



INTERCOM

SEPTEMBER, 1979

PUBLISHED FOR EMPLOYEES OF THE BROADCAST PRODUCTS DIVISION

QUINCY, ILLINOIS

HARRIS FAMILY PICNIC

Under the threat of rain, plans proceeded on June 27, 1979 for the annual Harris Family Picnic. All "intelligent" weather reporting stations predicted rain in the areas surrounding Quincy—but Harris' own "Witchhazel" said it would be clear for the picnic and darn it if she wasn't right, again. Over 2,000 persons enjoyed the food but many did say they missed the "on the spot-fried" chicken that had been provided in past years. Due to the truck strike it was impossible to get enough chicken to supply our need, but if this should happen again, we have names of those who will convoy it to Quincy.

As the pictures on the Company bulletin boards show, many of the old favorites were enjoyed again this year. The moon-walk, the fish pond (didn't really think it would hold up for 5-6 years), the stage coach ride, Happy the clown, and the new ones this year, the puppet show and the baseball throw. Even if the money collected at the baseball throw had not been destined for Jerry's Kids and the Muscular Dystrophy Campaign, this activity would have been busy all night. Eight people volunteered to sit on the tipsy perch while "friends" threw balls that could drop them into the not-too-warm water. When these "friends"

could not drop them by hitting the target—the littlest push on the tipsy perch was always enough to do the job.

All of the volunteers were dunked at least once and many got it more than once—all for Jerry's Kids. A total of some \$60.00 was collected and our "THANKS" go to all the volunteers for a super effort.

Again this year, the "door prize drawing" was the gathering point of the evening. Prize winners were: Ron Weiss; Browswani Krummerich; Betty Krull; Kevin Newell; Gib Allen; Dean Meyer; Charlotte Russell; Kevin Harris; Norma Crego; Gary Harris, Jr.; Joan Kieselhorst; Theshia Waddell; Kevin Bolen; Hattie Whelan; Steve Seckman; Roy Parker; Dwayne Goodwin; Suzie Montgomery; Marilyn Dooley; Annette Benjamin; Kevin Middendorf; Jennifer Leschak; James Keller; Howard Smith and Cathy Drummond. The Employee prize that consisted of two (2) \$25.00 gift certificates from Eagles was won by David Stumpf.

Another successful Harris Family Picnic has gone into the memories and the record books.



GUEST COLUMNIST

BPD PROUDLY PRESENTS MORE NEW BENEFITS



Bonnie Dudding

In recent communications, Mr. Whicker has announced significant additions and changes in our benefit package. At a time when inflation is doing battle with our household budgets, we are receiving these changes without an increase in employee contributions.

INSURANCE

We have a brand new dental plan! Our plan pays 100% of services such as six-month exams, fluoride treatments, cleaning, x-rays and treatment for dental pain. In addition, the insurance will cover 50% of the cost of fillings, extractions, gum and tissue disease, root-canal therapy, antibiotic injections and repair of existing dentures. We have a maximum benefit of \$1000 per year per person, and there is no deductible.

Additions to the medical policy are a supplemental accident provision and payment for a Pap Smear each year. Increases in existing benefits are in the surgical schedule (Maximum \$1000) and an unscheduled \$50 lab and x-ray coverage.

The new phases were selected for the purpose of providing financial assistance for preventive and emergency medical care to BPD employees and their families. In comparison with previous coverage where hospital charges within 72 hours were adequately covered, we now have a provision which will assist with expenses incurred by a physician and for follow up care 90 days after an accident. Previously, a Pap Smear was only covered by insurance if due to an illness; now a Pap Smear once a year is payable with or without cause. The surgical benefit is still scheduled, but the dollar amounts on the schedule will increase. An unscheduled lab and x-ray benefit means the insurance company no longer will pay from a schedule but will reimburse us up to \$50 for expenses incurred for lab and x-ray work.

Insurance claims are administered in the Personnel Department. It's easy to file a dental claim, and the new forms are in.

Let me take this opportunity to remind you that dependent children cease to be covered under your BPD group policy at age 19 unless they are full-time students or unable to work because of a handicap. Then you can cover full-time students to age 23, and indefinitely for handicapped children.

