

INTERCOM

PUBLISHED FOR THE EMPLOYEES OF



HARRIS
COMMUNICATIONS AND
INFORMATION HANDLING

Broadcast Equipment Division

THIRD QUARTER

QUINCY, ILLINOIS

MARCH, 1975

INTERNATIONAL SALES DEPARTMENT NOW "AT HOME" IN QUINCY

On January 1, 1975, the move of the International Sales Organization from New York City to Quincy was finished. Since this move, the organization has been restructured to include a strong "home office" group to support the sales efforts of the area sales managers and export representatives. Under the careful planning of John F. Delissio, Director of International Sales, changes were made in the sales organization which included the addition of several experienced, professional sales specialists in the international field. The sales organization is now made up as follows: John Delissio, Director; Jim Barry, Manager Sales and Marketing Adm.; Ernest Credgington, Sales Mgr. Europe and Africa; Frank Gaskins, Sales Mgr. Far and Near East; Fernando Perez, Sales Mgr. Latin America; Jack Painter, Ad-

ministrator Sales Development; and Don Meier, Administrator Int'l Customer Relations.

This strong home office team has improved proposal preparation, export financing and contract negotiations. The transfer of the International Sales Organization to Quincy has had a significant effect on improved communications within the Division, while also providing improved service to international representatives and customers.

At present the International Sales Department accounts for approximately 30% of Division sales, but is shooting for a much higher percentage as the organization grows and matures. This follows the thinking of the International motto:

"U GOTTA BELIEVE"

FIRST TECHNICAL SEMINAR HELD OUTSIDE UNITED STATES

The first in a series of planned seminars to be held world wide was held December 9th and 10th in Mexico City at the U. S. Trade Center. Much interest was generated in the meetings held on PDM and IF Modulation, with twelve broadcasting organizations from various parts of Mexico participating in the meetings. The PDM presentation was made by Ed Westenhaver while Hans Bott

handled the IF seminar. On hand to assist these two men were Fernando Perez and John Delissio. This was the first technical seminar that "Harris" has ever conducted outside the United States.

The next technical seminar is tentatively scheduled for Brazil. These meetings will possibly be expanded to include key market areas in the Far East and Africa.



The above photos show part of the large group that participated in the Seminar at Mexico City.

MW-1 ANOTHER SWANSON FIRST

A "World Premier" at the Holiday Inn Wednesday, February 19, 1975 announced the arrival of Harris' newest addition to the Radio Broadcast Equipment line. The MW-1, first all solid state transmitter offered to the broadcast industry using Progressive Series Modulator, (PSM) technology, was developed by Hilmer Swanson, with its 125 percent positive peak modulation, easy power reduction to 500 or 250 watts, modular component design for easy maintenance, extensive protective circuitry and square wave switching mode, the MW-1 is indicative of the Harris commitment to the Broadcast Industry.

Congratulations to Hilmer for the successful application of his concepts that have made the MW-1 an integral part of our product line. For years there has been an ever broadening commitment by Harris including IF Modulation TV Transmitters, PDM Radio Transmitters for 5, 50 and 100 kW medium and short wave operation, the GE acquisition, the development of the finest Antenna Range known to date and now—the MW-1! Each employee involved in these programs can take pride in the successes that make Harris Broadcast Equipment Division "THE" leader in the broadcast field.

Many distinguished visitors were on hand for the unveiling of the MW-1 including: John Andre, Broadcasting Magazine; Roy Henry of Broadcast Engineering; Robin Lanier, Broadcast Management Engineering; Robert Butler, Electronic News; Ralph Green, CBS Director of Engineering; Charley Cohen, CBS Associate Director of RF Systems FM; Jim Burns of WBBM, Chicago; Todd Sloan, WGN, Chicago; and George Bartlett, National Association of Broadcasters, Vice President Engineering, and Fred Baker, Harris Director of Corporate Relations.

