



INTERCOM

QUINCY, ILLINOIS

PUBLISHED FOR EMPLOYEES OF THE BROADCAST PRODUCTS DIVISION

JUNE, 1980

NEW HAPPENINGS WITH MIS

Occasionally the question of "What is MIS?" comes up. The literal translation is Management Information Systems or better stated Management Information Services. This new term has replaced the better known title of Data Processing (or DP) during the past few years. One of the reasons for this change is the increased use of computers in business activities. The computer is becoming more of a source of information rather than just a processor of data. Our division has installed state of the art data bases, software and hardware, but we still have significant work ahead of us in providing a complete, easy to use management information system to support our business activities. The goal of MIS is to provide a service to all departments in the division to assist them in performing their jobs more efficiently and accurately.

Several new projects are under development presently.

The Customer Order Processing System is one of the major projects currently under way. Bob Stewart is the project director who has the overall responsibility for this system. The objective of this system is to provide better customer order service by faster processing of orders, subsequent reduction in delivery time and eventually reduced product cost due to a more efficient operation. A Harris manufactured computer, the H1670, will be used for this system. The system will include 20 CRT terminals and 200 million characters of disk capacity.

Another project, the Manufacturing Material Control and Requirements Planning System (MCS/MRP), is in the initial planning stages and is being directed by Joe Blackburn. This system will provide manufacturing personnel with a better tool to plan and manage material for production and service use. Inventory, manufacturing lead time and product cost reductions are the primary objectives of this project.

A third major product, the Product Cost System, is under the direction of Bob Giuliani. The purpose of this system is to provide current and future product cost information for inventory valuation, cost analysis and input for Product Pricing decisions. This system uses information that currently exists on the Bill of Material and Process and



Don Anderson and Paul Buckman pictured in front of an H1670 Distributive Processor reviewing future MIS projects

Routings data base. A very important input to this system are the daily labor sheets that are prepared by Manufacturing personnel.

As we look to FY81 additional projects include:

- (1) Installation of a Fixed Assets System.
- (2) Begin implementation of a New Accounts Receivable system.
- (3) Enhance the manufacturing labor reporting system.
- (4) Installation of an inventory cycle count system.

New computer equipment at BPD will provide hardware for implementation of these systems.

A new Harris Computer, the H1670 was installed in July 1979. The 1670 will be dedicated to the entry and processing of Customer Orders. Harris Data Communications Division in Dallas, Texas manufactures this product. It is interesting to note that BPD manufactures some of the cabinets for the H1670. This System will be accessed by CRT Terminals located in Service, Shipping, Administration and Manufacturing areas.

Next fiscal year we will start using a Harris 1670 computer for Data Entry. This will replace the IBM diskette and card units we use today. The 1670 will provide a more efficient method of keying data as well as eliminate handling of cards.

A new Wang Word Processor will be

installed in Engineering during July. Technical Publications, Engineering and MIS will be initial users of the system. Marketing has a study now underway to use a Wang Processor for creating customer proposal documents. Manufacturing and Product Merchandising continue to make effective use of their word processing equipment, the Lanier and IBM OS6 respectively.

A new IBM 4341 computer will be installed during second quarter FY81. BPD currently uses the Harris computer center in Melbourne for all computer processing. Financial applications will continue to run in Melbourne and all other systems will be moved to the computer here in Quincy.

Three basic departments support our Divisions' MIS operation.

Paul Buckman heads the DP Operations department. Under Paul's direction are the computer operators, (Bill Watkins, Steve Russell, Andy Ogle) Data Entry operators (Marcia Eickelschulte, Kim Stevens, Ann O'Brien, Sandy Cray, Vicki Bradbury, Beverly Allen) and Input/Output Control (Katie Parson).

Phil Rolsing manages the systems and programming group that is responsible for Manufacturing, Marketing and Engineering Systems. Included in Phil's area are Eldon Davidson, Bill Willis, John Saunders, Jan Albert and Marty Evans.

The Financial and Personnel Systems and Programming area is headed by Dave Stumpf. Dave's group includes Barb Vincent, Jim Crain and Gary Harris.

These groups are responsible for new system development as well as providing all production reports and services required for Division Operations. In order to achieve this, a 20 hour per day computer schedule is required. In the future, additional requirements will require a 24 hour per day operation.

