



# INTERCOM

DECEMBER, 1977

PUBLISHED FOR EMPLOYEES OF THE BROADCAST PRODUCTS DIVISION

QUINCY, ILLINOIS



**PEACE TO THE WORLD**



**SEASONS AND BEST**

**FROM**

**HARRIS**







## GUEST COLUMNIST HEALTH HINTS FOR OVERSEAS TRAVELERS

Not long ago when you planned a trip abroad, you just packed your suitcase and left. Now, Harris Health Services will help you plan a safe and healthy trip. Many services, first-aid items and booklets are now available to you. So if you are planning a trip, call or drop in for a visit with the industrial nurse. She will line you up for the shots you need, inform you of the information that is now available on the countries you plan to visit and advise you of the first-aid supplies that you will need to take with you. A drug kit, and water purifier will be sent with you when needed. To secure these items fill out a request form that is available from the nursing office. A few hours after this signed off form is received by the nurse, you will be instructed to pick up your "care package" from the P & S Clinic Pharmacy, 1101 Maine Street. If a water purifier is needed for the area you plan to visit, it will be sent to you through the inter-office mail. Be sure to return the purifier to the nursing office on your return so that it can be fitted with refills for use by others.

Our reference library is just being established in the foyer of the Personnel Department. It can be a valuable source of information as to the customs, climate or other interesting facts about the countries you plan to visit. At the present time, only one copy of this information is available but feel free to ask for copies of any of the information that you find interesting or informative.

One of the most important features of preparing for a trip abroad, is obtaining the necessary immunization. If you are planning a trip, notify the nurse a month in advance of the time you are leaving. This will give everyone time to set up your trip. However, if the advance notice is impossible, notify the nurse at

the earliest possible time. At that time she will confer with you as to the shots that are required and see that your immunization booklet is brought up to date. After you have had the required shots and your yellow immunization booklet is brought up to date, it must be validated by the Quincy Health Department.

A new feature added this month is the Yellow Fever Immunization Center established in Quincy at the Health Department. This center came about after the law was changed in September and eliminates many of the hurried trips out of town that were required before for you to receive these shots. Appointments must be made for you by the nurse on the 1st or 3rd Monday of the month to obtain this Yellow Fever immunization. If an emergency comes up and all the advance notification and preparation cannot be made, provisions are set up to see that you will receive all required shots and information before you leave the Quincy area. However, this emergency plan should be followed only when your trip is of an extreme hurried nature.

If you should find yourself needing assistance while traveling abroad either from illness or injury, please telex the nurse at once. If any medical expense is incurred, save the itemized bills for reimbursement.

In summary let's say:

1. Notify the nurse a month in advance of your trip, or as soon as you know you are going.
2. Update your immunization booklet and have it validated by the Health Department.
3. Obtain all information possible on the countries you are visiting.
4. Be sure you receive your Yellow Fever shots when they are required.

Harris also provides a special plan for those personnel involved in "War Risk" countries. However, to be covered by this plan, you must notify Nila Woodruff of your travel plans. Nila will see that all forms required for this special coverage are completed.

Provisions have been made to help insure a safer trip abroad for you. Please do all you can to help these provisions work. Contact the industrial nurse on any other questions you may have.

## HARRIS DIVISION PERFORMANCE AWARD WINNERS—FISCAL 76-77

We at HBPD wish to congratulate the following Divisions on their accomplishments for the 76-77 fiscal year. These awards are based on overall division performance as measured by profits, share-of-market trend, growth rate and tangible progress in both product and management development. Electronic Systems was the winner with R. F. Communications second and Web Press-USA third.

## QUINCY LITTLE THEATRE

The Quincy Community Little Theatre has supplied good theatre to residents of Quincy and the surrounding area for many years. To operate a community theatre requires many people; and the last show, one of six adult shows presented each year, was a classic example of the contribution of the Harris Corporation BPD personnel and families.

The show "Where's Charlie", a comic musical version of the classic comedy "Charlie's Aunt" when presented ran for eleven performances and was seen by almost 2000 people.

