

INTERCOM

HARRIS

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COMMUNICATION
TECHNOLOGY

A DIVISION OF HARRIS-INTERTYPE CORPORATION

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JANUARY, 1974

YUGOSLAVIA TV CONTRACT IN PRODUCTION

The Gates plant is humming with production activity building VHF, FM and UHF transmitters for shipment to Yugoslavia. Arrangements are now being finalized for Yugoslav engineers to witness factory test on the first transmitters as shipments are scheduled to begin the third quarter.

THIRTY SIX TRANSMITTERS

The contract awarded to Gates may well be the largest ever placed for television transmitters with any manufacturer. A total of 36 transmitters will be provided consisting of 15 UHF, 7 VHF and 14 FM. Most of the UHF transmitters are 40 kW CCIR system power output but the VHF and FM range from 4 kW to 10 kW. The transmitters will be installed in 20 different locations identified by dot marks in the adjacent map. As about 70% of Yugoslavia is mountainous, many of the transmitting sites will be mountain top locations quite inaccessible during winter months.

Delivery will be spread over about an 18 month period with about 40% of the contract scheduled for shipment in fiscal 1973-74, and the balance in fiscal 1974-75.

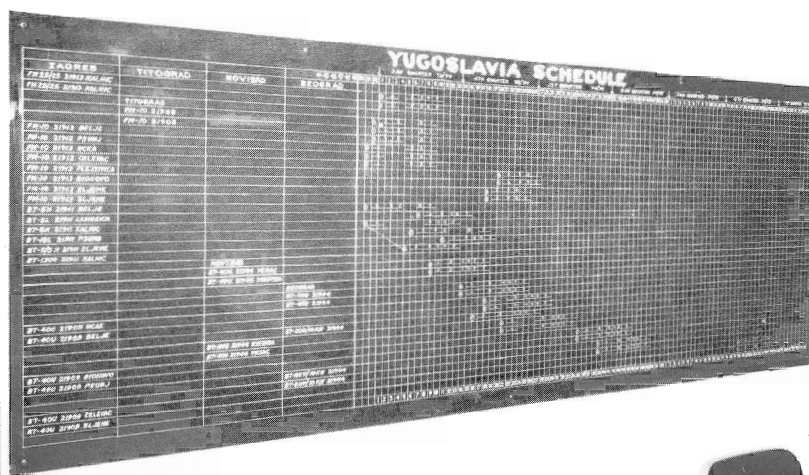
PROJECT ORGANIZATION

After the contract was received a project team headed by Duke Walker was organized. With the assistance of Leon Stanger, and Vern Killion the technical and contractual scope was defined to permit orderly purchasing activity, preparation of the bill of materials, and issuance of shop orders. The vast scope of this contract required full time program management in Manufacturing which is now the responsibility of Howard Young. A detailed contract execution plan developed by Howard Young identifies all items ordered by site and indicates purchasing action, production status, test schedule, shipping date and other intermediate activities.

UHF FOR SECOND TV PROGRAM

Yugoslavia, a country of 21 million people and a bit larger than Illinois and Indiana is a federation of six republics and two autonomous regions and each political unit operates its own broadcast service. The contracts received by Gates were from RTV Zagreb, RTV Beograd, RTV Novi Sad and RTV Titograd and will be used primarily to establish a second television program in these regions.

Gates is supplying 4 UHF transmitters to RTV Novi Sad, 6 to RTV Zagreb and 5 to RTV Beograd for this new UHF television service.



Vast size and scope of the Yugoslav contract is evident from the production plan which occupies entire wall in Howard Young's office. Red dots on map below indicate transmitter sites.



FOCUS FOCUS FOCUS FOCUS



REVIEWING THE MID-YEAR REVIEW

An important part of the Harris-Intertype management technique is the Mid-Year Review. The Harris President and Vice President-Group Executive meet with Gates Division management at approximately the mid-point of each fiscal year to review Division operations as related to the Annual Operating Plan.

The meeting focuses on results as related to AOP objectives, and identifies the progress and problem areas. These are then reported to Gates' management personnel in an evening meeting.

