



INTERCOM

QUINCY, ILLINOIS

PUBLISHED FOR EMPLOYEES OF THE BROADCAST PRODUCTS DIVISION

DEC., 1980

The Harris Patent Hall of Fame:

COMMEMORATIVE TO CREATIVITY

The new Patent Hall of Fame plaque in the administrative building lobby is more than a handsome wall decoration. It is a tribute to creative spark and inventiveness—the life-blood of our business. Tracing Broadcast Products Division's exclusive contributions to the advancement of the industry, the plaque permanently enshrines the inventors' names and patents on engraved metal tags mounted on a walnut board.

New Hall of Fame members are also identified by a picture on the adjacent



wall. Recent additions include Dave Herschberger, Robert Klein, Chuck Smiley and Charles White.

The patent process is a rather complex tangle of legal maneuvers and ar-

duous research. Its ultimate aim, for Harris, is to turn significant R&D innovations into a corporate legal protection device. Our engineers document their creative thinking and a permanent running record of new ideas in engineering notebooks. An Invention Disclosure Form is obtained from Cora Aman. After completion, this form goes to Ed Westenhaver, Harris' Patent Specialist. Ed deals closely with Richard Dixon, the Corporate Attorney in Melbourne handling BPD patent activity. Mr. Dixon works in concert with an outside counsel.

On the local level, Patent Committee meetings are scheduled periodically. The committee, consisting of Gene Whicker, Andy Juettnner, Richard Dixon and Ed Westenhaver, determines which submitted ideas merit pursuit of patent rights. Once a decision is reached in committee, the patent search is begun. This search discloses the scope of what may be claimed on the patent, as well as identifying prior art (a compilation of inventions that have taken place throughout history). Results of the search are discussed in a follow-up Patent Committee meeting.

Application can then be filed with the U.S. Patent Office. Customarily, it will take a year or two for a patent to be officially issued.

Beyond the reward of recognition, there are financial incentives. Upon application to the Patent Office, the inventor is entitled to a \$100 award from Harris. A second \$100 award is granted when the patent is issued. These awards are presented at Patent Awards Luncheons twice a year.

BPD is recognized as one of Harris Corporation's most active divisions in



patent acquisition. We hold well over 100 domestic and international patents in the U.S. and selected foreign countries, and currently have over 50

(Continued on Page 8)



Season's Greeting from Harris



GUEST COLUMNIST

A SOJOURN IN KOREA (Remedial Mountain Climbing)



William Moats

The "Land of the Morning Calm" was slightly disrupted by a group of Korean Broadcast Service (KBS) engineers and one Harris Field Engineer on the morning of October 14, 1980. The assignment was to begin commissioning six 30 KW UHF transmitters which are to be the back-bone of a new Educational Television Network operated by the Korean Ministry of Culture and maintained by KBS.

The first site is located on a mountain top just above the harbor of Pusan.

The first ten days of my thirty-day trip were spent in Pusan executing preliminary testing and completing a proof of performance.

There were two engineering crews in attendance for this exercise and at the completion of preliminary testing they were sent into the field to repeat the preliminary test procedures at the remaining five locations.

Subsequently, the Chief Construction Engineer, Mr. Yoo, and I were able to commission the entire system (all six transmitters) in the 30-day period allowed for the project.

Pusan is a bustling modern city of about seven million people and is the largest port on the Korean peninsula. Foreign commerce, ship building and fishing are the major industries. The southern coastal area is heavily mountainous thus necessitating high-

elevation transmitting stations in an attempt to cover the greatest possible populated areas. We later found this to be most apparent in visiting subsequent sites farther to the north.

Mr. Yoo and Mr. Park, who were my constant companions, are most well versed in the history of the Korean Republic and in our traveling about the country, time was allocated for visits to sites of historical and religious interest.



Of major interest is BULGUG-Sa temples at Gyeonsju. This temple dates from the 4th century A.D. while the city dates from the 1st century B.C. and was the capital of the Silla dynasty for 1,000 years. The intricate detail of the under eave paintings and the style of the statuary attests to the fact that the Korean branch of Buddhism is the most artistically mature in the Buddhist world. More than 50% of the citizens of the Republic of Korea are adherents to the Buddhist faith. Christians account for about 25% of the population.

