



INTERCOM

PUBLISHED FOR EMPLOYEES OF THE BROADCAST PRODUCTS DIVISION

SECOND QUARTER

QUINCY, ILLINOIS

DECEMBER, 1975

Happy Holidays



from
HARRIS

GUEST COLUMNIST

QUALITY AT HARRIS



Burt Buy

When you bought your last car, did it perform exactly as you expected? Were there any defects? Was the car as advertised? Or, like most of us, did you have a long list of annoying small problems? You probably did. There was a squeak in the dash, the front door didn't close tightly, water leaked in the windshield. And you had to take the time to go back to the dealer to get service (maybe), on a brand new car. It is an annoying experience,

especially when you realize that if it had been built correctly in the first place, you wouldn't have had all the trouble.

We all expect Quality in the products we buy.

Harris customers expect Quality in the products they buy.

Each of us at Harris Broadcast Products has an obligation to our customers, to design, build and ship broadcasting equipment that performs to specifications, has the highest quality and is reliable. Every part from the smallest transistor to the largest power supply must be correct, properly assembled and tested to produce a quality Harris product.

We all play a major role in the Quality of Harris products. We in Manufacturing have a reputation for quality workmanship to maintain and improve. To accomplish this improvement, we need to expand our Quality program.

Good Quality starts with getting quality parts from our suppliers. To assure this we are upgrading Receiving Inspection with more modern inspection equipment. This new automatic equipment will increase our ability to in-

spect incoming capacitors, resistors, coils, crystals, meters and semiconductors. New procedures are being installed to obtain information on component problems for effective corrective action.

Renovations in the paint shop include a new air filter system and improved lighting in order to improve our ability to maintain the high-quality finish of our products. In our finished goods audits, we are examining stocked items to get a "customer's-eye view" of our products to verify that they are acceptable. We have instituted new and improved material handling techniques, such as in the handling and storage of PC boards and in-plant storage of transmitter doors, which will reduce handling and thereby lower the possibility of damage.

To help identify quality and performance problems prior to final assembly and test, a printed board tester has been installed which will identify defective components and other problems. This machine will be supplemented with additional equipment which will have fault isolation capabilities and will be used in conjunction with our normal extensive tests performed in the test labs.

In addition, organization changes and procedures are being implemented which will improve Manufacturing participation in the design of new products to help a continuation of our philosophy to design quality into the product.

All of these things are intended to help us continue to produce a high-quality product at a reasonable cost. In the final analysis, each of us must make our individual contributions in our workmanship to improve customer acceptance, and therefore, sales of our products. Good enough is never good enough in our eyes. Remember, the Final Inspector is our CUSTOMER, and he determines our success.

United Way

This year's United Way Campaign is almost completed and thus far contributions in total are up 12% over last year. We anticipate that at the end of the campaign we will have reached about a 20% increase. Fair share givers have increased from 51 last year to 72 this year. Your support of the United Way Campaign will mean a happier New Year for many.



GENERAL MANAGER'S REPORT



G. T. Whicker

Lately I get the feeling when writing these reports each quarter that they are beginning to sound like a broken record—shipments are up, new orders are up and profits are up. But I think this is a record that we all like to hear repeated, as it is a very favorable comment on our past efforts as individuals, and as a company, and it is certainly a favorable omen for future opportunities. Although hopefully the steady climb in sales, shipments and profits will never reverse itself, should this happen, I will report the bad news too—as I feel each of you has a right to know how your company is doing.

With that out of the way—for the first half of fiscal 1975/76 shipments are up, new orders are up and profits are up! In fact, we will set a new monthly record for shipments in December, and a new quarterly record for the second quarter.

At our Mid-Year Review December 18, attended by Dr. Joseph Boyd, President of Harris Corporation, and Mr. William Stolze, Vice President-Group Executive of the Harris Communications Group, our financial performance was listed as the division's number one progress item. In net shipments, in net new orders and in income we are running considerably ahead of our annual operating plan, and if we keep up the pace, 1975/76 will be another record year.