EAP

Approximately 575 Broadcast Products employees attended orientation and training sessions in the newly instituted Employee Assistance Program. Harris is again a leader as the first industry in Quincy to become a member of Employee Life Consultants, a Division of Psychology Associates.

Each employee received a copy of the EAP policy which first and foremost states its purpose:

1. To effectively retain valued employees by reducing problems in the work force.

2. To provide an outside, professional, confidential service which will assist an employee or family member in overcoming such persistent personal problems as may tend to jeopardize his/her health and/or continued employment.

3. To provide assistance to supervisors in resolving work problems that may involve employee personal problems in a manner that is consistent with normal supervisory roles.

Statistics indicate that industries with Employee Assistance programs have lower turnover and fewer job problems, as the program is designed to aid employees and their families in times of stress and pressing personal problems. At Psychology Associates, confidentiality is assured! You can be confident that your job future and reputation will not be jeopardized by using the Employee Assistance Program, and no EAP records will appear in your personnel file.

As stated in Mr. Whicker's recent letter, if additional services are needed beyond the free appraisal and counseling service, our group insurance plan will pay 50% of charges which cover mental illness and functional nervous disorders under the Major Medical provision after the deductible is satisfied.

Employee Life Consultants of Psychology Associates is located at:

428 Maine Street
Third Floor
Phone 224-4080

PROFIT SHARING

In a recent letter from Doctor Boyd, you will recall these changes in the Profit Sharing Plan:

You will become 30% vested at the end of three years of total service and gain 10% vesting each year of service thereafter.

You are now able to invest 2%, 4%, 6%, 8%, or 10% of your annual salary in the Savings Plan. Savings beyond 6% will not be matched but can grow through investment, with the tax on Investment Income deferred until the income is withdrawn.

You will be able to change the amount you elect to save each three months now instead of once a year.

When you do withdraw from the Profit Sharing Plan, you will have more withdrawal options. New options are annuity or installment payments which increase each year.

We now have the new forms in the Personnel Office if you wish to make any changes.

Last but not least are the people who administer the benefit program. Barb Cramsey will be pleased to answer questions regarding all benefits. Sheila Shaw processes insurance claims. Julie Zimmerman works with Barb and me in the Employee Assistance Program.

PERSONNEL TRAINING REPORT

Approximately forty-five (45) Broadcast Products Division employees have successfully completed training sessions on "Effective Negotiating". This program has been very well received by participants because of its high quality. The 18 hour video-taped presentation by Dr. Chester L. Karrass is only one of its outstanding features. There are "mock negotiation" exercises, and each participant receives books and audio tapes which can be kept for use as reference material after the initial training. Conference leaders for the course were Rick Parise, Rich Jacob and Bonnie Dudding.

The AMA Essentials of Management sessions continue to be well attended and requests for this training are regularly being received by the Personnel Department. During the past fiscal

year, six courses were offered, consisting of five sessions each. These sessions are designed to last 3 to 4 hours, with emphasis placed on job relatedness enabling the participants to apply the material to their own job. Acting as Conference Leaders for these courses were Bob Vaughan, Bonnie Dudding and Les Brown.

In recent months, Barb Cramsey has conducted numerous benefit seminars and is presently scheduling sessions on "How To File A Dental Claim". You can sign up for these sessions on the bulletin boards throughout the Division.

We look forward to more high-quality in-house training endeavors in the fall, and welcome Les Brown to the Training Department to assist with them. Watch the bulletin boards.

GENERAL MANAGER'S REPORT



G. T. WHICKER

The results are in for fiscal 1978/79, and we exceeded our Annual Operating Plan in all major categories, including new orders, shipments and profits. Although our AOP was conservative for the year, due to uncertainties in the economic outlook, we were very aggressive in the areas of marketing and new product development. Because of this aggressiveness, and the continued strength of the domestic and worldwide economies, we were able to exceed our new order plan by an impressive 16%.