On January 17 the Gates Division Mid-Year Review was held with Dr. J. A. Boyd and Mr. W. J. Stolze to identify the short term progress and problem areas.

Six progress items were discussed:

1. **SHIPMENTS AND PROFITS:** Division shipments and profits increased over last year, but are slightly below plan for the first half of this fiscal year.
2. **SYSTEMS CONTRACTS:** We have been successful in obtaining large systems contracts from the international market, such as the Iran and Yugoslavia orders. Potential for similar contracts provides an opportunity for faster growth, but requires further development of required skills and organization.
3. **ADVANCED PRODUCTS IN DEVELOPMENT:** Several new advanced products will be introduced in the next twelve months and are evidence of quicker new product identification and greater technical sophistication.
4. **ORGANIZATION DEVELOPMENT:** Through organizational changes, promotions and additions the Division has strengthened its ability to handle larger and more complex contracts such as Yugoslavia and Iran, a much broader product line, and higher volume.
5. **TV MARKETING:** Effective restructuring of the marketing organization has helped assimilate TV product sales and TV service and parts support.
6. **EMPLOYEE RELATIONS:** During a period of rapid hiring, extra demands on production, parts shortages, and heavy overtime, all Gates' employees worked hard to meet company objectives and to overcome the considerable stresses involved in our expanding operations.

Four problem items were identified as follows:

1. **CHALLENGING SECOND HALF:** To achieve the second half shipment and profit goals, special efforts will be required to assure timely Yugoslav contract shipments, sufficient volume, and the proper mix of new orders.
2. **ADMINISTRATIVE DIFFICULTY:** The sharp increase in shipments and the larger number of products resulting from the GE acquisition have stressed the Division in order administration, production control, material control and shipping schedules.
3. **HIGH INVENTORY AND RECEIVABLES:** Our inventory level is higher than normal (partly due to the remaining GE inventory), and special efforts are needed to reduce this and to improve our collection cycle, now 80 days vs. 63 days AOP objective.
4. **STABLE MARKET:** The domestic broadcast market is somewhat stable and could limit growth unless greater emphasis is placed on obtaining large international orders and on serving more segments of the broadcast and adjacent markets.

In summing up our overall results, much has been accomplished during the first half of Fiscal 1973-74. On the plus side, Division earnings are significantly improved over the same period last year, and manufacturing volume has increased 50% over the last two years. However, at the mid-point, shipments, profits, and new orders were behind our AOP rate—although there is ample time and opportunity in the remaining six months to meet our plan. I am sure that each of you will strive, as I shall, to help meet our principal AOP goals squarely on target.

Lawrence J. Cervoy

FIFTEENTH YEAR FOR J.A. PROGRAM



Larry Cervon purchases the first "Info Center" from Richard Mewes, President of P.A.D. Co. Steve Burd, Manufacturing and Management advisor is at right.

For the 15th year, Gates is a sponsoring company of the Junior Achievement Program of Quincy.

This fall eleven students from Senior High I & II, Catholic Boys and Notre Dame became charter members of P.A.D. Co. They helped design the product and sold stock in their company to obtain funds to buy raw materials.

This year's product is a 12" x 16" bulletin board with a note pad and pen attached for use in the kitchen, in the workshop, or by the phone.

The students will be at Gates on Monday, February 18 to tour the facilities and also to enable the employees to purchase the Info Center for only \$3.00.

Advising the students this year are Steve Burd, George Tillman, and Gordy Rode.

... KEEPING POSTED ...

With our current policy of posting job openings, advancements, special schooling, items for sale and other employee information, the bulletin boards are becoming increasingly important. Take a minute of your time to "keep up" on the special courses that are offered, the job advancement opportunities that occur and other information as it is posted. Make the bulletin boards work for YOU.