Briefly, other division progress items listed at the Review were: the continued strengthening of our organization through extensive training and aggressive recruiting programs; the obtaining of major systems contracts such as Indonesia and Iran, and the excellent prospects for future orders of this magnitude, particularly overseas; the increased effectiveness of overall division management; the excellent customer acceptance of new products such as the MW-1 and System 90; and the doubling of our television-RF market share in recent months.

The current number one division problem is that new orders and shipments of TV cameras are running behind plan. However, sales efforts are being intensified on existing cameras, and good progress is being made toward the development of new camera products, so recovery in this area is expected in the near future.

Here are other areas listed at the Mid-Year Review that need improving: our cost and manufacturing control system; our ability to bring technically complex products, such as System 90, from Engineering to Production; and the excessive time spent on redesigning AM radio products such as the MW-5, MW-50 and SW-100, which has resulted in the delay of new programs. Each of these problems will require special attention in the next few months, but I think with the proper effort we will be able to make substantial improvements in all of these areas.

I can't say enough about the really fine work all of you have done over the past year-and-a-half. We have seen a very impressive turnaround at our division in all of the important financial areas during that time, and it looks like the trend is still upward. In closing, I want to personally thank you for the extra effort that has made this success possible—and I want to wish you and your families a warm and happy holiday season, and the very best for the coming new year.

PATENT HALL OF FAME



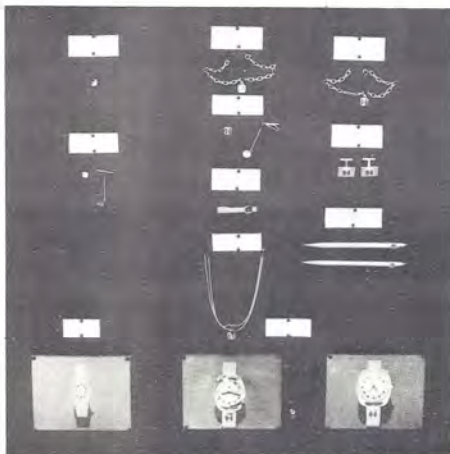
You may have noticed something new in the lobby at 2nd and Hampshire. It's our "Patent Hall of Fame". The Patent Hall of Fame will be displayed in the lobby at 30th and Wisman also in the near future.

The patent committee became interested in showing more recognition and incentive to inventors. A Patent Hall of Fame was suggested by Charles Krawczyk, Chief Patent Counsel for the Corporation. Ed Gagnon was given the project and has made an outstanding display.

Any employee who has one or more issued patents will have his picture and the name of the invention engraved on the plaque. The plaques will be displayed in the lobbies at 2nd and Hampshire and 30th and Wisman. Employees who were issued patents at other divisions will also be recognized.

Our Patent Hall of Fame is being used as a model for the other Harris divisions.

SERVICE AWARDS



These are the new Corporate Service Awards. The Awards are being counted and the selection sheets checked. We hope to have the order in this month, so the Awards can be received and distributed very soon.

The Awards are of high quality and emphasize the new Corporate identity. As some people are getting more than one Award, we find some have trouble making decisions on which Awards they choose.

BASKETBALL STANDINGS

The Harris basketball team started off their season on December 11 in fine style. They immediately took over first place in the Industrial League defeating, first, Illinois Bell 59 to 47, then, Firestone, 58 to 46.

All games are at 9:00 P.M., on Wednesday, at the "Y". There will be 10 games plus a tournament at the end of the season.

Players are:

Carl Brown
Rusty White
Jim Eickelschulte
Jack O'Dear
Scott Miller
Wayne Stepniak

Curt Moore
Dennis Lamanske
Steve Ruths
Tom Hoskins
Joe Cox
Harold Smith

Jack O'Dear, Coach, is assisted by Steve Ruths, who also serves as statistician, and Tom Hoskins coordinates all basketball activities with Personnel.

Spectators are welcome! Congratulations, Men! It looks like you're going to "bring home" a trophy.

BASIC ELECTRONICS COURSE COMPLETED

A group of 14 employees are completing a basic electronics course being taught by Dale Bennett a manufacturing Engineer. This course has covered basic electronic theory and circuits and is offered each year in the fall. Other basic electronic courses are available through outside schools. If interested, contact Tom Bedford, extension 592.