Again, the primary goal of MIS is to provide a service to each functional area to assist in improved productivity that will lead to lower product cost to improve our competitive position in the marketplace.

GUEST COLUMNIST



Jack Schooler

The Harris Broadcast Products Division Traffic Department was established in July, 1976 and officially began operation in the Ellington Road warehouse on November 19, 1976. This organization has continually endeavored to assure the best transportation and distribution services to B.P.D. commensurate with the cost of providing such service, but in these inflationary times the charter is even greater. Broadcast Products enjoys an excellent reputation, corporate-wide, for the quality of packing and shipping we maintain.

Each order is analyzed by the Shipping Department, then packed according to its destination. For large orders, traffic personnel evaluate the equipment required (ocean containers, trailer pigs, etc.) to assure availability when needed. Constant effort is made to keep cost factors down. Since transportation rates are based on conditions which generate the most revenue for the carrier, each large shipment is processed independently, comparing weight/rate or cubage/rate. Because weights and cubes play such an important role in transportation, your traffic people are constantly negotiating, and

specification records are created for our major products. Few people realize the increased cost which can be incurred by exceeding specified size limits.

Packing and shipping are only the beginning of our operation. We provide to the Division the service of tracing and expediting. The Traffic Department processes and files all claims for overcharge of freight paid and lost or damaged shipments. We can also file loss and damage claims on incoming shipments provided there is an FOB point specified on the Purchase Order. Our staff is well versed in import and export procedures in order to provide the best possible support to the Division in international projects. The auditing function in the Traffic Department plays an important role in our cost control efforts. Our 1980/81 goals are to expand into preparation of ocean bills of lading with steamship line agents and deliver documents/bills of lading directly to the banks.

Under the direction of Larry Moore and Barney Frese, the Shipping Department employs 12 people who are responsible for the carpentry work and packing. The past three years have shown dramatic improvements in the methods used. Traffic Coordinators in Department 590 are Mike Koch, Greg Stevens, and Emma Montgomery. Mike and Greg are largely responsible for international projects. They are independently and collectively auditing, tracing, expediting and much more for improved traffic efficiency and lower costs. Em's freight audit program this past fiscal year resulted in a cost savings to the Division in excess of \$70,000.00. Along with her other activities

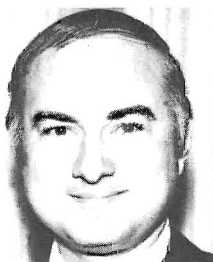
as Lead Office Clerk, Theresa Bless is responsible for all shipping documentation done in the department. Keeping abreast of all developments in the field of traffic and transportation goes with their jobs, not the least of which are ICC regulations, tariff rules and current national economic trends.

Typical of the Traffic crew, is wind up of the Egypt order. Ten Vans, purchased in Quincy, had to be delivered to New Orleans for shipment by boat, and it was determined that shipping Quincy to New Orleans would cost \$6,600.00. There was a better way! On Friday, June 6, Greg Stevens and his wife, Kim, Mike Koch, Em Montgomery, Steve Yochem and Jack Schooler began their first delivery to St. Louis at 5:30 p.m. The project was completed around noon on Saturday after having made 2 round trips to the East St. Louis rail site with Ann Schooler driving the station wagon to get them back. Total cost of project about \$2,500.00.



HBPD Traffic Department just prior to their first van delivery to St. Louis. Pictured L-R: Jack Schooler, Mike Koch, Greg Stevens and Em Montgomery.

MOVING UP:



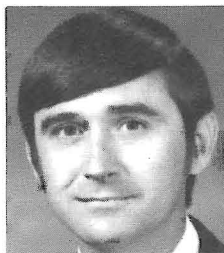
Andrew V. Juettner
Director of Engineering

The promotion of Andy Juettner to Director of Engineering became effective April 7, 1980.

A 1964 graduate of New York Institute of Technology with a BSEE degree Andy transferred to Broadcast Products Division in 1975. His career with Harris began at Systems Division in Melbourne, Florida, where he was an Associate Principal Engineer supervising the digital control group. Initially holding the position of Program Automation Manager at BPG, Andy's responsibilities were expanded to include audio products and later he assumed responsibility as Section Manager of the AM

RF Section. In January, 1977 Andy was promoted to the position of Director of Studio Product Development and for a six-month period served as Acting Manager of Domestic Sales Administration.

