



INTERCOM

PUBLISHED FOR EMPLOYEES OF THE BROADCAST PRODUCTS DIVISION

THIRD QUARTER

QUINCY, ILLINOIS

APRIL, 1976

1976

HARRIS BROADCAST PRODUCTS DIVISION'S NAB DISPLAY LARGEST IN DIVISION HISTORY

The Harris Broadcast Products Division's display at the Chicago NAB Convention, March 21-24, 1976 was the largest and most impressive in the history of the Division. The more than 6,000 square feet of the Harris display left the more than 5,000 people who attended with a very positive image of Harris Broadcast Products leadership in the broadcast line. The most outstanding product displayed at NAB was the new Harris TC-80 top-of-the line color camera with triax.



Tom Schoonover, Harry Hill, Chief Engineer WFRV-TV, Green Bay, Wisconsin and Vern Russell with the new Harris TC-80 line color camera. Mr. Hill had just signed an order for two (2) TC-80's for WFRV-TV which is owned by Orion Broadcasting Company with headquarters in Green Bay.



The Harris NAB display just before the start of the convention. The new Harris CBR Circularly Polarized TV Antenna display attracted a lot of interested broadcasters and television consulting engineers. The Harris display of over 6,000 square feet was the second largest at the convention.



For the first time at a NAB Convention in the United States, a color camera...the Harris TC-80...was placed outside the equipment display. Operating with triax, it had a mile of cable between the camera head and the CCU. This picture shows the TC-80 on top of the McCormick building looking north along Chicago's Lake Michigan shoreline. Note the Hancock building as seen by the camera.



Gene Edwards; Bill Kessel, Chief Engineer, KTVT, Fort Worth, Texas and Gene Whicker are shown in the Harris display. Mr. Kessel had just finished looking at the VHF TV transmitter and C.P. antenna.



Walt Rice is shown discussing Harris Broadcast equipment with Harold C. Stewart, President and Jack R. Creese, General Manager of KVOO, Tulsa, Oklahoma.



Rolland Looper is shown demonstrating the Harris MW-1 1kW solid state medium wave broadcast transmitter to F. J. Peters, Vice President of Engineering, WMRN, Marion, Ohio and N. V. Bodi, Chief Engineer, WVKO, Columbus, Ohio.



Harry Cline and Fred Fleischman at the display front desk. A color TV receiver was given each day to a lucky customer who attended the Harris camera show. Several hundred broadcasters attended this show and TV Sales are busy following up on the important prospects for TC-80, TC-50, TF-100 and TE-301 sales.



In addition to delivering a paper on C.P. antennas at the NAB Engineering Conference, Ron Fisk was at the display to discuss Harris TV antennas with TV broadcasters. He is shown here with W. J. Jones, WTOP-TV, Washington, D.C.



Consulting Engineer, Ogden Prestholdt of A. D. Ring and Associates, Washington, D.C. tours the Harris display with Joe Engle.

GUEST COLUMNIST

HARRIS SYSTEM 90 AUTOMATION EQUIPMENT



WALLY KABRICK

Thirty-seven (37) System 90's have been sold and installed from coast to coast and from border to border since they were introduced in Las Vegas at the 1975 NAB Convention. The first System 90 to ship overseas is scheduled to go to Lagos, Nigeria and several other units are being considered for overseas shipment.

System 90 sales have resulted in slightly over \$1,250,000.00 to our division, definitely the biggest dollar year in automation sales in the Division's history. With some rule changing by the FCC on duplication of programming, the future sales market is even brighter for the calendar year of 1977. In anticipation of the FCC's rule change, our two local stations, WGEM and WTAD have both purchased System 90's. When these installations are complete, both stations will realize the improved operating efficiency and better programming control that are inherent with our System 90. Automation technology, versatility in control and ease of operation make the System 90 the pace-setter in today's "Automation" market. However, at least two competitors have already tried to get on the bandwagon with their own versions of automated equipment and others are sure to follow. In order for us to remain strong in the "Automation Market Place", we must maintain the shipment time schedule that has been established for our System 90's. This schedule calls for the continued effort of Department 343 with tremendous support from Engineering, Production Control, Purchasing and Stock.

Productions of all of the major items manufactured for System 90 are forecasted and built in the normal manner, with a greater degree of expediting in some cases to insure required availability. The requirements are reviewed by a committee each week to highlight the productions that need special attention by one or more departments.

The late requirement for a second System 90 for this year's NAB gave Department 343 a few bad moments as they scrambled around to complete this system in less than ½ of the normally scheduled time...and it worked...proving to be one of the biggest hits at the 1976 NAB Show.

New orders are edited by Automation sales and all of the standard items such as racks, System 90 Control, source cards, logging components, logging terminals and source equipments are put on an automation Format listing. This format is hand-carried to Stock and immediately staged to develop an accurate shortage list. This list is submitted to Production Control and Purchasing to quickly put the missing items on order.

Several weeks before the automation system is to be shipped, the staged items are pulled to Department 343 where the customer special aspect becomes apparent. The sources, such as Criterion 80, CC-I, CC-II, CC-III, Carousels, Instacarts, and reel-to-reel machines. (ITC, Scully, Ampex, Metrotech, Revox, TEAC), etc., are put in the racks along with the control units. Quite a number of systems are retrofit or "barefoot" systems that must be installed in existing customer racks; Department 343 test racks are used for these systems to mount the units

for test and cable layout.