SCHEMATIC READING

One-hundred of our employees are also taking a schematic reading course that will enable those employees to identify component symbols on schematics and other drawings that they can apply directly to their work. This course will be offered on an as needed basis each year. A blueprint reading course will also be offered on the same basis.

SUPERVISORY TRAINING—AMA

Our first round of continued supervisory training has begun. Thirty of our supervisors are taking a course in leadership, which deals with understanding individual differences, behavior, and motivation. Our managers and other executives are also involved in a motivational management course that deals with personal and company goal setting. These courses are offered on a continuous basis each year for new and current supervisors.

PHONE USAGE PROGRAM

As many of you know, a representative from Illinois Bell assisted us in putting on a short phone usage program, which reminded us about phone etiquette and the image we give to our customers over the phone. Remember, you are the company when you answer your phone.

FORTRAN PROGRAMMING COURSE

Earlier this year in August and September, some of our engineering personnel completed a course on Fortran scientific computer programming, given by Quincy

College. Quincy College will teach any special course that we might request as long as a minimum of ten (10) people are interested.

MDI

Management Development Institute is now in its second offering of courses, and has met with success in terms of the number of people who have taken advantage of this program (14 supervisors and managers) as well as the content of the courses offered. This program is designed for those in management who want additional information or courses on management subjects in accounting, economics, marketing, data processing, and human relations. These courses will continue to be offered and notifications posted and sent to each supervisor. For additional information, contact Tom Bedford, extension 592.

PRE-RETIREMENT PROGRAM

The Fall session of the Pre-Retirement Planning Program has been completed and 13 employees and their spouses took advantage of this program to begin planning their retirement and obtaining more information on subjects such as: Social Security Benefits; Tax Benefits; Planning Leisure Time; Volunteer Activities; and other financial matters. Pre-Retirement Planning and counseling is available in the Personnel Department. Contact Tom Bedford, extension 592 for more information.

AFFIRMATIVE ACTION PLAN—EEO

On November 21, 1975, our division received notification of the acceptance of our Affirmative Action Plan by the Federal Contract Compliance Office in St. Louis. This 200-page document contains our program of Equal Opportunity and responsibility and is available for your inspection upon request. If you would like more information pertaining to Equal Opportunity Programs, please contact Tom Bedford, EEO Coordinator.

SAFETY IS OUR GOAL

We are striving for safe conditions and safe people. We still need your **Common Sense** and **Good Judgment** to make this the safest place to work.

Our Safety Committee made an inspection of their areas and I have listed some of the possible hazards and how they have been corrected.

1. The mirrors at the top and bottom of the steps in the Lobby at 2nd and Hampshire.
2. Marked the floor at the north door from Production Engineering to the aisle with warning tape.
3. Added safety mirrors at the blind corner of Calibration Lab and warning tape on the post and floor where the lift trucks cross the aisle.
4. Moved the telephone and A.C. junction from the aisle and crosswalks in Purchasing and Production Control to prevent tripping over them.

In addition to this we have issued Safety Manuals to all Supervisors for rules to follow.

We had all the fork trucks inspected by Clarklift Company and will have them repaired.



The Safety Committee is made up of people all over the Company—S. K. Barnes, R. R. Bonness, D. W. Hubbard, J. R. Moss and R. R. Riney at 30th Street. V. M. McGlothlin, L. J. Moore, M. S. Williams, R. Wilson and R. C. Zellerman at 24th and Ellington. R. L. Barnes, O. E. Fuller and S. E. Loos are at 2nd Street.

I hope the feedback will continue to help us make this the SAFEST place to work.