Andy is now responsible for management of the entire R & D Engineering functions.



Bob J. Vaughan
Director of Personnel

Bob Vaughan has been named the new Director of Personnel for Broadcast Products Division.

Bob is a graduate of the Rolla School of Mines with a BSME and was with the Emerson Electric Company before joining Harris in November, 1967. Bob has held several positions in both the Manufacturing and Engineering Departments starting as a

Senior Mechanical Engineer. In 1969 he was promoted to Project Engineer in the printed board fabrication and assembly area. In 1972 was promoted to Plant Engineer. Bob joined the Personnel Department in 1974 as Professional Employment and Safety Manager. Since 1975 he has held the title of Manager of Employee Relations.

In his new position, Bob has overall responsibility for personnel services, industrial relations, training, safety and in-house printing functions of the Division.

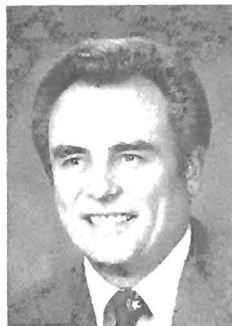
Daniel F. Maase
Vice President-Engineering
HVSO, Sunnyvale, California

Upon his transfer in April to HVSO, Sunnyvale, California, Dan assumed the position of Vice President-Engineering and will have responsibility for all R & D Engineering functions.

Robert T. Fluent

Bob Fluent is now on special assignment with Farinon in San Mateo, California. On assignment, Bob reports to Roy Solaski, Corporate Vice President of Human Resources.

GENERAL MANAGER'S REPORT



G. T. WHICKER

Over the next 12 to 18 months we will be conducting Value Analysis seminars, and I hope by the end of that time each person in the division will have been able to participate in this excellent program.

Briefly, the Value Analysis sessions are designed to show each of us how to work "smarter"—how to recognize areas in which costs might be cut directly, or efficiency improved, without affecting the quality of the final product. This could be almost anything, from eliminating certain types of paperwork, to building a transmitter part from less expensive material that would not reduce performance.

I won't go into this any further here, as Nibs Jochem has covered the program thoroughly in an arti-

cle in this issue of Intercom. However, I do want to add that this is a very worthwhile project, and Nibs and his staff have set up a fine program that I know you will find interesting and rewarding.

Record Year

Fiscal 1979/80 is almost over, and it looks like we had a record year, with orders up 23%, and backlog, deliveries and income all up over 30%. What can I say, except... congratulations!

We are very fortunate that our orders and backlogs continue to grow in spite of the current economic slowdown, and our outlook is very good for the rest of the calendar year. Although we expect continued growth throughout fiscal 1980/81, because of the recession, our growth will not be at the same rapid rate we have experienced over the past two years. Again, though, I want to emphasize that we are entering this recessionary period in a very healthy condition, with good products, good efficiency and good markets—including a growing number of export opportunities. Also, our employment level is currently somewhat on the "lean" side, and we expect to keep it that way for a while, as our over-

riding objective right now is to protect our people's jobs in the face of this uncertain times.

HVSO

One of the most important events of this fiscal year was the acquisition of Consolidated Video Systems—now Harris Video Systems Operation. This has proven to be a successful and worthwhile addition to our company, giving us access to new areas of technology and new product lines. Although HVSO is somewhat behind its 9-month plan for this fiscal year, its new products are now moving into the marketplace with excellent performance and acceptance. Consequently, HVSO is planning, and should achieve, significant growth in sales and earnings next fiscal year. In fact, the good results have already begun in the fourth quarter, and indicate a growth rate of approximately 25% for next year.

In closing, I want to thank you all for helping to make 1979/80 so successful—you've done a remarkable job. Now vacation is coming up for most of you, and it's time for some well-deserved relaxation. Have a good vacation, and a safe one.

OUR OTHER SIDE

Organizations in this country, including BPD, have devoted considerable effort and resources to scientific and technological research. The results, both nationally and in this division, have been impressive. At the same time, the research devoted to making organizations more effective, and more rewarding for employees, has been meager by comparison. As a result, we can communicate via satellite across great distances, but we have difficulty dealing with conflict between two employees working side by side! There is a great deal of catching up to do in our knowledge of the human side of organizations.

