

INTERCOM

PUBLISHED FOR THE EMPLOYEES OF



HARRIS
COMMUNICATIONS AND
INFORMATION HANDLING

Broadcast Equipment Division

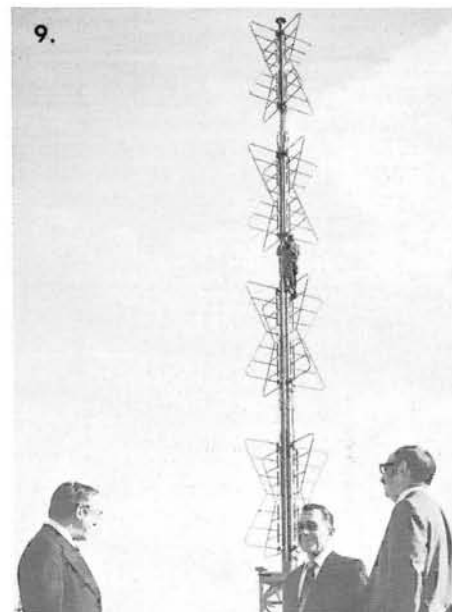
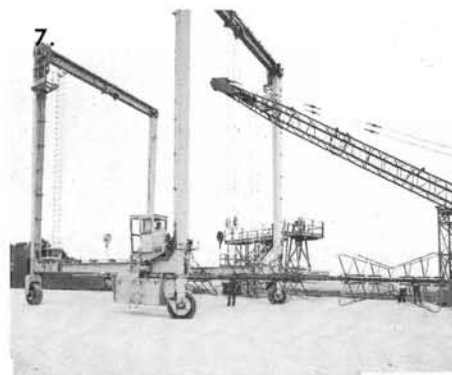
SECOND QUARTER

QUINCY, ILLINOIS

DECEMBER, 1974

ANTENNA TEST RANGE CONSTRUCTION

The following pictures show the progress of the Test Range construction from the initial clearing of the under-brush to the finished site. For more story, turn to page seven.



NEW FORMAT FOR INTERCOM

Our **Intercom** is published for the employees of Gates Broadcast Equipment Division. It will be published on a quarterly basis starting December, 1974.

We welcome employee comments and news that will be of interest to other employees.

Please send your comments to Pat Bybee, Office Services, 2nd & Hampshire.

NEW EYE SAFETY GLASS PROGRAM

As we embark on a new year at Gates and reflect upon last year, one of the things that comes to mind is the two severe injuries that occurred to Gates employees. There was also an increased incidence of minor injuries and all types are of concern because they hurt people. During this new fiscal year we intend to accomplish several things to make Gates the safest place to work in Quincy, for all employees.

A new eye safety glass program was enforced on October 25, 1974. All eye hazard areas have been identified and marked. All employees and visitors entering these eye hazard areas must wear eye protection.

All personnel working in Departments 12, 13 and 14 must wear their glasses into the departments at the start of their shifts and out of the department at the end of their shifts. This means that all personnel must wear glasses at all times while inside the designated aisle lines.

Also side shields will be worn by all personnel working or entering Departments 12 and 13. The same warning policy will be in effect for not wearing side shields in these departments as for not wearing safety glasses.

The clip-on shields are available in the Personnel Department at 30th Street. Eye protection for visitors may be obtained at the 30th Street lobby, 2nd Street lobby and at Bob Strode's desk at Ellington Road.

In addition to the eye safety program—we plan to establish an employee safety committee, a fire brigade, provide fork lift operator training and certification and publish a safety manual. All of these programs will tell each of us things we can do to make Gates a safe place to work, but we will need each employee to help make the program effective by being safety conscious.

B. J. Vaughan
Safety Director

DEPARTMENT MOVES

Recent department moves improve the efficiency of staging and shipping activities as Department 10 and Department 23-1 are now located at the Ellington location. With the relocation of Automation Department their former area at 2nd and Hampshire has been filled by the Service Department, complete with the Service Parts stock. The moving of 23-1 has allotted more space at 30th for the large amount of phasors and CS work required for completion of the Iran contract.

TRAINING IN PROGRESS

Training activity for Gates employees has been high in the last ten months. Several training courses have been given and more are planned in the future. Earlier in the year, many of our employees of the Assembly Departments, participated in Quality Control Standards Training. The emphasis in the course was on quality assembly standards, what they are, and how to achieve them. This course will continue to be given as new groups of employees come into the Assembly Departments.

A basic electronics course was offered in January, '74 and 14 employees participated. This course was taught by Dale Bennett, a Gates Production Engineer. Basic electronics theory was taught for those with no previous electronics background and as a refresher course for others. This course will continue to be given as employees express interest in taking them.

During the same time period, a one day safety seminar was given to the foremen by representatives of the Travelers Insurance Company. Discussion centered around the responsibility for plant safety and how to implement safety within their departments.

During the spring of this year, the first sessions of the American Management Association Supervisory Development course was given. At that time, approximately 45 managers and supervisors participated in the eight week management training program. In November of this year, an additional 45 supervisors and foremen completed the course. In January, '75, 30 more supervisors, foremen, and supervisory trainees will attend. The course covers the basic concepts and principle application of basic management techniques. Additional follow-up training is planned for all supervisory personnel in leadership skills.

Also in January, a two week work measurement and MTM training program for all foremen and related personnel will be given with the help of a consultant. Currently in process is a blueprint reading course and a solid state electronics circuits course. Attending the blueprint reading course are all employees from the Metal Fabrication Departments and related QC Instructors. The course is being taught by a drafting instructor from the Vocational Technical High School, and is designed as a basic course for those with little or no skill in blueprint reading and as a refresher course for others. The solid state circuits course, taught by Jim Tucker, a Gates Engineer, is being taken by 28 technicians and engineers. The course provides specific theoretical and practical application in the design and troubleshooting state-of-the-art solid state transistor circuits. This course is part of the Company's effort to provide continuing electronic training. Additional electronic courses are planned in the future.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

As part of our continuing Affirmative Action Program we believe that each employee should, from time to time, review the Gates Division policy on hiring and promotions which we require to be carried out.

"It is the policy of Gates Division, in recognition of the essential rights of all employees and applicants as individuals, to recruit, hire and promote all job classifications without regard to race, color, religion, sex, national origin or age, except where sex is a bona fide occupational qualification.

"It is also the policy of Gates to take affirmative action to ensure that all personnel actions such as rate of compensation, benefits, transfers, layoff, return from layoffs, Company supported training, educational tuition assistance, social and recreational programs and promotions shall be administered without regard to race, color, religion, sex, national origin or age, except where sex is a bona fide occupational qualification.

"The Director of Personnel is responsible for administering this program and for providing a supporting or monitoring system to assure compliance."

JUNIOR ACHIEVEMENT

The NIWCO Company is representing Harris Corporation/Gates Broadcast Equipment Division in this year's Quincy Junior Achievement Association.

In compliance with the JA philosophy of "in business for the purpose of teaching business" and guided by a team of Harris advisers, NIWCO's 15 members or achievers, will initiate, develop and implement policies to manufacture and market a five-inch by seven-inch stained box containing and displaying the various wonders of nature.

Naming their product "Nature In The Window Box," from which the company name is taken, the achievers hope to establish a successful business enterprise with sales of 311 units or more at a selling price of \$3.50 each.

Included among the NIWCO achievers is Robert F. Buck, Jr., 15-year-old son of Bob Buck, TV Service Parts. Robert, a sophomore at Quincy Senior High I, was elected by his fellow achievers as Company Vice-President of Sales.