HARRIS BROADCAST PRODUCTS DIVISION

FIRST WORLD SALES MEETING

Quincy, Illinois
October 13, 14, and 15, 1975

The Harris Broadcast Products' worldwide sales team and their wives were in Quincy during the week of October 13 to participate in the World Sales Meeting. The theme of the meeting was "THE WINNERS", which is the objective of each person on the worldwide Harris Broadcast marketing team. The Domestic Sales Meeting Program was directed by Joe Engle, Director of Domestic Sales, and the International Sales Meeting Program was directed by John Delissio, Director of International Sales. The program was by far the most complete and comprehensive sales training meeting in the history of the Division. The agenda included workshop sessions, role playing facility tours and hands-on operation of the equipment. During the final day of the meeting each member of the worldwide sales team had a performance review meeting with his Sales Manager.

Gene Whicker, Vice President-General Manager, gave a progress report on the Division's operations and discussed future growth plans. This got the meeting off to a good start by discussing frankly where we are now as a Division and where we want to go, working together as a team.

Gene Edwards, Vice President-Marketing, set the stage for the meeting with an opening presentation on the goals and objectives of the Marketing Department, and a challenge for each member of the worldwide sales team to sign up to setting and making goals which will help him to get better in his performance each day, and, which in turn, will help the Division get better each day.

There was a special ladies program for the wives of the sales team which included tours of the community and surrounding area. There was a special tour of all the Harris-Quincy office and manufacturing facilities which allowed the ladies to learn more about the products and the people at the home office. We recognize the wives of our sales team as a very important part of our success as a Division, and it was a great pleasure to have them with us at the Sales Meeting.

A new sales recognition awards program was announced which now includes, in addition to the Transmitter Champ and Sales Achievement Awards, a new International Sales Award and yearly awards for

each Radio District Manager for orders of \$1 million and each TV District Manager for new orders of \$2 million and over.

The 1974-75 Radio Transmitter Sales Champ and Sales Achievement Awards were both won by Bob Switzer, Radio District Sales Manager—Los Angeles. To win the Sales Champ Award, Bob sold 84% of the AM and FM transmitters in his territory. To win the Sales Achievement Award, he earned 25 out of a possible 29 points. This was an outstanding performance to win both of these coveted awards in one year.

The 1974-75 Television Transmitter Sales Champ Award was won by George Hardy, TV District Manager—Atlanta. George sold 67% of the television transmitters in his territory to earn this coveted award.

The 1974-75 Television Transmitter Sales Achievement Award was won by Vern Russell, TV District Sales Manager—Chicago. Vern earned 22 out of a possible 29 points to earn this award.

The International Sales Award for 1974-75 was awarded to S. Kamrani, Harris representative for Iran. John Delissio accepted the award for Mr. Kamrani who was not present. During 1974-75 Mr. Kamrani secured the largest volume of orders received from any international country served by Harris Broadcast Products.

An attractive lapel pin with one diamond for each million dollars in orders was presented by Joe Engle to the following:

Tom O'Hara	- TV - Los Angeles	2 million
Charlie Patterson	- Radio - St. Louis	1 million
Stan Whitman	- Radio - Waterloo, IA	1 million
Bob Switzer	- Radio - Los Angeles	1 million
Dan Roberts	- Radio/Government Sacramento	1 million
London England	- Radio - Houston	1 million

There were a large number of our overseas representatives who traveled long distances to attend the meeting, and we believe that the next World Sales Meeting will bring even more. The growth of our international business is an important part of our growth program, and we are already seeing results in new orders



Harris Broadcast Products First World Sales Meeting.



International Salesmen and overseas representatives that toured the 30th Street facility.

from many of the new overseas representatives who were in Quincy for the first time to attend the Sales Meeting.

During the meeting the Sales Department honored two couples who are retiring—Mr. & Mrs. Stan Whitman of Waterloo, Iowa and Mr. & Mrs. Arne Clapp of Montreal, Canada. They were presented gifts by Gene Edwards and Joe Engle, and wished the best of success and happiness in their new careers which will include more fishing for Stan and more golf for Arne.

We appreciate all the extra effort and hard work of all the departments in Quincy that made the first World Sales Meeting a tremendous success. It is this teamwork that will insure our future as THE WINNERS in the manufacture and supply of the world's best radio and television equipment worldwide.



Joe Engle presenting both the Radio Transmitter Champ and the Sales Achievement Award to Bob Switzer.



John Delissio accepting the International Sales Award for Mr. S. Kamrani from Gene Edwards.