One dimension that is beginning to emerge is a re-examination of the skills necessary to be an effective employee. A traditional assumption has been that affective data (feelings, emotions, intuitive insights) has no place in an organization. "Let's be rational" and "don't get emotional" typify the way most organizations seem to expect employees to behave. There are, however, several problems with this assumption that feelings and emotions can and should be left at home.

Whether we like it or not, employees are human beings, and feelings and emotions are an inherent part of human behavior. We cannot leave our feelings and emotions at home—we can only try to hide them at work, and most of us become quite skilled at this simply because that's what we're expected to do. But, we do bring feelings and emotions to work for the simple reason that we can't leave them at home—it's physically impossible.

There is another complex problem. Rational, thinking skills are absolutely essential in scientific and engineering work and are particularly applicable to problem-solving. Affective skills, by way of contrast, are more important in dealing with the uncertainty and ambiguity involved in two key areas: problem-finding and interpersonal relationships.

Organizations that are very stable probably have a minimal need for problem-finding skills, but the reverse is true in an environment of rapid change. Change creates problems; the task is to find them early. Frequently, new problems have unique and un-

familiar characteristics and are not as easy to recognize as one might think. Affective skills are particularly suited for comprehending and sorting out the new and unusual.

Interpersonal relationships are also ambiguous and frequently uncertain, particularly if feelings and emotions are discussed openly. As with problem finding, it's difficult to predict what will come up. Interpersonal skills are significant in a number of ways. Perhaps of most importance is the fact that they are critical to collaborative behavior and conflict resolution. Interpersonal skills are also important in problem-finding activities since the latter is often a group endeavor.

Effectiveness as employees then is a blend or balance between rational/thinking skills and effective skills. The trick is to apply the right skills in the right situations. Using our other side is, however, a difficult and uncertain process.

Something to think about?!

Dr. Art Baars
Professor of Management
Western Illinois University

GENERAL INCREASE AND EXPANSION OF MERIT REVIEW PROGRAM ANNOUNCED

Gene Whicker, Vice President-General Manager, announced in meetings on May 14, 1980, that Broadcast Products Division would grant a general increase of 40¢ per hour to all employees, except top management, and adjust all rate ranges upward, effective June 2, 1980. In addition, the merit review program has been expanded to maintain our competitive posture in the marketplace by changing the merit review cycle to six months for all salaried employees. These changes represent an opportunity for you to earn more money than you would have under the previous plan and a chance to receive it sooner, based on your performance.

We have reviewed these actions as they affect our compliance with the President's voluntary wage/price control program, and we believe that, based on the exceptions and exemptions allowable under the program, these actions are consistent with our good faith efforts to comply.

If you have any questions concerning the revised merit review program your supervisor will meet with you to explain the details and answer your questions.

HARRIS SERVING THE COMMUNITY

Society today does not lend itself toward corporations being charity oriented. HBPD is proud of its service efforts from a corporate level to the individual level.

In April, BPD was selected to be honored by the Quincy Chamber of Commerce Salute to Industry. Features of this salute included a tour of BPD plant for the Chamber of Commerce and members of the news media, presentation of a plaque to Mr. Whicker followed by a luncheon hosted by Harris. The purpose of this monthly program is to make the community aware of the diversity of industries in Quincy.

Our pride in BPD products extends to embrace other areas of service to the community.

Support to Quincy College by BPD contributions acknowledges our realization of the need for the availability of higher education in Quincy. Of no less importance, but on a smaller scale, is the contribution of the Employee Activities Committee to Jerry Lewis' Kids. The donation was made by all employees who participated in

HELPING ONE ANOTHER

That's what the credit union is all about. We exist for one reason: to provide a way for our members to help one another financially. And how do we do that? It's really quite simple.

People join the credit union and establish share accounts for their savings. These savings then provide a source of funds for member loans. Essentially, the interest charged on these loans pays the credit union's operating expenses, and everything left over is returned to the members in the form of dividends.

In essence, the credit union is a mechanism which allows members to create their own financial services organization. The members own the credit union. And the key to its successful operation is the pooling of member savings. This is the foundation upon which everything else rests.

