

Mixed Emotions RETIREMENT WILL TAKE SOME ADJUSTMENT

"I have mixed feelings. I have worked since I was fifteen years old. Retirement will take some adjustment," said Faye Fuller about leaving her job.

At Second and Hampshire amid the bustle and routine, Faye used to fantasize about retirement when she would bring chocolate pie on her last day for the faces of all who caused her problems. "Everyone's gone now," she chuckled.

Faye plans to occupy some of her time doing volunteer work for the Salvation Army. She plans to swim a lot at the "Y". Her other favorite recreations are camping, fishing, bowling and reading. She alternates reading and crossword puzzles.

There are relatives out West to visit. Her son is in Utah. Faye has a sister in Carefree, Arizona whom she has not seen since 1965 and a brother in California whom she has not seen in 25 years.

About Gates/Harris, Faye has enjoyed a variety of job assignments all over the company, but the one she found most interesting was reporting to the Controller, Roger Wach. She said Wach was an appreciative and considerate supervisor. Her husband and both sons worked here too. With the company's growth and more people, things are not as personal as they used to be.

"The changes were unavoidable," she stated. "That's progress. It's a doggoned good place to work."



As a going-away gift, Faye received luggage from co-workers. From the company, a year's membership to the YMCA.

Faye was wine and dined by co-workers at an evening dinner party in addition to a morning break party on December 23 when many people came to wish her well. She said she would be leaving but not losing some very good and dear friends. She plans to see them still, and she will be back to visit.



Among those bidding Van farewell were Jim Robertson, Dick Riney and Bob Vaughan.

LOOKING FORWARD TO RETIREMENT AND CHANGE OF LIFESTYLE

"As little as possible," George VanDeBoe answered when asked what he planned to do after his last day at work. His wife, Mildred, will retire in June after which they look forward to a little travel. In the meantime, he says he will be a househusband.

Contrary to his first comment, here are some of the things he has lined up to do. Ship-Model building—he has several big jobs he needs to finish. Wood carving and ceramics. He's a ham operator, and they have already made reservations to the World's Fair in Knoxville, Tennessee. 1981 marked their 27th annual New Year's Eve party when some thirty friends gather at their home to celebrate. They plan to continue that tradition.

After George made his decision to retire, he said there were days he felt he would be glad to get out of here. At other times he thought he would hate leaving the people here. He said his feelings were, "like watching your mother-in-law drive off a cliff in your brand new Cadillac."

In his thirty years with the Company, George has worked in almost every

functional area except Accounting and Personnel. He retires with approximately 350 hours of earned time and 209 hours of unused vacation.

On Friday, December 18, department personnel fooled George with a surprise party at the Quincy Motor Inn. Mildred was even able to make the party and carry off the surprise. On his last day of work, many people gathered at morning coffee break to tell George "Good-bye". He received an office chair from co-workers, and from the company—a Harris imprinted jacket plus 1000 QSL cards.

Atlantic Richfield Switches To Satellite HARRIS WON THE JOB

Harris was awarded three contracts worth \$6.5 million to design and build a private computerized satellite communication network linking six ARCO Offices which are located in Los Angeles, Denver, Dallas, Philadelphia, Anchorage and Prudhoe Bay. As integrating contractor, Harris will build or provide equipment for earth stations that will hook up with a satellite already in orbit.

Atlantic Richfield Company is generally recognized as one of American industry's most sophisticated users of advanced telecommunications. In a recent issue of their daily newspaper, the company summarizes their reasons for switching the "Arco Net" internal communications system to satellite.

When it is ready in late 1982, the new network will speed phone, computer and facsimile transmission, as well as allow for the introduction of electronic mail service and video conferencing. The system will increase the speed of inter-company computer data transmission and reduce cost, making distribution processing more cost-effective to outreaching company operations. The conversion also makes video conferencing possible. For two years, ARCO personnel have been investigating video conferencing as a way to boost productivity by trimming wasted travel time.

