



HARRIS

# INTERCOM

QUINCY, ILLINOIS

PUBLISHED FOR EMPLOYEES OF THE BROADCAST PRODUCTS DIVISION

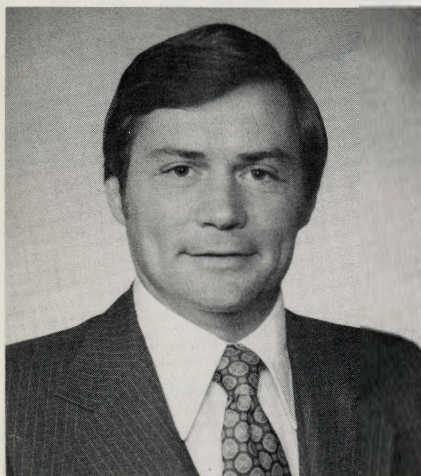
DECEMBER, 1979

## The Very Best Wishes



## for a Happy Holiday





Dan Ozley

Over the past few years, Nigeria has become a familiar word to many families in Quincy, and vice versa. Our business with this oil-rich nation has flourished to the point that today, it is the Division's most important single international market. Additionally, it is certainly one of our most challenging families of programs from an operations viewpoint. Our successes in these operations lead to a continuation of this relationship, and are totally dependent on all of our efforts in Quincy and Nigeria. An appreciation of our operation there will give us a better perspective of the impact of our Quincy operation.

Nigeria, located on Africa's southwest coast, is quite unlike some of our other international markets, where we deal with a single customer who is in charge of the country's broadcasting operations. Many of these customers elect to purchase our equipment and do their own installations. At most they will have us perform limited checkout of the equipment or supervise their installation technicians. In Nigeria, however, there are 19 states, each with its own radio corporation. In addition, four federal radio zones and a myriad of developing state and federal television organizations create an exciting complex of customers, each demanding our attention.

In most cases, our customers want

## GUEST COLUMNIST

### THE NIGERIA CONNECTION

Harris, with its proven presence and experience in Nigeria, to perform turnkey installation service. This means erecting buildings, installing electrical power generating plants, delivering and installing our equipment. Often this involves interfacing with other worldwide equipment manufacturers. Simply, we do whatever is necessary to produce a completed broadcast station ready for operation by the customer. Sound exciting? Sound challenging? You bet...on both counts.

To meet the challenges of operating in Nigeria, we have invested a substantial amount of money establishing an office in Lagos, the capital and principal port city. Here we share a leased apartment complex of flats in the Victoria Island expatriate community with Harris Satellite Communications and RF Communications Divisions. Our permanent staff there is Hugh Hart (Resident Manager), Dwight Winkler (Asst. Resident Manager-Finance/Administration) and Paul Adekoya (our Nigerian Logistics Specialist). On a transient basis, we will have from two to 15 installation, sales and management people in Nigeria at various sites. We currently have ongoing or completed projects in 13 of the 19 states with exciting future business opportunities in these as well as the remaining six states.

Nigeria, like many developing nations, is aggressively trying to build its "infrastructure" of power plants, telephones, highways and cities to support its blossoming economy and new democratic government (on October 1, 1979, Nigeria ended its 13 years as a military dictatorship). Harris is a big part of this development, but it takes time. Meanwhile, our installation teams are often operating in remote areas under some difficult conditions. Moving from one site to another often requires days of driving over hazardous roads. If a fuse blows or a resistor burns up, there is no place to get another. The Harris Service Depart-

ment and spares stock is a long way off, and telephones are nonexistent. Often weeks pass before any contact can be made with the in-country management staff, not to mention Quincy.

This environment requires people who have the imagination, initiative and ingenuity to work their way around the problems that arise. With the weekly operating cost approaching \$2000 per manweek, there is little money available to wait for advice or parts from Quincy, regardless of how responsive we may be. When a manufactured or resale item fails or is defective on arrival, time is lost. When something is missing from an installation material kit, time is lost. When drawings or documentation are wrong, time is lost. There are hundreds of opportunities to lose, and few to gain time. That's where all of us in Quincy come in. An hour spent "making it right" here can save us days in Nigeria. Our success in the past has come from our ability to produce higher quality products with shorter lead times and finish installation faster than our competition. That's why Harris is the preferred supplier in Nigeria today. That's what will keep us there tomorrow...if we keep ahead of our competitors.