The leading role was played by Phil Hope, an engineer of the Mechanical Engineering group. His wife, Becky, was a member of the singing and dancing chorus. Laurie Walz, daughter of Dick Walz of the Mechanical Engineering group also performed in the chorus.

The supporting lead was played by Vic Mills, Group Leader of the Program Source Equipment group who is also President of the Board of Directors of the theatre. Joyce Mills, Vic's wife played the female supporting role. The Mills' son, Steven, played second trumpet in the eleven piece orchestra. Greg Alster, an engineer in the Video Products group played first clarinet. Mark Parise, son of Rick Parise, Manager of Purchasing played first trumpet.

The male supporting role was played by Kerry Nansel of the Mechanical Drafting group; his wife Carol worked backstage on set changes. Jane Stephenson, wife of George Stephenson, Supervisor of the Program Automation group was responsible for the very beautiful and elaborate costumes. Jane is also a

member of the Board of Directors as treasurer. Mark Spielbauer, the Technical Director is the son of Arnie Spielbauer of the Mechanical Engineering group. Sound effects were in the hands of Mike Dunford, son of Keith Dunford of the International Sales Department.

I would like to extend an open invitation to anyone who would like to get involved in community theatre to keep a lookout for audition announcements in the local newspaper.

VIC MILLS



Cast and crew of "Where's Charlie"



# GENERAL MANAGER'S REPORT



G. T. WHICKER

For the past three years I have been reporting on our division Quarterly Reviews in this column, to give each of you an insight into the major progress and major problem areas at Broadcast Products, as seen by management.

In my first column, in 1974, I explained the purpose of the Quarterly Reviews, and how they operate—but as many of you have joined Harris since then, I would like to take a little space to explain these meetings again.

In brief, the Review is a half-day meeting between department heads and other key members of the management group, at which we go into quarterly results, as matched against division objectives, and the objectives of each department. At these sessions we delve into the strengths and weaknesses of our division, pinpoint the areas in which we need to improve, and discuss means to make these improvements.

At the end of the day we wrap up each meeting with our "Progress and Problems" session, at which we come up with a list of major progress items and a list of major problem areas. Then everyone at the Review votes on the order of major problem areas. Then everyone at the Review votes on the order of importance in each category. This gives us a consensus as to where we have been doing well—and not so well—and helps direct our efforts in the proper direction.

## FIRST QUARTER RESULTS

At the last Review, in October, we covered the results from the first quarter of fiscal 1977/78. And, I'm sorry to say, this is the first time in fourteen quarters that we did not meet our sales, shipments and financial goals. This was due primarily to a weakness in international orders, which I believe will see a definite turnaround in the coming months. However, as international sales have grown from 16% of our total in 1974, to almost 50% in fiscal 1976/77, a slow quarter in this area has a pronounced effect on our overall results.

We voted "digestion of growth" as our second major problem area. Broadcast Products has grown so rapidly over the past few years that we are experiencing a few problems in getting our many people acclimated to their jobs. This is not an unusual problem for a fast-growing company, and I feel that it will improve with time, as our new people gain more on-the-job experience.

Our third most important problem was production costs, which are currently running higher than expected. However, we are taking steps to reduce these costs—and, in fact, one of our major corrective actions was voted the number one progress item.

## VALUE ANALYSIS PROGRAM

During the last quarter we began a Value Analysis program, which is being handled by our manufacturing department. This program, when fully implemented, will include a comprehensive study of the design and manufacture of a broad range of Harris products, to see where and how manufacturing costs can be reduced without reducing quality. Eventually this could mean a big payoff for us, as cost reductions allow higher investments in new products, new markets and new facilities, and therefore promote continued long-range growth.

Our second progress item was the introduction of our new "MW Transportable" system, which packages an entire AM radio station—up to 20 kilowatts—in a single transportable building, ready for delivery anywhere in the world. Options include a living-quarters building and a generator building—both transportable, and delivered ready for use. Several countries have already shown considerable interest, and I believe pre-packaged AM, FM and TV stations are going to be a very large item for us in the future.