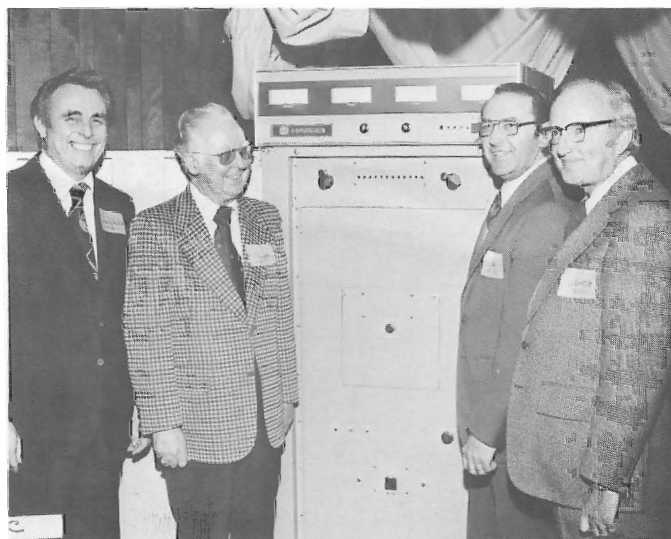
Area broadcasting people included Tom Oakley, Herald-Whig; Joe Gross, KHMO, Hannibal; Dave Oakley, Joe Bonansinga, Jim Martens and Jim Marwood, WGEM, Quincy; Frank Laughlin and Mel Elzea, KGRC, Hannibal; Earl, Emma and Karen Dougherty, Ed Needham and Jerry Johnson, KXEO, Mexico, Missouri; Ed Schnier and Hal Hackbarth, WTAD, Quincy.

The first MW-1 produced is now in field test and proving out very well at KXEO, Mexico, Missouri. We can look to the MW-1 as the "next step up" in Harris development for the broadcast industry.



MW-1 DEVELOPMENT TEAM

Hilmer Swanson, Ed Lowary, Freda Campbell, Brian Cox, and Arnie Spielbauer.



Shown above are Gene Whicker; Earl Dougherty, KXEO, Mexico; Joe Engle, and George Bartlett, National Association of Broadcasters.



Gene Whicker addressed the large group that assembled for the 1st showing of the all new MW-1 at the Quincy Holiday Inn.

GATES SALESMEN CLOSE IN ON YEARLY QUOTAS!!!

By the middle of February, our salesmen were going strong towards the finishing lap for their race to attain their yearly quotas. To be on target each man should have been at the 58.3% mark. These are the standings:

Radio Sales	%
Patterson	94.3
Switzer	91.7
Whitman	70.1
Lowder	66.7
Sawicki	66.2
Gorjance	62.4
Orienti	61.9
Roberts	58.1
England	58.0

Lutz	57.4
Arveschoug	52.2
Timpe	51.5

TV Sales	%
Page	124.1
O'Hara	85.1
Schoonover	60.1
Russell	55.3
Hardy	43.7
Arnold	35.1
Culbertson	(new man) 5.5

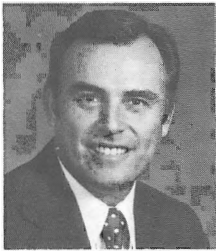
This sales splurge has brought many firm orders into our Order Processing Department. Some of the most significant orders are: **University of Wisconsin, Madison, WI:** -1-FM-20H3, 1-FM-10H3, and 2-FM antennas; **Capital**

Cities Communications, Philadelphia, PA: 3-MW-50, 50,000 Watt AM transmitters; **Rollins, Inc., Atlanta, GA:** 1-BT-25H1; **Jefferson Pilot Broadcasting Company, Charlotte, NC:** 1-BT-25L, 1-MW-50, 1-MW-5, 1-FM-20H3, 1-FM-40H3, plus antennas; **American Broadcasting Company, New York City:** 1-BT-50H and a TAB-6H batwing antenna.

With the introduction of several new products at the NAB Show (April 6 thru 9) we prove again that Harris is not standing still...We are the leader in the Broadcast Equipment field.

Remember to keep up with our engineering technology and our super salesmen our production must be top quality. With full cooperation of all employees we have three strikes on the competition.

MID-YEAR REVIEW



G. T. Whicker

In addition to the Quarterly Operations Review, which I discussed in the last issue of the Intercom, each year the Broadcast Equipment Division holds a Mid-Year Review.