Most of the systems are purchased with racks included fortunately, and are assembled complete. We currently assemble and test up to six systems a month and are offering 60-day delivery. This still requires quite a bit of overtime in Department 343 but we are working toward a significant reduction in this overtime as new test fixtures are brought on line within the department for pre-testing most of the components. Also, the pretesting on Zehntel, Trendar and the other new automatic test stations is significantly reducing the amount of test and calibration time in Department 343.

Last minute shortages are being minimized by a reserve stock in Department 343 for commonly used components that are used in the system specials, and by maintaining minimum stock of commonly ordered tape machines and logging terminals. The reserve stock must be charged out and replenished by Department 343 personnel, which adds to the amount of time they must devote to inventory control.

All of this is quite a change from the time Harris (then Gates) built their first automation system. It was probably the first commercially built radio program automation system and was started in March, 1956 for WCAZ in Carthage, Illinois. This was on CS-1311, which was installed late that summer with Parker Gates and Nibs Jochem assisting on the single evening checkout trip. A few years ago the major components were removed from this system and are still in use in the station. This was followed by our M5429 Auto-Station in 1957 and the more successful M5628 Nite-Watch in 1958.

The types of systems that were brought to Quincy from our ATC Division of Bloomington in late 1969 were the SC-48 and SP-10 main programmers, with the RA-1 and RA-5 sub-programmers. They were followed by our KSP-10/RA-10 versions; the last of which are being shipped now. The last of the SC-48 systems will be shipped in May.

In addition to assembling and testing out the final systems, the test personnel in Department 343 are responsible for the individual test of nearly all of the components that make up a system. This requires a specially wired System 90 that is used for the test system to see that the different sections all interface properly. They also have to program the PROMS that contain the firmware or system instructions for the basic operation. The customer enters his operating instructions in read/write memory (RAM), which is also used to prove the full operation of the automation system prior to shipment.

Nearly all of the circuitry in System 90 is digital and requires quite a different concept in signal tracing and trouble-shooting than most of our products to date. Thus, you may hear some strange terms in Department 343, for example, this equipment must be full of "BUGS" before it has a chance to work!

The shipping record out of the automation system group has been remarkable in recent months. They shipped seven systems in February, five in March, and are finishing up their sixth for April. Orders are continuing to come in at a satisfactory rate, due to the fine efforts of the people in Sales, you will see a lot more systems coming out of Department 343 during the coming months.

GENERAL MANAGER'S REPORT



G. T. WHICKER

The past six weeks have been particularly busy at the Broadcast Products Division, as we have successfully completed the National Association of Broadcasters Convention in Chicago, and have finalized and announced our new expansion plans. I won't go into the building program any further, as it has been well covered in the local news media, and in this issue of Intercom.

However, I would like to touch on the NAB Convention, as it ties in with the number one problem listed at our Quarterly Review held April 20. This problem is our domestic sales rate, which includes sales in the United States and Canada. For the past few months these sales have been slow, so that for the fiscal year to date we are somewhat behind our annual operating plan in this area.

We believe that one of the factors in this slowdown in January, February and March is that stations, especially in the United States, tend to hold off on purchases immediately prior to the NAB, until they see what new equipment will be introduced at the Convention.

I feel that Harris had a very impressive NAB display, and there was a great deal of interest shown in our new products such as the TC-80, TF-100 and TC-3 TV cameras. There was also a lot of interest in products we introduced last year, including the MW-1 and System 90. So we expect, with the Convention over, that domestic broadcasters will now be assessing what they saw at the show and turning those assessments into actual purchases.

Now for the good news. We are well ahead of our annual operating plan in all financial areas at the end of the third quarter—and this strong

financial performance was chosen as the number one progress item at the Quarterly Review.

International sales and shipments continue very strong this year, and were chosen as our number two progress item. Along with this, I might add that total sales and shipments, combining both international and domestic, are ahead of the annual operating plan.

Continued reduction of manufacturing costs was voted third on the progress list. This is an extremely important item, as reduced costs in manufacturing allow us to maintain our profit margins while pricing our products more competitively. We are reducing these costs through more selective buying of materials, greater efficiencies in production and a variety of other things—and most of you have played a role in helping in these reductions. Keep up the good work.

On the problem side, I have already covered the number one item—domestic sales. We voted the need for increased engineering staffing as number two, and AM transmitter product improvement needs as number three. The engineering department is recruiting heavily for additional engineers and we are now making good progress in completing the programs to improve cost and quality in the AM transmitter line. Both of these areas should become progress items in the future.

In summary, at the end of the third quarter, total sales, shipments and profits are running ahead of our annual operating plan, and are at record levels. Also, with the 1976 NAB show completed, and with the steady improvement we are seeing in the economy, we expect domestic sales to rebound nicely in the fourth quarter.

HISTORY OF AMERICAN BROADCASTING

First of all, what is broadcasting? It is transmission over a wide area plus mass reception.

The early inventors included Samuel F.B. Morse - Telegraph - 1837; Alexander Graham Bell - Telephone - 1876; Heinrich Hertz - transmission of "radio waves" - 1887; and Guglielmo Marconi - wireless telegraph - 1895.

The pre-broadcast experimental years from 1900-1920 consisted of such things as the Marconi code across the Atlantic in 1901; the invention of wireless telephony in 1906 by Reginald Fessenden and the audion tube in 1906 by Lee DeForest. Due to the Wireless Ship Act of 1910 many lives were saved when the Titanic sank in 1912 because they were able to alert other ships of their need for help. Wireless experimentation continued through 1917 as enthusiasm spread and the Radio Act of 1912 which made licenses required was put into effect. The wireless was used by the U.S. Navy during World War I and when the war ended "trained" operators put this knowledge to work in civilian life.

