sales meetings for all District Managers-Radio during the week of August 31 thru September 4. The theme of his meetings was "Make It Happen" with emphasis on an action program to increase new orders for radio broadcast equipment. The motto for this program is "SHOOT FOR THE GREEN" . . . Appropriate posters have appeared on bulletin boards throughout the Company promoting this plan.

Assisting in the Sales Meetings were Steve Broomell, Broadcast Products Manager, and Bob Daines, Automation Applications Manager. Steve made presentations on Gates AM and FM transmitters and Audio Products, and Bob demonstrated the Automation System.

District Managers in attendance at these various meetings were: Neil Arveschoug, London England, Dan Roberts, Dick Spruill, Bob Switzer, Stan Whitman, Urlin Whitman, Ed Wilder, Bob Bousman, Joe Cole, Bob Gorjance, Bob Hallenbeck, Red Lowder, Dave Orienti, Ivey Raulerson, Art Silver and Paul Timpe. Joe Engle closed each meeting with a rousing speech in which he challenged every man to increase Gates share of the market of AM and FM transmitters by 20% over the new order quota.

Red Lowder, Gates District Manager-Radio, Columbia, South Carolina was presented the Gates Sales Achievement Trophy by Gene Edwards, General Sales Manager. To win this achievement trophy "Red" had to reach a total of 20 points. Points are awarded for firm orders above new order quota, transmitter sales, volume of contingent orders and weekly calls made above the average set by the entire Field Sales Force. Runners-up in this category are as follows:

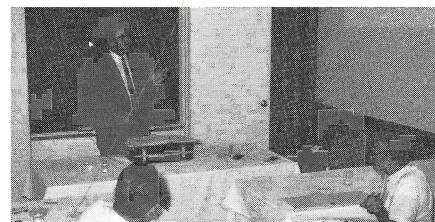
2nd	Bob Switzer	19 points
3rd	Urlin Whitman	17 points
4th	Neil Arveschoug	16 points
5th	Ed Wilder	13 points

Congratulations are in order to these outstanding achievers.

Bob Switzer, Gates District Manager-Radio, St. Louis, Missouri was presented the Gates Transmitter Champion Trophy for the 69-70 year. To win this award Bob sold 82% of the new AM and FM transmitters sold in his territory. A list of the runners-up follows:

2nd	Neil Arveschoug	64%
3rd	Red Lowder	61%
3rd	Ed Wilder	61%
4th	Dick Spruill	60%
5th	Bob Hallenbeck	57%

Congratulations are in order for all the above mentioned Managers, but especially to Bob Switzer for his impressive 82%.



Joe Engle Makes It Happen

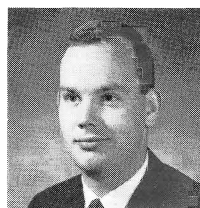


Gene Edwards (right) presents Sales Achievement Award to "Red" Lowder.



Bob Switzer (left) accepts Transmitter Champion Trophy from Joe Engle.

R. W. STURHAHN TRANSFERRED TO RADIATION SYSTEMS



R. W. Sturhahn is being transferred to the Production Engineering Department of Radiation Systems in Melbourne, Florida. Radiation Systems, a Division of Harris-Intertype, has principal products of equipment and systems for space communications, data acquisition, information processing and reconnaissance and surveillance. The transfer is planned for late October, 1970.

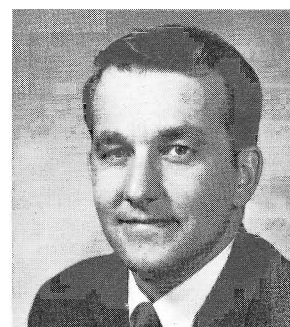
Dick joined Gates in March, 1966 as an Industrial Engineer. After completing a special course in Methods Time Measurement, he was promoted to the position of Methods and Standards Supervisor in May, 1968. In this position he has played a key part in the development of data for the Methods Time Measurement Program now in effect in four assembly departments.

Dick is a graduate of Quincy Senior High School and has his B. S. degree from Western Illinois University.

Dick and his wife, Beth, and their three children are now living at 3417 Chestnut and will be moving to Melbourne as soon as housing is located.

Congratulations to Dick in this new assignment!

PROMOTIONS



Rex Humerickhouse
Assembly Methods &
Standards Supv.



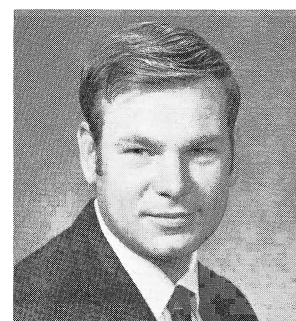
Duke Walker
Planning & Pricing Mgr.



Charles Newberry
Planning & Budgeting Supv.

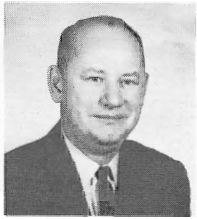


Walter Rice
Sales Specialist



Dale VandenBoom
Data Development Supv.