This is a day-long meeting between our division top management and top management of Harris Corporation, at which we delve into division problems and strengths; work on solutions to the problems; measure our performance at the half-year mark against our Annual Operating Plan; and discuss long-range division and corporate plans. Just as in the Quarterly Review, at the end of the session we come up with a list of agreed-on major problem and major progress items. Then, at a dinner that evening, the results of the meeting are reviewed for key members of our division management group.

This year the Mid-Year Review was held about two weeks after our second-quarter Quarterly Review, and it might be of interest to you to see how the "progress/problem" items voted most important at the Quarterly Review stacked up against those listed as most important by our corporate management at the Mid-Year Review.

In the progress area, financial performance was tops on both lists. Our shipments, our new order rate, and our profits are all running well ahead of our Annual Operating Plan. And, also important here, shipments and new orders are on a fairly smooth curve, so that we are not hitting big peaks and valleys that might tend to cause trouble in our operations.

Another major progress item as seen at both Reviews was in the area of division organization. As you know, over the past months we have had a major restructuring of our management group, which is allowing our managers a much higher degree of responsibility in operations and planning. This seems to be working well, and is giving us a more efficient overall operation.

A third important progress item as listed by both our management group, and by Harris management, was in the area of inventory. We have completed the disposal of our GE inventory, and our inventory turn-over rate is improving—although it is not as high as it should be, and there is still room for improvement here.

There was considerable agreement at both Reviews in the problem area, too. And here, one of the top problems

mentioned was our management information system. This has to do with basic operating methods, controlling, gathering and passing on data, etc. As a division reaches a certain size, techniques and methods that worked when the company was smaller become inadequate to handle the larger operation. The Broadcast Equipment Division has passed this dividing line in size, and it is now necessary to improve on our present system.

Lack of profitability in the TV product line was another major problem listed. Although our TV transmitter line is now beginning to be profitable, we must continue our improvement projects, which are focusing attention on pricing, costs, etc.

The third major problem voted on as "major" in both meetings was our high manufacturing cost ratio. We are above our Annual Operating Plan, and unfortunately, the ratio is still rising. As we must keep our products competitively priced to continue our high new order rate, it is vital to our profit picture that we hold the line on the cost of building these products. Here we must concentrate on greater manufacturing efficiency, reduced design complexity, and on getting the best purchase price possible on our materials and components.

All in all, the consensus of both Reviews was that we are doing very well this fiscal year, but must continue to work hard and improve in certain areas to maintain our momentum. Many sections of the overall economy have become "soft" in the past few months, and this seems to be spreading. In our particular area, however, business is holding up quite well; but we are keeping a close watch so that we can spot trends that might indicate trouble ahead for us.

As I see it, our two biggest challenges for the rest of the fiscal year are: (1) meeting equipment shipment schedules and technical performance specifications on the Iranian contract; and (2) meeting production schedules and performance specifications on the several important new products we are introducing at this year's NAB Convention. To help meet these challenges, Engineering and some areas of Manufacturing have gone to a six-day work week temporarily.

You are all to be congratulated on a fine job to date. The outlook is good, and with our continued effort, this could easily be the best year we have ever had at the Broadcast Equipment Division. Let's keep up the good work, and make it happen!

EQUAL EMPLOYMENT OPPORTUNITY— AFFIRMATIVE ACTION PLAN

Most employees are aware that there are laws and regulations and company policies regarding Equal Employment Opportunity. A legal requirement is that certain companies are required to develop an Affirmative Action Plan, which outlines the company's policies, procedures, and activities regarding the hiring, training, promoting, and administration of company policies and benefits to minorities and female employees. A government agency, The Office of Federal Contract Compliance, reviews this plan in terms of past performance and future goals, related to Equal Employment Opportunities within the company.

The company's Affirmative Action Plan was recently reviewed by the OFCC and found to be in compliance with the law. The primary responsibility for the success of the AAP program lies with the supervisors within the company.

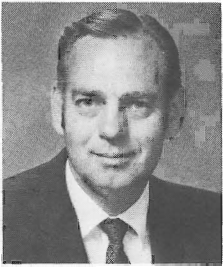
THE NEXT
INSPECTOR
IS OUR
CUSTOMER

PRIDE is a
JOB WELL
DONE



GUEST COLUMNIST

IRAN CONTRACTS UNDER PROGRAM MANAGEMENT



Joe Sutcliffe

The Broadcast Equipment Division of Harris Corporation is bringing dollars into the United States through two major contracts with the National Iranian Radio and Television. The petroleum industry in Iran is providing a large source of capital funds which are used to improve the standard of living and industrial independence of the people of Iran. The equipment we are providing is a part of that plan in that it will bring broad radio coverage throughout the ancient Persian empire.