The birth and development of broadcasting was realized when KDKA became the first radio station to go "on the air" on November 2, 1920. Other stations rushed to the airwaves until 1927 when the Radio Act of 1927 gave the FCC the power to regulate broadcasting. Fifty-two years later, KDKA purchased the first MW-50 PDM Transmitter from Harris.

Commercial broadcasting began in 1922 and this was a turning point in broadcast economics although commercialization angered Secretary Hoover. Programming consisted of music and talk and stations really did not turn a profit until after the Radio Act of 1927. Network broadcasting coast to coast began in 1928 by NBC.

Television was envisioned in the 19th century by Vladimir Zworykin who was a Westinghouse engineer and is known today as the "father of modern television". The first transmission of "true" television pictures happened in 1926, with trans-Atlantic transmission in 1928. WGY, Schenectady, New York is the pioneer U.S. television station.

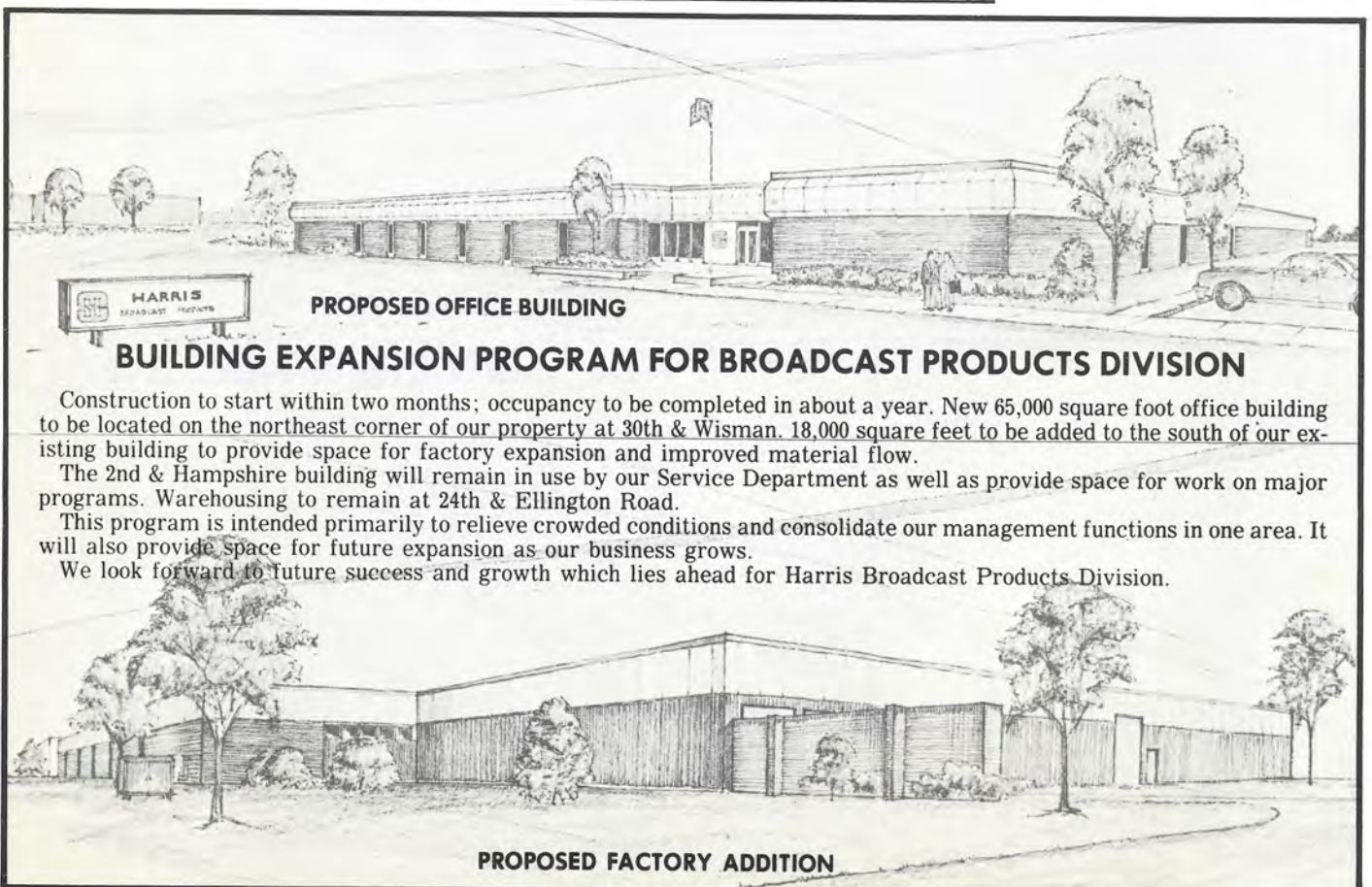
FIFTH ANNUAL QUARTER CENTURY CLUB

The fifth annual Quarter Century Club dinner meeting was held at Spring Lake Country Club on February 17, 1976. A social hour was followed by group pictures and a family style dinner that was served to 43 members and their guests. The invocation was given by George Thompson and the guest speaker for the event was Gene Whicker. New members Lois Butcher, Roger Cave, Harry McCarthy, and Madge O'Brien were presented Quarter Century plaques by Bob Fluent.

Don McCabe was honored as the youngest member with the most service - 31 out of his 49 years; while Joe Wiggins was

honored for the longest term of service to the Division with a total of 38 years.