I realize that our conservative operating plan during the past year created heavy workloads in almost all departments. The exception was the manufacturing plant, as our inventories were adequate to handle the order mix. This year we will continue our aggressive marketing and new product programs; and we will remain somewhat conservative in operations—though less so than last year—as we are still faced with the twin threats of recession and inflation.

You have all done a remarkable job in meeting the challenges and increased demands of the past year, and I deeply appreciate your efforts. With your continued cooperation and help in the coming months, I am certain we will be able to exceed our AOP for 1979/80 in spite of a possible economic slowdown. One very favorable indicator for the new year is that we now have a record backlog, and our factory workload is increasing so that we can replenish inventories to handle the increased order rate.

EXPORT MARKETS

The Division's entry into several productive international markets over the past few years has resulted in a very rapid growth rate in our export business, so that it is now almost equal to our domestic business. However, because of our success in winning several large turnkey bids overseas during this time, the Division workload has become more cyclical. To smooth this out, we will not only continue to pursue and win relatively large turnkey programs, but will also place greater emphasis on securing smaller orders, from more countries, with larger contents of Harris manufactured products. Last year we concentrated on increasing our export volume of Quincy products, and this has contributed significantly to our excellent backlog. We are achieving this greatly improved product balance in our international business by continuing to develop new products specifically for overseas markets, and by continuing to expand our market coverage of developing countries with sound and growing economies.

Our strategy is to make ourselves as recession-proof as possible—both short-term and long-term—through product and geographical diversity, so that we can maintain a stable, steady growth rate, with moderate increases in employment.

CVS ACQUISITION

One of the most significant events in our Division's history is the recent acquisition of Consolidated Video Systems, Inc. This was finalized September 12, and the new name of the company, which is located in Sunnyvale, California, is Harris Video Systems Operation.

HVSO is a very successful young company which manufactures and distributes worldwide digitally-based video equipment for TV broadcasting and production, and for industrial and commercial video programming. The company is very profitable, with current sales running around \$9 million, and growing rapidly.

HVSO has a worldwide network of 100 distributors, with approximately one-half of the sales volume coming from TV stations, and the other half from video production companies and institutions which supply programming to educational and industrial users. About 60% of the business is domestic, and 40% export.

The objective of the acquisition is to rapidly expand our video product and marketing base, with particular emphasis on the fast-growing worldwide digital video markets. HVSO is a leader in video time base correctors, and will shortly begin marketing several new advanced-technology products such as video frame synchronizers, slide and video electronic picture storage systems and computerized video tape editing systems. A particularly attractive aspect of this acquisition is the fact that there is no product overlap, but there is a nice overlap of technology and distribution.

WRAP-UP

We had an excellent year in 1978/79 in almost every area, and this year should be even better. We will be concentrating in Quincy on expanding our domestic and international market coverage and on new product development. We expect a moderate increase in employment, but we do intend to stay conservative in operations. At the Sunnyvale operation, the emphasis will also be on new product development and new product introductions.

Again, I want to express my appreciation to each of you for your hard work and excellent productivity. It has been your willingness to take on an increased workload that has kept our Division profitable and growing even during this period of economic uncertainty, and you can be proud of your accomplishments. Keep up the good work.

JIM ROBERTSON NAMED VICE-PRESIDENT, MANUFACTURING



James C. Robertson

Gene T. Whicker, Vice-President/General Manager, Harris Corporation, Broadcast Products Division, has announced the appointment of James C. Robertson as Vice-President, Manufacturing.

Jim arrives at his new post from Harris Satellite Communications Division, where he was Vice-President, Product and Systems Manufacturing. He has served nineteen years with Har-

ris Corporation, holding progressively more responsible positions in manufacturing, program management, engineering, reliability and quality control.

Jim holds a BS Degree in Industrial Engineering from Carnegie Institute of Technology. His education and experience will allow him to quickly impact the direction of our manufacturing operation and participate in Division operations.

Please welcome Jim, his wife, Joy, and children to Quincy and Broadcast Products Division.