Business achievers for this year's Harris sponsored Junior Achievement Company include second year adviser Steve Burd and first year advisers Jim Morton and Bill Emery. Dean Niederhauser is currently representing Harris as President of the Quincy Junior Achievement Board of Directors.

Season's Greetings



FIRST QUARTER RESULTS AND OUTLOOK

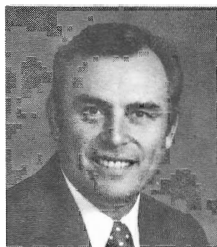
Before getting into the facts and figures on how we did in the first quarter (and we did very well), I would like to tell you a little about a recent innovation here at Gates—the “Quarterly Operations Review”

In brief, this “Review” is a half-day meeting between department heads and other key members of the management group, at which we go into quarterly progress and results, as matched against Division objectives, and against the objectives of each department.

We have held two of these meetings to date, one at the end of the fourth quarter last year, and one several weeks ago, at the close of the first quarter of this fiscal year. I’m happy to report that the meetings have been very productive—real working sessions at which we all delve into the strengths and weaknesses of our various departments, and of our entire Division, and come up with some good, sound ideas on what we need to do to meet our objectives.

I feel that these meetings are already helping us to operate more closely as a team, as they are allowing each of those in attendance to see the problems and the objectives of other departments, and get a clearer perspective of our operation as a whole. Dr. Joseph Boyd, President of Harris Corporation, and Mr. William Stolze, Vice President-Group Executive of the Communications Group, attended our last meeting, and made significant contributions to it. Also, they were both impressed with what we accomplished during the day, and were very encouraging in their comments on the “Review” concept.

At the end of each meeting we wind up the day with a Progress and Problems session, at which we list major progress areas and major problem areas. We then vote on the order of importance in each category, and I think you might be interested in seeing some of the areas we



G. T. Whicker

considered most important. This will also give you our first quarter results.

Three of the top progress items for the first quarter were profits, shipments and new orders—we were well above our Annual Operating Plan for the quarter in all three areas.

Another progress item that was high on the list was the recent strengthening of our management team with 23 promotions and appointments. Out of this total, only two were from outside the Division, and only one from outside the Corporation!

There are also some problem areas, and two of the most important here were inventory control, and the smooth “flow-through” of orders to shipments or finished goods. As to the first area, although our inventories are beginning to come down according to plan, they are still high, and we must continue to exercise very tight control. In the second problem area, we have still not achieved a smooth flow in turning incoming orders into finished goods. We just do not get orders out the door in the form of equipment as quickly and efficiently as we should. This is a problem that involves almost every department in the Division, and one that we are really going to have to work on in the coming months.

In summing up, our current picture looks very bright. In fact, we were the top Division within the Corporation on percentage of new orders in the first quarter as compared to the first quarter last year. However, the overall view of the economy of the country is somewhat confusing at this time, so we must maintain a cautious outlook, and continue our efforts to hold down expenses while maintaining high productivity in all areas.

I intend to keep you informed on the results of each of our “Quarterly Operations Reviews” in the future—and I hope the news will continue to be as favorable as it was in the first quarter. This could easily be our best year ever at the Gates Division, so congratulations to all of you on the fine start we have made toward this goal.

REGIONAL SALES MEETINGS HELD IN DENVER AND WASHINGTON, D.C.

The week of October 1—a busy time for Gates sales force as Joe Engle, Curt Kring and Walt Rice held Regional Sales Meetings in Denver and Washington, D.C.

These were the first joint meetings of our Radio and Television sales teams. The theme of the meetings was “Your Price Is Right—Sell It!” With Harris recognized world-wide as the technology and quality leader in the broadcast equipment field with DCFM, IF Modulation, PDM and more to come, this theme tells the story.

Results of the FY73-74 were reviewed with the top sales awards being presented to the following men:

Tom Schoonover, District Sales Manager TV, New York, was presented the TV Sales Achievement Award after scoring 24 out of a possible 27 points. His record reads: 8 points for firm orders above quota; 8 points for transmitter share of the market and 8 points for contingent orders. This is the second year in a row that Tom has won this award.

The Radio Sales Achievement Award was won by Bob Switzer, District Sales Manager Radio, Los Angeles, for his scoring of 21 points out of a possible 29 points. His record reads: 8 points for orders above quota; 8 points for transmitter share of the market and 5 points for contingent orders. Hold on to your hats folks—this is the fourth year in a row that Bob has won this award!

Tom O’Hara, District Sales Manager TV, Los Angeles, was presented the TV Transmitter Sales Champion Award for the FY73-74. Tom sold 50% of all the TV transmitters that were sold in his territory.

Did we save the best for last? Maybe so! Charlie Patterson, District Sales Manager Radio, St. Louis, in his first complete year of field sales, sold 82% of all the AM and FM

transmitters that were sold in his territory. Thus winning for himself the Radio Transmitter Sales Champion Award. Congratulations to the above mentioned men for their sales contribution in FY73-74.

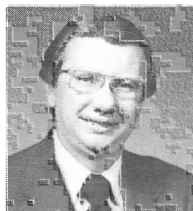
The standings of new orders against yearly goals for 1974-75 by markets are:

U. S. Radio	.31%
U. S. Television	.24%
Dealer Sales TV	.29%
Canada	.66%
Government	.63%
Export	.56%

Keep up the good work men—you are the first who must succeed to assure a successful completion of FY74-75.



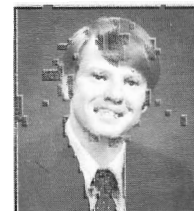
Tom Schoonover



Bob Switzer



Tom O’Hara



Charlie Patterson

CHIT-CHAT

Congratulations to Betty Weber who has been awarded the professional designation of CPS; Certified Professional Secretary. This rating is earned only through extensive study and required a demanding two-day comprehensive examination. Since this program was started in 1951, only a total of 7,736 persons have become CPS's.

What about Gates' sports program? Did you know our softball team tied for 1st place in the Quincy Industrial League and placed 2nd in the tournament? Did you know we had 16 teams in our summer golf league? We currently have eight men's and four women's bowling teams in various leagues throughout Quincy. Let's get behind our sports program and if you don't participate—at least back up our teams with more Company support.

Wally Kabrick has been appointed to serve as a member of the Special NIAC Working Group, Emergency Alerting of the General Public, National Industry Advisory Committee, by the Honorable Charlotte E. Reid, Defense Commissioner, Federal Communications Commission.

This group has developed a two-tone signaling system for AM/FM/TV Broadcast stations to be used for emergency action notification by means of off-the-air monitoring of the station. Receivers would be muted but could be reactivated by this signal anytime of the day or night. After reactivation, announcement of imminent disaster, etc., can be made. It is hoped that this new system will be adopted to replace the attention signal now being used in the Emergency Broadcast System.

Congratulations, Wally!

Our "Jumping Jeff" Steinkamp now has 210 jumps to his credit. He learned to jump at the University of Illinois and recommends skydiving to those who need the challenge and the self-satisfaction that it creates. He is now a member of the Keokuk Falling Stars Exhibition Team and has made many jumps in the Quincy area.

Jeff has been giving lectures on skydiving to various groups—so if your club would enjoy a program on sport parachuting, contact Jeff.

Did you enjoy the Company picnic?

Send comments to Pat Bybee, 2nd & Hampshire.

Since April of this year, Social Security Benefits have increased a total of 11 percent. In June, 1975 and every year thereafter these payments are expected to be increased further, with the amount depending on the increase in the cost of living index. This increase has meant a lot to our retired employees.

Of course, as we all know—nothing is free! These increased benefits cost Gates and all active employees a lot of money. We as a Company and you as an individual are each taxed on a basis of 5.85 percent of earnings up to \$13,200 per year. This amounts to \$772.20 paid on earnings of \$13,200 by both Company and employee for 1974.