The Nominating Committee, consisting of Bob Strode, Ray Demo and John Beckgerd, presented a slate of nominees that were unanimously elected. They are as follows: President - Jack Painter; Secretary - Marge Clem; Treasurer - James (Dusty) Rhodes. Joe Havermale guessed the closest to the total number of years of service represented by the group with 1200. Actual service count - 1177 years.



TE-201 COLOR CAMERA SEMINAR

During the week of December 15 through December 19, 1975, five engineers from the Navy and one from the Medical University of S. Carolina attended a TE-201 Color Camera Seminar sponsored by Harris Corporation Television Service Department. Since this course was also available to Harris personnel, an employee from the Camera Test Lab also participated.

Classroom sessions and "hands on" experience were conducted in the Automation Demo room at 2nd and Hampshire. George Owens was the principle instructor, with Robert Fairchild assisting during the "hands on" session. Joe Wiggin, guest speaker, gave a lecture on "Coloremetry and Lighting".

Most men attending have had experience maintaining TE-201's. This course was designed for more indepth training on the TE-201 systems and also on trouble shooting.



Pictured left to right are Joe Prenger, Camera Test Lab, Harris Corp.; Larry Brown, Navy, Mt. Whitney; James P. Wilson, Navy, Pensacola, Florida; William L. Lents, Navy, Norfolk, Virginia; Stephen Franc, Navy, NESTED; Jeffrey C. Lindstedt, Navy, Mt. Whitney; William (Ed) Bates, Medical University, Charleston, South Carolina; George Owens, Instructor, Harris Corporation.

VHF LOW BAND TRANSMITTER SEMINAR

The five day seminar on Harris VHF Low Band TV Transmitters was an outstanding success. The classes were held February 16 through the 20th, with ten participants.

Jerry Powell not only directed and coordinated the seminar, but was the principal instructor as well. The two guest speakers were Jim Pickard, who described the cavity construction and operation; and Leon Stanger, who explained the group delay and delay comp circuits.

Lecture time was scheduled to completely cover the maintenance and adjustment of the VHF low band transmitters.

The persons attending had varied amounts of experience with Harris products. Some of the stations these men worked for have had Harris transmitters for up to three years; while others purchased Harris equipment more recently. However, all agreed that notes taken during the seminar would be a valuable tool for normal maintenance of their individual systems.



Pictured left to right are: Jerry Powell, Instructor; Art Rounds, KTVI; George Reynolds, WBTV; Raymond Poland, WLWD; Charles Hermann, Harris; David Sappenfield, KGLO; Bob Buck, Harris; Victor Smith, CKSO; Bill Kortang, WCBS; Arthur Gumble, WLWT; Don Manion, Harris; Loren Little, KTVI.

TE-300, 301 SEMINAR

George Owens, of the TV Service Department, instructed classes on the TE-300 and TE-301 Live Color Camera April 20 through April 23. Guest speaker, Jack Monahan, spoke on the Plumbicon tube and the NTSC system.

The indepth training will enable these students to trouble shoot and solve different difficulties they may encounter in their jobs with minimum assistance from outside sources.

Hands on experience familiarizes them with the equipment and procedures.

Due to the demand and interest in such training, more seminars of this type are being planned.



Students left to right: IC2 Russell A. Brissette, Navy, U.S.S. Bluebridge; IC1 Charles E. Angst, Navy, U.S.S. Constellation; Robert Plazyk, Alexander Electronics, Houston, Texas; George Owens, Instructor; Dennis M. Ott, First Baptist Church, Atlanta, Georgia; John C. Johnson, Jr., First Baptist Church, Atlanta, Georgia; IC3 Patrick T. Starr, Navy U.S.S. Constellation.

Customer Education...

A Continuing Example Of Our

"Pride In Service"

INSURANCE PROGRAM BENEFITS

Amended March 1, 1976

Comparison benefits between plan prior to March 1, 1976 and those now in effect:

<u>EMPLOYEE BENEFITS</u>	<u>OLD PLAN</u>	<u>NEW PLAN</u>
Life Insurance	\$6,000.00	1 x total compensation plus optional feature of additional 1 x total compensation at a cost to employees of 50¢ per \$1,000. per month.
Accidental Death and Dismemberment	½ of principle amount of life insurance.	½ of principle amount of life insurance - \$50,000 maximum.
Disability Benefits	50% of base wages, maximum of \$75.00 per week up to 13 weeks coverage.	60% of base wages maximum of \$200.00 per week up to 26 weeks coverage.
<u>EMPLOYEE AND DEPENDENT BENEFITS</u>		
Hospital Room	100% of semi-private room up to 70 days coverage.	100% of semi-private room up to 365 days coverage.
Additional Hospital Charges	Up to \$600.00 for same illness or disability plus out-patient coverage up to 24 hours.	Up to \$600.00 for same illness or disability plus out-patient coverage up to 72 hours.
Doctor	Surgery—\$450.00 Maximum.	Surgery—\$750.00 Maximum.
Medical	\$5.00 per day up to 70 days for same illness or disability.	\$7.00 per day up to 365 days for same illness or disability.
Out patient lab and X-ray	Up to \$25.00 within 24 hours of accident or surgical procedure.	Up to \$50.00 within 72 hours of accident or surgical procedure or illness.
Major Medical	Applies to most cost per individual, each calendar year, not covered under basic plan. After \$100.00 deductible per individual or \$300.00 family maximum deductible—80% of covered charges are paid. The life time maximum has been increased to \$20,000.00 of paid benefits. A restoration feature to replenish any portion of the maximum which has been used, has been established at a rate of \$1,000.00 for each year when not used.	Applies to most costs per individual, each calendar year, not covered under basic program. After \$100.00 deductible per individual, or \$200.00 per family maximum deductible—80% of covered charges are paid. After \$500.00 out of pocket expense per individual per year, not including the deductible—100% of covered charges are paid. The lifetime maximum has been increased to \$250,000.00 for each year when not used.
Maternity	Normal Delivery - after 9 months coverage has become effective. Hospital - Regular basic coverage as described above. Doctor - \$150.00. Coordination of Benefit Feature.	Normal Delivery - after 9 months coverage has become effective. Hospital - Regular basic coverage as described above. Doctor - \$187.50 Coordination of Benefit Feature.
Cost To Employee	Family coverage \$10.00 month, Individual coverage \$6.00 month.	Family coverage \$10.00 month - Individual coverage \$6.00 month.