There was considerable prestige involved in the contract to design and build the new satellite system, and Harris Corporation won the job.

EARTH STATION INSTALLATION

As previously released, Broadcast Division installed our own nine-meter satellite earth station in Quincy. The terminal here will enable us to improve communications with other Harris divisions and show potential customers the capabilities of satellite transmission.

The dish was installed by Division personnel, and the following picture-story explains the process.



Suspended in air, Walt Beaver is assisting George Owens with alignment of the sub-reflector which had to be aligned two ways. For true alignment, Walt was held away from the assembly. Also pictured atop the reflector is Dale Willis.



First step was the cement pad, a 27-cubic-yard foundation which was done by Shortridge Construction.



Once assembled, a crane lifted the reflector into position.



ADDITION DELAYED BUT STILL UNDERWAY

An update on Building Ten's addition ascertains a completion date of late March. Construction was delayed somewhat but not significantly by January's sub-zero temperatures. Ray Shortridge's workers did carry on in spite of the cold. The biggest delay occurred because of late delivery of steel.

As originally disclosed, plans for the 10,500 square feet of space are to house a part of the Engineering Department.



Gene Whicker, Jim Robertson and Andy Juettner break ground for the new addition.

The Facilities Department is responsible for the addition. John Inman oversees the project, giving guidance and direction to the contractor as required.



Maintenance personnel unpacked the reflector assembly.



Assembly of reflector. Here the lacing is nearly complete and one reflector panel is being installed.



The crane was also used to place the subreflector on the reflector.



Except for the finishing touches, the outside installation is complete.

GENERAL MANAGER'S REPORT



G. T. WHICKER

John Lemasters, Harris Vice President-Group Executive of the Communications Group, visited Broadcast Products January 5 for the annual Mid-Year Review. During the day he met with the BPD staff for discussions on overall division performance, and as a result of the meeting, a list of division progress and problem items was developed. This information was presented to the management group at a dinner meeting.

As the list is indicative of how we and the corporation view our performance over the first six months of fiscal 1981/82, I would like to give you a rundown on the major items in each category.

Progress Items

I am happy to say that the division's financial performance was the number one progress item. At mid-year Quincy was ahead of plan in both shipments and profit. A big part of the credit for this is due to the excellent cooperation between all departments, and hard work of our employees—particularly as our expense rate and headcount were below

plan, which put an extra burden on most organizations.

The second progress item was Quincy orders—which were ahead of AOP at mid-year, and forecasted to be well ahead of plan by the end of fiscal 1981/82. Quincy international orders and U.S. radio orders were particularly strong. Harris Farinon Video was also on plan, and Harris Video Systems Operation was slightly behind.

The third progress item was "Major Program Marketing, Systems Engineering and Program Management". The division currently has a very large backlog of contracts either signed or awarded in the major program category, with business particularly good in Nigeria and the Middle East. We have an excellent reputation worldwide for installing broadcast networks, and this is paying off in substantial increases in our international volume. Along these lines, a joint U.S./Nigerian company was formed last July and is in operation, with good long-range potential for increasing our activities in Nigeria.

Performance on existing programs has been excellent, with no major problems.

Other progress items included: improved reaction time to field problems; Farinon Video joining Broadcast Products; inventory control; new order processing system; value engineering effectiveness; retirement seminar; and political risk insurance.

Problem Items

The number one problem item was that certain Harris product lines—studio and U.S. TV—are behind in sales at mid-year. More emphasis is being placed on marketing and sales coverage to bring these back to plan. Among the specifics here is the initiation of a new video sales force.

New product specifications definitions came in as the number two problem. Some are late and could limit growth in certain areas if not accelerated. To solve this problem, increased attention is being given to product marketing and new technology implementation, and there has been some organizational restructuring.