Korean culture folkways are strictly oriental. Meals are taken from a small low table while seated on the floor, and shoes are always removed before entering the dining area.

Raw fish is not at all uncommon while the national dish Kimshe (cab-

bage with red pepper, stored in an earthenware jar for 30 or more days) is the most popular green vegetable. Rice is of course served at every meal. Marinated beef is cooked at the tables on a gas or charcoal burner. Rice wine or beer is consumed with the meal and barley-water is taken afterwards.

With the exception of the international quality hotels, sleeping is done on the floor on a thin pad. The floor is heated while the room is well ventilated. Several nights were spent at transmitter halls sleeping on the floor with the crew because of the remoteness of the location.

One site, near Taegu, had no road to it. The transmitting equipment had been placed on the mountain via helicopter. We climbed this mountain (3,000') on foot and our test equipment was taken up by bearers. I thought I had given up Boy Scouts 20 years ago.

The success of this project was directly proportional to the technical competence of the KBS personnel. They are both well schooled in theory and their practical ability is excellent.



Prior to commissioning of the transmitter, a Buddhist altar was placed in front for worship by those of that persuasion. The tray is laden with such delicacies as fruit, rice cakes, nuts, dried fish and the traditional beverage, beer, sitting off to the side.

INSTANT TV (Just Add Water)

Lagos State Radio, Nigeria, signed an order with HBP for a 10 KW TV transmitter to be delivered and commissioned on or about the first of October 1980. This in itself was not unusual except that the order was placed in late August.

A BT-10H transmitter was in test on the proper channel and a decision was made by Program Management to do the installation in a fiberglass shelter here in Quincy and ship building and all to Lagos, Nigeria, by air freighter in order to meet the customers anticipated air date.

All of the equipment, i.e., transmitter, power supply, voltage regulator,

equipment racks and power switching equipment was bolted to the floor and walls. Wiring was run and external air plenums and blowers were fitted to the shelter to facilitate quick reassembly on the site.

Upon arrival in Lagos I visited the proposed site and found that Lagos State Radio had not yet decided exactly where they wanted to place the shelter or tower and had made no provisions for primary power.

With the able help of our tower man, Bill Carlson, we borrowed a transit, laid out anchor points, tower base location and staked out corners for the pad on which the shelter was to be placed.



Later in the day we organized a small army of laborers to drain the swamp that was the area in which we were trying to work.

The next week saw the anchor point dug, the tower base poured, and the pad

(Continued on Page 8)



Merry Christmas

As the Christmas season approaches, it seems like a particularly appropriate time to express my thanks to all of you. Your hard work has helped make 1980 a good year for Harris, and I genuinely appreciate your dedication, and the spirit of cooperation that has prevailed here throughout the entire year.

May I also take this chance to extend my personal thanks for your continued friendship, and my wish for each of you, and your families, to have a warm and wonderful Christmas.....

...and a Happy New Year

Gene Whicker

AEI PERSONNEL RELOCATE TO QUINCY

Occupying office space in the Administration Building between Product Merchandising and Domestic Sales, AEI personnel are settled in at Broadcast Products Division. In a recent interview with Larry Zaiser, he states he is very pleased to be here. He feels the entire staff will like Broadcast Products Division. Zaiser said in his interface with Corporate personnel he experienced cooperation and a warm welcome. He is looking forward to his new assignment as Director of Automation Sales, reporting to Gene Edwards.

Presently serving approximately 85 broadcasters, our Automation Electronics—Autotron System line produces software for computer-based systems serving the business side of radio stations. A staff of five now handle the operation.

Gary Dancy, Manager of Training and Implementation, comes to BPD

with 12 years' experience in the industry. He will be responsible for all installations. Incidentally, Gary is an antique buff.

Tom Ransom, formerly Systems Analyst at AEI, assumes the position of Manager of Systems Development, responsible for the entire software development. Tom is a graduate of Purdue.