— EMPLOYEE CONTRIBUTIONS TO INSURANCE COVERAGE HAVE NOT INCREASED IN THE PAST 15 YEARS. —

DIVISION BENEFITS OTHER THAN INSURANCE THAT ARE AVAILABLE TO HBP EMPLOYEES

Fringe Benefits:

Funeral pay, jury duty pay, earned time program, break periods, free coffee, workman's compensation, employer part of FICA, unemployment insurance, vacation plan, and employee health program, nine (9) paid holidays, new overtime policy, and profit sharing retirement and savings program.

Safety Shoe Program:

10% reduction on purchase price of employee purchases made through safety shoe plan. Payroll deducted.

Sports Program:

Entry fee or prize money for golf, bowling, softball or volley ball; uniforms and banquet at end of season.

Picnic:

Complete meal for employee and immediate family, entertainment, kiddie rides, prizes, games, and Division fellowship.

Bulletin Board Postings:

Employee posting of any items they have for sale or any items they wish to purchase.

Quarter-Century Club:

Division sponsored club for HBP employees with 25 or MORE years of service.

Family Entertainment:

Reductions available through Division for family trips to Six Flags or Silver Dollar City.

EMPLOYEES WITH NEW COMPANY RESPONSIBILITIES...

The following is a list of employees who have accepted new responsibilities with the Company since September, 1975. We know you will join us in congratulating both hourly and salary employees who are growing with Harris.

Name	Job Title	Effective Date	Name	Job Title	Effective Date
Bob McDonough	Lead Engineer	9-1-75	Frances Olson	Support Assembler	1-5-76
Jeff Mendenhall	Senior Engineer	9-1-75	Donna Barnard	Ass'r/Coil	1-5-76
Ken Fuller	Drafting Group Leader	9-16-75	Norma Dale	Ass'r/Coil	1-5-76
Dennis Semerad	Drafting Group Leader	9-16-75	Mike Lawrence	Elec. Test Tech.	1-12-76
Larry Engle	Elec. Test Tech.	9-22-75	Martha Pool	Prod. Control Clerk	1-16-76
Patsy Dean	Assembly Tech.	9-22-75	John Clark	Foreman/Model Shop & Tool Room	1-16-76
Jim Bailey	Working Supvr./Elec Test Tech.	9-22-75	Bob Stewart	Mgr./Marketing Admin.	1-16-76
Mary Lou Newman	Ass'r/Roller Conv. Line	9-29-75	Chuck Werner	Maint. Helper	1-19-76
Joe Prenger	Assembly Tech.	9-29-75	Kenny Lang	Tooling Coordinator	1-26-76
Stan Harris	Sheet Metal Op./Multi-Function	9-29-75	Pat Wardlow	Elec. Assembler	1-26-76
Jim Tucker	Group Supvr./Auto. Prod. Engrg.	10-1-75	Pat Jeffries	Production Ass't.	2-1-76
Don Meier	Area Mgr./Far East	10-1-75	Peggy Shackleton	Secretary	2-1-76
Phil Brose	Sr. Mfg. Engrg. Tech.	10-1-75	Carolyn Lauder	Credit Clerk B	2-1-76
Will Bone	Dist. Mgr./Radio Sales	10-1-75	Joe Digirolamo	Ass't. Program Mgr.	2-1-76
Charlie Patterson	Area Mgr./Near East	10-1-75	Carl Brown	Working Supvr./Q.C.	2-9-76
Larry Mack	Mach./ Multi-Function	10-6-75	Steve Humke	Stock Clerk	2-9-76
Neva Roberts	Working Supvr./Insp.-Assy.	10-6-75	Vicki Akers	Steno Secretary	2-16-76
Ginny Kirkpatrick	Soldering Mach. Opr.	10-13-75	Christi Fantz	Personnel Specialist	2-16-76
Jim Eickelschulte	Crater/Packer	10-13-75	Jackie Humphrey	Steno Secretary	2-16-76
Rick Parise	Purchasing Manager	10-16-75	Jim Gross	Q.C. Inspector	2-23-76
Bob Vaughan	Mgr./Employee Relations	10-16-75	Arnold Tate	Sheet Metal Opr.	2-23-76
Tom Bedford	Mgr./Employee Development	10-16-75	Jim Morton	Mgr. of Facilities	3-1-76
Jack Eliason	Dir. of Mfg. Planning	10-16-75	Lin Adams	Prod. Planning Supvr.	3-1-76
Anita Jackson	Credit Clerk A	10-16-75	Verne Logan	Test Engrg. Tech.	3-1-76
Karen Jones	Order Editor/Service Parts	10-16-75	Sandy Barnes	PC Bd. Photo-Artwork Tech.	3-1-76
Ed Westenhaber	Product Mgr./Radio RF	10-16-75	Cindy Moyers	Q.C. Inspector (Trainee)	3-1-76
Ed Young	Act'g Field Svs. Supvr./Auto	10-16-75	Betty Fischer	Methods Assistant	3-1-76
Dean Niederhauser	Financial Mgr./Major Programs	10-16-75	Nancy Butler	Methods Tech. II	3-1-76
Henry McElroy	Spray Painter	10-27-75	Rose Klaas	Lead Office Clerk	3-1-76
Bob Miller	Spray Painter	10-27-75	Gaye Redd	Lead Office Clerk	3-1-76
Annette Vinson	Secretary	11-16-75	Larry Schlepphorst	Program Manager	3-1-76
Kim Hermann	Spec./TV Svs & Repair	11-16-75	Steve Moore	Stock Clerk	3-8-76
Rich Farr	Sheet Metal Op./Multi-Function	11-24-75	Betty Sparks	Cable Assembler	3-8-76
Dean Harness	Sheet Metal Op./Multi-Function	11-24-75	Ruth Whelan	Cable Assembler	3-8-76
Brad Hudson	Welder	12-8-75	Milda Henry	Cable Assembler	3-8-76
Steve Blentlinger	Welder	12-8-75	Chris Renard	Cable Assembler	3-8-76
Clair Selby	Elec. Test Tech.	12-8-75	Wanda Brown	Cable Assembler	3-8-76
Marilyn Dooley	Assembly Tech.	12-8-75	Ron Boling	Assembly Tech.	3-8-76
Dale Willis	Working Supvr./Maint.	12-15-75	Steve Seckman	Assembly Tech.	3-8-76
Lewis Feldkamp	Maint. Mech.	12-15-75	Dave Chandler	Assembly Tech.	3-8-76
Tom Leschak	Service Manager	12-16-75	Dick Schmidt	Assembly Tech.	3-8-76
Sam Crouch	Layout Draftsman	12-16-75	Gerald Miller	Assembly Tech.	3-8-76
Ruth Ann Skirvin	Lead Office Clerk	12-16-75	Dorothy Rosenkoetter	Stock Clerk	3-8-76
Wayne Schuler	Iran Field Service Eng.	1-1-76	Les Kaufman	Order Editor	3-16-76
Mary Ann Huseman	Lead Office Clerk	1-1-76	Jackie Smith	Order Editor	3-16-76
Mary Kaye Kovachevich	Steno Secretary	1-1-76	Karen Cummings	Steno Secretary	3-16-76
Gary Harris	Comp. Opr. I	1-1-76	Wanda Balsar	Detail Draftsman	3-16-76
Keith Dunford	Area Mgr./Europe	1-1-76	Nancy Stow	Accounts Payable Clerk	3-16-76
Dan Roberts	Mgr./Industry Relat. & Govt. Sales	1-1-76	Leo Clow	Welder	3-22-76