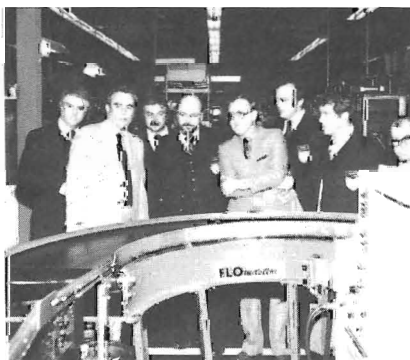
So if you're borrowing here and saving elsewhere, you're reducing the effectiveness of your financial services organization. The credit union needs your help, your savings. And consider—the dividends we pay on your share account exceed the interest you can earn on a passbook account at a bank or savings-and-loan. So you gain, and the credit union gains, when you keep your savings here.

The credit union is based on the principles of self help and mutual aid. In times like these, it's especially important to have someplace to turn if you need help. The credit union will continue to be that someplace—provided its members continue to support it by making regular deposits to their share accounts. It's a two-way street.

saving soda cans for recycling. (\$44.25 was contributed this time - that's 177 lbs. or 4248 cans. Keep drinking!)

And if "The gift of blood is the gift of life" John Summers has saved many lives. In May, John received a five gallon blood pin from the Adams County Chapter of the American Red Cross.

We are glad that the quality reputation of our product is supported by the quality reputation of our employees!



During the tour Mr. Whicker stopped to explain the Flow-Solder equipment to a very-interested group.

TRAINING PROGRESS AND PROSPECTS

This past fiscal year has seen the completion of four Essentials of Management seminars. The seminars consisted of 8 two and one-half sessions covering managerial topic areas of Planning, Controlling, Organizing, Time Management, Effective Interviewing and EEO/AA Considerations. Coming next year the Time Management, Effective Interviewing and EEO/AA portions of the program will be offered as stand alone courses. Each will continue for four sessions at two and one-half hours in length.

Forty people successfully finished the "Effective Negotiating" program this year. Offered twice, the program continues to be a well received program.

The success of the Panoramic Reading course has generated the scheduling of another session. Beginning again in August, the speed-reading course will be extended to twelve sessions.

Presently a Conversational Spanish Class is being held. The next offering of this class will offer a more in-depth study of the language, with the two hour credit now available through John Wood Community College increased to three hours of credit acceptable on the university level.

A projected computer course for those inexperienced on computer work but having direct interaction with the MIS Department is also forecasted for the fall.

As future training maintains its standards of high-quality, we encourage you to take advantage of those courses which will be beneficial to you.

Feed-back on course recommendations and courses taken is always appreciated. This enables us to effectively evaluate the training development program and work with the strong and weak aspects respectively. Though not all comments are positive, we would like to share a recent letter with you concerning the Panoramic Reading course.

"I would like to express my appreciation for allowing me to take part in the Panoramic Reading course during May 1980.

My daily work entails reading a large amount of material. After taking this course, the amount of time needed to read the material has been reduced by approximately 50%.

For the growth of the Division and its personnel, courses such as this are greatly needed and well received. I hope that more in-house courses are planned for the future."

—Larry Eker

\$1 MILLION ORDER PLACED BY ROMAN CATHOLIC CHURCH

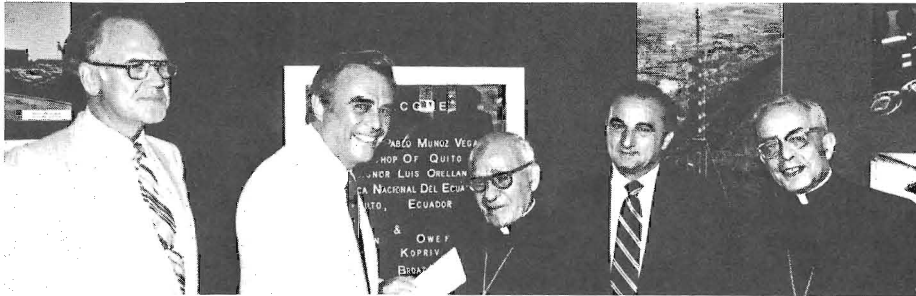
The recent visit of Cardinal Munoz, Archbishop of Quito, Ecuador, to HBPD was more than a facilities tour. Cardinal Munoz, representing the Roman Catholic Church, has just formed a new network of radio stations in Ecuador.

A \$1 million order for broadcast equipment has been placed with the Broadcast Product Division of Harris Corporation to be used at three new stations in Quito.