Luther Patrick and his wife, Marie, have recently returned from a vacation best described as "a life time dream come true!" Along with a group of 179 others they crossed the

GUEST COLUMNIST

Sometimes, I think the things we see are shadows of the things to be;

That we plan to build;

Phoebe Carey

Poet Carey has, in a very few words, stated the philosophy of setting goals and formulating plans to achieve objectives. This principle applies individually to each of us in a personal



Nibs Jochem

way and collectively to us as a group in a business-sense.

The Harris Corporation has always been a strong advocate of established goals and plans. Your Division is also a staunch believer in planning—in quarterly, annual and five-year varieties.

Five years may seem to be peering too far into the future — yet each of us is constantly doing exactly that. When we buy a house we are looking ahead 20 to 25 years. When we send our children to school, we and they have in essence signed up to a long-term goal.

Although for many years we have developed five-year plans, this year the Corporation has added a new dimension. This new dimension involves the updating of a five-year plan on a yearly basis. This approach makes a good deal of sense for it allows us to apply a fresh view, sharpened by recent knowledge of the business environment, the broadcast market, technological advances, competitive strength and the new skills and capabilities we may have acquired in the past year. Whimsical fancy has no place in five-year plans. It is a serious business that charts our course, year-by-year, in digestible amounts to an attainable goal.

We have just completed the update of our five-year plan — a plan that spans the period from July 1974 to June 1979. It is a 34 page document covering every aspect of our operations,

Atlantic via a 707 Boeing Jet and after 7 hours of flight they landed in Madrid to refuel. Six hours later they arrived in Amman, Jordan.

There they began an 8-day voyage by bus, horse, boat and cablecar that reads as direct quote from the Bible. They visited Petra, Mt. Nebo, Allenby Bridge, River Jordan, Old Jericho, Elisha's Spring, The Dead Sea, Lazarus' Tomb, King David's Tomb, Church of Nativity, Jacob's Well, City of Masada, Sea of Capernaum and so many other spots too numerous to mention here.

The group was part of the huge crowd that was on hand to welcome King Hussein on his recent visit to Amman, Jordan.

Upon their return to the U.S., Luther tells me his first purchase was a good cup of coffee and a McDonald's hamburger.

For more details on this wonderful trip, contact Luther Patrick, Dept. 13.

Congratulations to Mr. and Mrs. Sterling (Bob) Johnson on their 25th Wedding Anniversary.

Sharon Beedle, who went on pregnancy leave 11/21, has a baby daughter born 11/21.

our strengths and weaknesses, our new order levels and our shipments, new product developments, competitive environment, facilities and manufacturing, organizational development, plans for growth and, of course, profit projections.

The new plan reflects our continued belief in the health of the broadcast market, with outlooks for an increase in our Division's already commanding domestic market share and a substantial addition to its influence in the international market. Our product line, although extensive, has a few voids mainly in the television area, which we plan to fill. On the other hand, a much more critical eye will be turned on products that are marginal, thus keeping the line full but productive. Our products have long exhibited high value, excellent quality and technological leadership — we intend to keep it that way.

A good portion of the plan concerns the myriad of functions in the manufacturing operation, so vital to our continued growth and health. It includes projections for facilities, manufacturing cost, information and control systems, inventory management and a host of other factors.

Much of our optimism in the next five years is based on our resources. The view of resources is too often restricted to money, building and machines. Granted, these are important, but they mean little without the human element — the most necessary and valuable resource of all.

Our success in carrying out this five-year plan is to a great extent in your hands and mine. We can achieve the objective by careful attention to the demands of each day, the requirements of each quarter and the goals of each year. It won't be easy — but it will be interesting, fulfilling, rewarding — and it is possible. Perhaps there is considerable truth in Miss Carey's words —

"That what we plan we build".

EMPLOYEE DEATHS

Gates has suffered the loss of three employees since the start of this fiscal year. These are men who were known and loved by many members of Gates.



Ed DeGroot

Ed DeGroot passed away July 8, after an extended illness. He had been connected with the Industrial Engineering Department for some 27 years.



Robert Roan

Robert Roan who died September 14 had 13 years of Company service, most of which was spent in the Shipping Department.



Eugene Crossan

Eugene Crossan had been an Electronics Technician for 28 years. He was mainly interested in the Phasor section of Floor Assembly. His unexpected death on November 10 was felt throughout Gates.

These men are greatly missed by their fellow workers and it is with sincere sympathy that we express our condolences to their families.

EMPLOYEES WITH NEW COMPANY RESPONSIBILITIES . . .

The following is a list of employees who have accepted new responsibilities with the Company since May, 1974. We know you will join us in congratulating both hourly and salary employees who are growing with Gates.