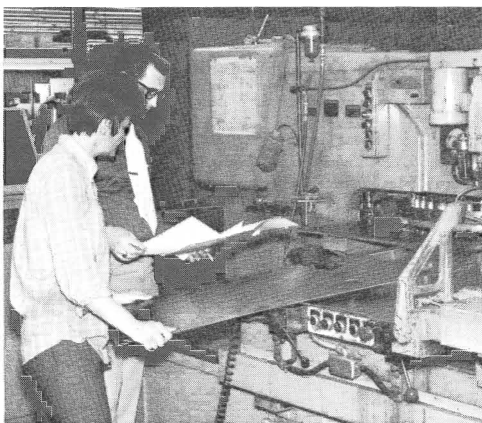
\$\$ MAJOR MEDICAL \$\$

Now is the time to clean up any medical bills you may have from 1973. If you had any medical claims resulting in your paying over \$100.00, then you are eligible for Major Medical benefits and you can collect a return of 80% on anything over \$100.00. If you have already established a "Major Medical" claim for 1973 and have paid additional medical bills on your own since then, now is the time to send these bills to Barbara Cramsey.

REMEMBER . . . These bills may be for prescriptions, office calls, x-rays, diagnostic charges, chiropractic bills, or hospital out-patient bills due to illness. These bills must show patient's name, doctor's name, date of service and prescription number if it is a drug bill. These must be **Itemized** bills and not statements.

Call Barbara Cramsey if you have any questions.

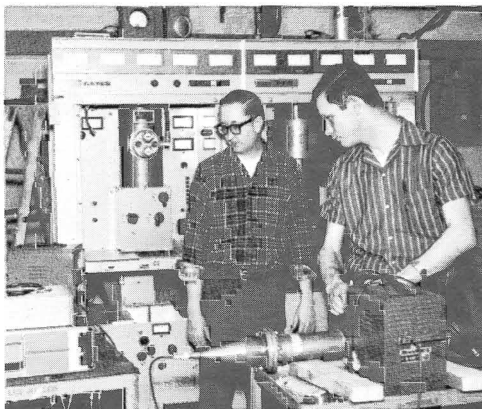
PRODUCTION ACTIVITY ON TRANSMITTERS FOR YUGOSLAV CONTRACT



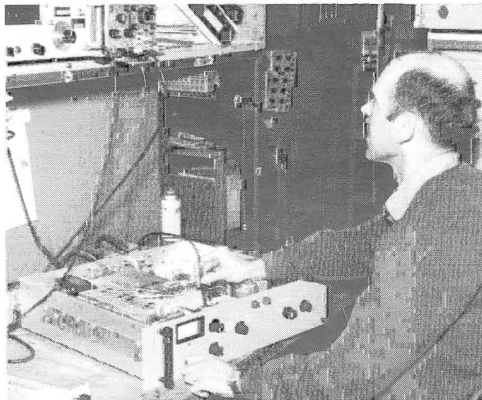
Panel for VHF TV transmitter is started thru Wiedematic punch press by Ron Hubble and Mabel Ballweg.



Carol Heck snips component leads on printed logic boards for UHF transmitter.



Paul Schlinkman and Ed Kolisar perform preliminary test of 5 kW transmitter for CCIR Band III.



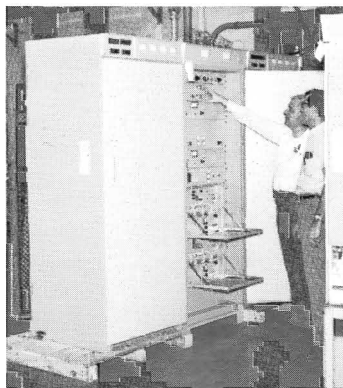
UHF visual exciter is shown being tested by Gary Alexander.



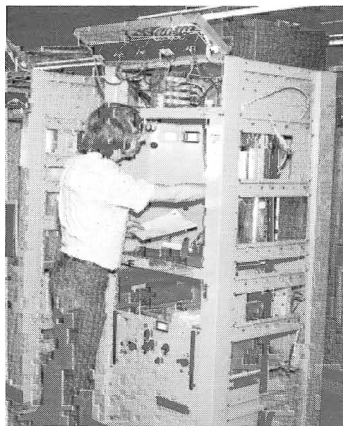
Piece work for UHF TV transmitter is being formed on press brake by Joe Tate.