The third progress item was our development of a Compatible Phase Multiplex (CPM) system for broadcasting AM stereo. This system, along with several others, is now under consideration by the Federal Communications Commission, and we expect a ruling within a year to eighteen months. The Harris system, developed by Cliff Leitch, has definite advantages over the others under review, and we feel that when FCC approval for AM stereo is granted, CPM will be the approved broadcast method. This would open up an estimated \$100 million market for us over the next ten years in excitors, in transmitters, and even in studio equipment, as AM stations convert to stereo.

## FUTURE PROSPECTS

Even though we did get off to a slow start in the first quarter, we can still make fiscal 1977/78 another good year. The opportunities are there. We have the people, the products and the know-how. And we still have the "team spirit" that has played such a major role in bringing us so far so fast. With all of this working in our favor, we should be able to take full advantage of the enormous potentials in our marketplace, and continue our steady growth for many, many years.

In closing, I want to thank each of you for your fine efforts during 1977—and wish you and your families a very merry Christmas and the best for the coming new year.



# Welcome New Employees



Bob Berthold  
Contract Adm.



Alan Billhartz  
Test Equip. Maint.



Mike Borgerson  
Camera Test



Dale Boström  
Video Products



Pam Briggs  
Service Adm.



Chris Brown  
Systems Engrg.



Bob Bundy  
Service Parts



Charlie Deal  
Personnel



Pat Decker  
PC Board Fab.



Joe Dobrowolski  
Facilities



Mike Dunne  
Industrial Engrg.



David Elko  
Major Prog. Acctg.



Gerald Elsbernd  
Mech. Dev. Section



Judy Etter  
Audio Assy.



Marta Griswold  
Intl. Sales



Brenda Gunlock  
Cable Assy.



Leah Gurney  
Audio Assy.



Richard Harman  
Sheet Metal



Marilyn Harscher  
Office Services



John Hayes  
Tech. Publications



Richard Haskey  
Radio Serv., Intl.



Jan Krummrich  
Program Mgmt.



Hilary LaMothe  
Quality Engrg.



William Lohman  
Static Flr. Assy.



David Long  
Machine Shop



Robert Loos  
Machine Shop



Dave Martin  
Purchasing



Barbara Mathes  
PC Board Assy.



Jeff Miller  
Machine Shop



William Moats  
Radio Serv., Intl.



Mitch Montgomery  
Radio Serv., Dom.



Theodora Moyer  
Gen. Accounting



Terri Myers  
Prod. Merch.



Marvin Nickel  
Accounting



Bob Panzica  
Purchasing



Tim Shoemaker  
Studio Mfg. Engrg.



Joe Sleiman  
International Sales



Linda Snow  
Service Parts



Mary Stultz  
Major Prog. Acctg.



Mary Terwelp  
Quality Assurance



Sebastian Triscari  
TV Trans. Service



David Tucker  
Traffic





Linda Allensworth  
Cable Assembly



Nancy Ancelet  
Order Adm.



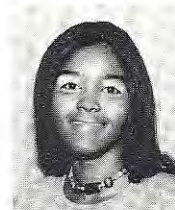
Brent Arrowsmith  
Drafting



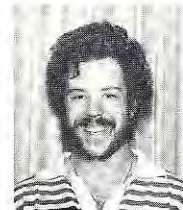
Donald Bagby  
Static Flr. Assy.



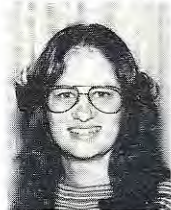
Yvonne Baker  
Cable Assembly



Alice Bell  
Audio Assembly



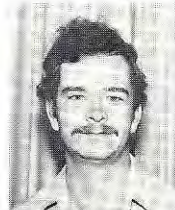
Dennis Benjamin  
Drafting



Paula Campbell  
PC Board Assy.



Elizabeth Charlton  
Drafting



John Coe  
Transmitter Test



Lisa Cox  
Headquarters Sales



Al Crego  
Service Adm.



Sherry Dade  
PC Board Assy.



John Dawson  
Major Prog. Acctg.