CAR POOL & BUS SURVEY RESULTS IN

A high percentage of respondents returned questionnaires regarding the recent car pool and bus survey. Below are the survey tabulations:

1. Do you feel car pooling would assist you if some equitable manner could be worked out?

	YES	NO	NOT SURE
Quincy	141	116	56
Outside Quincy	44	14	9
Missouri	37	5	4
	222	135	69

2. What method of car pooling or use of public transportation would you recommend?

We already carpool	Quincy	7
	Outside Quincy	1
	Missouri	10
		18
Set up company van system, similar to St. Louis' McDonnell-Douglas	Quincy	29
	Outside Quincy	8
	Missouri	4
		41
Change factory and office hours so that everyone comes to work and leaves at the same time—not only Harris, but also Moorman's and Gardner-Denver. Preference was expressed for half-hour lunch break, and one respondent suggested the cafeteria improve its food to encourage more people to stay in	Quincy	15
	Outside Quincy	3
	Missouri	7
		25
Operate on a 10-hour, 4-day week	Quincy	1
	Outside Quincy	4
	Missouri	2
		7

Try flexible hour work day Missouri 2

Many people said that carpooling would not be suitable because:

Car is needed during the day Quincy 22
Outside Quincy 3
Missouri 2
27

They work overtime and odd shifts Quincy 26
Outside Quincy 9
Missouri 1
36

They must call a baby sitter. One person suggested Harris set up a daycare center Quincy 5

3. Is it feasible for you to use public transportation by shuttle bus or public bus?

	YES	NO	NOT SURE
Quincy	77	170	49
Outside Quincy	12	43	10
Missouri	6	33	6
	95	246	65

4. Would you use bus transportation to and from work if it were provided?

	YES	NO	NOT SURE
Quincy	140	91	74
Outside Quincy	39	15	12
Missouri	26	12	5
	205	118	91

Total respondents were: With Quincy addresses 318
Addresses outside Quincy 69
With Missouri addresses 48
435

For questions and clarifications on the survey summary, contact Les Brown in the Personnel Department.

HARRIS IS NUMBER 1...AGAIN

August '79 was the month a group of Emergency Medical Technicians at Harris formally organized into "The EMT Committee". The enthusiasm displayed by these men is topped only by the fact that Harris is the first industry in the state of Illinois to have a voluntary organization of this kind.

Under the capable leadership of Julia Zimmerman, Company Nurse and Bob Strode, Supervisor-Personnel Services, this group will conduct regular monthly meetings to continue training courses for EMTs and to provide better health care in the event of a disaster or medical crisis.

If you are interested in becoming an EMT or have questions concerning the requirements of such a venture, contact any of the following members: President, Dick Riney; Vice-President, Dale Willis; Secretary, Kent Bunte or any of the following members: Mark Foutes, Mike Giesing, Dean Hall, Mike Lawrence, Jim Mathews, Bruce Merideth or John Summers.

Marvin Reed, Trauma Care Coordinator of Adams County, a special guest at the organizational meeting, was very impressed by the Harris EMTs both as a group and as individuals. We will be looking forward to his help and assistance along the

way in strengthening and further developing this organization.

To further update the news from the Personnel Services group, we would like to advise you that two training classes have been completed in Cardio-Pulmonary Resuscitation (CPR). Thirty-two (32) Harris employees completed this training that will enable them to meet this type of medical crisis with the skill and promptness required to save lives at work or at home. Listed are the employees who have completed CPR and their work locations: Building #1, Manufacturing facility: Cheryle Brown, Mike Lawrence, Jay Oliver, Ron Otten, Dick Riney and Julia Zimmerman; Building #10, Administration facility: Jan Albert, Cora Aman, Ken Bunte, Joe DeAngelo, Rita Gariss, Mike Moore, Betty McCarl; Building #5, Shipping facility: Cathy Drummond; Building #9, Service facility: Vicki Akers, Glenn Boyer, Jim Brown, Bob Buck, Al Crego, Lee Harvey, Edna Haxel, Kim Hermann, Karl Jesness, Bob Kimberley, Tom Leschak, Bill Lohman, Martin Petersen, Kim Rosevold, Rex Sandidge, Wayne Schuler, Rick Scott and Dave White.

Congratulations to both groups, our EMTs and our CPRs.