Cost ratios were the number three problem item. The lower volume in some Harris manufactured lines, aggravated by current economic conditions, has caused manufacturing cost ratios to exceed plan in these lines. Expenses are being tightly controlled here to meet profit objectives, and, as I mentioned previously, plans are being implemented to increase volume through increased sales coverage and accelerated new product introductions.

Other problems mentioned include: worldwide market coverage; flexibility and responsiveness of existing financial systems; and facilities space.

Outlook

The overall outlook for the remainder of the fiscal year continues to be good, although all of our jobs are being made increasingly difficult by worldwide economic conditions. However, our diversification in markets and products is excellent, and improving, and is helping us through this trying economic period. The management of the corporation and the division appreciates all of your efforts, and I believe we can look forward to a successful calendar '82.



Harris Video Systems Operation, located in Sunnyvale, California, was acquired by Harris Corporation in September, 1979, and became an operation within the Broadcast Products Division. HVSO is a leader in the design, manufacture and worldwide distribution of digitally-based video equipment for TV broadcasting and for industrial and commercial video programming.

There are approximately 130 HVSO employees, and they are involved in the areas of Manufacturing, Marketing, Engineering, Finance, General Administration and Human Resources.

"DEMO ROOM" Completed

In October, 1981, construction was completed on a product demonstration room at the HVSO facility. The purpose of the "Demo Room" is to provide our customers and dealers with a fully equipped area in which to observe and operate the entire line of HVSO products. Steve Smith, Product Specialist, helped design and equip the room. On November 23, 1981, Steve provided a demonstration of the equipment in the room for all HVSO employees. The equipment available in

the HVSO "Demo Room" includes several Time Base Correctors, EPIC and IRIS Computer Aided Editing Systems and several switchers and monitors.

Bill Curtis, Manager of Market Analysis and Advertising, is responsible for scheduling the demonstration room.

NAME CHANGE AT FARINON VIDEO

In a recent News Release, James B. Murray, Vice President/General Manager at Farinon Video, announced the company's name change to Broadcast Microwave. Murray said, "The name is more descriptive of the kinds of systems we market."

As announced earlier, Broadcast Microwave is located in San Carlos, California and recently became an operation within BPD. The company is only nine years old.

EUROTRONICA

A \$720,000 mini portable order, the largest ever received by this San Carlos-based operation of HBPD, was shipped in December. Sold by Eurotronica, HBPD representative in Spain, the units will be used to televise soccer matches during the World Cup games in July, 1982. Customer representatives from Spain conducted an on-site inspection of

their order and left pleased with the quality of the products.

The miniature portable microwave radio provides a frequency-agile, self-contained microwave transmission link (transmitter and receiver) in the 2, 2.5, 7, 11 and 13 GHZ band. It is designed for direct interface with back-pack television cameras and program audio. The "mini-link" is a key factor in providing state-of-the-art television coverage known as ENG (electronic news gathering), sometimes called "instant eye" coverage.



These eight people comprised the systems assembly test group for the mini-portable product line. Pictured left to right: Chak Won, Gary Gardner, George Lee, Howard Yuen, Calvin Chan, Gyan Woo, Debra Miller, Ranita Sharma.



Just a few of the people at Broadcast Microwave who made the on-time shipment of mini-portables possible for the world cup soccer matches.

SERVICE AWARDS

25 YEARS



Kathryn Roan



Eugene Edwards



Raman Schafer

20 YEARS



Edna Howard

15 YEARS



George Stephenson



William Watkins

10 YEARS



Bonnie Dudding



Connie Schutte

5 YEARS

Thomas Ransom
Edwards Reed
Karen Tournear
Larry Zaiser
Dana Myers
Loretta Sally
William McCall
Philip Gibbs
Dan Ozley
Joe Ann Brown
John DeLay
Berniece Guthrie

Lee Harvey
Don Schurr
Nancy Vonburg
John Marshall
Deborah Gehring
Eugene Goers
William Hays
Phil Covert
Walter Harris
Jerry Preston
James Rice
Theodore Wahlmann

1 YEAR

Theodore Broich
Donald Zelmer
Timothy Hulick
Pamela Monroe

Henry Kelley
Jane Blickhan
Jenny Dreyer
Keith Snyder

CHRISTMAS IN THE DIVISION



In Sunnyvale, the Employee Christmas Dinner Dance was held on December 12, 1981, at the Elks Club. Approximately 175 employees attended the affair, and along with an excellent dinner and dancing, over thirty employees were awarded early Christmas presents.