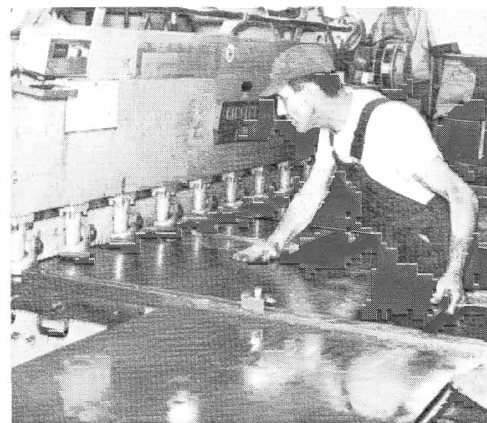
Cyndi Bickhaus and Rosie Burrows work in final assembly of FM-10H transmitters.



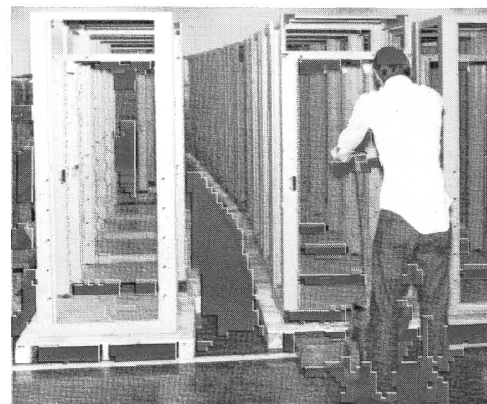
Merlin Brickman and John Harrison check out 4 kW Band II FM transmitter.



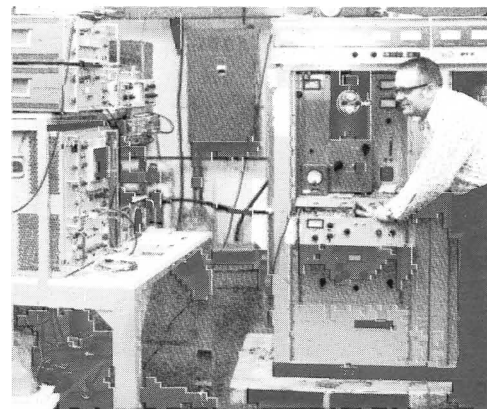
Richard Schmidt checks out driver cabinet of 5 kW VHF transmitter.



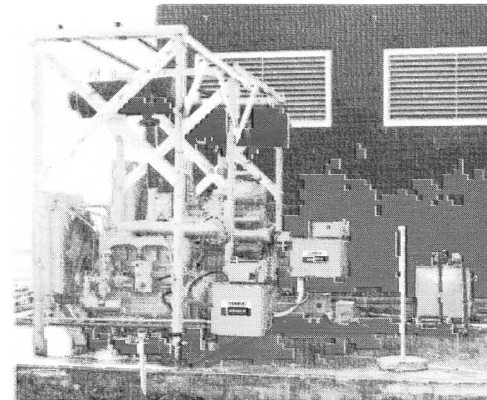
Jackie Sanders shears panels for 40 kW UHF TV transmitters.



Roland Farr lines up another 40 kW UHF transmitter cabinet.



Mike Finley tests exciter in 5 kW Band III transmitter.



This modern 150 kW Diesel Power Generator will be used to test UHF transmitters on 50 cycle power.

UHF TV TRANSMITTERS FOR SECOND TELEVISION PROGRAM

PROJECT BACKGROUND

Information that UHF television equipment would be needed to establish a second program in Yugoslavia was received by Gates from the U.S. Dept. of Commerce in February, 1971, and actions were taken to obtain bid specs.

Gates' efforts to obtain a contract to supply the UHF transmitters for the huge project began in May, 1971. Competition for contracts was closely contested by equipment manufacturers throughout the world. During the negotiations, Yugoslav engineers made several visits to Quincy to evaluate our transmitters, and many technical conferences were held in Yugoslavia and were attended by Larry Cervon, Hans Bott, Vern Killion and Joe Guerrero.

Finally in early 1973, contracts were signed but we could not proceed until the loan agreement was executed between Export-Import Bank of the U.S. and the Yugoslav authorities.