The equipment is being supplied under two major contracts known as P-105 and P-106. These two contracts will produce revenues of nearly 10 million dollars for our Broadcast Equipment Division products and services over the next 18 months. We are supplying and installing 90 transmitters including (22) VP-100A's, (55) BC-10H's and (13) BC-1H's and related equipment. The contracts include 38 towers, which, if stacked on end, would be nearly 2½ miles high. The contracts also include three 4-month training sessions for 32 Iranian engineers and technicians in the United States and eight 3-month training schools in Iran. To emphasize the magnitude of these contracts with the NIRT, we are reminded that they provide a business level nearly equivalent to that of the whole Division about 10 years ago.

These two contracts are a first for our Division in that we have total responsibility for installation of the transmitters. In the international market more and more contracts require that the suppliers install the equipment they sell. Our Division is facing this challenge in building an

organization of experienced overseas installers for our equipment.

The established leadership of the Broadcast Equipment Division in the United States AM broadcast market has provided a broad product base which allows us to compete in the world market on major contracts. The overseas market holds great potentials for the growth of our Division. For this reason the International Marketing Department is being expanded and strengthened to meet the opportunities in this area.

These and other major contracts are being handled under a program management organization. Normally, the functions of Program Management would be handled by the General Manager and his staff. However, our business has become so diversified and so complex that there are too many individual contracts and aspects of the business for the General Manager to personally review them all in detail. Therefore, the Program Management organization assumes the responsibility of the General Manager over all the business aspects of large contracts such as the ones with Iran. All the activities are aimed at monitoring and controlling the planned profitability and return on investment—profitability is a basic ingredient in every business enterprise. Usually, the Program Manager also administers the contract on behalf of the Division and serves as a communication link between the customer and the Division.

The Broadcast Equipment Division is expanding its activities in the overseas market, and the Iran contracts are helping us broaden our base of operations and maximize our position in the expanding world market. Our impact in Iran will be widespread. By 1977 the signals of the Broadcast Equipment Division's transmitters will be broadcasting throughout Iran and will be received by its bordering neighbors, including Russia, Turkey, Kuwait, Afghanistan, Pakistan and Iraq.

IRANIAN TRAINING PROGRAM IN PROGRESS

Seven engineers and eight technicians make up the first of three contingents of National Iranian Radio and Television people to be trained in the use of \$10 million in new radio transmission equipment to be supplied by Harris.

These men are quartered at Quincy College, where classroom, laboratory and domiciliary facilities have been provided for four months' work. Ed Westenhaver is the instructor for the engineers' group and Bob Nickerson is teaching the technicians.

The two contracts under which NIRT will accept shipment and installation to a point of readiness to broadcast cover 90 transmitters from the very largest to the more modest calibers, 38 towers, spare parts and three four-month training sessions in this country for 32 Iranian radio operators, plus training schools to be operated in Iran.

This Iranian business represents approximately 25% of the current Harris employment in the local facility. What is unique about this contract is that it marks the first time we have undertaken a full sales and installation project in foreign business, known in the trade as a "turnkey operation". This new equipment will almost totally revolutionize radio broadcasting in their country, bringing NIRT radio to the entire population of the oil-rich country which nestles between the Caspian Sea and the Persian Gulf.

Four new men have been hired by Harris and headquartered in Quincy, but will be spending from 20 to 30 months overseeing the vast installation work required in Iran to get the transmitters set up and operating.

Ahmad Hamedanizadeh, NIRT Group Supervisor, has been in the U. S. three times before. He cannot say enough about the People-to-People organization which has helped him and his companions and he gives special credit to Carl Holtman in helping him through this organization. The Iranian men, all well traveled and highly experienced in their field, have taken a liking to Quincy and its people. We hope this mutual feeling will follow with the two remaining groups who will be arriving May 1st and September 1st.