Ed Reed, also a Purdue grad, is an ex-radio announcer. At AEI, Ed was responsible for installations, and at Broadcast Products Division, he will assume the position of Manager of Product Support.

Lois Rees, Customer Service Specialist at BPD, is a career radio person. Her experience is primarily in traffic but later in business systems. She's an installer and trainer, reporting to Gary Dancy. Lois' move to Quincy is from Colorado Springs.

The sixth employee is Jody Zaiser,

who was Treasurer/Controller at AEI. Presently, Jody is Contract Assistant to wrap up matters of AEI. She will assist the Accounting Department in the integration of AEI data into the BPD system. She will also help with the final tax return and completion of liquidation of AEI.

During the interview it became obvious that Larry Zaiser is proud of his well-qualified staff, three of whom (including himself) initially started the company in Lafayette. Zaiser stated he has a good feeling about Quincy because our community is very similar to Lafayette. If you want to know how he feels about the product, all you have to spend are a few minutes in which, in some way, he will tell you without a doubt our system is the total radio business automation system!

Our new equipment is set up and operable in the Automation Demonstration Room.

FROM THE DESK OF

*Art Baars*

The Personnel Department, offering assistance to Vic Mills' Value Analysis endeavors, is showing the film, "If Japan Can, Why Can't We?" If you haven't already seen it, I'd urge you to do so because it raises some very relevant issues. I do have some points regarding the film, and that is the purpose of this article.

Although the film touches upon this point, the fact that Japanese culture is quite different from ours is not emphasized. Japanese culture is very group-oriented, and among other things this means the Japanese people are natural collaborators. They are oriented toward cooperation rather than competition, and they place a high value on harmony. What this means, on a very basic level, is that they are highly skilled in cooperating toward common goals. This is an interpersonal thing that touches every aspect of Japanese life—they are highly skilled at facing a problem or conflict and arriving at a solution with which everyone can live. If there is a consensus solution to a problem, the Japanese are highly likely to find it.

This is the backdrop against which W. Edwards Deming introduced his quality control techniques, similar to those used in Value Analysis. They had some quality problems, and Deming had some very practical answers that were introduced in organizations filled with highly skilled collaborators. The result has been fantastic productivity increases, but I would argue that a fundamental contributing factor has been the Japanese people and some of the skills they bring to the work place.

The Japanese extend this collaboration to all levels of organizational decision-making. Because of their interpersonal skills, they are good problem-finders since employees on any level feel free not only to point out problems but to seek input from anyone who might have ideas that would help solve the problem. By our standards, the Japanese are extremely slow in making decisions, but a decision, once

made, tends to be a quality decision. Everyone involved tends to understand both the problem and the solution, and the solution works.

It should be noted that the Japanese system also has some disadvantages, and clearly the message is not to totally adopt Japanese methods. Rather, we need some unique blend of collaborative and competitive skills, with that balance depending upon the nature of the organization. Most management scholars agree that the more dynamic an organization is, the more collaborative skills are needed. If we accept the notion that Broadcast Products Division is a dynamic, rapidly-changing organization, it follows that the primary lesson we can learn from the Japanese centers around collaboration. The question for all of us to consider boils down to, "How much do we need more collaboration and cooperation?"

If the Japanese can, so can we—if we want to.

In December, approximately 400 BPD employees viewed the film. A new schedule will be published in January and so on until the entire organization has had an opportunity to see it.

HARRIS EMPLOYEES AT BARRY APPLE FESTIVAL

All of us who attended the festivities were observers, but for a few the mission found them observing somewhat differently. On Saturday, October 4, three Harris employees traveled to Barry to serve as parade judges. Becky Little, Julie Zimmerman and Bonnie Dudding welcomed the challenge of agreeing and disagreeing until they selected the best floats. Louie Little did his share too. Who was behind all this? Barb Metcalf, the 1980 Parade Coordinator.



Judge for yourself. Standing (left to right) Louie Little (Becky's husband) and Barb Metcalf. Seated (left to right) Bonnie Dudding, Becky Little, Julie Zimmerman.