Service Awards



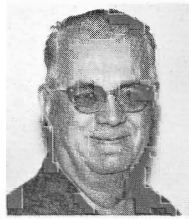
25 years
Howard Young
Production



25 years
James Rhodes
Static Assy.



20 years
Roger Cave
Ind. Engineering



5 years
Chas. Kuhns
Fabrication



5 years
Donna Embree
Elect. Assy.



5 years
Neil Arveschoug
Sales



5 years
Clara Smoot
Cable Assy.



1 year
Bob Cannon
Test



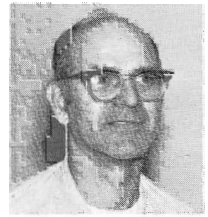
1 year
Curt Kring
TV Sales



1 year
Dale Bennett
Automation Engr.



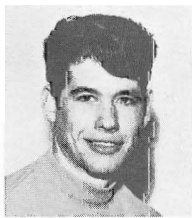
1 year
Ray Weems
Fabrication



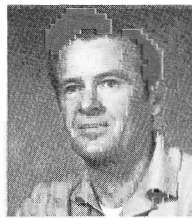
1 year
James Lillard
Maintenance



1 year
Ron Gottman
Fabrication



1 year
Ed Gooding
Stock



1 year
Tom Day
Fabrication



1 year
Paul Buckman
Data Processing



1 year
Janice Walton
Purchasing



1 year
Vemeal Chipman
Automation



1 year
Joanne Pipkin
Accounting



1 year
Walter Rice
Sales Adm.



1 year
Pat Bybee
Personnel

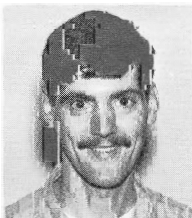
Welcome New Employees



Micheal Schmelzle
Stock



Samuel Crouch
Engineering



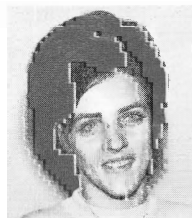
Steven Lewis
Stock



Judy Kirlin
Office Service



Cal Wieringa
Order Entry



Linda Plogger
Stock



Pearl Little
Automation



Phyllis Otten
Automation



Larry Engle
Automation



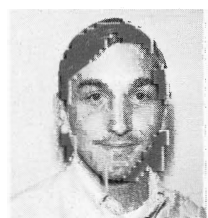
Lester Miller
Test



Janet Turner
Credit



Shirley Strosaker
Pricing & Est.



Michael Hunsaker
Fabrication

QUARTER CENTURY CLUB FORMED

ART MYERS AND LES PETERY HONORED

A luncheon meeting was held at the Host Room early in September, as eleven Gates employees with 25 years or more of continuous service met to organize a Quarter Century Club. Vice-President Larry Cervone presented a 30 year service award and a special plaque to Art Myers as the first Gates employee with 30 years of service. He also presented a 25 year service award to Les Petery. Art is Pricing and Estimating Supervisor in the Finance Dept. and Pete is an AM Design Engineer.

Gladys Dickhut, Frank Schnier and Don McCabe volunteered to serve as a nominating committee and to assist with the organization plans.

With almost 300 years of Gates experience represented by these eleven people, it isn't difficult to imagine the reminiscing and stories which came forth at this meeting. A favorite was of the location on 4th street, when Gates had a 2 girl office and a production force of 5. (By comparison, we now employ 163 women and 312 men).

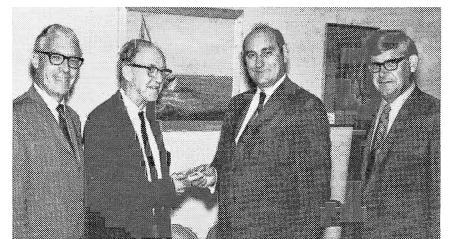
Everyone left with much enthusiasm for the idea of a Quarter Century Club and future meetings with several others who will be joining them in the near future, as they reach the 25 year mark.



Charter members of Quarter Century Club are pictured above. Front row left to right—Frank Schnier, Frank Bruening, Les Petery, Joe Havermale, Gladys Dickhut, and Nibs Jochem. Back row—John Beckgerd, Don McCabe, Francis Wentura, Ray Hudnut, and Art Myers.



Director of Personnel Rog Veatch watches as Art Myers receives 30 year plaque from Vice-President Larry Cervone.



Les Petery receives 25 year service award from Larry Cervone. Nibs Jochem, Vice-President of Engineering is pictured on the right with Rog Veach on the left.

GOLF LEAGUE FINAL STANDINGS

The 25 members of the Gates Mens' Golf League completed the season September 11 after extending play two extra weeks to make up for rainouts. The decision to play the two extra weeks continues to be controversial since it was forced through on an informal vote taken by the second place team at the time. They finished in first place. The "winners" are:

Fred Anderson
Lee Hageman
Dave Kaufman
Jerry Thomas
Duke Walker
Jim Williams

Engineering
Accounting
Production
Purchasing
Accounting
Accounting

ANSWERS TO LAST MONTH'S PUZZLERS

Who is in the tent at the Philmont Scout Ranch—Alvin Hyatt.

Who is the gal with all the pull AND the trophy—Betty Schultz.

GATES RADIO COMPANY

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