Approximately 500 employees and guests attended the second annual Christmas dance in Quincy, which was held in the Starlite Terrace on December 12. Four \$50 cash door prizes were presented to employees by Santa Claus and Dick Riney, M.C.



RUMOR IN BUILDING ONE:

There will be a Christmas decorating contest.

FACT:

There was no contest. Or was there?



There were no judges and their decisions were not final.



A Trip For The Harris Junior Achievement Company

On December 3, the Harris Junior Achievement Company visited the Division. They were here to sell their product, a desk Clock/Pen set, and received orders for approximately 85 units that day. Mr. Whicker accepted a certificate of recognition from the achievers.

In a letter to Mr. Whicker, Sandy Wilson, who is J.A. Corporate Secretary, wrote, "...thank you for...inviting us... It was a learning experience...The tour was well planned and appreciated. In relation to sales, we had a good day too."

Harris' J.A. advisors, Jeff Steinkamp, Bob Harris and John Steuber planned the visit here which included a tour of our facilities. John Steuber was replaced when he left the company by John Pawlowski. John P. will finish out this J.A. year, and we hope he will be an adviser again next year.

Next Year's Paychecks To Be A Little Lighter, Thanks To Congressional Tinkering

On January first, social security tax increased from 6.65 percent on the first \$29,700 of income to 6.70 percent on the first \$32,400. That will be the 16th increase in percentage tax rate since social security was introduced way back in 1937.

For the first 13 years of social security, the annual tax rate was one percent on the first \$3,000 of earnings or \$30 a year. But the changes started in 1950 when Congress increased the percentage to 1.5 and again the following year when the tax base was changed to cover the first \$3,600 of income. That cost workers a total of \$54 a year!

Increase after increase has cost America's working population a sizable chunk of earnings to keep the system afloat. And there's considerable doubt that it's really afloat at all.

If these dollars look big to you, remember that Harris makes an identical payment on your behalf to the social security fund. For every dollar you pay into social security, Harris matches it in your account. For the fiscal year that ended on June 30, Harris Corporation paid a total of \$27,098,469.61 into the social security treasury on behalf of its 25,000 or so employees.

If you had been paying the maximum each year since social security was introduced 45 years ago, you would have paid in a grand total of \$45,765.69 as of December 31, 1981. That amount has been matched by your employer and your social security account would have \$29,531.98 as of the end of this year. But next year, you'll be taxed 6.70 percent (up to a total of \$2,170.80 for the year. Many Americans pay more social security tax than they do income tax because of the deductions allowable under income tax.

When you retire, others will have to pick up the tab for your social security checks after you have exhausted the kitty you set aside.

What will happen in 1983 is a big unknown. Some congressfolks say it will have to be increased again, but that's not likely to be very popular with the working people of the nation and next year is an election year. That's always a bad time to increase taxes.

There's no doubt that social security is in big trouble. It is, very simply, going bankrupt. There are many reasons for the problem and one big one is the rates at which benefits are paid out.

Social security was never intended to be the sole source of retirement funds. It was designed to supplement some other form of retirement planning. The trouble is, many people have no other source of retirement income. With the exception of that category of people who literally could not afford to set aside any money for retirement during their earning years, many people have either misunderstood the purpose of social security, or they have chosen to ignore it and decided to let somebody else pay the bill.

That's one reason you and all the other employed people in this country are facing higher and higher payroll deductions in the years to come.