No business operates in any environment without an adequate return on its efforts. All of us have a hand in making the "Nigeria Connection" profitable and a source of pride for us and our customers. Our Nigerian customers are proud of their Harris products. We can take pride in the projects we have completed. Jointly, we can be proud of our combined efforts to help this developing nation in its struggles for maturity. Sure, there is money in it, but there is also a great deal of personal satisfaction. I wish each of you could travel the bush roads with me and watch the sparkle that comes to the ageless eyes of these most appreciative people when they hear a radio. It makes us work harder to make dreams a little more real. Harris is bringing light to a dark continent.

## TWO ASSUME NEW EXECUTIVE POSTS

John T. Hartley, President, Harris Corporation, has announced two key executive appointments, effective December 3. Michael F. Maguire is named Vice-President and Group Executive of the Semiconductor Group; Frank J. Lewis assumes new responsibilities as Vice-President and Group Executive of the Government Systems Group.

Mike has had a distinguished career

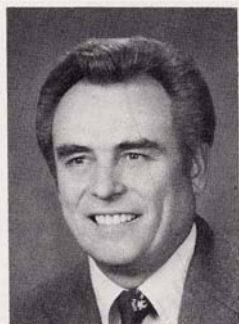
in management, having served as Vice-President and Group Executive of the Government Systems Group since October, 1976, and as Vice-President/General Manager of the Electronic Systems Division since 1973. Previously, he served as Vice-President for Perkin-Elmer Corporation and as Manager with General Electric, A.D. Caldwell and Pratt-Whitney.

Frank, who replaces Mike, has

served as Vice-President and General Manager of the Government Communications Systems Division since October, 1978. He also held the position of Vice-President/Programs for the Electronic Systems Division and has served as a Director, Section Head and Engineer for Radiation. He will serve as acting General Manager of Government Communications Systems Division until a successor is selected.



## GENERAL MANAGER'S REPORT



G. T. WHICKER

This is probably the shortest report I've ever written for Intercom—not because there's nothing to say, but because the favorable outlook for Broadcast Products has not changed since my last report. At mid-year we are still well ahead of plan in new orders, with a resultant strong backlog position. We are also ahead of plan in shipments and profits.

Customers in the United States

and the rest of the world are continuing to budget at a healthy level for new equipment purchases, so the new order rate should remain good well into the next calendar year. However, as I have mentioned in previous articles over the past year, the worldwide economic outlook is somewhat uncertain. This means we must maintain our cautious policies, at least for the short term, with only very gradual increases in the employment level.

Another item I have touched on repeatedly in past reports in Intercom is the outstanding way you have all responded to the challenges imposed by our current conservative operating position. I keep coming back to this because I am really impressed, and genuinely appreciate your efforts.

So, have a very Merry Christmas and a Happy, Prosperous New Year—you're a great team and you deserve the best.

## CAD/CAM — A QUICK-DRAW ARTIST FOR GRAPHICS

Imagine a draftsman sitting before a television-like CRT display, constructing a schematic diagram quickly and simply with instantaneous screen display! In BPD's Drafting Department, this technology is a reality.

CAD/CAM — (Computer Aided Design/Computer Aided Manufacturing) is built primarily of hardware and software modules of the Computer Vision Designer II Automated Graphics System. This system provides outputs to complete fabrication and documentation data for schematics; printed circuit boards; NC drill tapes for board fabrication; photo-plotted artwork and NC tapes for auto test fixtures. It can also be programmed to prepare artwork for MSI and LSI integrated circuits and create exploded, three-dimensional views of assemblies.

Drafting's year-end goal is the completion of library standards, a digitized memory of all electrical schematics. This reduces human error and speeds the process of laying out a P.C. Board. After the components are inserted on the P.C. Board, the computer will automatically place the circuit run according to the schematic that was previously inserted. A board that would require 40 hours to produce manually can be done in 16 hours on a computer.