Ladies leaving Holiday Inn for plant tour.



Joe Engle presents TV Sales Achievement Award to Vern Russell.



Participants of Million Dollar Awards.



Tom Schoonover, TV Sales Manager, presenting TV Transmitter Sales Champ Award to George Hardy.



Couples retiring from Harris.



New International Contract - Brunei

A direction to proceed agreement was signed between Harris Corporation Broadcast Products Division and the Crown Agents in London, England on Friday, December 19, 1975. This agreement is for the supply of (4) VP-100A and (4) FM-5H3 transmitters and associated equipment to the Government of Brunei. The final contract will be signed in January, 1976.

The amount of the award is 2.6 million dollars which includes equipment and installation. Delivery of the equipment will be made within 9 months.

This award was a result of long negotiations and represents a significant breakthrough with Crown Agents who are acting as consultants to the Brunei Government. It is our understanding that this initial purchase of equipment is part of a long range program which could lead to additional opportunities in Brunei for Harris Broadcast Products.

This program also represents a continuation of our aggressive international marketing activity and provides a firm workload for manufacturing.

SERVICE DEPARTMENT HOLDS PDM SEMINAR



PDM/MW-50/MW-5 Training Seminar Instructor: Karl Lahm. First table (left to right), Elmo Darrah, KOB, Albuquerque, N.M.; Terry Edmonds, WSUI, Iowa City, Iowa; R. L. Bullard, WCSC, Charleston, S.C. and Ivan Miles, WAOK, Atlanta, Ga. Second table (left to right), Doug Campbell, KRNT, Des Moines, Iowa; Glenn Anderson, KRNT, Des Moines, Iowa and Richard Derbyshire, KPOF, Denver, Colo. Third table (left to right), Ed O'Donnell, WIBW, Topeka, Kan.; Dick Schumeyer, WKBW, Buffalo, N.Y.; Bob Sergeant, Harris Corp. (partially hidden) and Lou Burke, KJJJ, Phoenix, Ariz.

The week of November 17, 1975 saw ten chief engineers of stations equipped with Pulse Duration Modulated (PDM) transmitters converge on Harris Corporation, Broadcast Products Division's home office in Quincy, Illinois to attend a week long seminar devoted to the principle of PDM.

The course was an in-depth look at the principles of PDM and other factors that make for an optimized PDM transmitting system.

The class was taught by Fred Riley and Karl Lahm of the Service Department with guest speakers from Harris

Engineering Department; Bob Bush speaking on antenna considerations, Brian Cox talked on PDM design and Ed Westenhaver did a presentation on PDM basics.

Comments received from the group upon completion of the course indicated the seminar was a huge success.

We intend to present similar courses in the future on various products of Harris manufacture. Invitations are mailed to all known users of a particular product well in advance of any planned seminar. Don't miss your opportunity to attend one of these highly informative sessions.

EMPLOYEE RECUPERATING AT HOME

As mentioned in the Manufacturing Broadcaster, December 15 issue, one of our long-time employees is recuperating from an accident that happened in mid-summer. Kenneth McKinley of Department 140 sustained a severe injury to his left leg in a motorcycle accident on August 9. It is estimated that he will remain in a cast for at least 3 more months. This picture of the Christmas tree in the Fab Shop indicates, at least in part, the response of the manufacturing employees as they donated canned goods or money for the first "trip of cheer" to the McKinley home on December 19. If you wish to add your personal good wishes to help brighten the new year for the McKinley's, please send donations to Ralph Jones or Ron Hubble, Dept. 140. Additional trips will be made as long as donations continue to be received.

The spirit of Christmas only enlarges upon the true spirit of sharing that is expressed by the Harris employees for their fellow workers throughout the year.