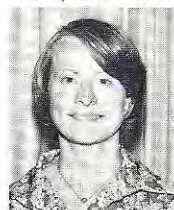
Sallie Fisher  
Cable Assy.



Tom Fleck  
Comp. Engrg.



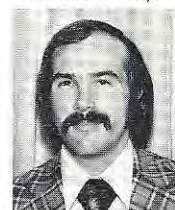
John Footitt  
Tech. Publications



Susan Genenbacher  
Drafting



Meyer Gottesman  
Radio Serv., Intl.



Albert Graves  
Auto. Prod. Design



Patsy Griffin  
PC Board Assy.



Karen Heuer  
Pricing



Gary Hunziker  
Order Adm.



Dow Jones  
Automation Svc.



Glenn Kebler  
Service Adm.



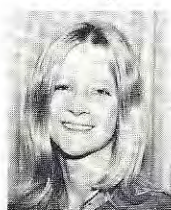
Robert Klein  
Mech. Dev. Section



Janet Koehler  
Personnel



Katie Koening  
PC Board Assy.



Genny Mayfield  
PC Board Assy.



William McCall  
Value Engrg.



Mark McGartland  
Stock



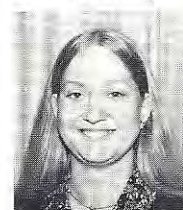
Judy McKeon  
Production Plng.



Glendean McKnight  
Trans. Mfg. Engrg.



Paul Meredith  
Production Plng.



Barb Metcalf  
Personnel



Fred Powell  
International Sales



Richard Powell  
Static Flr. Assy.



Tom Pretzer  
Service Parts



James Primm  
Sheet Metal



Gene Reich  
International Sales



Paul Scheiter  
Cutting Room



Donna Schorn  
Audio Assembly



Penny White  
Trans. Conv. Assy.



Rex Wickell  
Transmitter Test



Gene Wilderman  
Trans. Mfg. Engrg.



Wayne Williams  
Sys. & Programming



Rita Winfield  
PC Board Assy.



Tony Yates  
Prog. Mgmt.



Kenneth Yock  
Industrial Engrg.



## ENGINEERING MODEL SHELTERS



You no doubt have noticed the modular units that have been placed in front of the loading dock of the Manufacturing building. When fully equipped, one or more of these units can provide a complete, self contained transmitting station anywhere in the world for either radio or TV transmitting. Additional units are available for living quarters for the personnel operating such transmitting stations.

The smaller of the two units, 18 feet in length, houses two (2) MW-1's with a program input rack plus two (2) heating/air conditioning units. The larger modular, 28 foot size, is being equipped with two (2) BC 10H's plus a program input rack and four (4) heating/air conditioning units.

These units weighing between 8,000 and 18,000 pounds can be air shipped directly to the transmitting site anywhere in the world. After arrival on site, the complete station will be ready for "on the air transmitting" within a two or three week time span, with all equipment pertaining to any one site contained within the shelter itself.

Another Harris Engineering advancement.

## WOMEN AS WINNERS!!!

"Everyone of you should begin to think of yourself as a winner", was the opening line of Selwyn Edwards as she addressed a training session at BPD. Selwyn, Manager of Personnel Development at Electric Systems Division in Melbourne, Florida, was in Quincy to conduct two training sessions. One for the professional women and the second for the upper levels of non-exempt women at HBPD.

At both meetings Mrs. Edwards listed the following ten (10) criteria for women as winners:

1. Accept the fact that people have different potentials, understand what you are and make the most of what you are.
2. Do not be afraid of autonomy.
3. Do your own thing, don't be bound to or in awe of anyone.
4. Do not play the helpless or the blaming game.
5. Learn to respond appropriately to situations, timing is important.
6. Do not kill time, make the most of every minute...always work in the NOW.
7. Know your limitations and do not be afraid of them. Understand your own feelings and be able to give and to accept affection.

tion.

8. Be spontaneous, your security comes from within yourself. Do not be too rigid and be able to enjoy your own accomplishments.

9. Be a pupil of self discipline, a winner can get the results she wants without hurting others or herself.

10. CARE, for yourself, the people around you, your community and your family. A winner does what she can to make a better world by making her own part of the world better.