THE SAFE WAY IS THE ONLY WAY

We are very happy to bring you up to date on our progress. We now have an Industrial Nurse, Mrs. Patti Howard, R.N. We have ordered some First-Aid equipment for the First-Aid room and it is coming in a little at a time. We hope to have it set up by the first of May.

We have a First-Aid Training Program under way. As of this date we have forty people who have been certified as a First-Aider. The 5th of April we had another twenty starting through the ten hour course. We are including the use of Resuscitator Annie; as you can see Barb Humphrey and Dale Willis are really concentrating on Nurse Patti Howard's instruction. We have been receiving very good comments from the groups on the program. By the time we finish we will have trained Foremen, Assistant Foremen, Supervisors and the Safety Committee.

In the near future we are going to have a Supervisors' Safety Course put on by Dave Hutton, our Corporate Safety Consultant.

As you know, we have painted the curbs at the 30th street entrances with reflectorized paint to make the drive easier to see for the night shifts.

Our Fire Brigade has been organized at 24th. We held our first



meeting March 25 and hope to have had a drill by the time you receive this Intercom. We will have films and fire extinguisher instruction from the Fire Department.

As you can tell, I am happy with the progress in our program to keep our people safe and healthy.

Please continue with your comments to keep us going on to a better safety program.

Welcome New Employees



John Amery
Video Products



Bob Anderson
Automation Design



Edgar Barton
Radio Service



Raleigh Bates
Test Engrg.



Norman Bertram
Audio Design



Alan Buss
Drafting



Verlene Cannon
Tech. Publications



Jaynie Cheney
Drafting



Maureen Creswick
Prog. Mgmt.



Charlotte Davis
Mfg. Engrg.



Larry Eker
Camera Test



Ernie Griswold
Systems & Progm.



Jack Harig
Budgeting



Patti Howard
Industrial Nurse



Steve Kalakoc
Purchasing



Tom Losch
Tool/Model Shop



Patrick Mahoney
Ind. Engrg.



Dana Maanum
Order Purchasing



Dennis Milfs
Mechanical Dev.



Mike Pfanschmidt
Service Parts



Bill Olsen
Automation Design



Terry Martin
Maintenance



Dean Saathoff
Service Parts



David Rees
Drafting



Jim Renyo
Pricing



Kenric Sanders
Drafting



Judy Stanbridge
Drafting



Nancy Stow
Accounting



Sharon Vaughn
Prod. Merch.



John Thomson
Tech. Publications



Ed Van Leer
Quality Control



Tim Wade
TV Service



Tom Ord
Mfg. Engrg.

VOLUNTEERS NEEDED

We have been asked by "Volunteer Action Center" of Quincy to inform our employees of the opportunities provided in this area to assist in meaningful volunteer work. Please read this article and if you have any questions or wish to volunteer for any of the mentioned programs call the Quincy Volunteer Center, 210 W.C.U. Building . . . phone 224-3633.