Once a design is recorded into the system, a layout or detailer draftsman completes formatting on the design console for final dimensioning and out-

put. Design information is "drawn" on the system and stored on a 150-million-word disc unit. The design can be processed in many ways, including drawing parts on the Xynetics machine. This machine can render any part of a complex drawing with line speeds in excess of 30 inches per second.

Future plans include on-site training for drafting personnel and selected individuals from Technical Publications, Engineering and Manufacturing, plus expansion of system hardware. With the advent of computerized graphics and sophisticated software, technology has reached a point where it can be used to ease and improve product design standards and construction. CAD/CAM is another computer-age tool helping to maintain the highest standards of product integrity at Broadcast Products Division.



Ken Fuller programs an electronic diagram into the CAD/CAM design console.

## CREDIT

## UNION

## REPORT



Recent increases in interest rates charged by banks and other financial institutions for consumer loans have made credit union rates increasingly attractive. As a result of increased loan demands and inadequate cash reserves, many credit unions have curtailed and in some cases actually discontinued offering loans until their cash flow position improves.

We at Harris B.P.D. Employees Credit Union have also experienced an accelerated demand for loans, but due to a very favorable cash reserve position have been able to provide qualified borrowers with funds. If, however, this demand continues, it will be necessary for members to increase their share deposits through payroll savings if we are to continue helping members in need of borrowing. Remember, your credit union is still the best source of short term returns on savings. Our current 6 1/4% annual dividend rate compounded quarterly represents a premium of 3/4 to 1% over passbook savings. We again encourage members to switch savings to their credit union share accounts where funds earn a higher interest rate and at the same time provide loanable funds to fellow members. That's what credit unions are all about - people helping people.

On behalf of myself and the Board of Directors, we would like to wish all Harris employees a Very Merry Christmas and a prosperous New Year.

—Dotty Heinecke

## ABWA NAMES JACK PAINTER 'BOSS OF THE YEAR'

International sales specialist Jack Painter of Broadcast Products Division was named Boss of the Year at a recent meeting of the Quincy charter chapter of the American Business Women's Association. Betty McCarl nominated "her boss" for the honor.

Jack graduated from Newark College of Engineering in 1945 and went to work for General Electric. When Harris Corporation acquired the GE division, he moved to Quincy to continue in his specialty.

Betty McCarl credited Jack for his superb organization, flexibility, willingness to share tasks, calming influence, and marvelous sense of humor. It is with a great deal of pride that we congratulate Jack on this singular appointment.

## DSM's AT DODGERTOWN-FLORIDA SALES MEETING FEATURES SPEECHES, AWARDS

Dodgertown in Vero Beach, Florida, training camp of the L.A. Dodgers and New Orleans Saints, hosted another team, the Harris BPD District Sales Managers, October 18-20. The meeting, "Challenge of the '80s", focused on cost/benefit selling of Harris products.

Agenda speakers included Gene Whicker; Gene Edwards; Ken Schwenk; Jerry Preston; James Ariana; Mitch Montgomery; Wally Kabrick; Rich Jacob; Rolland Looper; Nibs Jochem; Gerry Haines; John Klecker; Joe DeAngelo; Mark Hutchins; Tom Schoonover; Charlie Coyle; and Jim Sommers.

John Lemasters was Thursday night's guest speaker. The Sales Awards Dinner was Friday night. Vern Killion won the sales achievement award for TV; Will Bone received the counterpart radio award. Winners of the "\$2 Million Plus" sales awards were Vern Killion, Tom Schoonover, Lew Page and Charlie Coyle. Killion and Schoonover surpassed \$5 million in sales.

New \$1 million radio salesmen include Bob Gorjance and Rick Stevens; \$2 million radio - Hal Kneller and Galen Hassinger. The Radio Automation Sales Award went to Will Bone. Radio transmitter sales champs were Bob Hallenbeck and Ivey Raulerson. Vern Killion took honors as TV transmitter champ.

Several radio salesmen received plaques for sales of \$1 million at least two consecutive years: Will Bone; Red Lowder; Bob Hallenbeck; Ivey Raulerson; Curt Lutz; Walt Rice; London England; Bob Gorjance; Galen Hassinger and Rick Stevens.