Bud Hinch

Charles O. (Bud) Hinch has retired from Harris Corporation/Broadcast Products Division.

Hinch, who joined the firm which was then Gates Radio Company in 1959, has been a machinist and Tool and Die Maker for most of his 21 years of employment. Bud became an expert in his skill from on-the-job training, having worked for various local industries. He personally preferred working second shift so never changed shifts while here. Bud's plans for spending his time now are not concrete, but we hope some of his time is spent returning to BPD to visit when he can.

IT'S AS EASY AS ONE-TWO-THREE

The week of November 10 was designated as promotion week for residents of Adams County, and BPD was in the picture. Many "Vials" have been distributed, and Julie Zimmerman, R.N. has an ample supply.

**VIAL
OF
LIFE**

By using the "Vial of Life" and keeping the information up to date, you will be able to provide any emergency medical personnel entering your home the best available information. They'll recognize the "red sticker" on your refrigerator and act accordingly. But also if a family member transports an unconscious person, the vial should be taken along to the hospital emergency room.

There should be one medical information form for each member of the family. Larger vials are available upon request. For more information and to obtain your "Vial", contact Julie Zimmerman in the Nursing Office. Her phone extension is 3271.

ANNUAL SALES MEETING HELD IN QUINCY

November 6 and 7 in Quincy, the annual Sales Meeting was held for the entire Domestic Sales force. Sessions were conducted both days to discuss products and selling procedures.

Some highlights of the meeting were discussions by Gene Whicker, Gene Edwards and Ken Schwenk on performance of the Division in the past few years and new directions being taken in both equipment and service for the future.

Andy Juettner outlined the organizational changes in Engineering, and Jim Robertson gave an interesting overview of the Manufacturing organization, its progress and problems. Al Crego of HVSO and his staff, at one of the sessions, discussed their new image storage and retrieval system as well as their computer-aided editing system. Gary Sanderson and Buddy Graves of Engineering contributed with presentations on the TC-80 camera and the Facility Control System. Don Pisarcik, John Klecker, Elton Chick, Mark Fehlig, Rolland Looper, Joe DeAngelo, Chris Kreger and Roger Burns all talked to the sales force about the marketing of our individual product lines and the results of our overall marketing efforts.

The new order entry system and our new Terms and Conditions of sales were covered by Bob Stewart and Harry Cline. By Jerry Gervais of the Credit Department, our Third Party Financing program and the impact of interest rates on broadcast sales were emphasized.

Jack Schooler of the Traffic Department gave the salesmen an outline of some of the problems encountered in shipping equipment and how these problems can be headed off by customer and sales planning.

Tom Schoonover's session on the "Psychology of Closing Orders" was from a recent seminar he attended and was well received by the DSM's.

Sales opportunities which we face in the next year was the topic covered by each of the Sales Managers — Jim Ariana, Mitch Montgomery and Jerry Preston — as they headed up their individual sessions.

At the Awards Dinner, recognition is given to those salesmen who have demonstrated the greatest contributions to the Division during the past fiscal year.



TV Transmitter Champion, Vern Killion tied with Tom Schoonover for the TV Sales Achievement Award. Schoonover also won the Camera Sales Award.



In Radio East, the Radio Championship Award went to Ivey Raulerson.



Will Bone had another outstanding year walking away with both the Automation Sales Award and the Sales Achievement Award.



For Radio West, Walt Rice took the Transmitter Championship Award.



London England, in his finest year in Radio Sales, won both the Automation and Sales Achievement Award.

Congratulations from the Division to the Domestic Staff. We enjoyed having you in Quincy, and we look forward with high optimism to another outstanding year!

MRP Project Status

In the June issue of "Intercom", Joe Blackburn gave his initial report on Manufacturing Resource Planning (MRP). Just six months later, the MRP project is well underway! Present concentration is in two major areas—(1) education, (2) data base definition and accuracy.

The educational process was started by making available a two-hour video tape course to anyone who works with our existing manufacturing system. Beginning in January, a much more comprehensive video course, covering MRP in detail, will be offered. Watch the bulletin boards for that schedule.