Name	New Job Title	Grade	Effective Date	Name	New Job Title	Effective Date
Marilyn Stieghorst	Assy. Tech	212-7	5-20-74	Mike Preis	General Foreman	7-1-74
Mary Osmeyer	Assy. Tech	212-7	5-20-74	Roger Burns	Mgr./Gov't & Dist. Sales	7-1-74
Joan Dunlap	Assy. Tech	212-7	5-20-74	Jim Barry	Staff Asst. Int'l Mktg.	7-1-74
Richard Schmidt	Assy. Tech.	228-4	5-20-74	Dave Carlson	Lead Engineer	7-1-74
Herta Carter	Assy. Tech.	212-7	5-20-74	George Spellman	Credit Manager	7-1-74
Pearl Little	Assm. Sm. Lots	210-8	5-20-74	Joe Sutcliffe	Program Manager	7-16-74
Sue Barnard	Assm. Sm. Lots	210-8	5-20-74	Joe LaManna	Mgr./Industrial Engrg.	7-1-74
Don Taylor	Elec. Test Tech.	308-1	6-17-74	John Monahan	Sect. Mgr./Video Products	7-1-74
William Ramsey	PB Plat. Tech.	243-3	6-10-74	Frances Fierge	Steno-Secretary	7-16-74
Ruth Jones	Lead Opr.	207-8	6-24-74	Sharon Myers	Secretary	7-29-74
Mike Power	Machine Opr.	122-4A	7-15-74	Tom Jordan	Spvr. TV Camera Design	7-1-74
Dave Chandler	Assy. Tech.	228-4	7-15-74	Joe Engle	Director/Domestic Sales	8-19-74
Floyd Schrader	QC Inspector	225-5	8-5-74	Vic Mills	Lead Engineer	8-1-74
John Thomas	QC Inspector	241-3	7-15-74	Lowell Hoskins	Foreman/Machine Shop	8-12-74
Mary Miller	Machine Opr.	116-6A	8-5-74	Curt Lutz	District Mgr. Radio	8-16-74
Virginia Kirkpatrick	Elect. Assm.	202-9	9-9-74	Margaret Shackleton	Credit Clerk B	8-1-74
Viola Valentik	Conversion Coater	105-7	9-9-74	Pat Bybee	Office Services Spvr.	8-5-74
Kay Seals	Mech. Assm.	106-7	9-9-74	Bob Anderman	Ass't Program Mgr.	8-19-74
Mark Miller	Machine Opr.	122-4A	9-9-74	Jean Baumbach	Purchasing Expediter	9-3-74
Fred Simms	Assy. Tech.	228-4	9-2-74	Fred Riley	Field Service Engrg.	9-1-74
Clarence Phillips	Assy. Tech.	228-4	9-2-74	Bonnie Dudding	Personnel Assistant	8-16-74
Luther Patrick	Tool/Die Maker	130-2	9-9-74	Ed Lowary	Senior Engineering Tech.	9-16-74
Jerry Wernowsky	Working Spvr.	129-2	9-23-74	Bill Culbertson	District Mgr. TV	10-1-74
Rodney Nolte	Elec. Test Tech.	302-3	10-14-74	Lois Butcher	Secretary	9-16-74
Richard Cady	Calibration Tech.	61-8	10-16-74	Mary Schwada	Secretary	9-16-74
Everett Jones	Assy. Tech.	228-4	10-28-74	Jane Hunley	Lead Office Clerk	9-16-74
Neva Werneth	Wire Mach. Opr.	224-6	10-28-74	Burt Buy	Vice-President/Mfg.	10-1-74
Suzanne Tipton	Wire Mach. Opr.	224-6	10-28-74	Al Hyatt	Ass't Tech. Writer	10-1-74
Charles (Kim) Hermann	Elec. Test Tech.	306-2	11-4-74	Linda Epps	Lead Office Clerk	10-1-74
Ken McColez	Machine Opr.	122-3A	11-4-74	Darla Bowen	Lead Office Clerk	10-1-74
Kent Bunte	Elec. Test Tech.	302-3	11-4-74	Russ Sherman	Purchasing Expediter	11-16-74
Mike Saxbury	Elec. Test Tech.	306-2	11-18-74	Pat Browning	Production Scheduler	10-16-74
Steve Cane	Elec. Test Tech.	306-2	11-4-74	Tom Hoskins	Order Expediter	10-1-74
Curtis Moore	Crater/Packer	504-8	11-4-74	Karen Kaden	Production Scheduler	10-16-74
Phillip Stultz	Stock Clerk	412-6	11-4-74	Betty Oenning	Lead Office Clerk	10-15-74
Cathy Drummond	Crater/Packer	504-8	11-4-74	Anita Jackson	Credit Clerk B	10-16-74
Dwayne Goodwin	Stock Clerk	412-6	11-4-74	Eleanor Hood	Gen. Office Clerk A	10-14-74
Jim Eickelschulte	Crater/Packer	504-8	11-4-74	James Gibson	Methods Spvr.	10-15-74
Clara Smoot	Stock Clerk	406-7	11-4-74	Bill Little	Engineering Ass't.	10-16-74
Jackie Smith	Order Ed.	76-5	11-1-74	Elaine Hayes	Document Writer Opr.	10-28-74
John O'Dear	Stock Clerk	406-7	11-4-74	Millie Wade	Production Scheduler	11-1-74
Phillip Brose	Elec. Test Tech.	306-2	11-4-74	Rose Sifton	Steno-Secretary	11-1-74
Roy Strube	Engrg. Assy. Tech.	75-7	11-11-74	Ginny Jorgensen	Control Expediter	11-1-74
Mike Wills	Assy. Tech.	228-4	11-18-74	Olive Evans	Control Clerk	11-1-74
Bill Meyer	Buyer-Expeditor		5-16-74	Carol Kroner	Control Clerk	11-1-74
Don Hert	Drafting Group Leader		5-16-74	Pat Ellison	Cost Acct. Clerk A	11-1-74
Charles Otte	Senior Buyer		6-16-74	Dave Kerker	Engineering Assy. Tech.	11-1-74
Dan Masse	Director of Engineering		6-1-74	Jim Wagner	Control Scheduler	11-16-74
G. T. Whicker	Vice Pres.-Gen. Manager		5-28-74	George Markham	Director/Quality Assurance	9-16-74
Terry Hickman	Section Mgr./TV Trans.		6-1-74	James Morton	Plant Engineer	11-1-74
				Bette Meyer	Mkt. Literature Clerk	11-16-74

RETIREMENTS

Since our last Intercom we have had four employees retire. Their combined service represents over 70 years of service to the Company.

Esther Enlow has the longest service record with over 23 years to her credit. Clara Taylor ranks next with a total of 21 years. Lillian Ball served the Company for more than 17 years and Charlie Kuhns was employed over 9 years at Gates.

We hear that traveling and volunteer work is keeping our retirees very busy up to this point. We hope that retirement has proven to be all they had hoped it would be and we wish them many more long and happy years.



Esther Enlow



Clara Taylor



Lillian Ball



Charlie Kuhns

SEND A CARD TO OUR EMPLOYEES WHO ARE ILL

SHUT-IN as of 11-20-74

The following people are at home:

Lyman Ennis	Ernest Woods
Pat Harker	Art Vanden Boom
Ray Hudnut	Linda Hendricks
Paul Linkous	Paul Dominick

Alvina Rice Room 422B St. Marys Hospital

AMBULANCE SERVICE

The City of Quincy has a new professional ambulance service which is dispatched by the Adams County Sheriff's office. The Quincy phone number is 224-6292.

The charge for the emergency ambulance service is \$35.00 and this fee will be included in the hospital statements: Blessing or St. Mary's.

SERVICE AFTER THE SALE

The word "service" means CUSTOMER ASSISTANCE, after the delivery of equipment regardless of the situation. The customer may phone or telex his problem to us, visit our Service Department in person or ask for assistance at his transmitter site.

The department, charged with world-wide service responsibility, is organized into three sections—Radio Service, Television Service, and Repair/Service Parts, each headed up by a specialist in his own field.

RADIO SERVICE

The Radio Service Section, under the capable leadership of Bill Massey, responds to all field service requirements involving radio transmitters, audio equipment and radio program automation. With his staff of seven people, Bill is responsible for radio service parts orders and shipments as well as all used equipment transactions.

Training of customer personnel in Radio and Automation products, both in-house and in the field is another function of the Radio Service Section. Whether the training takes the form of classroom instruction or "hands on" experience, Radio Service is there with a guiding hand.

Each year, the Radio Service Section sends technical personnel to approximately one hundred radio stations throughout the United States and abroad. Whether it is a trouble shooting job on an FM-20H3 in Birmingham, Alabama, an automation checkout in Mexico City or even a tune-up and checkout of an MW-50 in Rio de Janeiro, Brazil, Radio Service is there. Trouble shooting, supervising installation, teaching, and all other activities are aimed at providing the customer with technical support after the sale as part of the day-to-day job.

TELEVISION SERVICE

The Television Service Section is unique, in that our efforts are split between assisting

customers who own General Electric television equipment as well as Gates television products.

To take on two manufacturer's product lines, we needed a man who had an extensive background in television service and unquestionable leadership ability. We found what we were looking for in the person of Tom Leschak, who heads up the Television Service Section.

Tom's Field Service Engineers travel extensively throughout the United States and foreign countries, providing technical assistance in all areas of television broadcasting. On the staff of seven people, Tom has specialists in television antennas, VHF and UHF transmitters, and video products.

Much effort is expended by the Television Service Section on in-house training of our customers. We feel that by training our customers on the specific products they purchase, we not only make it possible for them to obtain optimum performance from their equipment but reduce field service requirements by giving them the knowledge to cope with technical problems as they develop in the field.

REPAIR/SERVICE PARTS

The Service Department's responsibility also is Television Service Parts and Repair.

It is said in the industry that a manufacturer's best salesman is the parts manager. If this is true, we are fortunate to have Bob Buck along with his staff of fourteen people running the TV Service Parts and Repair Section. In addition to TV Service Parts, Bob has the responsibility for the repair shop in which repairs are made on customer property, ranging from audio limiters to complete television camera chains.

Bob takes a personal interest in the operation of the TV Service Parts operation and it is not unusual to find him giving personal attention to

a priority order at night and on weekends.

During the work day priority orders for television service parts are transmitted directly to the Stock Room via telecopier where they are pulled and shipped within minutes of receipt of order.