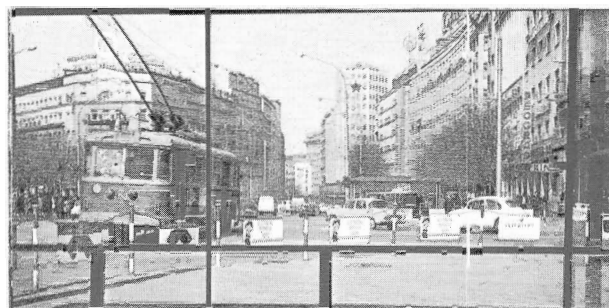
UHF TRANSMITTERS FOR RTV NOVI SAD, RTV ZAGREB AND RTV BEOGRAD

The second television program in Yugoslavia will be the UHF service carrying 625 line color service throughout the country. Gates will supply 15 UHF transmitters for use by RTV Novi Sad, RTV Zagreb and RTV Beograd. The contracts to supply the broadcasting equipment were between Gates and three Yugoslav importing enterprises, each acting on behalf of the radio and television centers. Additional VHF and FM equipment for RTV Zagreb and FM transmitters for RTV Titograd were also included in the contract.

Delivery will begin in March and extend until the last two 40 kW UHF transmitters are shipped in June, 1975.

In September, 1973 Vern Killion and Leon Stanger, accompanied by engineers from the various television centers, visited most of the actual transmitting sites to assist in the installation planning.

BELGRADE

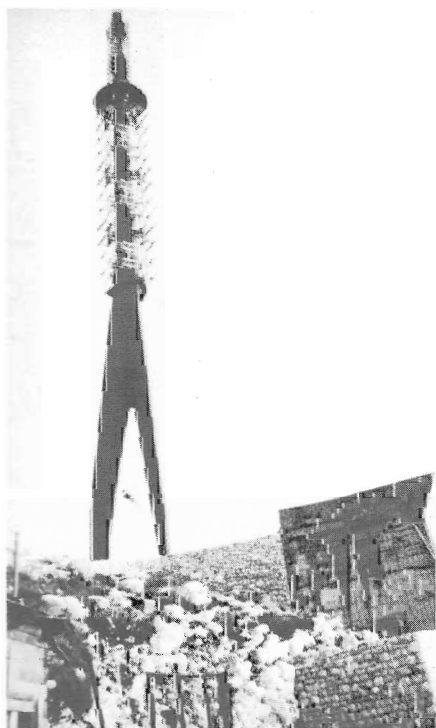


Belgrade is the capital of Yugoslavia and the country's largest city. It is also the capital of the Republic of Serbia, one of the six republics which together with two autonomous regions constitute the country of Yugoslavia.

ZAGREB



Zagreb is the capital of the Republic of Croatia and is its economic and cultural center. RTV Zagreb serves a region of 4.5 million people.



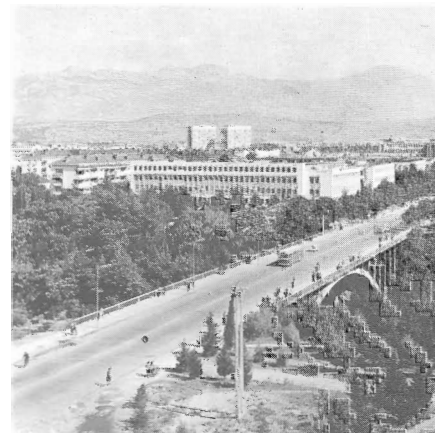
Biokovo, a lofty mountain top transmitter site close to the Adriatic Sea is 6,000 feet high—now a VHF television and FM installation for RTV Zagreb. This will be the location for a Gates' 40 kW UHF and 10 kW FM transmitter. New UHF coverage will be provided to the important seaport of Split (150,000 population) and to several islands, including the historic and famous island of Brac'.

NOVI SAD



Novi Sad, capital of the autonomous province of Vojvodina, which is in the northeastern part of Yugoslavia.

TITOGRAD



Titograd is the capital of the Republic of Montenegro, and a fast growing industrial center.