VOLUNTEER OPPORTUNITIES IN QUINCY

Most people have a stereotyped idea of volunteer work; many feel that it is not as important as other types of work. The Quincy Volunteer Center feels that volunteer work is as original as each volunteer, and it is a vital contribution to the quality of community life. It is also a rewarding experience for the volunteer.

The Quincy Volunteer Center incorporates two agencies: The Volunteer Action Center (VAC) and the Retired Senior Volunteer Program (RSVP). VAC is primarily for volunteers between the ages of six and sixty; RSVP for retired people over sixty. Both agencies act as coordinating units by pinpointing community needs and referring volunteers to the proper agencies so that these needs can be met.

Each agency has several opportunities for interesting and challenging volunteer work. One volunteer service that is perpetually open to new volunteers is the Meals on Wheels Program. Volunteers for this program deliver meals to elderly shut-ins. Other volunteers with cars can do transporting; this involves taking elderly people shopping or out to pay bills. Others drive people to out of town medical appointments. Out of town drivers will usually be reimbursed for expenses.

Opportunities which offer more people-to-people contact are Big Brother/Big Sister, foster grand-parents, tutors, letterwriters, and friendly visitors. Big brothers and sisters are adults who provide a role model with whom children and teenagers can identify. The big brother or sister would plan activities for his "sibling," be available for long talks, and help solve some of the problems of adolescence. Foster grand-parents provide attention, time and love for younger children and mentally and physically handicapped children who might be deprived of these basic needs. Tutors are used to help children who are having a problem in a particular area of study. Tutors are also utilized to help foreign speaking people learn the English language.

Friendly visitors go to nursing homes and visit shut-ins. They provide these people with valuable human contact. Letterwriters visit the handicapped and the elderly and help them communicate with their families and friends.

Many of these activities take place during the weekend or the evening, so the working person who wants to do volunteer work can participate. There are many more opportunities which have not been mentioned. Each volunteer is urged to suggest volunteer services which he, or she, feels would be valuable to the community and which would provide the most rewarding experience for himself.

If you are interested in volunteer work, or know of someone who might be interested, contact the Quincy Volunteer Center, 210 W.C.U. Building. Phone 224-3633.

RETIREES

April of 1976 has proven to be a "Retirement Month" for four (4) of our lady employees. Lucille Hall retired April 7, with seven (7) years of service; Georgia Vaughn retired April 26, with thirteen (13) years of service; Margaret Marksbury retired April 28, with twenty-four (24) years of service; and Helen Russell retired April 30, with fifteen (15) years of service. This is a grand total of fifty-nine (59) years of service to our Division, and we all wish to congratulate these GRAND GALS on their combined achievement. May your retirement be long and be everything you have hoped it would be.



Lucille Hall



Georgia Vaughn



Margaret Marksbury



Helen Russell

AFFIRMATIVE ACTION FOR HANDICAPPED WORKERS

The Broadcast Products Division will continue compliance under the Affirmative Action obligation imposed by Section 503 of the Rehabilitation Act of 1973, as amended. As a part of our planning, we will continue to employ and advance in employment qualified handicapped individuals. Such actions shall apply to our employment practices including, but not limited to, the following: employment, upgrading, demotion or transfer; recruiting or recruiting advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship programs we may institute.

We reaffirm the above basic policy with respect to handicapped employees and applicants, and reasonable attempts will be made to appropriately accommodate limitations of handicapped workers, taking into account business necessity, financial cost and expenses, and resulting personnel problems. We expect to engage in a continued program of outreach and seek to recruit those able and qualified to safely perform the work we do here.

We pledge our continued efforts to further the aims of the Rehabilitation Act of 1973, as amended, and seek the cooperation of all employees in these efforts.

EMPLOYEE ACTIVITIES COMMITTEE

To encourage employee participation in Division activities, an Activities Committee has been established. The purpose of this committee will be to share in the responsibilities for the administration of employee activities, make recommendations for changes and assist in developing the necessary budgets. Members of this Activities Committee are: Pat Belker, Joe Cox, Lewis Feldkamp, Sharon Myers, Madge O'Brien, Zora Perkins, Dick Riney, and Bonnie Dudding, Chairman. If you have suggestions for or wish to serve on the committee in the future, contact any of the members.

CONDOLENCES

Especially the long-time Harris employees were saddened by the death of two of our long-service personnel.

Cecilia Fisk who retired in July, 1962 after working some 17 years for Gates died Monday, January 5, 1976 at Lincoln Hill Nursing Home.

Bill McClintic passed away February 17, 1976 at his home in Hunnewell, Missouri. Bill was recuperating from recent heart surgery at the time of his death.

We extend sincere sympathy to the families and friends of both these employees.



Bill McClintic

GOOD SCOUTS

Earlier this year, the Boy Scouts of America presented their yearly awards. We are proud of our own Don Manion, Supervisor TV Service, for continuing in the Harris tradition by winning one of the three "Awards of Merit" presented in the Quincy area. These awards are presented for outstanding service to the youth of our community. Don has been active in the scouting program since he and his family moved to Quincy in 1966 and is a good example of the scout motto "In the Spirit of '76—Be Prepared". Congratulations to Don on his fine accomplishment in scouting.



Shown from left to right with their Awards of Merit are Don Manion, Jane Blickhan and Roger Ratliff.

TAKE ADVANTAGE OF THE EDUCATIONAL ASSISTANCE PROGRAM

If a full-time employee wishes to take an outside course, or seminar call or write to Angie Egbers (Ext. 597) in Personnel, to obtain a copy of the Educational Refund Program Application form. Courses taken must be company or job related to receive reimbursement.