Service Awards

30 YEAR SERVICE AWARD



Howard Young



Jack Painter



James Rhodes



Glenn Foster

25 YEAR SERVICE AWARD



Roger Cave

20 YEAR SERVICE AWARD



Betty Oenning

15 YEAR SERVICE AWARD



Paul Stoverock

10 YEAR SERVICE AWARD



Clara Smoot



Neil Arveschoug



R. Joe Benjamin



Wayne Fessler



Carl Schroeder

5 YEAR SERVICE AWARD

Katie Parson
Maxine Prisner
Julia Killday
Betty Stone
Jim Ogle
Curt Lutz
Audrey Appenbrink
Wilma Huffman
Stan Marquardt
Larry Miller

1 YEAR SERVICE AWARD

Linda Powell
Susan Guess
Jackie Shepard
Jon Snow
Phil Brose
Bruce Meredith
Steve Ruths
Rusty White
Ed Huber
Tim Sykes

Jack Stanton
Dan Kelso
Charles Tallcott
Jackie Fountain
Melva Orf
Gina Vahle
Tom Warning
Mark Murphy
Skip Selby
Jackie Johnson

Dave Spindle
Joe Digirolamo
Larry Huddleston
Wayne Schuler
Richard Scott
Lyn Morley
Annette Vinson

Our Christmas Cover

We wish to express our thanks to Joe Benjamin, Technical Publications Department, for the fine cover of this issue Intercom. As in the past four years, Joe's fine art work has supplied us with one of the true feelings of the Season.

Welcome New Employees



Larry Carlstone
Personnel



Robert Stewart
Marketing Adm.



Richard Fairchild
Service Parts



Ray Kibitlewski
Intl. Sales



Ralph Hauser
Inspection



Fran Stice
Prod. Merchandising



LeRoy Moore
P.C. Bd. Fab.



Jackie Beebe
P.C. Bd. Assy.



Bob Sergent
Tech. Publications



Betty Osborne
Drafting



Sherry Spratt
P.C. Bd. Assy.



Sharon Keller
Purchasing



Richard Hyde
Comp. Engineering



Gary Kenny
Trans. Test



Patricia Humke
Trans. Conv. Assy.



Jackie Humphrey
Personnel



Jerry Speasl
Fabrication Adm.



Scott Miller
Trans. Conv. Assy.



Mike Brinkmeyer
Purchasing



Terry Vaughn
Camera Test



Carol Davis
Static Flr. Assy.



Rebecca Hope
Prod. Planning



Bonnie Albertson
Static Flr. Assy.



Rebecca Rennecker
Radio Transmitters



Joe De Angelo
Radio Service



John Summers
Camera Test



Randy Baker
Prog. Mgmt.



Mike Burke
Blueprint



Rocky Murry
Sheet Metal



Loretta West
Radio Sales Adm.



Bill Timken
Cost Acctg.



Rita Gariss
Intl. Sales



Jim Boeger
Mgmt. Info. Systems



Rusty Dever
Prog. Mgmt.



Don Plants
Test Engrg.



Ed Powers
Iran Field Serv.



Reggie Joki
Prod. Support



Linda Morgan
Data Proc.



Dave Brayshaw
Quality Control



Sandra Leyva
Prod. Support



Wendell Saunders
Machine Shop



Robert Cole
Mfg. Engineering



Nancy Connors
P.C. Bd. Assy.



Clarence Schafer
Prog. Mgmt.



Karen Lutze
Manufacturing Adm.



Susan Loving
Mfg. Services Adm.



Joe Saldivar
Ind. Engineering



Al Daniels
Ind. Engineering



Robert Cantrell
Inspection



Kenneth Holman
Trans. Test



Warren Mitchell
Inspection



Ronald Boling
Static Flr. Assy.



Laura Wemhoener
Purchasing



Donna Schulten
Prod. Support



Dale Smith
Camera Test



Jim Gross
Fabrication Adm.



Bob Garnett
Sheet Metal



David May
Radio Transmitters



Sharadchandra Patel
Antenna Research



Ray Roidl
Camera Test



Don Anderson
Systems/Programming



Bonita Hemming
Radio Sales Adm.



Kathleen Hamill
Accounting



Sue Bringman
TV Sales Adm.



Margot Clarke
Intl. Sales



David Soncek
Order Adm.



Ed Karl
Radio Field Sales



Galen Hassinger
Radio Field Sales



Ken Wibbenmeyer
Test Equip. Maint.