BPD "EMPLOYED" BY SISTER DIVISIONS

This picture signifies the last of a two thousand five-hundred piece order for Harris Web Press that was recently completed by Broadcast Products. These Key Actuators were completed within a time span from January to June of '79. This order alone provided our Division with some 2,000 hours of work in the fab area and 1,250 assembly hours at a time when our normal work load was extremely low.

In addition to the Key Actuators, we also made Fan Assemblies and Printer Stands for the Data Comm Division's model 1600 computer, along with some 100 other smaller jobs.

The future looks good for this Division as we have become a reliable source of manufactured equipment for other Divisions of the Corporation...a reliable source with BROADCAST QUALITY and SERVICE built in. As a result, they continue to favor us with as many of their orders as our own schedule will allow.



BROADCAST QUALITY AND SERVICE...a winner every time!!

TRIBUTES PAID TO MEN OF OUR INDUSTRY

In recent months, two giants who have been part of the backbone of our world of endeavor have received tributes to which we would like to add our sincere congratulations. Their careers have run parallel through an era when every move was a gamble and every success a breakthrough.

In May, 1979—Richard B. Tullis, chief executive of Harris Corporation from 1968 to 1978, was named "Graphic Arts Man of the Year" by Printing Industries of America, Inc., the largest association of the nation's 40,000 printing companies. His selection as "an outstanding printing and publishing executive who made his mark on the American business scene in general," was truly earned. The citation went on to say that Mr. Tullis "played a pivotal role in the managerial, technological and economic changes that helped to reshape the graphic arts industry over the past 40 years".

In October, 1978, Mr. Tullis withdrew from day-to-day management at Harris and is now Chairman of the Executive Committee of the company's Board of Directors.

June 23, 1979 was the date of a thrilling tribute paid to four Quincy men, one of them our own Parker Gates. The Illinois Business Hall of Fame recognized E. H. Wilson and R. B. Hulsen, both of Moorman Manufacturing Co., Loren Gillhouse of Quincy Compressor-Colt Industries, and Parker Gates for their contributions to the rich heritage of business leadership in Illinois. Motivator..Craftsman..Visionary..Entrepreneur were some of the words used to describe Parker Gates. Parker, who started with nothing more than a dream and a refusal to give



Richard B. Tullis



Parker Gates

up, built over a period of some thirty (30) years, the nation's leading manufacturer of radio broadcasting equipment. In 1958, Gates Radio merged with the Harris Corporation and to this day continues to build an even stronger position of leadership in the world of broadcasting, in both radio and television.

True, luck and opportunity were both on Parker's side, but so were persistence, hard work and an eagerness to help all customers develop and succeed in the broadcasting field.

Over the years, both men retained the human warmth and values that balance the life of the modern day businessman. Both have remained active in civic, cultural, interracial and educational organizations.

We salute both men, Mr. Tullis and Mr. Gates, for their enormous contributions to the world of free enterprise.

TWO HARRIS BT-10H3s AT HOME IN SOUTHERN AUSTRALIA

This year SAS-TV, Channel 10 in Adelaide, Southern Australia celebrated its fourteenth anniversary with the inauguration of two new Harris BT-10H3 Television Transmitters. SAS-10 was first granted a television license on June 26, 1965, which made it the third commercial television station in Southern Australia. From the onset SAS-10 has maintained an innovative philosophy in its approach to production and technical facilities.

Color broadcasting was introduced in Australia in the early part of 1975, at which time SAS-10 decided to place its main emphasis on renovating studio facilities while anticipating that a new generation of television transmitters would be available within the next few years. And their anticipation paid off. At the NAB convention in 1978, Harris unveiled the new BT-10H3 CCIR Band III Television Transmitter—a transmitter that included the revolutionary MCP-1V visual exciter, solid state IPAs, Automatic Power Control and many, many other features. Mr. Kevin Bicknell, Group Engineer of TVW, was at the NAB show and he promptly delayed his return to Australia in order to visit Quincy for further evaluations of the new TV transmitter. Subsequently, the decision to purchase the very first two BT-10H3s off the production line was made and a romance between Quincy and Australia was begun.