In TV Service Parts, just as in TV Field Service, we are making every effort to support two manufacturer's lines of equipment, General Electric and Gates. This fact complicates maintaining adequate stock of parts for the many obsolete and current products of both manufacturers. We feel that supporting the General Electric customer with excellent parts service will in the long run pay dividends by showing the General Electric customers how, if they buy Gates' products in the future, they will be supported by the finest Service Department in the industry.

W. R. Ellis
Service Manager



William Ellis



William Massey



Tom Leschak



Bob Buck

PATENT AWARDS

The list of names and the list of patents gets longer and longer as our employees continue to receive recognition for their patent achievements.

Wally Kabrick and Hilmer Swanson were the last ones to contribute to the ever growing list of awards.

Prior contributions were made by the following:

D. R. Dening—Deceased
H. G. Stratman
L. J. Stanger
D. C. Connor

R. P. McDonough
A. H. Bott
T. M. Jordan
N. Srinivasan

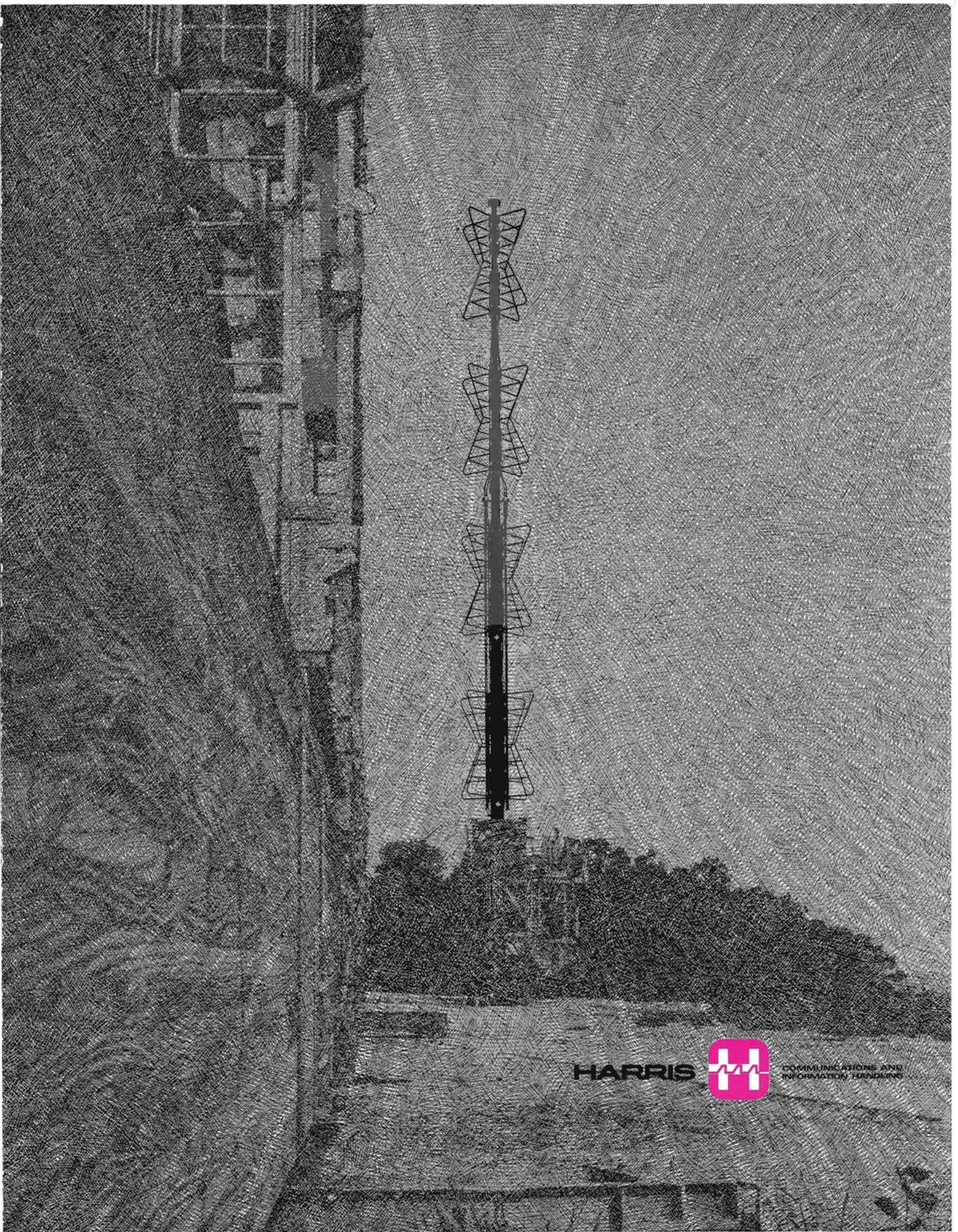
J. F. Wiggin
R. E. Fisk
T. J. Hickman



Wally Kabrick receives congratulations from Nibs Jochem on his latest patent award entitled "Subjective Loudness Control."



Dan Maase presents Hilmer Swanson with certificate for his latest patent award entitled "Progressive Series Modulator."



HARRIS



COMMUNICATIONS AND
INFORMATION HANDLING



HARRIS OPENS ULTRA-MODERN NEW TV ANTENNA TEST RANGE

INCLUDES COMPLETE FACILITIES FOR DESIGNING, MANUFACTURING AND TESTING HARRIS TV ANTENNAS

With the recent assembly, test and shipment of a new four-bay Batwing antenna for Station KTVI-TV (Channel 2, St. Louis, Missouri), the Gates Broadcast Equipment Division of Harris Corporation officially opened its new television antenna test range.

One of the most modern facilities of its kind in existence, the range now provides a centralized location for the entire Harris TV antenna operation—from design and manufacture, to test and shipment.

Located approximately 20 miles southwest of Quincy, Illinois, the range sits atop a 230-foot bluff in Missouri, near the Mississippi River. This area, with transmitters located at two sites in the Mississippi bottom lands to the east, offers ideal conditions for testing, approaching the "free space" situation of an installed antenna.

Here, the computer-plotted horizontal and vertical patterns of a Harris antenna are proven out with the most accurate and sophisticated test instruments available—translating the theory of a calculated pattern into the reality of actual antenna performance. Reports from KTVI-TV (owned by the Newhouse Broadcasting Group) indicate that the first antenna off of the new range is performing exactly as planned—providing the station better coverage, better color and a clearer picture.

RANGE FACILITIES

When work started on the new test range in September, 1973, the 10-acre area was an overgrown hilltop wilderness. Since then a wide access road has been built up the hill, the site has been completely

graded and gravelled, a large new office/factory building, and a concrete blockhouse for test and control equipment, have been erected—and three test turntables have been constructed.

The main building at the range is used as an antenna manufacturing facility, and also contains office space for design and test engineers, and customer conference rooms. In this building, antennas are assembled to customer requirements—and may run up to 200 feet in length.

Here, too, Harris antennas are designed, often beginning with small scale models, which are thoroughly tested before construction of the regular size antenna begins.

Once an antenna has been assembled, it is rolled outside of the main building on special dollies, picked up by a 45-foot high Travelift, carried 200 yards to the test turntable area—and is ready for testing less than an hour after its completion!

If the test is to be from one of the two larger turntables (used for horizontal and vertical pattern testing), the Travelift lays the antenna directly across the towers of the turntable. If the third turntable (used for horizontal pattern testing and impedance matching) is to be used, a crane is employed to place the antenna upright on the turntable.