National Iranian Radio and Television-Engineers: From left to right: Asghar Entezari, Ali Zamanian—Head of the NIRT Radio Installation Dept., Reza Kelishadi, Reza Mir — Aftabi, Hossein Lacey — Attar, Ahmad Hamedanizadeh — NIRT Group Supervisor, Mozaffar Kohanim, Keyomars Ganjavi. Training Manager: Ed Westenhaver.



National Iranian Radio and Television-Technicians: From left to right: Back row: Reza Sadjadian, Djavad Esmaili, Akbar Kermani. Center row: Hashem Hosseini, Ali Naei, Ali Tavakolian, Ali Nouri. Front row: Ahmad Hamedanizadeh—NIRT Group Supervisor, Younes Ashtab. Instructor: Bob Nickerson.

CHIT - CHAT

DID YOU KNOW?

To date, Gates has VHF and UHF Television Transmitters IF Modulation Series in 73 locations in 30 of these United States and in 38 locations in 13 Foreign Countries... Since our entry into the radio broadcast field in the 1930's, we have placed transmitting units of varying power in all of the 50 states, in approximately 7,800 locations, plus most of the foreign countries on each of the seven continents.

AND DID YOU KNOW??

Bill Lepper, "The Payroll Man" was lucky enough to win \$1,000.00 in the Ambassador Club drawing. Congratulations Bill!!

SPRING?

It is that time of year again. The time when young men's fancy...etc...It is the time to sign up for Harris Fast Pitch Softball Team!!!! All positions are open. Sign up with Merle Roan if you are interested in playing. If you are interested in only cheering the team to victory, watch the bulletin boards for this year's schedule.

GATES EDUCATIONAL ASSISTANCE PROGRAM IS PAYING OFF.

Degrees are available to those employees who are willing to sacrifice some of their time away from work to studies. One such effort has been made by Sid Stribling, Production Engineering Manager, in pursuit of a BSEE and MSEE. In 1960, after his discharge from the Marine Corps, Sid made up his mind to complete his formal technical education through part-time classes. In December, 1974; fourteen years of study; five universities; three colleges; four states; and two countries later, he was awarded the Bachelor of Science degree in electrical engineering by the University of Illinois. Congratulations are in order for Sid!! He returned to Urbana in late January to attend a full-time accelerated program, leading to completion of MSEE requirements in August of 1975.

Others who have been pursuing degrees are: Steve Hemming, Steve Burd, Tom Bedford, Bob Anderman, Chuck Smiley, Steve Wagner, and Larry Schlepphorst. Many other employees have taken advantage of courses at Quincy College and various electronic and business courses at Quincy High School.

For more information on how you can take advantage of this benefit and continue your education, contact Tom Bedford, extension 444.

PRE-RETIREMENT PROGRAM.

Sometime in our working career, all of us eventually face the prospect of retirement. Many times this does not happen until retirement is upon us. Many employees, even though they are not ready to retire, would like to start planning retirement in advance. In order to assist those who desire to do some pre-retirement planning, the company is developing a pre-retirement planning program. The details of this program are being developed and actual sessions are expected to start in April. This program will utilize resources of the company and the community. Detailed information will be available later. In the meantime, if you have questions regarding this important subject call Tom Bedford.

NEW ARRIVALS....

Tom Hoskins of Order Processing Department and his wife are parents of a baby girl. Gale Lewis of Department 14 and his wife also are parents of a baby girl. Ray Ishmael Department 93 and his wife are parents of twins...a boy and a girl.

Congratulations to all.

SHUT INS

Employees who have been ill since our last notice: Olive Evans, Lucille Hall, Norma Dale, Don Breuer, Lee Rector, Rita Viar, Rose Crabbe, Alonzo Fitzpatrick, Dorothy Tate and Judy Cain. Most of these employees are now out of the hospital and several of them are back to work.

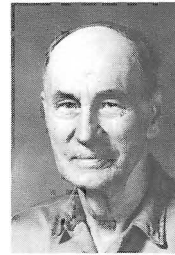
EMPLOYEE DEATHS

Since the last printing of the Intercom we have lost three beloved employees. These three had a combined service span of 77 years. Each was well known by Gates employees and had worked in many Company locations.