Included in the order are a MW-50A,

50-kilowatt AM Transmitter; a BC-10HT, 10-kilowatt Short Wave Transmitter; and a FM-10K, 10-kilowatt FM Transmitter. Harris will also deliver a 9000 Program Automation Control system along with various Harris studio products.

The radio stations are scheduled to go on air in early 1981, although the church in which they will be housed will not be completed for another two to five years.



Mr. Whicker accepts check from Cardinal Munoz for BPD equipment purchased by the Roman Catholic Church of Ecuador. From L-R: Gene Edwards and Gene Whicker, Cardinal Munoz of Quito, Ecuador, John Delissio and Monsignor Luis E. Orellana who accompanied the Cardinal on his visit.

VALUE ANALYSIS-SEEKING THE BETTER WAY

An interesting phenomenon in the human endeavor is that there is always room for improvement. The product, process and system of today will invariably yield, tomorrow, to a better product, process and system. If we, collectively as a company, bring about and control the "better way" then we can successfully cope with competitive threats and rising costs.

Value Analysis is somewhat of a formidable sounding phrase for the simple, interesting, logical and effective process of improving a product, process and/or system. Value Analysis, in philosophy, concept and method, provides a means of finding a "better way". Fortunately, the "better way" usually results in a more competitive and lower cost way - hence an increase in "value". The increase in value is not restricted to the product, process or system - it also rubs off on the human element. We increase our own value, by way of job satisfaction and increased knowledge, by being more involved in the activity; thus value increases collectively making a stronger company with corresponding rewards to each of us.

Recently, we have applied Value Analysis to a few select products, parts and processes with very gratifying improvements in "value". The improvements were of such a magnitude that we decided to launch a division-wide program through Value Analysis Seminars.

In various ways each of us applies some form of value analysis in his or her daily work but results fall short of the real potential because of a lack of techniques and methods. It is the intent

of the Value Analysis Seminars to acquaint us with analytical techniques for identifying a better way and method for accomplishing the desired end result.

The Value Analysis Seminars have been designed specifically for the Broadcast Products Division. Course material focuses on techniques and methods which are immediately applicable to your work area. Real time examples are employed and emphasis is placed on a work shop atmosphere with a teamwork approach to problem solving.

One of the interesting aspects of Value Analysis is that it is universal in application. It can be employed with measurably beneficial results in all areas - Manufacturing, Engineering, Program Management, Marketing and Finance. It is of value and offers a viable means of improvement for all facets of our division.

It is our intent to make the Value Analysis Seminars available to each employee of the Broadcast Products Division and we encourage you to take advantage of this program. The seminars are conducted during normal working hours and all course materials are provided.

Each seminar is composed of four sessions, with one session each week. A session will last approximately three (3) hours. The enrollment in each session is restricted to ten or fifteen individuals - an ideal size for good communication, personal attention and teamwork. Care is given to the make up of each session so that a variety of disciplines and work areas are represented. An obvious and already realized result of this "mix" is a

EQUAL EMPLOYMENT / AFFIRMATIVE ACTION

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

It is also the policy of BPD 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 shall be administered without regard to race, color, religion, sex, national origin or age, except where sex is a bona fide occupational qualification.

We are required to identify those employees within our work force with ethnic backgrounds: (1) Black, (2) Hispanic, (3) American Indian/Alutic Native, (4) Asian/Pacific Islander. It is to the company's benefit to acknowledge the presence of all those employees who have these backgrounds in order for our Affirmative Action Program to be approved and successful. A person can be counted as having this background if any of his direct blood relatives, as far back as great, great grandparents were from one of these ethnic backgrounds. The Affirmative Action Plan for 1978/80 has been completed. This document contains our program for equal opportunity. The Plan at this time has not been reviewed by the Office of Federal Contract Compliance.

If you have questions about affirmative action or if you have an ethnic background to report, please contact Barb Metcalf, EEO Coordinator, in the Personnel Department.

broader knowledge of and appreciation for, the other individual's work, responsibilities and problems. Each participant will be awarded a certificate at the completion of the course which will be noted in their personnel file.

Of course, Value Analysis is not a panacea for all problems but, if skillfully applied, can be a major factor in improved products, systems and processes, increased efficiency, lower cost, continuing strong division, and personal satisfaction as an extra bonus.