TESTING PROCEDURE

The main turntable is a concrete ring 90 feet in diameter, with a bearing in the center. A huge laminated wooden beam, with antenna support towers on top, is set on the bearing, and travels

around the ring on wheels which ride the concrete roadway. As the beam rotates a full 360 degrees, powered by its own motor, the antenna is rotated on the towers, so the unit is tested from every angle. Signal readings are transmitted from the antenna on test, which acts as a receiving unit, to electronic test equipment in the blockhouse. This equipment automatically draws the field pattern the antenna will provide when put into actual use as a transmitting unit. No antenna is shipped by Harris until the pattern tests out to customer specifications.

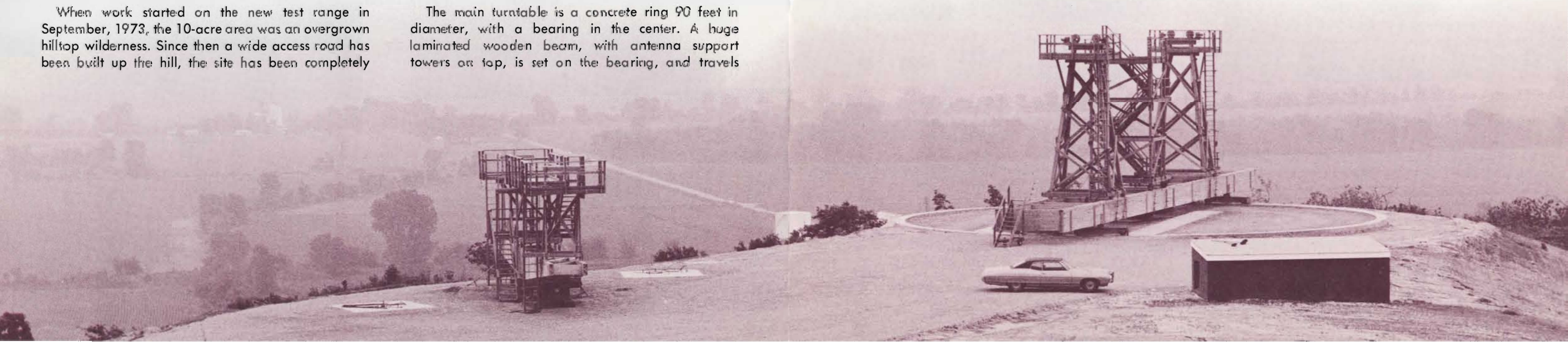
All three turntables are situated at the very edge of the bluff, only a few feet from a 230-foot sheer drop. This allows a direct line of sight to the transmitters in the bottom lands, and prevents close-in ground reflections from distorting test results.

The main transmitting site, from which the signals are beamed to the antenna on test, is located approximately 3 miles to the east of the range, only 200 feet from the Mississippi. It consists of a transmitter building, with a permanently installed transmitter, and a 100-foot steel tower on which transmitting antennas can be moved up and down. This site is used when UHF and high band VHF antennas are on test.

The second transmitting site, one half-mile east of the turntables, is used to test low band VHF antennas,

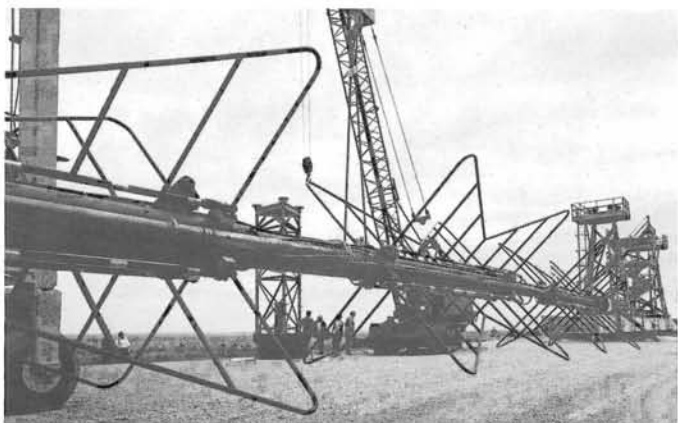


Here, the KTVI-TV antenna has been moved outside the manufacturing building (background) immediately after assembly, and is ready for the Travelift to carry it to the turntable area.



and has a 60-foot steel tower with movable antennas. All test signals are controlled so that there is no interference with TV stations or home sets in the area.

After an antenna has tested out to pattern specifications, it is shipped directly from the range, by truck. As the entire operation, from design to ship-



After assembly, Harris TV antennas are moved from the manufacturing building to the turntable test area by one of the world's largest Travelifts.

ment, takes place at the range, delivery time is speeded considerably.

HEAVYWEIGHT EQUIPMENT

One of the unusual problems encountered in building the new range was in getting the main turntable beam from the railroad siding to the range site. Due to the beam's length (135 feet), and weight (47,000 pounds), special permission was required from the Missouri Highway Commission to use state roads for the move. Two cranes were needed to lift the beam from the three railroad flat cars on which it was shipped, onto the lowboy truck used to move it . . . and it took an hour for the truck to make the 1-½-mile trip from the siding to the range.

Another problem was the Travelift used to move the completed antennas from the assembly building to the test site and shipping area. As this vehicle weighs 50,000 pounds, and has a 30,000 pound carrying capacity, there was some danger of it miring down when fully loaded. To prevent this, over 5,000 tons of gravel were used to provide an 8 to 10-inch layer of fill in areas where the lift operates.

Work was finished on the range late this summer, and the move from the previous test site in Syracuse, New York was completed a week later. The new range

now employs a highly skilled crew of engineers, technicians and assemblers, and provides an impressive addition to the Harris television broadcast equipment operation.

The current line of standard Harris TV antennas includes VHF Batwings, VHF and UHF Helicals, VHF and UHF Zig-Zags and VHF Delta-Wings—and work is constantly in progress at the new range to update and improve these models. With the modern new facilities, Harris can supply the kind of successful TV antenna design and test that assures the best market coverage for you.



Harris TV antenna on test at the new range. Main turntable (foreground) is used in measuring horizontal and vertical patterns of larger Harris antennas.

For more information mail the enclosed card. Or, if you're interested in seeing the range firsthand, along with Harris' advanced TV antenna capabilities, we'd be happy to set up a tour for you. Just write or call Curt Kring, TV Broadcast Equipment Sales Manager. Phone: 217/222-8200.

HARRIS CORPORATION Broadcast Equipment Division
123 Hampshire Street, Quincy, Illinois 62301

COMPANY VISITORS

We have had a steady stream of visitors to our 30th Street location. Many have been on hand to witness final tests or run evaluation tests on our equipment. The MW-50 and the BT-D-50H1 have both earned their share of attention.



Canadian Engineers on hand to evaluate Gates Model FM20H3 20 kW transmitter. Left to right: Fred Anderson, Gates; Merrill Young, Manager Transmission Group; Merlin Brickman, Gates; Tom Hughes, Senior Engineer; John Sargeant, Managing Engineer, Transmitter Projects; and Arnie Clapp, Gates.



Left to right: On hand to view testing of a BT-110U for WHRO, Norfolk, Virginia were: Dexter Phibbs, Chief Engineer; Terry Hickman, Gates; Aaldert Vandenteren, Maintenance Supervisor; Ron Davis, Transmitter Supervisor; Marshall Michaels, Gates; Roger Newell, Gates; and Homer Stanley, Gates.



Left to right: Joe Engle, Brian Cox (partially hidden) and Wayne Clark, all of Gates, view testing of the MW-50 with Roy Fielder, Chief Engineer, WKBW, Buffalo, New York.



Left to right: The BT-D-50H1 for WTVD, Durham, North Carolina, is viewed by Ed Wall, WTVD; Mike Finley, Gates; Dan Smith, Vice-President of Engineering—Cap Cities Broadcasting; and Lee Bowers, WTVD.