Alvina Rice

Alvina Rice retired in July, 1973 due to ill health. Most of her 23 years of service with Gates had been in the Shipping/Record keeping functions of the Company. She was very active in all Gates functions and will be missed by all who knew her.



Ray Hudnut

Ray Hudnut had 30 active years of employment to his credit. Most of this time was spent in the Maintenance Department where he could be found in - under - or on top of - any of Gates buildings. He was active in the Gates men's bowling league until the current season and will long be remembered for the "sweet lemon" ball he rolled.



Lyman Ennis

Lyman Ennis was with the Company some 24 years. He started in the Metal Fabrication Department and then advanced to the Drafting Department, where he continued through the job levels from Draftsman to Engineering Assistant. Lyman worked as he lived - with constant improvement in self and job.

These three employees will long be in the thoughts of all Gates employees who knew and worked with them.

EMPLOYEES WITH NEW COMPANY RESPONSIBILITIES....

The following is a list of employees who have accepted new responsibilities with the Company since November 15, 1974. We know you will join us in congratulating both hourly and salary employees who are growing with Gates.

Name	New Job Title	Effective Date	Name	New Job Title	Effective Date
Robert Allensworth	Foreman	12-2-74	Bob Weirather	Sect. Mgr./Radio Rf Sect.	11-16-74
Patsy Dean	Assembly Tech	11-4-74	Gene Semon	Layout Draftsman	12-1-74
Robert Jones	Working Spvr/Fab	12-30-74	Larry Wiseman	Layout Draftsman	12-1-74
Ralph Jones	Foreman/Fab	1-1-75	Mike Preis	Prod. Sup. Mgr.	1-1-75
Don Meyer	Foreman/Stock	1-1-75	Ron Hubble	General Foreman	1-1-75
Bob Zellerman	Foreman/Shipping	1-1-75	Gib Allen	General Foreman	1-1-75
Mike Finley	Sr. Engrg Tech	1-6-75	John Klecker	Senior Engineer	1-1-75
Joan Dunlap	Prod. Control Clerk	1-1-75	Pauline Jenkins	Print Room Opr.	12-16-74
Fred Simms	Grp Ldr/Sm Lot Assembly	12-30-74	Jim Garrison	Prod. Control Mgr.	12-16-74
Larry Moore	Ass't Foreman/Shipping	1-6-75	Christi Fantz	Executive Secretary	1-16-75
Richard Scott	Elec. Test Tech.	1-13-75	Jim Moss	Prod. Sup. Coordinator	1-20-75
Mabel Ballweg	Working Spvr/Ass'y	1-27-75	Roger Burns	Project Mgr./TV Studio	1-16-75
Walter Deen	Elec. Test Tech.	2-3-75	Howard Young	Program Manager	1-16-75
Wayne Clark, Jr.	Elec. Test Tech.	2-3-75	Raymond Ishmael	Mgr. of Fin. Control	1-16-75
Esther Buck	Elec. Ass't.	1-27-75	Ken Robertson	Foreman	2-3-75
Richard Riney	Working Spvr/Inspection	2-3-75	Edna Howard	Lead Cost Accountant	2-3-75
Roger Malaney	Stock Clerk	2-3-75	Janet Wilson	Inv. Cost Accountant	2-3-75
Barbara Springett	Working Spvr/Inspector	2-3-75	Anita Miller	General Accountant	2-3-75
Alleen Simmons	Grp. Leader/Insp.	2-10-75	Susan Guess	NCR Machine Operator	2-3-75
Pamela Markert	Ass'r/Roller Conv. Ln.	2-10-75	Virginia Jorgensen	Expditer	2-12-75

QUARTER CENTURY CLUB

The fourth annual Quarter Century Club dinner meeting was held at 6:00 P.M. on February 20, 1975 at Stipp's Restaurant. Following the social hour, a family style dinner was served to the 34 members in attendance.

John Beckgerd, President, presided at this year's meeting. The secretary's report was read by Carl Holtman. The treasurer's report was given by Faye Fuller.

A Nominating Committee consisting of Marge Clem, Bob Bonness, and Bob Strode presented the nominations for the coming year. The nominations were Howard Young, President, Weldon Steinbach,

Secretary, and Don McCabe, Treasurer. All were unanimously elected.