One of the requirements for a good MRP system is accurate information. For example, with a good MRP system, we should be able to just about eliminate the time material spends in

the staging area. We stage material now because of the questionable accuracy of our stock status report. With a good MRP system, we should be able to deliver material directly from the warehouse to production.

To improve the accuracy of the stock status report, we have started comparing the stock status balance for a sample of part numbers with an actual count of what is on the stockroom shelf. When we find differences, not only do we correct the difference, but also try to find out why the difference occurred and correct the problem which caused the difference.

MRP requires accuracy not only in inventory balances but also in many other areas such as lead times, both for purchased and manufactured items, bills of material and order policy (buy-

ing rules). To achieve the degree of accuracy that we need, we must first define, in writing, responsibility assignment for each number in the data base. (The data base is an area in computer memory that stores all of the information used by the MRP system.) When responsibility assignment for each number is decided, accuracy measurement can start through audits, and problems can be corrected as they occur. A Data Element Dictionary has been started that lists and describes each item of information in the data base. The "Dictionary" also assigns responsibility. When the Data Element Dictionary is complete we will be well on our way toward running the computer rather than having the computer run us!

HALLOWEEN DRESS UP AND POT LUCK

HVSO celebrated Halloween with a pot-luck lunch. Employees were costumed for the day and all over Silicon Valley, from travel agency reps to postmen, employees were celebrating the day in amazing attire. Surely, no one compared with employees of Harris Video Systems, a sample of which you can see for yourself.



This group has gathered just to enjoy one another's costumes.



Here's Pat Woolsey, Receptionist and PBX operator. Her costume surely delighted visitors to the plant that day!

The Recreation Committee has also been busy with a needy family collection box. Their needy family this year are Vietnamese refugees who, as yet, do not have a sponsor. Last, but certainly not least, is the company Christmas party at LeBaron Hotel in San Jose.

READER SURVEY RESULTS

Responses were received from 13 employees about the Intercom. Thanks for your help! Here are the results:

1. Overall, the Intercom is . . .
Interesting: 12; Uninteresting: 1; Worth Reading: 10; Not published often enough: 7; Too management oriented: 3.

2. How much of the Intercom do you usually read?
100%: 7, 75%: 5, 50%: 1.

3. Do members of your family enjoy reading the Intercom?

Yes: 4, No: 2, Some of it: 6.

4. How well does the Intercom cover Division news:

Very well: 5, Fair: 6, Needs improvement: 1, Don't know: 1.

5. Do you feel the Intercom helps you better understand the Division and its products?

Yes: 7, Some: 6.

6. What changes would you like to see made in the Intercom?

- (a) More pictures...1 picture is worth 1000 words...it's beautiful
- (b) More information on recent major sales
- (c) More stories about people in the Division such as on page 6 (Sideline)
- (d) More highlights of the people that work at Harris—hobbies, etc.—"Sideline" is excellent start.
- (e) I would like to see more pictures (a roving camera) of our own employees on the job.
- (f) More on different people in the plant, not big shots
- (g) New pictures for old employees
- (h) Published more often
- (i) Whatever you are leaving out

7. Comments:

- (a) The format used in '74, '75, '76 was A.O.K.
- (b) It comes out often enough.
- (c) Would like to see better write-ups on people who are retiring
- (d) Take a look at different departments and highlight one each time an Intercom comes out.
- (e) I like it.

8. I am:

Office: 6, Factory: 2, Management: 4, Factory retired: 1.

WE'RE INTERESTED IN YOUR COMMENTS ANYTIME!

ABWA NAMES JOHN DELISSIO "BOSS OF THE YEAR"

International Marketing Vice President, John Delissio, of Broadcast Products Division was named Boss of the Year at the American Business Women Association's October meeting. Sue Bergstrasser's letter of nomination was submitted to outside judges who selected Delissio as the 1980 winner. Sue credited John for his confidence and trust in his subordinates. She said, "In the modern business world which allows women a greater role, this is a man who will promote and expand that role."

This is the second Harris executive to which this appointment has been awarded from ABWA, and both men are in International Marketing. Last year's winner, Jack Painter, was nominated by Theresa McCarl.