Selwyn closed her sessions with the following challenge:

"Does this criteria apply only to women? No, it also applies to all who wish to succeed. Start thinking of yourself as a person with potential, not just as a woman in a man's world. Set your goals, make them realistic and achievable. Write them down and refer to them often. NOW, you have a contract with yourself for future achievement. NOW you are obligated not only to think of yourself as a winner, but to indeed become one."

At this time we at HBPD would like to thank Selwyn, and state that we are all looking forward to her next visit.

## HARRIS WELCOMES INDONESIAN VISITOR

Technical Director of Radio Republik Indonesia, Mr. Slamet Brotodiredjo, recently paid his first visit to the Harris facilities here in Quincy.

Throughout the years, Harris has had an excellent relationship with Indonesia. More than fifty-five percent of RRI transmitters are of Harris manufacture.

Harris has played a vital role in setting up a nationwide network of RRI, Indonesia's national broadcast service. In September of 1975, Indonesian government officials approved a \$20 million contract for Harris radio broadcast equipment. It is considered to be the largest single order of its kind ever placed with any broadcast manufacturer. Included in the order were transmitters, antennas, towers, power generators and related equipment for thirty-six separate sites throughout the country.

During his trip to the United States, Mr. Slamet took time out to visit WGN and WFYR in Chicago, followed by a trip to Harris Satellite Division in Melbourne, Florida.



Shown from left to right: John Major, Director/International Sales; Mr. Slamet Brotodiredjo, Technical Director of Radio Republik Indonesia; and John Boatman, Sales Director/Far East.



## PROFILE OF PERU PRESENTED TO HBPD.



Gene Whicker, left, and El Corujo are shown with the handsome volume that is now on display in the lobby of the office building.

A rare, limited edition of the geographical and historical profile of Peru was presented to Harris' Broadcast Products Division by Mr. Agustin Checca, President of Sinadi, Sistema Nacional de Informacion. The presentation marked the completion of a study for the implementation of a national medium wave, short wave and television system in Peru.

## HARRIS TRANSMITTER "AT HOME" IN THE AMAZON

The Amazon area of South America has received its first government radio station. Ten (10) days is all that was required for a BC-10H to be pulled from the line, set to required frequency, tested, packed and started on its way to provide radio coverage for the broad Amazon Valley.

Two days after its arrival at Boa Vista, Roraima, the transmitter was "On The Air" thus earning the approval of the Brazilian people. Its trip took it from Quincy to New York, to Manaus, Brazil, to its final destination in Roraima.

Only the full cooperation of all Harris employees can achieve this kind of results. However, special thanks should go to Harry Cline, Jack Eliason, Les Miller, El Corujo and all their associates in leading the way.

**ANOTHER HARRIS FIRST IN WORLDWIDE COMMUNICATIONS!!!**

## HARRIS JUNIORS—A JA COMPANY

Harris is once again sponsoring a Junior Achievement Company. It is called "Harris Juniors" and is made up of 23 members. The following officers have been chosen: President, Ginny Rinehart; Vice-President of Sales, Cynthia Stahl; Vice-President of Manufacturing, Keith Hannant; Vice-President of Personnel Brenda Plunk; Treasurer, Lori Lewis; Corporate Secretary, Peggy Lewis; Purchasing Director, Rick Sparrow; Quality Control Director, Julie Sibbing; Safety Director, Rick Houston.

Harris Juniors are now completing their sale of common stock to establish funds to cover

start up costs for the manufacture of this years product, a set of eight coasters in a rack. These coasters will be sold retail for \$3.00 each and will be made available to Harris employees in the near future. Watch the bulletin boards for announcements.

Advisors for the group are Don Smith, Bill Harland and Jack Harig from Harris and a Quincy college student, Lynn Horas. Harris employees are invited to visit the "Juniors" during their business meetings and view the company in action. Meetings are held at QHS I every Tuesday at 7:00 P.M.