The transmitters were installed at the SAS-10 transmission facility atop Mt. Lofty—670 meters (2200 feet) above the major metropolitan area of Adelaide, Southern Australia.

Since the installation, SAS-10 has received good responses

from the viewing audience complimenting them on their new clean and crisp picture. When asked to summarize the performance of the BT-10H3, Chief Engineer, Don Caddy, simply replied, "Excellent."



Shown at the official commissioning of the new transmitters are: left to right; Chris Brown and Bill Moats, Harris; and Walter Hucker, API.

PATENT AWARD LUNCHEON

A patent award luncheon was held May 25, 1979 at the Quincy Country Club for inventors who have recently had patents awarded or applications for patents filed at the U.S. Patent Office.

Gene Whicker presented awards to Dave Hershberger for a newly issued Letter of Patent entitled "Dynamic Transient Reponse Filter". Dave also received an award for filing of an application entitled "Variable Angle, Multiple Channel Amplitude Modulation System". Bob Klein received an award for filing of an application on "Apparatus for Reducing Aerodynamic Drag in a System for Air Cooling a High Power Vacuum Tube". Chuck Smiley and Art Wymer received an award for filing an application on "Beam Current Control System for Image Pickup Tubes".

Any employee can disclose an invention or a novel manufacturing process by filling out Patent Form 6 and submitting it to the Division Patent Specialist, Chuck Smiley. New ideas will be considered for patentability by the Patent Committee, whose members are Gene Whicker, Dan Maase, Dick Cutter, and corporate attorneys Chuck Krawczyk and Harry Fleck.

Patents are an important competitive tool to Broadcast Products Division, allowing us to control usage of our technology in the broadcast market. The Division presently owns the rights to 106 U.S. patents and 25 foreign patents in the broadcast and communications field. Sixty-five of these patents



were acquired from General Electric in 1972. There has been a sharp increase in the number of disclosures and patents being filed in the last three years, which in part attests to this Division's world leadership position in broadcast and communications.

MW-5A FOR WGEM-QUINCY

WGEM, in keeping with its goal of maintaining the most modern equipment, witnessed and purchased the Harris MW-5A. This acquisition makes Quincy a 100% "MW-5A broadcast center". In 1978 WGEM also purchased two (2) of the Harris TC-80 Color Cameras.

Shown are WGEM personnel, Jim Marwood-Radio Operations Manager; Jack Varnier-Station Manager; Jim Martens-Chief Engineer, and Harris District Sales Manager Walt Rice.



HARRIS COLOR TV FOR CHILE

Harris Broadcast Products has signed its first complete turn-key TV color installation with the University of Chile, located in Santiago. Amid the fierce competition from Phillips, Thompson, Bosch, RCA, Toshiba and NEC—Harris walked off with the prize. The complete TV station will consist of a BT-18H TV transmitter, three (3) TC-80 cameras, one (1) TF-100 zig-zag antenna, and all associated equipment. Harris people will install, check out and train personnel all on location in Santiago. Much satisfaction has been realized by Harris personnel in this specific contract as it represents our first complete TV station

turn-key operation anywhere in the world and our first TV equipment sale in Chile, which up to this time has been almost completely RCA, Toshiba or Thompson territory. The Chilean government responded to the Harris quality and professional approach to their needs as they strived to decide on the equipment that could best cover Santiago. The new station, Channel 11, is expected to be on the air early in 1980 with a full color NTSC system that will prove the Harris position in Chile and provide better opportunities for additional sales.

Another Harris First in the world of BROADCASTING.

??WHY??



You may wonder why these pictures are included. Wellll, one is of the best Harris horseshoe pitcher that showed up at the Company Picnic. If you don't recognize this fellow, it is Don Hendrian, General Foreman-Manufacturing Group, and everyone who knows him knows how he can "pitch". The other picture is of Jim Winking, Foreman-Assembly Area, and it shows the preparation he went through for his FIRST plane ride...parachute and all.