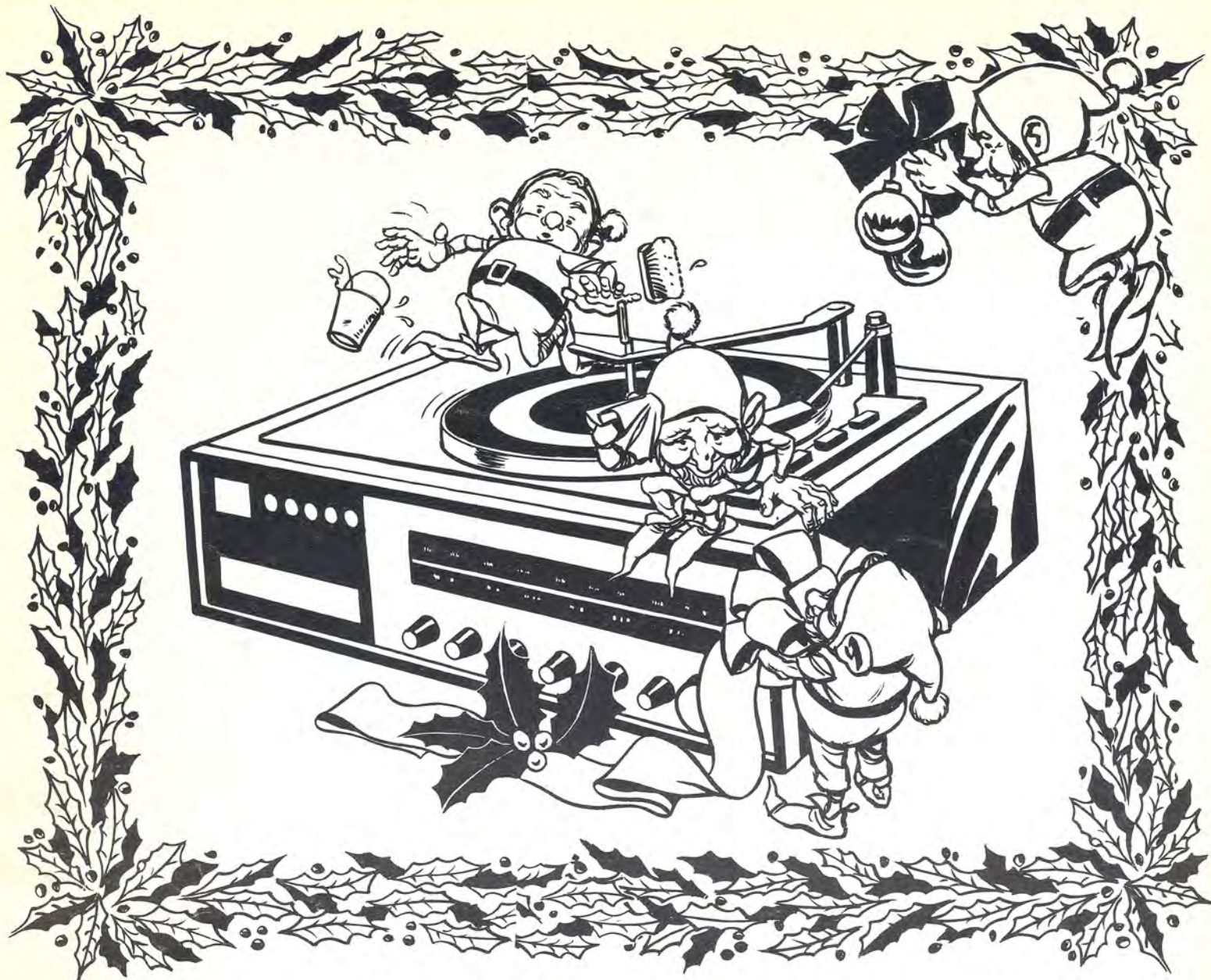
James Pickard
TV Trans. Adm.



James Michener
UHF Trans. Design



Don Hendrian
Audio Assy.



HARRIS CORPORATION Broadcast Products Division
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