The MW-50 for WHDH, Boston, Mass., was witnessed by (left to right) Lyndle Dark, Gates; Paul Hurd, WHDH; Howard Young, Gates; Joe Engle, Gates; and Marshall Michaels, Gates.



Left to right: Vern Killian, Gene Whicker and Howard Young, all of Gates, team up with Dan Smith, Vice-President of Engineering—Cap Cities Broadcasting, to view the final test of the BT-D-50H1 for KTRK, Houston, Texas.



Left to right: Howard Young, Borivode Milosavljevic, Rade Sakic, Jerry Powell, Franja Horvat and Janos Sumaher are shown testing the BT-40U Transmitter for Novi Sad Shipment.



Left to right: Homer Stanley, Bogdan Krsnjavi and Pero Kulusic at Acceptance Test of BT-5H, BT-5L, BT-18L and BT-1300 for Zagreb.



Left to right: B. Topalovic, S. Dragicevic, Larry Schlepphorst, M. Tomasevic, P. Jovanovic and D. Sefulski at testing of BT-40U and BT-48U for Belgrade.

Welcome New Employees



Marcia Eickelschulte
Data Processing



Reine Valoir
Int. Sales



John Starr
Antenna Manufacture



Christi Fantz
Manufacturing Adm.



Joyce Stribling
Engrg. Records



Mike Brandstatt
Machine Shop



Anita Jackson
Production Ctrl.



Fernando Perez
Int. Sales



Karen Kaden
Production Ctrl.



Shirley Fox
Machine Shop



Gene Lloyd
Camera Test



Barbara Vincent
Data Processing



Gale Lewis
Sheet Metal



Janet Wheeler
Prt. Ckrt. Bd. Assy.



Bob Hickman
Maintenance



Imogene Shannon
Audio Assy.



Esther Buck
Audio Assy.



Joanne Browning
Machine Shop



Gary Shaffer
Sheet Metal



Steve Blentlinger
Sheet Metal



Pat Ellison
Cost Acctg.



Cheryl Hinkamper
Data Processing



Jim Garrison
Plant Adm.



Patricia Reinebach
Audio Assy.



Bill Sherman
Floor Assy.



Sandie Parcel
Machine Shop



Larry Mack
Machine Shop



Sharon Powell
Product Marketing



Neil Newberry
Mech. Development



Judy Cain
Order Processing



Gaye Riney
Order Processing



Betty Stevens
Stock



Jackie Shepard
Production Ctrl.



Pat Jeffries
Plant Adm.



Mary Ellen Piner
Purchasing



Star Hamlin
Product Mktg.



Bill Mast
Tool/Model Shop



Dennis Smith
Floor Assy.



Mike Forbes
Sheet Metal



Carol Curtis
Data Processing



Pat Arnold
Prt. Ckrt. Bd. Assy.



Fred Parry
Product Mgmt.



Joyce Whitaker
Prt. Ckrt. Bd. Assy.



Hilda Christison
Cables



George Markham
Manufacturing Adm



Pam Markert
Cables



Verne Logan
Camera Test



Bill Culbertson
TV Field Sales



Sue Marwood
Purchasing



Joe Donovan
Antenna Development



Connie O'Brien
Cables



Virginia Kirkpatrick
Prt. Ckrt. Bd. Assy.



James Fountain
Floor Assy.



John Delissio
Int. Sales



Diana Kindhart
Cables



James Baker
Camera Test



Antonia Schuster
Manufacturing Adm.



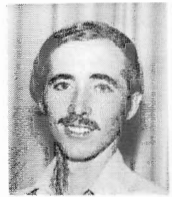
Gene Austin
Finance Adm.



John Schwener
Credit



Rose Crabbe
Order Processing



Gerald Miller
Floor Assy.



Mike Berblinger
Industrial Engrg.



Peggy Netemeyer
Accounting



John Hackworth
Shipping



Rusty White
Stock



Steve Ruths
Shipping



Gina Vahle
Fabrication



Tim Sykes
Fabrication



Florence Boren
Cables



Marcia Frazier
Accounting



Rusty Dever
Office Services



Stephanie Ballard
Office Services



Tom Warning
Camera Test



Glen Bossler
Camera Test



Don Carpenter
TV Service



Mickey Lewis
Fabrication



Skip Selby
Camera Test



James Carlson
Final Test



Bruce Merideth
Industrial Engrg.



Phillip Brose
Manufacturing Adm.



Jackie Fountain
Fabrication



Brad Hudson
Fabrication



Dan Kelso
Fabrication



Dave Kerker
Service Parts



Maureen Genteman
Accounting



Sandra Davis
Accounting



Susan Guess
Accounting



Ed Huber
Radio Sales Adm.



Jack Smith
Service Parts



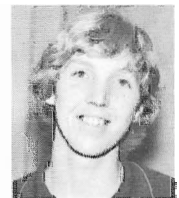
Steve Messel
Accounting



Linda Powell
Order Processing



Joyce Bruce
Order Processing



Jack O'Dear
Service Parts



Marilyn Courtois
Data Processing



Ann Newberry
Data Processing



Linda Smith
Data Processing



Jack Stanton
Static Assy.



Charles Tallcott
Maintenance



Sherry Fletcher
Manufacturing Adm.

Service Awards



35 years
RON FISK
Antenna Dev.



30 years
JOHN BECKGERD
Industrial Engrg.



30 years
DON McCABE
Industrial Engrg.



30 years
LEW PAGE
TV Field Sales



30 years
JOE HAVERMALE
Camera Test



25 years
MARGE CLEM
Manufacturing Adm.



20 years
STAN ROBERTS
Mechanical Engrg.



20 years
STELLA CUYLER
Static Assy.



20 years
BUD WILSON
Stockroom



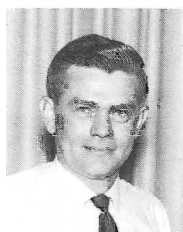
15 years
RON HUBBLE
Fabrication



15 years
LYNDLE DARK
Final Test



15 years
JERRY WERNOWSKY
Fab Wrap



15 years
MIKE BOURNE
Plant Adm.



15 years
GAIL UPPINCOTT
Purchasing



15 years
BOB FOSTER
Fabrication



15 years
DON BREUER
Stockroom



15 years
SHERMAN ATHEY
Tool/Model Shop



15 years
BUD HINCH
Tool/Model Shop



15 years
JOE TATE
Tool/Model Shop



15 years
HIRAM HOOD
Radio Engrg.



15 years
DOROTHY ROSENKOETTER
Production Ctrl.



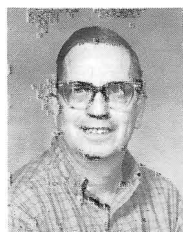
15 years
HELEN PRISNER
Stockroom



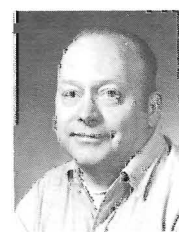
15 years
HARRY CLINE
Order Processing



15 years
BETTY GOINGS
Production Ctrl.



15 years
TOM COTTRELL
Fab Wrap



15 years
GLEN STURHAHN
Maintenance



15 years
DEAN NIEDERHAUSER
Planning & Pricing



15 years
CHESTER PRISNER
Static Assy.



15 years
GENE YOCHUM
Video Systems



10 years
BUD FISCHER
Fab Wrap



10 years
CAROL EICKELSCHULTE
Audio Assy.



10 years
PAT WILLIAMS
Audio Assy.