Bob Vaughan addressed the DSM's wives on Harris benefits, insurance claim filing procedures and nursing services. Ed Gagnon made arrangements and organized the sessions at



Vern Killion (right) accepts plaque from Jerry Preston signifying over \$5 million in TV sales. Vern also received the TV Sales Achievement Award.



Galen Hassinger (left) receives award from Jim Ariana for over \$2 million in radio sales.



Will Bone with trophy and gift for the Radio Sales Achievement Award.



Over \$5 million in TV sales! That's why Tom Schoonover (right) was presented this trophy by Jerry Preston.

Dodgertown. Janet Lewis assisted in providing transportation and communications. Dodgertown proved conducive to a successful sales meeting ... warm, balmy weather, casual dress

and excellent food. Tennis courts and golf links were situated nearby. The spirit of the sales force at meeting's end was a positive outlook to increase sales in the '80s.

## B.T.L.C. PLUGS IN A NEW DEGREE PROGRAM

Growth opportunities have changed the physical look as well as the name of Harris' Customer Training Department, located in Building #9 at Ellington Road. B.T.L.C. stands for Broadcast Technology Learning Center. In light of the enlargement of our Customer Technical Education programs, and the Illinois Board of Education's recent approval of the Harris/JWCC jointly-sponsored Broadcast Electronics Technology A.A.S. Degree Program, these changes logically followed.

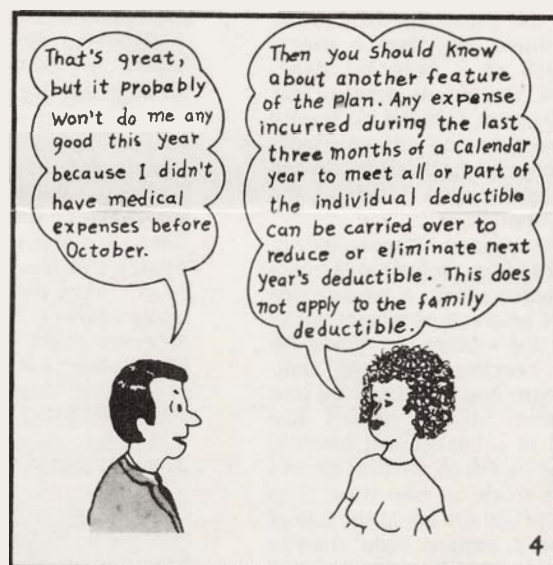
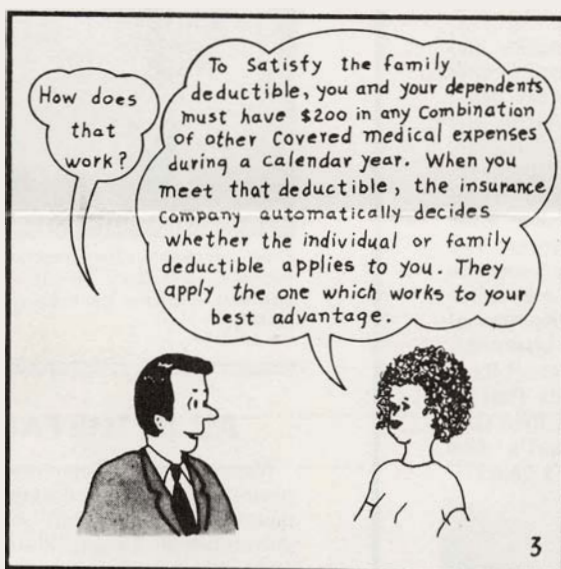
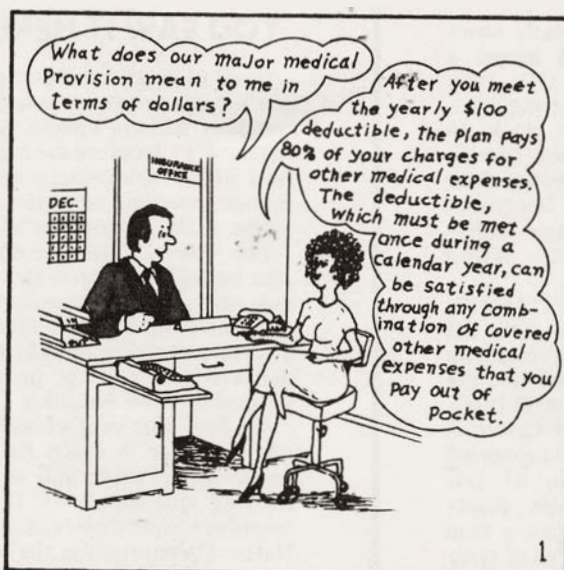
Questions pertaining to the A.A.S.