SYMPATHY



Madelyn Wade

Madelyn Wade, retired from Harris since March, 1980, passed away in December after an extended illness. Madelyn began her career with the company as secretary to Parker Gates. She was employed here a total of eleven years. Sincere sympathy to her family and friends.

'Tho saddened by her passing,
We can rejoice in having known her.
A memory to be treasured,
Because she touched our lives.

Placed Fourth In Tourney

MORE THAN JUST A GAME

Eleven people from Harris found a way to beat the February blahs and help the March of Dimes. At the K.C. grounds the weekend of February 7 and 8, Bill Schodroski, Gary Proch, Mike Giesing, Mike Serbin, Dave Serbin, John Brothers, John Bibby, Joe Cox, Bob Havermale, Gene Wilderman and Greg Best played five games of softball. They took fourth place in the tournament.

Saturday morning, the temperature hit a plus 2 high, but that did not stop these softball fanatics. The field was covered with three inches of snow, and under that was another inch of ice. Most of the players learned that the problems only began when they got a hit, because they would have had better luck skating the bases than running them.

On Saturday, this Harris team won the first two games, 9 to 6 and 27 to 0, which put them in the winners' bracket for Sunday play. On Sunday, Harris lost the first game, 11 to 2, won the second game, 26 to 4, and lost the third game, 3 to 1. That loss ended their day of softball.

Our thanks to the eleven men for a good job in representing Harris in that worthwhile tournament, and we hope they all get over their case of frost bite.

—Bob Havermale

RETIREES NEED LOVE TOO

EMERITUS

In January, we received a letter from Florence Cooper.

Dear Friends at Harris,

Just a note to let you know I did receive the Christmas gift from the Company. I am very grateful for it, and it also gave me a very warm feeling of still belonging to a wonderful group of people. We didn't get any of our Christmas mail until mid January as we decided to spend the winter down in this rich warm Rio Grande Valley. Some how our mail got held up.

We had the flu all winter for the last few years so we decided to try to beat it this year. We left Bethalto the 15th of December just the day before the first big cold snow.

I must say I have really enjoyed receiving the Intercom. Especially the one telling about the different retirees and what they are doing. I suppose it prompted me to write this note.

I will summarize a few things I have been so busy doing. Besides keeping our home, we have a small garden and a good sized yard which I really enjoy working in.

The first year we bought a place in Horseshoe Bend, Arkansas. We spend some time there. (mowing the grass and raking leaves.)

About four years ago we lived in Cabot, Arkansas for close to a year. Odis filled in as pastor for a church there.

We traveled quite a bit. We had nice trips in the West, South and Southwest. Also a tour of Israel.

About three years ago we bought an Airstream trailer that we really enjoy. We belong to airstream club and go to the rallies as well as trips on our own.

We belong to the Greater St. Louis and Missouri Unit and are expecting to have a full season of rallies and join in some caravans. At present time we are living in it. It hasn't gotten too small yet.

I have rambled on but you can take this apart and arrange it to suit yourself if you would care to put a note in the Intercom.

I think of you people quite often.

As ever, Florence Cooper

P.S. We expect to be here until about March 15. Our mail will come to us thru Bethalto address. Our mailing address here is: El Valle Del Sol Lot 14, Mission, Texas 78572

On December 18, 1981 in the midst of 7-8 inches of snow and sub-zero temperatures, Frank Schnier called from Mission Viejo, California to say "Thanks" for his Christmas gift. He hopes everyone at Harris had happy holidays and will have a good 1982. He

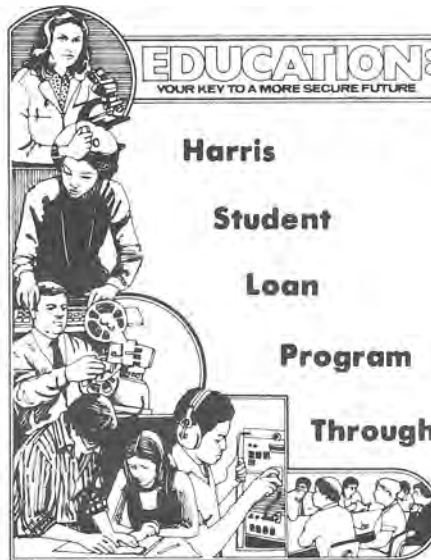
also said, "The Intercom is the best piece of mail I get."