Please make your supervisor aware of your interest in the Value Analysis Seminars. Reservations can be made by contracting Bonnie Dudding. Vic Mills, your seminar moderator, will be happy to discuss the subject with you.

We value your interest in and look forward to your attendance in the Value Analysis Seminars.



Eggs are a natural for this Harris chick. At least for the purpose of decorating them. Spring was the obvious time for Loretta West to give birth to these Easter Ornaments.

Loretta's start in this craft is unique to the beginning of many hobbies. Loretta received the materials for this craft as an inheritance from an aunt. So this spring Loretta and a friend decided to try their hand at decorating eggs. They not only did a fantastic job at decorating the eggs, they simplified the task of making the eggs hollow. A new method of dying the eggs was attempted to make them more resistant to cracks and breaks. From all evidence the process was successful, only one egg cracked while being transported.

A curtain ring serves as a base once the eggs are dyed and cut. From this point any assortment of flowers, sequins and trim may be applied to the outer shell. Inside, the egg turns into a grass filled nest, a home for any number of miniature chicks, birds or butterflies.

Though Loretta had several offers to purchase these fragile ornaments, she does not see egg decorating as a future profit oriented venture.

To those who know Loretta, her artistic ability comes as no surprise, and Easter Crafts served only as a spring diversion. Loretta's real interest is ceramics which she has made for about eight years. For some time Loretta has also made artificial centerpieces for several organizations; with her programs, favors and placecards the party is complete.

Loretta's position at Harris may be in Sales, but in arts and crafts she's tops in production.



Loretta West observes the intricacies inside one of her Easter Ornaments.

TWO NEW WIEDEMATIC CNC PRESSES INSTALLED

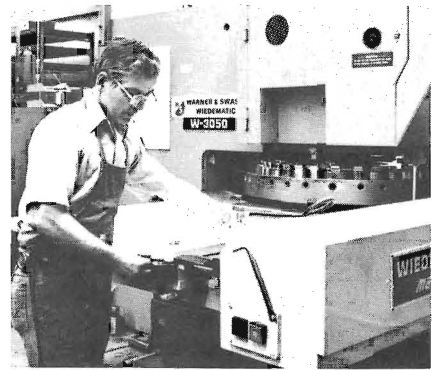
A good replacement can be hard to find when one has been with the company for ten years. This was not quite the case when referring to the replacement of Department 140's A15 punch presses. December brought with it the purchase and installation of a new Wiedematic computerized numerical controlled punch press. The first of June the second new Wiedematic was installed.

At \$300,000 per machine, this was no minor expenditure for the Division. However these new presses boast an operational speed twice that of the A15 it replaces, 34 turret stations compared to 32, increased part size capacity and has the ability to generate 30 tons of punching force compared to 15 tons on the A15.

An additional feature of this press is the capacity for memory storage. The benefits of this feature will not be fully reaped until a DNC system is installed. With this system, programs can be stored in a computer library and transferred to the press without having to locate and feed a paper tape. Six months should allow for the completion of this system.

A CNC Bridgeport mill currently in house and the purchase of a CNC Excellon drill will also be added to the system and dependent upon computer programming for production.

Use of the computer in production appears to be advancing notably. Though manual labor of the machine operators decreases with the increased use of CNC, manpower required does not decrease directly. Rather CNC seems to be the answer to increased productivity for heavier work loads.



Carl Balsar operating the new Wiedematic CNC punch press.



The Quarterly Communications Group meeting was held in Quincy at Broadcast Products June 17 and 18. Pictured left to right: J. Rosa, VP-General Manager at Satellite Communications, R. J. Campbell, VP-Program Development/Communications Group, G. W. Numann, VP-General Manager at RF Communications, G. T. Whicker, G. L. Doyle, Group Controller and J. N. LeMasters, VP-Group Executive/Communications Group.

HELPING OTHERS HELP THEMSELVES

Factors effecting job productivity and performance go far beyond proper working conditions. Often personal problems, those of a family member or friend produce strain in the work or home situation. The HBPD area offers many opportunities for those in need of assistance dealing with personal problems.

Though many problem areas are dealt with, recent statistics have shown that 60-80% of these problems effecting the job deal with chemical dependency.