Marge Clem, the only new member eligible to join the club this year, was presented a 25 year membership plaque.

Following a short address by our Vice President-General Manager, G. T. Whicker, Bob Bush gave a very timely and interesting slide presentation on his travels to Iran working on Gates equipment.

The meeting was concluded with the drawing for door prizes.

A most enjoyable evening was had by all.



A representative shot of our Quarter-Century members



John Beckgerd presents the gavel to Howard Young



Clara Taylor



Lillian Ball

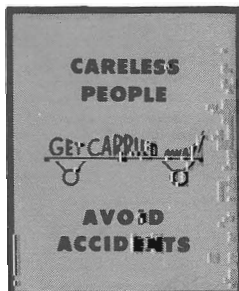
In our last issue of the Intercom, we listed the names of two of our retired ladies incorrectly. Knowing the girls involved, they probably enjoyed a laugh on our editing department since we have known each very well. We would like to show their pictures again complete with the lovely cakes they received at the time of their retirement.

COMPANY SAFETY . . . EVERYONE'S JOB

Safety programs vary in size from the large well-organized committee, with rules and slogans, to the individual who must be concerned with his own safety as well as the safety of his fellow employees.

The "individual" look at safety should start with good housekeeping habits. To accomplish this an employee must maintain a clean work area, free of spills, dropped scraps, dangle cords, etc. He must also be conscious of any items that block or extend into aisles or work areas. Remember, conditions change hourly in a plant our size. Frayed or damaged cords on any equipment should be brought to the supervisor's attention.

SAFETY IS NO ACCIDENT



FRANCIS WENTURA RETIRES



After 32 years of service, Francis Wentura retired from his labors with Gates. At first we thought he had slipped out without pictures being taken, but this happy shot turned up, with Francis standing happily under the EXIT sign. One of our longest employed, Francis held clock number 7. At last report, he was enjoying his retirement to the fullest and we wish to extend to him our best wishes for a long and happy retirement.

UPCOMING CHANGE IN TELEPHONE SYSTEM

Steps are underway to research the present phone system and determine the needs for the new 300 series that will be operative by the first of our fiscal year. This system will insure faster answering of the switchboard, a better transfer method of getting calls from one area to another and will generally increase the overall efficiency of our inter and intra-office communications. The need for such improvements has been known for some time, but the recent increase in Company size has made the change imperative. Overall company training will be undertaken before cut-over time to acquaint all employees in the proper use of this new communication system.

Welcome New Employees



Frank Gaskins
Int. Sales



Ramon Schafer
Radio Transmitters



Andrew Juettner
Program Automation



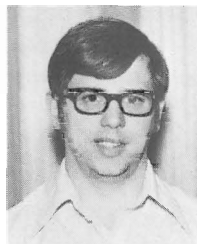
Lyn Morley
Intl. Sales



Don Meier
Intl. Sales



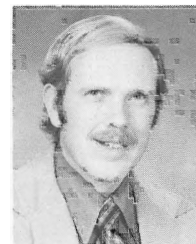
Mike Moore
Mechanical Dev.



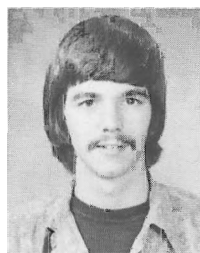
Bill Pires
Inspection



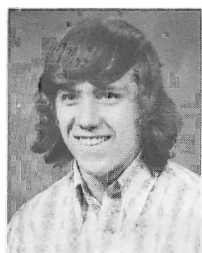
Dave Spindle
TV Sales Adm.



Wayne Schuler
TV Service



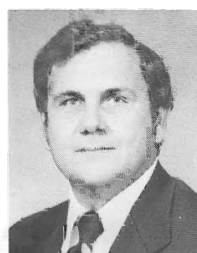
Ted Lafeber
Sheet Metal



Jon Snow
Sheet Metal



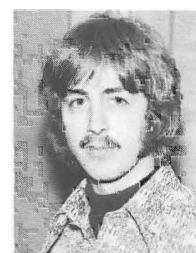
Gene Jaeger
Cont. & Dist. Adm.



Charles Copeland
Mfg. Services Adm.