During Zagreb visit Mr. Cervon takes time out while Joe Guerrero snapped photo of Mdm. B. Kuhar and Mdm. Z. Božić of Mašino Impex import agency and R. Galic' of RTV Zagreb.

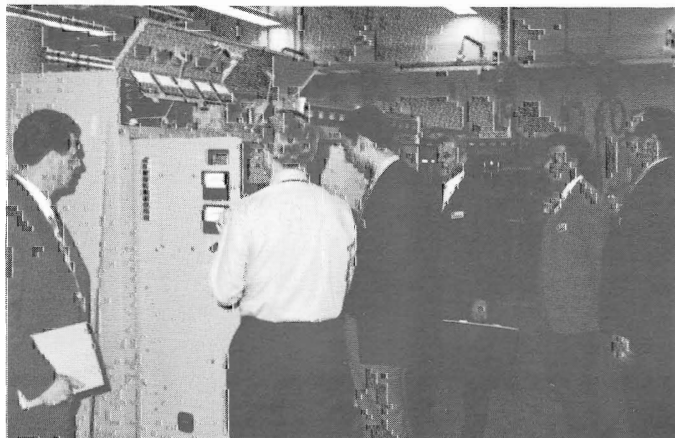
YUGOSLAVIA TV CONTRACT HIGHLIGHTS



The words "Dobro Došli", which mean "welcome" in their language, greet the team of eight engineers from Yugoslavia, shown with Gene Edwards and Curt Kring when they arrived in Quincy March, 1972.



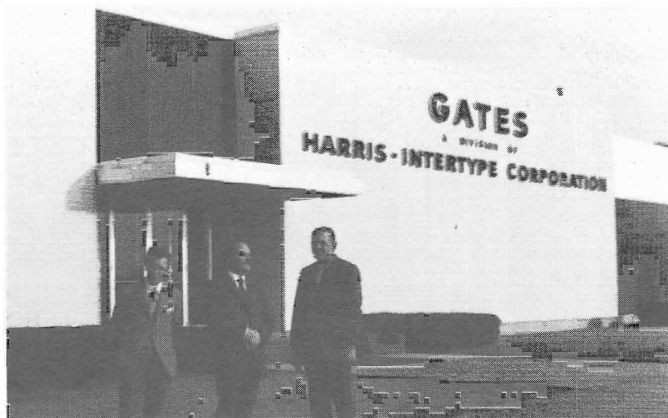
Group photo of Yugoslav engineers and Gates' engineers posed on each side of Gene Whicker and in front of the BT-55U transmitter.



Ing. David RTV Novi Sad (left) observes Hans Bott demonstrate BT-55U transmitter to Ing. Tomašević, RTV Beograd; Ing. Rojec, RTV Ljubljana; and Ing. Orešković, RTV Zagreb (second from right) as Jim Aurand looks on.



Jim Aurand points out feature of klystron in BT-55U to Ing. David, Ing. Galic, Ing. Topalović and Ing. Georgiev.



Gates' factory forms nice background for this photo of Ing. L. Orešković and Ing. R. Galic of RTV Zagreb and Vern Killian.



Second group of engineers from Yugoslavia visit Gates in June, 1972 and are shown in front of BT-55U transmitter with Howard Young, Joe Guerrero and Larry Cervon.



In December, 1972 engineers from RTV Beograd and RTV Titograd and representative of the import agency Centrocoop visit Quincy and include from left to right: V. Radoman, B. Topalović, Z. Sajević of Centrocoop, M. Tomašević, Joe Guerrero, A. Todorović.

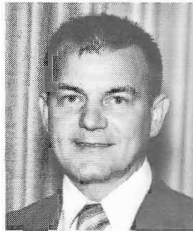


Beginning with the equipment order placed by the import agency Tehnogvozdjar Imex on behalf of RTV Novi Sad (above) contracts were signed with RTV Beograd, RTV Titograd and RTV Zagreb. Ing. Janoš David of RTV Novi Sad, seated between Joe Guerrero and Irena Kurila, has pen in hand while Jim Barry and others witness signing.