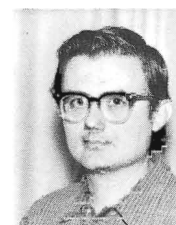
10 years
RICH LOOS
Camera Test



10 years
FLORENCE HALL
Audio Assy.



10 years
BILL SMITH
TV Service



10 years
MIKE PRATT
Camera Test



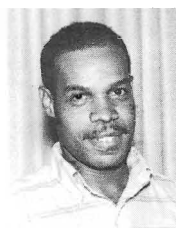
10 years
MILLIE WADE
Production Ctrl.



10 years
CLARENCE PHILLIPS
Static Assy.



10 years
JOE SUTCLIFFE
Iran Field Service



10 years
HELLMUTH McELROY
Fabrication



10 years
VIOLA NIXON
Automation Assy.



10 years
KENNETH MCKINLEY
Fabrication



10 years
GRACE MCGINNIS
Purchasing



10 years
CHARLES HUTH
Material Ctrl.



10 years
BOB HOTELING
Industrial Engrg.



10 years
SANDY PORTER
TV Sales Adm.

5-YEAR SERVICE AWARDS:

Lois Schutte
Ed Westenhaver
Bob Anderman
Larry Lepper
John Burtle
Betty Reddick
Jackie Watson
Anna McDonald
Viola Majors
Marnie Beckgerd
Doris Gray
Art Silver
Curt Kring
Dale Bennett
Dick Lillard
Ed Gooding
Paul Buckman
Tom Day
Janice Walton
Walt Rice
Pat Bybee
Lem Williams
Joe Bevenour
Lawrence Moore
Mary Osmeyer
George Owens
Norma Ancell
Mabel Ballweg
Judy Patton
Shirley Sheridan

1-YEAR SERVICE AWARDS

Sue Barnard
Tex Haertig
Rich Cady
Dwayne Goodwin
Stan Harris
Marcia Eickelschulte
Vicki Akers
Gary Jansen
John Moore
Bill Muse
Merle Roan
Richard Schmidt
Larry Wiseman
Delbert Barnard
Rosie Burrows
Ken Fuller
Rhonda Lierle
Jerry Long
Jackie Sanders
Betty Sparks
Kathy Wellman
Larry York
Clyde Felter
Robert Fulton
Mary Gnuse
Dan Kirtley
Mary Kaye Kovachevich
Ken McColez
Mark Miller
Maudine Ramsey

Fred Riley
Leona Stark
Steve Burd
Richard Crabbe
Gary Harris
Mary Schwada
Gene Gibson
Jeff Mendenhall
Steve Davis
Susan Hull
Milda Henry
Tom Hoskins
Margaret Miller
Chris Renard
Wayne Schuster
Carolyn Baker
Cyndi Bickhaus
Mike Saxbury
Richard Epping
Vic Mills
Anita Nutt
Lee Rector
Rose Sitten
Jeff Steinkamp
Roy Strube
Mary Miller
Les Brown
Will Bone
Don Runde
Mike Wills
Roland Farr

Delbert Flowers
Elaine Hayes
Robert Groce
Ed Young
Rich Parcel
Carl Gordon
John Longdon
Gerald Melching
Phillip Stultz
Don Winget
Marcia Tournear
Connie Wiseman
Terry Boltz
Robert Dobbs
Joan Dunlap
Gary Krigbaum
Chris Purdy
Marla Adair
Jackie White
Steve Cane
Norma Dale
Pat Harker
Mike Jansen
Tom Krohn
Pat Schmelzle
Kay Seals
Viola Valentik
Carol Kroner
Dave Westenfeld
Barb Davis
Helen Davis

Vicki Howser
Ron Gottman
Barb Garner
Curtis Moore
Tom Saxbury
James Eickelschulte
John Deemer
Ruth Hillebrenner
Ed Yarbrough
Marilyn Dooley
Bruce Epps
Ray Griffin
Steve Wagner
Edmund Castle
Bill Emery
Linda Epps
Bill Jackson
Cheryl Bliven
Kent Bunte
Barbara Randolph
Bryan Tate
Marian Stark
Pat Friday
Don Hert
G. James Keller
Rodney Nolte
Mike Russell
Gene Semon
Walt Deen
Rich Green

FIRST SHIPMENTS TO YUGOSLAVIA

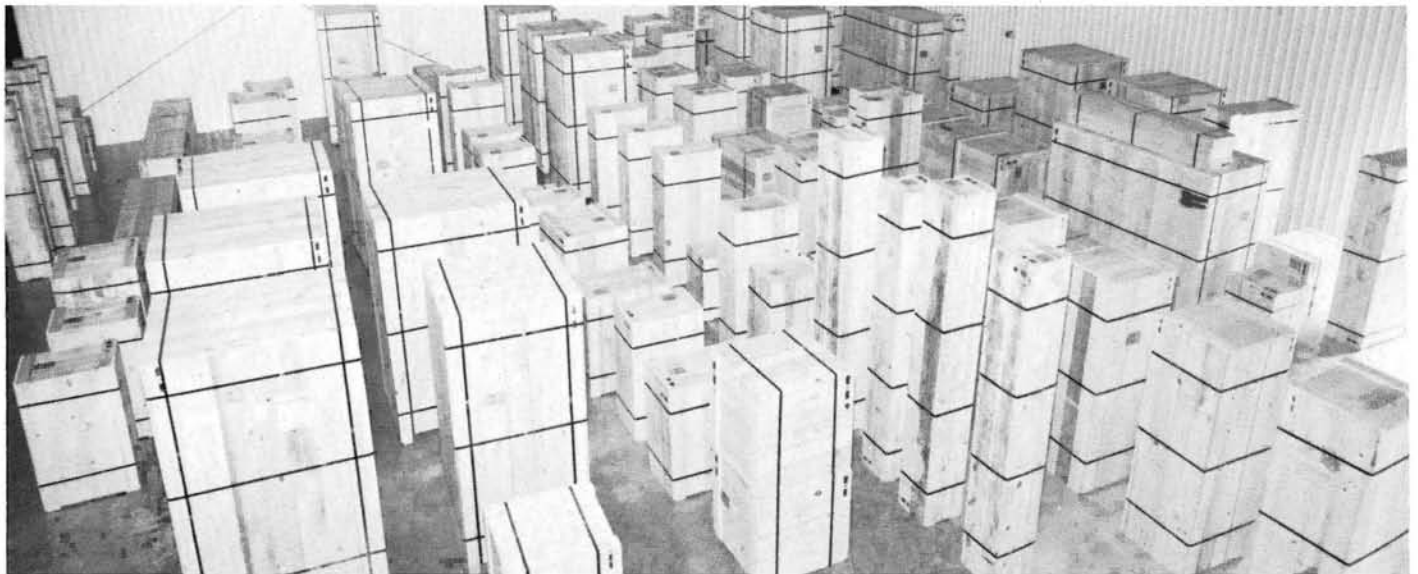
The Shipping Department was a busy place the last of May and the first of June as the equipment for Zagreb & Novi Sad Yugoslavia began to reach that department for crating prior to shipment. Special packing instructions had to be followed to the letter. Our Shipping Department, working as a team, set about and accomplished the tremendous task that had been set before them.



Ljudevit Oreskovic, Josip Petricevic and Ivan Krajcicar on hand to test the 1st shipment for Yugoslavia. (Left to right).



Ed Gooding, Don Meyer and Jim Eickelschulte loading crates for shipment. (Left to right).



Accumulations of the first equipment crated and ready for shipment to Zagreb.

HARRIS CORPORATION

Broadcast Equipment Division

123 Hampshire Street, Quincy, Illinois 62301

Return Requested

Laura Pfaffe 998
1110 South 19th Street
Quincy, Illinois 62301

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