One out of every twelve Americans are alcoholics compared to the Adams County rate of one out of every eight persons. And though you may not be the alcoholic, ten to twelve additional persons including family members, friends and co-workers are effected by the life of the alcoholic. Therefore many of the people may be involved in therapy.

Though many of these people want help they will not seek it themselves. A large percent of admissions are achieved through the assistance of someone who cares. BPD cares!!!!

Employee Assistance Program

PSYCHOLOGY ASSOCIATES

428 Maine
Quincy, IL 62301

PHONE:
(217) 224-4080

HBPD Sponsored
Dr. Frank Froman

ST. MARY HOSPITAL SUBSTANCE ABUSE TREATMENT PROGRAM

1415 Vermont
Quincy, IL 62301

PHONE:
Staff: (217) 223-1200
Residents: (217) 222-9882

ST. ELIZABETH HOSPITAL

MARK TWAIN MENTAL HEALTH CENTER

109 Virginia
Hannibal, MO 63401

PHONE:
(314) 221-2120

MRP PROJECT STATUS

Joe Blackburn, in his new role as MRP Project Manager, has submitted the following status report:

Our Division is getting ready to start an 18 to 24 month program to design and install a new Manufacturing Resource Planning System (MRP). Right now I am working with HBPD and Corporate Management to write a recommendation for our program. Once the recommendation is approved, we will give as many people as possible a chance to learn what MRP is and what it will do for a company. We will then ask the involved departments to help us decide what new policies and procedures are needed for our MRP system. I want to emphasize that the success of this effort will depend very heavily on user education and involvement. With your support we can install an improved manufacturing system that will make the Division both more profitable and a better place to work.

PATENT AWARD GRANTED

Lowell Malo, a member of the Program Management team, recently received a new patent award. The award was presented by A.F.C. Industries, Malo's previous employer. The patent was granted on the development of a new railroad freight car brake rigging. This was the ninth patent of Malo's to be granted, with an additional four on file with the U. S. Patent and Trademark Office. To Malo, who will celebrate his first anniversary with HBPD in September, we offer our congratulations and a wish for a productive and prosperous future.

WELCOME NEW EMPLOYEES



Donna S. Baker
General Accounting



Gregory L. Best
FM & Television Transmitter



Alan J. Cermak
P. C. Board Fabrication



Elton B. Chick
Headquarter Sales



William J. Cosgrove
Video Products



Timothy R. Craven
Facilities



Janet M. James
General Accounting



Lynn A. LeClair
Drafting



Theresa D. McCarthy
Office Services



Ricky K. Miller
Test Equipment Maintenance



Ronald L. Nichols
Drafting



Dennis A. Rutherford
Television Antenna Service



Mark S. Williams
In-Process Inspection

— 25 YEARS —



Vernon Russell

SERVICE AWARDS

— 20 YEARS —



Archie Davidson



Betty Goings



Frank Ritter



James Robertson

— 15 YEARS —



Robert Gorjance



Robert Klein



Thomas Schoanover



Barbara Cramsey

— 5 YEARS —

Rodney Benjamin
John Bibby
Carolyn Conner
Joseph Cox
Richard Grimes
Galen Hassinger
Terry Hollenberg
Michael Jones
William Kerkhoff
Carolyn Lauder
Sandra Mast

Robert Miller
Steven Moore
Orie Pine
David Quandal
Shara Richardson
Steven Seckman
Imogene Shannon
David Stumpf
James Toedte
Joyce Weiss
Betty Winebrinner

— 1 YEAR —

Beverly Allen
James Ariana
Glenn Boyer
Victoria Bradbury
Clarence Daugherty
William Elliott
Jerry Gervais
Mike Giesing
Antonio Gonzalez
Betty Gross
Mary Hallock
Frank Harris
Sandra Hershberger

Richard Johnson
Richard Junk
Patricia McCracken
Holly Nelson
Tammy Ormond
Margarete Ralston
John Saunders
Gregory Stevens
John Stueber
Michael Teitsch
Dixie Whitley
Julia Zimmerman

TWO HARRIS EMPLOYEES RETIRE



Viola Nixon retired on May 13, 1980
after 15½ years of service.



Madelyn Wade retired on March 20,
1980 with almost 14 years of service.

SINCERE SYMPATHY

We would like to extend our condolences to Gaylen Evans whose wife died on April 20th and to Tom Saxbury whose daughter passed away on June 4th after an extensive illness.

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