Reimbursement will be provided as follows: (Does not include books)

- 75%—to High School Courses (Must receive a "C" average or better)
 - Undergraduate Courses
 - Associate Degree Programs
 - Bachelor Degree Programs
 - Job-Related Non-Degree Course

100%—to Master's Degree or PhD Programs

Call if you have questions about a course or other educational and training opportunities.

EQUAL EMPLOYMENT OPPORTUNITY

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

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

All supervisory personnel have prime responsibility for compliance with this policy.

The Director of Personnel is responsible for monitoring such compliance, assisted by the EEO Coordinator.

PATENT AWARD PRESENTATION



Congratulations are in order for Jack Monahan who had three patent disclosures filed recently with the U.S. Patent Office. The disclosures "Variable Speed Automatic Iris Correction", "Automatic Centering", and "Contrast Compression" are all three featured in the NEW TC-80 HARRIS COLOR CAMERA. Shown congratulating Jack are from left to right; W. J. Stolze, G. T. Whicker, Jack, D. F. Maase and L. J. Stanger.

Metrically Speaking...



"E" FOR EXPORT



Richard B. Tullis, center, Chairman and Chief Executive of Harris Corporation, and Dr. Joseph A. Boyd, right, President of Harris, accept the "Presidential E for Exports Award" from the U.S. Department of Commerce at a recent luncheon meeting in Cleveland. Making the presentation was Dr. Charles W. Hostler, Deputy Assistant Secretary of Commerce for International Commerce.

The Corporation was recognized for its outstanding achievements in contributing to the nation's export expansion program. Harris, a major manufacturer of communications equipment, increased its exports from less than \$25 million annually to \$90 million.

Our own Harris Broadcast Products Division has contributed enormously to this 90 million dollar record. The fiscal year of 1975/76 will show that 1/2 of our new sales orders are for overseas shipment.

We can go one step further and say "'E' is for EXCELLENCE IN EXPORT."

SIGNIFICANT NEW ORDERS

A very significant order has been received from the Foreign Commonwealth Department of the Government of Great Britain for four SW-100 100 kW shortwave transmitters. This contract is the result of the advanced technology of the SW-100. Like most governments, Great Britain is obligated to purchase equipment manufactured in its own country except in the unusual circumstances where locally manufactured products cannot compete technically with foreign manufactured products.

The significance of this order and its impact on future world-wide business, centers on the acknowledgement by the government of Great Britain that Harris Broadcast Products Division is the world-wide technological leader in state of the art 50 kW and 100 kW shortwave broadcast transmitters.

We have 15 firm orders for SW-100 and SW-50 shortwave transmitters with a large number of new opportunities for orders.

The SW-100 and SW-50 sales exemplify the importance and value of leadership technology in the international broadcast markets.

K.W.T.V., Griffin TV, Inc., Oklahoma City, Oklahoma, has placed an order for a Harris BTD-50H 50 kW VHF television transmitter with shipment to be made by June 28. KWTV is a maximum power CBS affiliate. The BTD-50H is replacing a 23 year old RCA 50 kW TV transmitter. The chief engineer of KWTV called Harris and RCA users and found a large number of Harris customers were pleased with their transmitters and

Harris service. The decision was made to purchase the Harris transmitters because of IF Modulation and more modern design.

CFAC-TV, Calgary Television, Limited, Calgary, Alberta, Canada, has placed an order for a Harris BT-35L 35 kW VHF television transmitter. This is the first Harris high power IF Modulated TV transmitter to be installed in western Canada.

WHAS-TV, Louisville, Kentucky; KWHY-TV, Los Angeles, California, and KCMT-TV, Alexandria, Minnesota, have purchased new Harris TF-100 color television film cameras. The TF-100 is a newer design, has features which are superior to all competitors and will be preferred by many television broadcasters.

The MW-1, 1 kW Solid State Medium Wave broadcast transmitter orders are coming in at a nice rate with eleven orders in March and twelve in April. The MW-1 is the world's first Solid State 1 kW medium wave transmitter and our customers are proving that they prefer the benefits of this technological product by the high order rate for this outstanding new addition to our product line.

System 90 radio program automation orders are being closed at a nice rate with eleven orders since March 1. System 90, first with the microcomputer, is an example of another Harris technological product that is leading the field in Program Automation after only one year on the market.

200 years of communication in the U.S.A.



Service Awards

30 YEAR SERVICE AWARD



Don Hubbard



Ray Demo



Don Hamann



Carl Holtman

10 YEAR SERVICE AWARD



Leo Clow



Archie Davidson



Bob Fluent



Al Grady



Delores Gray



Dean Harness



Ralph Jones



Jerry Peck



Zora Perkins



Paul Schlinkman



Lee Shannon



Max Williams

5 YEAR SERVICE AWARD

Carl Balsar
Kenneth Campbell
Bill Genck
Delores Hurley
Rolland Looper

Venna McGlothlin
Donna Miller
Wilma Weathers
Ruth Whelan

Rodney Benjamin
Debbie Best
Sherrie Brockhouse
Joe Cox
Ernest Credington

1 YEAR SERVICE AWARD

Karen Cummings
Dave Grimes
Dave Hershberger
Terry Hollenberg
Dennis Lamanske

Carolyn Lauder
Sandra Mast
Don Meier
Robert Miller
Steve Moore

Bill Pires
Janice Robinson
Ken Stotts
Richard Workman
Al Zinselmeier

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

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