Degree Program should be directed to Jim Upchurch, Director of Occupational Education for John Wood Community College. Internally, Rex Sandidge, Manager of the Broadcast Technology Learning Center, or Les Brown, Personnel Training Specialist, can answer your questions. A total of 20 persons can be enrolled in each class. Presently the day program, which started September 5, and the night program, scheduled to begin January 10, are full. Waiting lists are being formed in the event any pre-registrants are unable to begin their programs as planned.



Martin Petersen, Jr. probes the mysteries of broadcast electronics with B.T.L.C. students.







## GIB ALLEN—MASTER COUNTERFEITER

You can't fool all of the ducks all of the time, but Gib Allen, Department 500, does a pretty good job of it with his hand-painted, styrofoam decoys. For over 25 years, Gib and his family have been making authentic looking decoys in their own backyard to grace the duck blinds of the Mississippi.

These plastic impersonators are cooked too, but not in the conventional manner. A blazing fire is built between concrete blocks supporting a large vat. When the water reaches a rolling boil, styrofoam beads are poured into aluminum molds, which are placed in a basket and lowered into the cauldron. Fifteen decoys can be made at one time. The beads, originally about the size of a pinhead, expand eight sizes in the mold after fifteen minutes of cooking.

But the real craftsmanship is in the detail work. Gib mixes his own rubber-based paint. He and his wife can brush paint up to 100 decoys in a single day ... beautifully rendered, realistic doubles of Mallards, Bluebills, and three kinds of geese—Canadian, White Front and Blue Goose.

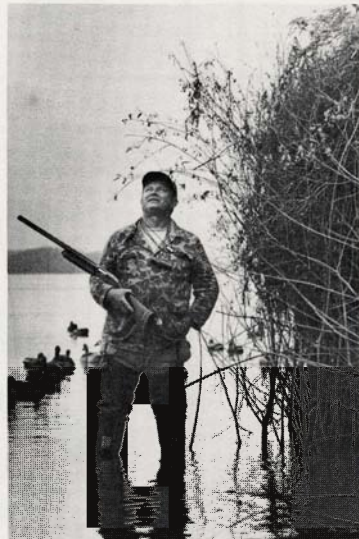
Gib's covey of decoys numbers between two and three thousand. In fact, he had to rent a garage to house them all, along with his four Jon boats. About 700 decoys are hunted at three duck blinds near Saverton, Missouri on the Mississippi. The styrofoam decoys are extremely durable and can last up to fifteen years.

"Even if you accidentally shoot them, it usually just leaves a small hole," says Gib. The decoys are set out on string lines, secured with concrete blocks to the river bottom. They remain afloat throughout the entire duck season, October 17 to December 5. There isn't a single store-bought decoy in the Allen collection.

The decoys are a family project. The Allens are all members of Ducks Unlimited, an organization dedicated to the preservation of waterfowl. Thousands of acres of Canadian hatching grounds are supported through donations of DU members. Gib probably shoots more ducks with a camera than with a gun. His pictures of river scenes and waterfowl are an inspiring record of the sportsman's lifestyle.

500,000 to 600,000 ducks and 300,000 to 400,000 geese come through this flyway every year. Their numbers are colorful and varied, including Mallards, Pintail and Bluebill, Ringneck, Gadwall, Widgeon and Teal, Wood Duck, Ruddy Duck, Blue Geese and Canadian Geese. The Allen's two black labs know the real McCoys from the masqueraders. But the casual observer could easily be fooled. If imitation is the sincerest form of flattery, then nobody flatters ducks and geese better than Gib.

Making decoys...that's Gib Allen's sideline. What's yours?



"Blind" ambition — Gib Allen, with decoys in background, looks skyward from duck blind for flying prey.