Frank is enjoying his life of retirement. He loves the shirt-sleeve weather and looking at snow on the mountains. He and his wife, Marie, travel through the surrounding country, and they get to try a lot of restaurants because his son is employed by Far West Enterprises, a restaurant chain.

They enjoy going to San Diego to the bay and eating sea food. Old Town is an experience in itself. The original San Diego sets up on a hill.

Frank said they live fairly high up. In a three-tier area, they live in the middle of the tier. Below them is a deep ravine and a lot of wild life. He said they have more swallows than Capistrano.

Marie likes to shop, and there are a lot of shopping centers in less than a mile radius which offer very nice shopping. He said blue jeans are sure in style in his area, and knickers are becoming popular.



United Student Aid Funds, Inc.

Ever increasing educational costs do not mean a college education is out of reach for children of Harris Corporation employees.

Harris Corporation has announced the signing of an agreement for the immediate establishment of the Harris Student Loan Program which provides guaranteed loans for children of Harris employees who are enrolled or have been accepted for admission on at least a half-time basis at qualified colleges, universities and some vocational schools.

Educational loans to eligible children of Harris employees are made possible by reserve deposit made with United

Student Aid Funds, Inc. (USA Funds) by Harris Corporation. Although the Guaranteed Student Loan is a loan with repayment guaranteed by USA Funds under the Higher Education Act of 1965, the legal responsibility for repayment is the obligation of the student. USA Funds says it will take all lawful steps to collect as the notes fall due.

Any and all children of active employees with at least two years of service with Harris Corporation are eligible to apply for educational loans from the Harris Student Loan Program for the academic year beginning this fall.

The amount of each loan is determined by the bank through correspondence with the student and college or university which he or she will attend.

Loans are actually made by a lending institution that is participating in the program. Lenders are authorized to charge student borrowers an origination fee of five percent of the principal amount of the loan. "New student borrowers will borrow at 9 percent per annum simple interest with repayment beginning six months after graduation or termination of studies. "Repeat" student borrowers with outstanding Guaranteed Student Loans (initially granted prior to January 1, 1981) will continue to borrow at 7 percent per annum simple interest with repayment beginning nine months after graduation or termination of studies.

Application for loans should be made early—preferably two to three months before the money is needed. Processing the application takes at least six to eight weeks. Students must re-apply each year. Application forms with instructions for completion should be available from the Personnel Department by May, 1982.

This article has only summarized the program. For more details, contact our Training and Development Department (928) in Personnel.

JUST THINKIN'

✦ Today's education allows the crises of adolescence to meet the chaos of maturity.

✦ I've got a wonderful brain! It started up the minute I was born and continued to work until I stood up to make a speech in front of an audience.

WELCOME NEW EMPLOYEES



Fred Brown
Equipment Specialist



Christy Miller
Customer Service
Spec./Bus. Automation



Michael Fredericksen
Planning Analyst



Ron Frillman
Supervisor/Product
Marketing



Lou Ann Duryea
Market Research Analyst



Sandra Linkous
Secretary



T. Jay Linderer
Engineer



Billie Kramer
Lead Office Clerk



Thomas Hall
Buyer



Sandra Frillman
Working Supervisor



Carl Orr
Layout Draftsman



Jon Middendorf
Cycle Counter



Scott Martin
Manager/Program Auto.
Product Support



Lois Rees
Supervisor/Business
Automation



Charles Mertens
Assistant Credit Mgr.



Gary Cooper
Dist. Sales Mgr.-TV



Warren Bottorf
Dist. Sales Mgr.-TV

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