## NIGERIANS VISIT QUINCY



Pictured from left to right: Steve Hemming and Howard Young of Harris; Kunle Adeleke, General Manager Broadcasting Corp. of Oyo State; Ernest Credgington of Harris; and Tunji Shenjobi, General Manager Ogun State Broadcasting Corporation.

Mr. Shenjobi and Mr. Adeleke attended a meeting in Washington, D.C., recently and we were very pleased to have them visit HBPD at that time. This gave us the opportunity to show them our facilities and for them to see the resources that we have to support the growth plans for their countries.

We are now installing two VP-100's for Oyo State and have recently shipped them a complete SW-50 radio station. For Ogun State we have shipped two MW-50's and one BC-10. We will be shipping more equipment to them in early January, 1978.

## SUDDEN DEATH



JIM OGLE

James Ogle passed away November 13, 1977 after being a patient in the hospital since October 18. He started with Harris November 2, 1970 as Data Processing Manager and held that position until the time of his death. He is survived by his wife, two sons and a daughter.

We extend sympathy to the Ogle family.



Bob Fluent is shown buying one of the first shares of JA stock from Brenda Plunk.



## GEORGE THOMPSON RETIRED OCT. 31

# Service Awards



George Thompson retired Oct. 31, 1977 after 31 years of service with Harris. George came to Harris in 1944 as a Government Inspector, later transferring to the Engineering Dept. in 1955. In 1962 he set up Engineering Lab and managed Instrument Maintenance. In 1964 he transferred to Quality Control, later transferring to Component Engineering until his retirement. He plans to move to Montana with his family and build a new home.

### 30 YEARS



Bob Bangert



Charles Frese



Eugene Hildebrandt



Elva Watts

### 25 YEARS



Juanita Barry



Fern Foster



Marcy Hayden



Virgil Krull



Gail Lippincott



Edgar Lowary

### 20 YEARS



Jim Berry



Clarice Bless



Bob Buck



John Butcher



Larry Lohmeyer



Millie Herman



Juanita Moss



Neva Roberts

### 10 YEARS



Cora Aman



Burt Buy



Jim Briscoe



Robert Cason



Everett Lowder



Dan Maase



Charles McDonald



Bob Vaughan

### 5 YEARS

Sue Bergstrasser  
Roger Maleney  
Carl Brown  
Mike Finley  
Oscar Fuller  
Anita Miller  
Sharon Myers  
Betty Sparks  
Dale Willis  
Angie Egbers  
Althea Henry  
Mike Moore

Charles Patterson  
Jim Brown  
Wayne Clark  
Kathy Fee  
William Finley  
John Monahan  
Frederick Peterson  
Arnold Spielbauer  
George Spellman  
Homer Stanley  
Marilyn Webster

John Boatman  
Jim Combs  
E. L. Corujo  
Eric Georges  
Robert Giuliani  
Mark Hutchins  
Dane Jubera  
Ron Kosin  
Katrina Mallory  
Robert Moore  
Michael Nowack  
Ken Schwenk

Carol Cobb  
Michael Griesbaum  
Jim Hancock  
William Hughes  
Cliff Leitch  
Debbie Morrison  
Dave Musholt  
Rex Sandidge  
Jeanne Tucker  
Eugene Bidum  
Mike Bock  
Terry Bonkowski

### 1 YEAR

Carolyn Cashel  
Harold Kneller  
Robert Plonka  
Jim Rogers  
Jack Schooler  
Dave Siebrasse  
James Stanley  
David Strawman  
Richard Taylor  
Karla Uhlenbrack  
Christine Bowers  
Pauline Chrisop

Virgil Frese  
Marion Gebhardt  
Cathy Holtschlag  
Steve Lawrence  
Barry Lloyd  
Neil Loughran  
Mary Masterson  
Theresa McCarl  
JoAnn Nagel  
Karen Tournear  
Sandra Wilson  
Nila Woodruff

Walter Beaver  
Amie Davis  
Mary Elsie  
Karen Evans  
Imogene Gille  
Alan Johnson  
Evelyn Lewis  
Jim Mathews  
Evelyn O'Brien  
Jay Oliver  
Ray Royce  
Daniel Wolf

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