## 'NEWS FLASH' — YOU SAW IT HERE FIRST

News of division sales, business and product developments is now posted on company bulletin boards before being released to local news organizations. Now BPD employees are aware of important company activities well in advance of the community at large.

The "News Flash" feature on division bulletin boards is the vehicle for this information dissemination. Press releases from Product Merchandising are retyped as required and personally delivered to bulletin boards in the various division facilities.

We hope this project will make you all feel more in touch with company business, and more able to effectively answer questions of friends and neighbors when they read or hear about Harris Corporation in the news.



Project coordinators Eric Jacobson, Merchandising Specialist, and Gary Wright, Communications Specialist, inspect a late-breaking "News Flash" posting.

## ALL IN THE FAMILY

Mary Terwelp, Department 421, is on maternity leave, enjoying her new daughter, Abbey Leigh, who was born November 10. Congratulations to Mary and her family, from everyone at BPD!

## THANKS FOR GIVING THE UNITED WAY



327 Broadcast Products employees contributed \$16,864.61 to the 1979-80 United Way Campaign. The company's contribution brings the total to \$25,639.61. Average contribution per contributing employee was \$51.57. The BPD United Way contribution surpassed last year's tally by \$3,385.92. Thanks to you, it worked!



## HARRIS/FARINON MERGER IN THE WORKS

Officials of Harris Corporation, Melbourne, Florida, and Farinon Corporation, San Mateo, California, have signed a preliminary agreement for the merger of Farinon into Harris. Farinon, a producer of telecommunications equipment, reported sales of \$93 million last year.

In a joint announcement, Joseph A. Boyd, chairman of Harris, and William B. Farinon, chairman of the company bearing his name, said the agreement calls for Harris to issue eight-tenths of a share for each of the approximately five million Farinon shares currently outstanding. The transaction, valued at approximately \$125 million, is subject to necessary approvals. Completion is expected within 90 days of the November 5 announcement.

Farinon, founded in 1958, provides goods and services to three major product areas in the telecommunications market. Its customers are principally telephone companies and other owners and users of telephone systems. Farinon products include transmission systems, electronic private branch exchange ("PBX") switching systems and auxiliary telephone equipment.

Dr. Boyd noted that the telephone industry represents a new market for Harris, and that products of the two companies are not competitive, but complement each other.

Mr. Farinon said, "The people, products and markets of Harris and Farinon are highly compatible, and we believe this merger will be beneficial to the shareholders, employees and customers of both firms."

## KUDOS FOR HARRIS TAC-6H CP ANTENNA

Viewers in the Albany, New York area have shown overwhelming response to local newspaper ads placed by WAST-TV asking, "If you can see us better, write us a letter." The flood of mail was prompted by the station's recent switch to a Harris TAC-6H Circularly Polarized TV antenna.

According to Chief Engineer Fred Lass, WAST's signal is markedly improved in almost all areas of the capital district. Many viewers attest that WAST is now the best received TV station in the area. The TAC-6H CP antenna...another BPD product giving—and getting—outstanding reception.

## EMPLOYEE ASSISTANCE PROGRAM— A LIGHT AT THE END OF THE TUNNEL

John was never late for work during his 11 years as an employee. His record was unblemished, and he continually strove to meet deadlines regardless of the number of hours he had to spend. When his stomach finally reacted to the late nights, gallons of coffee, and tension, he still continued his harried pace. One day he coughed up blood. Scared, he told no-one. Placing himself on a bland diet eased the pain. He became depressed. He was worried, afraid, but so caught up in his work that he was unable to slow down.

Tony loved fishing and hunting. It was his life outside of work. Weekends were generally spent on a boat. Friends liked Tony. He was generous to a fault. A fishing weekend with him was filled with fun. Even if nobody caught anything, his cooler was brimming with cold beer, and by the end of the day, no-one really cared about the fish. For Tony, the beer was a way of life. Weekends at first, then every night, then early afternoons when he was off work...it tasted great, was relaxing, and besides, he knew he could quit any time he wanted to.

Gerry's boy Bill was failing in school. When the police called Gerry, he could barely believe that his son was picked up for drinking and driving. The pot found on him was confiscated, and a family showdown was about to take place.