Brian Gross
Data Processing



Richard Scott
Service Parts



Sherrie Points
Data Processing



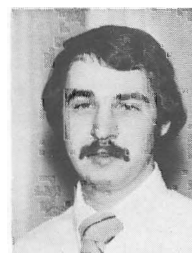
Jackie Johnson
Accounting



Annette Vinson
Personnel



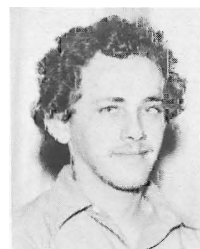
Ann Dreier
Data Processing



Joe Digirolamo
Fabrication Adm.



Diane Starling
Data Processing



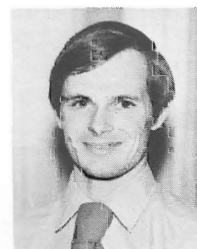
Larry Huddleston
Static Floor Assy.



Doria Benton
Data Processing



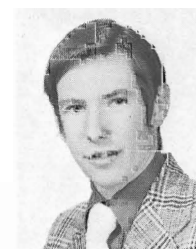
Ronald Neil
Drafting



Harold Irvin
Drafting



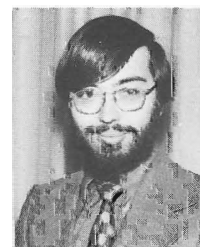
Rodney Fortner
Drafting



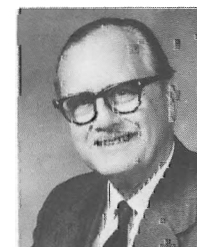
David Grimes
Radio Service



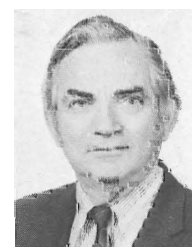
Al Barnard
Iran Field Service



David Hershberger
TV Transmitter Adm.

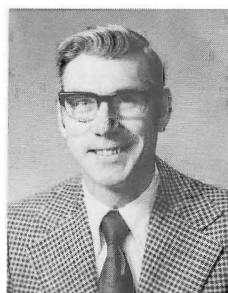


Ernest Credgington
Intl. Sales



Richard Tripp
Iran Field Service

Service Awards



20 Years
George Cribb
Service Parts



20 Years
Bob Zellerman
Shipping Dept.



20 Years
Bernice Boesing
Credit Dept.



15 Years
Bill Lepper
Accounting Dept.



15 Years
Bob Allensworth
Support Assy.

5 Year Service Awards

Tom O'Hara
Joe Muse
Jeanie Genenbacher
Tony Uyttendaele
Vern Killion

1 Year Service Awards

Joe Delaby
Lew Pifer
Rollie Parker
Don Quigg

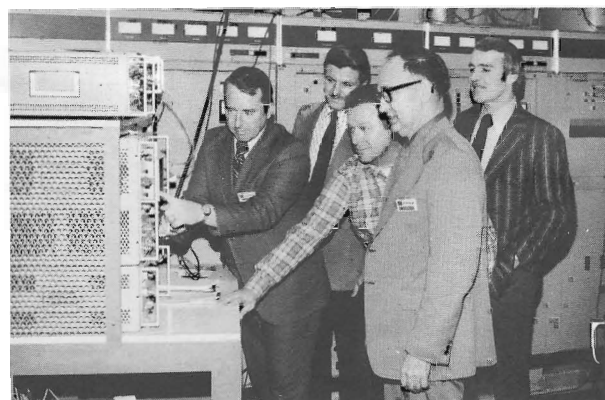
Greg Jones
Marshall Micheals
Cindy Miller
Mary Ringler
Joan Williams
Kathy Chaplin

Adaline Hodgson
Rosemary Whittaker
Marlene Crabtree
Suzanne Tipton
Alonzo Fitzpatrick
Henry McElroy

Mary Thompson
Dan Ohnstad
Mike Power
Debra Shepherd
Herta Carter

ACCEPTANCE TEST FOR MARYLAND ETV

January 20, 1975 found representatives from Maryland ETV on hand to accept the BT-220U after its final testing. As the photo at right shows, those taking part in the test were: Dave Graham, Phil Hock, and Homer Kornman from Maryland ETV along with Wayne Kaessen and Larry Schlepphorst from Harris.



HARRIS CORPORATION

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