13 FM-300KD TRANSMITTERS FOR IBA, ENGLAND

An order booked in April of '79 by John Boatman, Harris International Sales, set the Manufacturing wheels whirling as a superbly-coordinated effort produced the Customer-special prototype of this dual transmitter for factory approval and acceptance the second week of July. The first three units of this order were shipped in August with the remaining ten to leave our plant for England in December, 1979. Sixty (60) of the original FM-300 transmitters were shipped to Iran between January and May of this year.

Excellent coordination between Program Management, all phases of our Engineering Groups, Production Control, Transmitter Test, and Manufacturing people proved again that "it can be done at Harris".

Our hats are off to all persons involved, but especially to the people reporting to Bob Weirather, Mike Moore, John Butcher, Pat Jeffries and Les Miller for their efforts in meeting the modification requirements of IBA, The Independent Broadcasting Authority of Winchester, England.

Welcome New Employees



John Saunders
Data Processing



Holly Nelson
Domestic Sales



Patty McCracken
Order Adm.



Frank Harris
Sheet Metal



Betty Gross
Office Services



Beverly Allen
Data Processing



Glenn Boyer
Service Parts



Richard Junk
Machine Shop



Mary Ann Hallock
Cost Accounting



Tammy Ormond
Prod. Scheduling



Dixie Whitley
Personnel Dept.



Larry Long
Int'l Sales



Steve Wagner
FM Engineering



Sandra Hershberger
Signal Engineering



Margarete Ralston
Antenna Engineering



Bob Kimberley
Service Parts



Philip Kasper
Purchasing



Jan Nianko
Int'l Sales



Martin Petersen
Customer Training



Linda Beers
Credit Dept.



Linda Commons
Program Mgmt.



Bob Havermale
Rec. Inspection



Harry Scifres
In-Process Insp.



Russell Lynch
Sheet Metal-2



Russell Beatty
Machine Shop-2



Laurie Laaker
Material Ctrl.



Melva Douglas
Service Parts



Mark Wilson
Sheet Metal-2



Arduth Sopp
Micro-film



Emma Montgomery
Traffic Dept.



Bob Roman
Machine Shop-2



Phyllis Frisch
Drafting Dept.



Connie Schutte
Material Ctrl.



Kinsley Jones
DSM Radio-East

Service Awards

25 YEARS



Stan Roberts Bette Meyer

20 YEARS



Jerry Wernowsky Lyndle Dark Gene Whicker Mike Bourne

5 YEARS

Shirley Fox
John Crabtree
Gerald Haines
Margaret Anderson
Steven Blentlinger
Mark Foutes
Barbara Vincent
David May

1 YEAR

Ethel Angell
(Terri-Wash. Office)

15 YEARS



Wm. J. B. Smith Joe Nichols Millie Wade Michael Pratt Clarence Phillips

10 YEARS



Lois Schutte Wayne Stepniak Edward Westenhover Suzanne Tipton Larry Lepper

SINCERE SYMPATHY



Employees were saddened at the passing of a long time member of the Harris family, Henry W. (Hank) Anderson. Hank came to work for Gates in October of '46, and retired July 3, 1969. Those who worked with and knew Hank will remember him as a sincere, good man whose personality and job knowledge were tops.

We send our sincere condolences to his sister, Lillian Ball and the Anderson family.



Our deepest sympathies to the family of James R. Moss, who passed away September 11. Jim, a material requirements analyst, joined Gates in 1952. He was admired by co-workers as an asset to the company—always willing to take on new responsibilities and follow through.

His son-in-law, Ed Gooding, is employed by Harris in the Shipping Department. Jim Moss will be profoundly missed by friends and colleagues at Harris Corporation.

PROMOTION AT BINDERY SYSTEMS DIV.

Charles (Pete) Foxx, who left HBPD in August of 1976, has been promoted to V.P. of Manufacturing at Bindery. Since Pete assumed the responsibility of Director of Manufacturing in '76, output at Bindery Division has nearly doubled. Congratulations, Pete!!

SEE DICK RUN—

Did you know that from October 1, 1977 through July 31, 1979 Dick Cutter jogged 2,055 miles.



IDEAS FOR PROGRESS

WATTS YOURS?

HARRIS CORPORATION Broadcast Products Division
P. O. Box 4290, Quincy, Illinois 62301 U.S.A.

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