Stress...alcohol...family problems. While none of these stories has described anybody at Harris, they easily could. They are the kinds of problems for which Harris has provided each employee and his/her family access to a trained, professional counselor. The program is called Employee Assistance.

Located at 428 Maine in Uptown Quincy, the staff of skilled

psychologists, social workers and therapists are available around the clock to evaluate and treat people with problems. Since the program began in June of this year, 25 families and individuals have found help through E.A.P.

Discreet and confidential, E.A.P. staff work with Harris employees and family members, carefully diagnosing problems, developing solutions, treating anxiety, depression, alcoholism, stress reactions, and diseases caused by stress.

The local E.A.P. Program Director, Terry Hattfield, feels that employees who use counseling facilities while problems are still at the early stage are better able to solve them before they get out of hand. "Most people using E.A.P. come for just a few visits, achieving clarification of their problems and working out suitable solutions. Occasionally, referral to others results...such as to in-patient alcohol treatment programs for those requiring intensive treatment of a long-standing problem."

But for most, the E.A.P. staff concentrates on brief, dynamic, intensive counseling aimed at eliminating the problem or dealing with it in the best possible way.

"E.A.P. is a program that helps Harris," according to Psychology Associates Director Frank Froman. "Each employee who is able to return to full function can work more effectively, more efficiently, and is less prone to accident. The program has already helped several people who would otherwise have been dismissed because of personal problems interfering with their work, saving both jobs and the high cost of recruiting and retaining new employees."

It's a program with a heart. And it's working today, at Harris.

**Terry Hattfield, Employee Life Consultants Coordinator, will be at Harris Friday afternoon, January 4. Rather than scheduling a formal meeting, Terry will be circulating through the facilities on Wismann Lane and Ellington Road to get acquainted with employees and answer questions they might have about the program. If you have questions or need clarification on any aspect of EAP, watch for Terry January 4.**



# SERVICE AWARDS

## — 30 YEARS —



Marj Clem



Don Breuer



Harry Cline, Jr.



Thomas Cottrell

## — 15 YEARS —



Grace McGinnis



Bud Hinch



Dorothy Rosenkoetter



August Stiern

## 10 YEARS



Dale Bennett



Paul Buckman



Pat Bybee



Charlie Copeland



Ed Gooding



Doris Gray



Betty Reddick



Walter Rice



Lemuel Williams

## 5 YEARS

Jacquelyn J. Drebes

Bruce R. Merideth

Jackie D. Fountain

Clair A. Selby, Jr.

Jacqueline J. Johnson

Russell R. White

Danny R. Kelso

## 1 YEAR

Lynda G. Baker

Robert R. Spaun

Karen K. Colvin

Michael J. Teitsch

John W. Harper

Steven T. Yochum

Sheila K. Shaw

## WGEM SALUTES HARRIS



Gene Edwards, Vice President, Marketing, and Gene Whicker, Vice President/General Manager, hold a plaque awarded by WGEM Radio "In recognition of industry leadership, innovative technical advancements, quality products and growing national and international acceptance."

The plaque was presented as service was initiated on WGEM's new Harris MW-5A radio transmitter. The MW-5A replaces a 1962 Gates transmitter, which will remain at the Quincy station to share back-up duty with a 1948 Gates model. WGEM celebrated the occasion with a beer and bratwurst party for officials of both companies at its transmitting station on Ellington Road.

## 41 TAKE 'CRASH' COURSE ON DEFENSIVE DRIVING

©VOLK



Forty-one graduates completed the Defensive Driving Course offered this fall for Harris employees and their families. An all-day Saturday session and two consecutive Tuesday evening sessions were offered.

Illinois State Trooper Elmer Leer conducted the course, which covered a multitude of useful information in a short time span. Classroom lecture was supplemented by eight short film strips.

Bob Strode and Julie Zimmerman (Dept. 923) coordinated the program, which will be offered at least once next year. Your response will determine whether a second 1980 course is scheduled.



# WELCOME NEW EMPLOYEES



James W. Ariana  
Western Radio  
Sales Mgr.



John T. Ash  
Mgr. Parts/Serv. Mktg.