PLATE LUNCHES RESUMED AT 24TH AND ELLINGTON

On Wednesday, November 26, the new Multi-Purpose Room in the Stock and Shipping Building was welcomed in at lunch time with our annual "turkey dinner". Including visitors from Building 1, some 36 people ate in the new lunch room the first day.



At the cash box, Liz Castle handled the crowd very well.



Tables were decorated by Ginny Howe and Joe Ann Brown.

The BPD Activities Committee has had a very busy month of December. Christmas gifts this year were certificates from Niemann's and Merchant's. In addition to preparation for a very special Christmas dance on December 13, collection boxes were filled with clothing and toys for needy families. Our project this year was through the Jefferson Community Center. Planning and procuring Christmas decorations for the inside and outside of Harris buildings was also a project by itself.



El Corujo, Director, Latin America, presents Abraham Younis, President of Electro-Equip Ltda., Sao Paulo, Brazil a plaque of appreciation for Electro-Equip's sales performance in behalf of HBPD during the 1979-80 fiscal year. Electro-Equip has been our representative for over 12 years.

WELCOME NEW EMPLOYEES



Sharon Bartelt



Warren Brush



Debra Buck



Clinton Glenn



Ralph Green



Dixie Hardiek



William Jensen



Teresa Jobe



Norman Kallner



David Kobe



Frank Langenburg



Thomas Monroe



Stuart Musgrove



David Neff



Donald Schurr



Shelley Shannon



Presley Shrader

SERVICE AWARDS

— 40 YEARS —



Art Myers



Howard Young



Jack Painter



Glenn Foster



Roger Cave



Betty Oenning

— 20 YEARS —



Larry Moore



Paul Stoverock



Hilmer Swanson



Larry Penn



Joe Benjamin



Wayne Fessler

— 15 YEARS —

5 YEARS

Mike Brinkmeyer
Jim Gross
Jerry Harvey
Pat Humke
Wendell Saunders
Dave Soncek
Terry Vaughn
Jackie Beebe
Fran Stice
John Summers
Bonnie Albertson
Jackie Humphrey
Don Hendrian
Don Anderson
Loretta West
Bob Cantrell

Carol Davis
Karen Lutze
Richard Fairchild
Sandy Meredith
Ray Kibitlewski
Jim Pickard
Joe DeAngelo
Jeff Steinkamp
Ray Raidl
Jack Harig
Maureen Creswick
Larry Eker
Ed VanLeer
Ginny Howe
Diana Kindhart

1 YEAR

Gary Seright
Dave Williamson
Joe Ziemer
Gary Schell
Sandy Claus
Gaylen Evans
Dennis Mitchell
Ronald Scott
Leon Stage
Pam Zebrowski
Steve Steinbach
V. G. Duvall
David Yuchs
Marvin Bredemeier
Glenda Dieker
Dick Foster
David Miller
Earl Dunbar
Chris Grimm
Ron Morrison

Clarence McGhee
Clara Roan
Lois Claiborne
Rose Behrens
Anna Thompson
Marilyn Wilson
Kelly Naderhoff
David Serbin
Jay Wiskirchen
Fred Haines
Hal Koenig
Ed McPherson
Sharon Pickett
Terry Zillion
Dan Dunn
Bob Kimberly
Teddy Moyer
Russell Summers
Chuck Emery



Carl Schroeder



Wilma Huffman



Donna Goings

— 10 YEARS —



Katie Parson



Maxine Prisner



Julia Killday



Curt Lutz



Audrey Appenbrink



Jake Miller



Ann McDonald



Jan Wilson



Les Miller



Larry Engle

(Continued from Page 1)

more on file. The first patent was awarded to Gates Radio Company August 8, 1961—a Programming Aparatus (automatic station) designed by Wally Kabrick and John K. Birch. Our division's patents are somewhat unique in the broadcast industry. Harris' high volume of original design work is a clear illustration of leadership and engineering skill.