Service



30 Years
Frank Bruening
Mechanical Engr.



25 Years
Gordon Rode
TV Sales Adm.



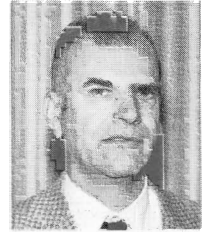
25 Years
Dick Walz
Mechanical Engr.



25 Years
Bob Strode
Automation Assy.



20 Years
Jack Eliason
Purchasing



20 Years
Bob Schenke
TV Service



15 Years
Bob Bush
Radio Engr.



15 Years
C. V. Clarke
Radio Engr.



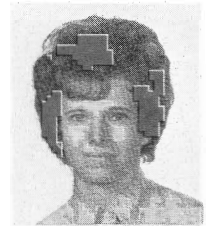
10 Years
Wanda Balsar
Drafting



10 Years
Georgia Vaughn
P.C. Bd. Fab.



10 Years
John Clark
Inspection



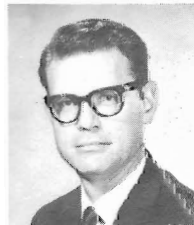
10 Years
Helen Vaughn
P.C. Bd. Fab.



5 Years
Jim Aurand
Radio Engr.



5 Years
Robert Jones
Fabrication



5 Years
Sid Stribling
Production Engr.



5 Years
Phil Harper
N.Y. Service Center



5 Years
Bob Ward
Maintenance



5 Years
Jill Wegs
Data Processing



5 Years
George Gorisek
Radio Engr.



5 Years
Bob Switzer
Radio Field Sales



1 Year
Karen Clary
Mechanical Engr.



1 Year
Oscar Fuller
Repair Returns



1 Year
Anita Miller
Accounting



1 Year
Sharon Myers
Credit & Collections



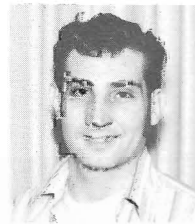
1 Year
Mike Finley
Final Test



1 Year
Kathy Fee
Planning & Pricing



1 Year
Jack Monahan
Camera Engr.



1 Year
Harold Mazingo
Fabrication



1 Year
Fred Peterson
Support Assy.



1 Year
Arnold Spielbauer
Mechanical Engr.



1 Year
Sammie Tournear
Audio Assy.



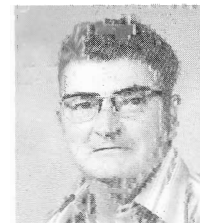
1 Year
George Spellman
Credit & Collections