Rose Behrens  
Acctng. Clk.



Marvin D. Bredemeier  
Dist. Sales Mgr. Radio



Thomas Chrapkiewicz  
Design Engr.



Lois Claiborne  
Exec. Secretary



Sandra Claus  
Credit Clerk



Glenda Dieker  
Secretary



Marilyn Drebes  
Steno Secretary



Earl D. Dunbar  
Buyer



V. G. Duvall  
Sr. Engineer



Gaylen C. Evans  
Broadcast Sales Spec.



Alva Farr  
Crater/Packer



Richard W. Foster  
Market Res. Analyst



Ron Genenbacher  
Detail Draftsman



Roger Graham  
Engr. Ass. Tech.



Chris Grimm  
Switchboard Opr.



Eric Jacobson  
Merchandising Spec.



Richard Kemner  
Order Editor  
Serv. Parts



Hal Koenig  
Spray Painter



James D. Marwood  
Dist. Sales Manager  
Radio



James M. McDonough  
Budget/Plan Analyst



Clarence McGhee  
Machine Opr.



Dennis L. Mitchell  
Mach. Opr.



Keith Mitchell  
Sheet Metal Opr.



Ronald Morrison  
Machine Opr.



Dean Moyer  
Crater/Packer



Kelly Naderhoff  
Machine Opr.



Steve Richardson  
Wied. Opr.



Clara Roan  
Detailer



James C. Robertson  
Vice President/Mfg.



Gary Sanderson  
Assoc. Principal Eng.



Gary L. Schell  
Prof. Recruiter



Merle Schwartz  
Wied. Opr.



Gary W. Seright  
Cost Analyst



Ronald D. Scott  
Sander/Grinder



Carolyn Squires  
Office Clerk



M. Leon Stage  
Manager/  
System Eng.



Anna Marie Thompson  
Secretary



Timothy K. Werner  
Personnel Spec.



David Williamson  
QC Fab. Inspector



Jay Wiskirchen  
Prod. Planner



Gary B. Wright  
Communications Spec.



David Yuchs  
Engr. Ass. Tech.



Pamela Zebrowski  
Secretary



Joseph A. Ziemer  
Area Sales Mgr.



## BUSY AGENDA FOR EMPLOYEE ACTIVITIES COMMITTEE

A number of Quincy businesses have indicated interest in setting up discount programs for Harris employees. More than 30 local firms responded favorably to a letter sent out by the Employee Activities Committee. A booklet is being prepared which will list participating businesses and the percentage discount employees may receive. Most stores will require an ID badge for verification.

The Activities Committee has also finalized plans for Christmas gifts.

This year, you may select a \$20 gift certificate from Neimann Foods, or choose an item from the gift catalog posted on the bulletin boards.

Employees in Buildings 1 and 10 have been cooperating nicely with the Committee by placing empty aluminum beverage cans in the recycling barrels for Jerry Lewis' Muscular Dystrophy Campaign. Please continue to pitch in and do your part for this worthwhile program.

## ATTITUDE FEEDBACK STATUS

Initial sessions of Attitude Feedback are essentially completed. Some problem areas have been identified, and will be addressed by management. Problems that are isolated in individual departments will be resolved by departmental supervision, while

those that cross departmental lines will be studied and facilitated at the management level when the full report has been compiled. Action item meetings are scheduled to begin after the first of the year.

## THREE SCORE IN POST SEASON



The Harris Women's Softball Team suffered through a disappointing season on the diamond, but three players were awarded trophies for sterling individual efforts. Mary Stultz took top honors as Most Valuable Player. Sharing Most Improved Player status were Karen Lutze and Lynda Baker.

Congratulations to these stalwart performers! May their fine example inspire the old ball team to a winning season next year.



## RETIREES HONORED AT LUNCHEON

Retirees Lyndle Dark and Joe Havermale (3rd and 4th from left) were honored at a Quincy Country Club luncheon recently. Bob Fluent, foreman Les Miller and Gene Whicker hosted the affair. Joe started in September of 1944 and logged 35 years with the company. Lyndle's 20 years of service began in June of 1959.

**HARRIS CORPORATION** Broadcast Products Division  
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