The patent process is a venerable underpinning of democracy—one of the foundations of the free enterprise system. Article 1, Section 8 of the United States Constitution says, "The Congress shall have power...To promote the progress of science and useful arts, by securing for limited times to authors and inventors the exclusive right to their respective writings and discoveries."

And what is the impact of patents in the marketplace? It's a great image builder, for one, fostering continued customer confidence in our product line and trend-setting innovation. Equally important, patents protect the work of our people by granting exclusive rights, which by prior agreement transfer to the company. A large patent portfolio is like a blanket of protection for the corporation.

The Patent Hall of Fame is a fitting tribute. No business can survive without new ideas. The history of this division, dating back to the days of Gates Radio Company, has been closely tied to the inspired thought of creative designers. Perhaps the best clue to the character of Harris Broadcast Products is this: there are many metal tags as yet unengraved on the Patent Hall of Fame plaque.

(Continued from Page 2)

built and the shelter in place. For our next trick we would erect the tower.

Sunday morning dawned heavily overcast, but with the spirit of "The show must go on" and since a crane had been rented for the day, Carl Gray, Dave White and I accompanied Bill Carlson to Ikeja, once again hired an adequate gaggle of local help who proceeded to bolt tower pieces together. By early afternoon the tower was assembled and the two bay batwing antenna was attached. With the center of gravity located and the boom on the crane fully extended we found that our crane was about 10 feet too short. Only a small problem.



Not to be daunted the tower was stood on end and the guys tightened and the tower plumbed. Feed lines were attached the following day and we were in business.

Final commissioning took place on the morning of October 7, 1980, in the presence of the Director General of Lagos State Radio, their General Manager, Chief Engineer, our Agent Mr. David Hughs, our Program Manager Dan Ozley, Dwight Winkler Program Administrator and Barrie Melvin Marketing Administrator for Nigeria. The room got a little cramped.

Broadcast Products Division has had an extensive program in Nigeria over the past several years dealing with Medium Wave, Short Wave and FM installations. This project was our maiden voyage into the television in West Africa but not our first on the African continent per se. In the past, we have placed television transmitters in Sudan and Uganda.

IT'S NEVER TOO LATE

411 BPD employees gave \$18,046.26 to the United Way, once again displaying the same dedication to community that is seen every day in the work place! The company's contribution represented a 14% increase, bringing the grand total, so far, to \$28,046.26. Employee participation was increased from 44% to 49.3%. But that's not all! Harris Broadcast Products Division loaned an employee to the community to work on the 1980 campaign. The Loaned Executive concept was new for us this year, but we hope to continue to link our community and business together in the future. If you weren't among us and would like to be, it's never too late.



**Thanks to you,
it works
for all of us.**

NEW DISCOUNTS FOR HARRIS EMPLOYEES

Special Discount

**DON'T LET TAX TIME
TAX YOUR TIME**

As a special benefit offering, arrangements have been made for you to receive a 10% **Special Discount** for the preparation of your Federal and State Tax Returns by HFC Income Tax Preparation Service. To obtain your discount, please present proper identification to any HFC Office. (Check in the white pages of your telephone book for the nearest office.)



Household Finance
Finance Division

WILSON'S

WILL GIVE ANY HARRIS EMPLOYEE A

10% DISCOUNT

**ON CURTIS MATHES
HOME ENTERTAINMENT
SYSTEMS!**

**ASK ABOUT OUR CURTIS
MATHES EXCLUSIVE
4-YEAR WARRANTY!**

PROMOTIONAL ITEMS NOT INCLUDED.
PLEASE SHOW YOUR HARRIS
IDENTIFICATION CARD!

**TWO LOCATIONS TO SERVE YOU!
NEXT TO KROGERS - QUINCY MALL
AND 708 BROADWAY - HANNIBAL
CALL 217-228-1004 or 314-221-4409**

Radio Shack

Harris has arranged for an 18% discount on Radio Shack's TRS-80-III computers, when bought on a BPD purchase order. A 12% discount will be offered on TRS-80-II series. No discount on videoreceiver, video tex terminal or otherwise discounted items.

The transactions will be handled as an employee purchase. Anyone interested in these discounts can contact Bonnie Dudding in the Personnel Department.