1 Year
Homer Stanley
Final Test



1 Year
Marilyn Webster
Fabrication



1 Year
Ernest Woods
Fabrication



Awards



20 Years
Yvonne Voth
Stockroom



20 Years
Roger Newell
Final Test



20 Years
Charlie Otte
Purchasing



20 Years
Dave Sprague
Stockroom



20 Years
Jim Mayfield
P.C. Bd. Fab.



20 Years
Jim Winking
Floor Assy.



10 Years
Cathy Drummond
Stockroom



10 Years
Hardin Stratman
Radio Engrg.



10 Years
Wilma White
P.C. Bd. Assy.



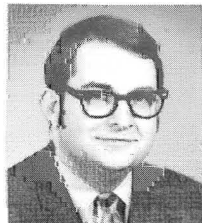
10 Years
Dick Farr
Fabrication



10 Years
Roger Job
Automation Assy.



10 Years
Ken Smith
Systems Engrg.



5 Years
Bob Bousman
Radio Field Sales



5 Years
Dave Orienti
Radio Field Sales



5 Years
Marilyn Wagner
Production Ctrl.



5 Years
Audrey Wittler
Product Management



5 Years
Chuck Cosgrove
Automation Assy.



5 Years
Birney Fletcher
Fabrication



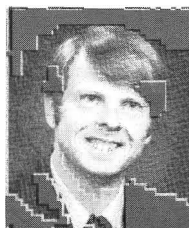
1 Year
Dale Willis
Maintenance



1 Year
Dave Bergstrasser
Data Processing



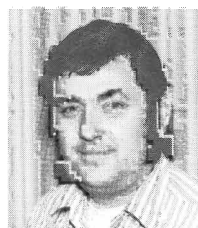
1 Year
Angie Dixon
Product Marketing



1 Year
Charles Patterson
Radio Field Sales



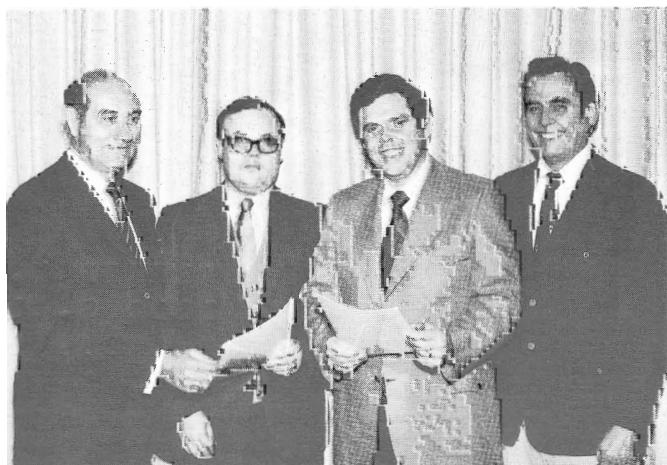
1 Year
Jim Brown
Repair Returns TV



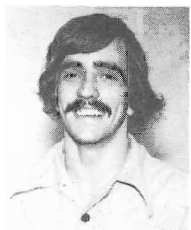
1 Year
Wayne Clark
Final Test

PATENT AWARD TO GATES ENGINEERS

Dale Connor, Manager, Audio Engineering Section, and Robert McDonough, Senior Audio Engineer have been jointly awarded a patent for a "Fast Recovery Low Distortion Limiter." The patent applies to circuits presently used in the Gates FM Limiters. In the picture at right, Larry Cervon (left) and Gene Whicker (right) join in extending the Company's congratulations to Robert McDonough and Dale Connor for their fine contributions to our product lines.



Welcome New Employees



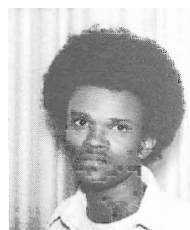
Mike Webster
Stockroom



Cheryl Bliven
Static Assy.



Sharon Davis
Support Assy.



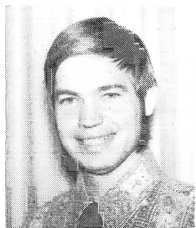
Bill Temple
Floor Assy.



Rodney Nolte
Floor Assy.



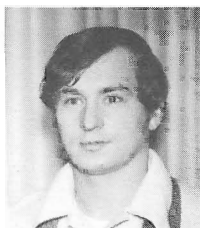
Marilyn Dooley
Audio Assy.



Richard Angell
Drafting



Don Hert
Drafting



Mike Russell
Camera Test



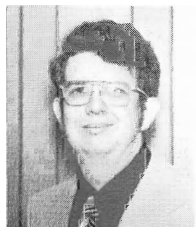
Gene Semon
Drafting



Bill Jackson
Industrial Engrg.



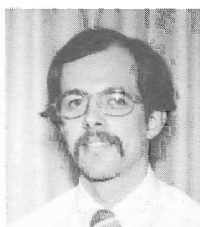
Pat Friday
Automation Assy.



Ed Yarbrough
TV Service



Ed Bilberry
Production Ctrl.



Jim Keller
Drafting



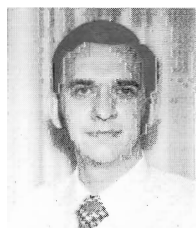
Walter Deen
Final Test



Carl Binzer
Product Mgmt.



Richard Green
Accounting



Joseph Delaby
Drafting



Lewis Pifer
Radio Service



Sam Mason
Fabrication



Matthew Kent
Inspection



Jim Knodel
Accounting



GATES DIVISION

HARRIS-INTERTYPE CORPORATION

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1110 S. 19TH ST.
QUINCY, ILLINOIS 62301