

DICK RINEY CONTRI- BUTION A COST SAVING & PRODUCT IMPROVEMENT

(Hi-Pot: High Potential)

Kapton blockers used in Harris TV cavities and the FM-25K transmitter have in the past required considerable head scratching and decision making, using only visual inspection methods.



Dick Riney has designed and built a test fixture to hi-pot the FM-25K blockers before assembly. The blockers are tested in access of 1000 Volts which will eliminate any questions concerning their acceptability.

Field Service personnel carry Kapton blockers with them on field trips heretofore without knowing for sure they would handle the voltage required. Someone in Field Service mentioned the problem to Dick, and knowing it was feasible to build such a test fixture he worked in between his inspection duties to complete the first one and lay the groundwork to build test fixtures for each of the TV cavities which use Kapton blockers. To Field Service that means reducing the risk of installing a defective blocker which causes added down time to the station and damages our credibility with the customer.

As each test fixture materializes, and is proven, an ECN will be written to add a hi-pot test note to the assembly print and the Manufacturing router sheet, thereby assuring that all blockers will be tested before closing out the production in Department 150, Printed Circuit Board Fab.

Sherry Spratt is the inspector who performs these testing procedures. She will pre-test the blockers on fixtures at twice the normal operating voltages required in the transmitters. Any blockers having minor surface blemishes, scratches, indentations, etc., will be tested (4) four times the normal operating voltages.

The quality organization is proud of Dick Riney. Congratulations, Dick, on a job well done.

WORKING PART TIME, THINKING FULL TIME



In his message to the Sales personnel, Gene Edwards said, "I will be working part time but probably thinking full time about things we can all do to help make Harris Broadcast Group more successful." Those words help describe his 27 plus years of full time service with Gates/Harris in which he made contributions to broadcasting that have had a great influence on the design and development of superior broadcast equipment.

Mr. Edwards decreased his full time status to part time the end of June. He will be in the Quincy office one week a month and at his home in Arkansas the rest of the time. He will do some boating, fishing and golfing at leisure, but his Harris responsibilities undoubtedly will take Number One priority as usual.

In 1957 Gene Edwards began his career with Harris, which was then Gates and a reputable manufacturer of radio broad-

cast equipment. He had ten years prior experience in station engineering with various broadcasters, his first interest being radio but soon expanded to TV.

Success abounds as one tracks Gene working through the ranks of the sales department and contributing to new product designs. He was appointed VP-Marketing in 1975 and shortly thereafter took on another challenge in international marketing and satellite communications. AM stereo, even more of a call to command, had held Gene's interest most recently.

Eugene O'Brien Edwards, the man behind Harris Broadcast marketing for many years, will remain involved while preparing to look beyond his executive world.

MORRISON CITED BY SAFETY COMMITTEE

Ron Morrison was awarded a certificate by the Safety Committee, in recognition of Life Saving efforts he exercised on May 5, 1983. Ron came upon a motorcycle accident and by applying a tourniquet to the victim, he is attributed with having saved the man's life.

MOVING UP

A known reader interest is the publication of promotions throughout the Division. From the Intercom Readers Survey, there were 122 requests for this. The Intercom will reinstitute this distinction beginning with April 1, 1983 promotions and upgrades. So look for "Moving Up" in future issues.

Evans, M. L.
Programmer Analyst

Hart, H.
Area Sales Manager

Dickey, D. L.
Senior Engineer

Riley, M. E.
Engineering Assistant (SE)

Retirements At Broadcast

THANKS FOR THE MEMORIES

After 22 years, most of which were spent in Static Floor Assembly (Dept. 210), Lovica Marksbury retired from Harris in October. She will sit back, relax and get the most out of each day, and her parting message is, "Thanks for the memories."

LESCHAK CELEBRATES AT THE ELKS

Tom Leschak's retirement was celebrated at the Elk's Club where many friends gathered to extend best wishes. Tom retired in November after 27 years of service. Some of the packages he opened that evening contained humorous surprises haunting him of past bloopers. Among those gifts of a more serious nature, Tom received a gift certificate from the Company. We hope he spent the money and is spending his time on his favorite sport, golf.

CREDIT UNION NEWS



A TESTIMONIAL OF APPRECIATION



In May, a plaque was presented to Doris Mason, Treasurer of Harris Employees Credit Union. Doris received the plaque on behalf of the Credit Union Office where this commemorative to past board chairmen will hang.

The plaque contains the names of all past Chairmen through 1981 and was presented by Gary Seright, present Chairman of the Credit Union's Board of Directors.

This is a tribute to more Harris employees for their volunteerism.

SURPRISE! SURPRISE!

"Forty-five years of work is enough," Loretta West said on her retirement day. "The first week, I'm going to sit in my rocker. The second week, I may rock a little."

Her friends and co-workers pulled off a surprise party for Loretta on October 15.

GOOSE BUMPS AT THE THOUGHT

Neva (Dee) Werneth's last day of work on December 3 marked 18½ years of service at Harris, and she said about her retirement gathering, "It gives me goose bumps just thinking about the people and gifts at my party."

Sixteen of her years here were spent in the Cable Department. She started out at Tenth and Vermont.

QUESTION/ANSWER FILL-IN

Match the jumbled definitions in the column at right with the words in the column at left.

To make this FILL-IN more interesting, note that the first letter of each word in the column at left is missing. But the clues at right will help you fill in those first letters and the result, when read vertically will be a provocative question followed by an equally provocative answer.

- | | |
|-------------|---------------------------|
| 1. _EARY | sense of smell organ |
| 2. _UDITION | sign of future occurrence |
| 3. _OSE | before long |
| 4. _ENT | object or purpose |
| 5. _ENDER | fertile area in desert |
| 6. _ASIS | a crowned checker |
| 7. _OAL | sports official |
| 8. _EL | enlarge or increase |
| 9. _EASE | leave out |
| 10. _IM | worn out |
| 11. _EED | to give off |
| 12. _MIT | comfort |
| 13. _IL | confuse or upset |
| 14. _EAR | harass or pester |
| 15. _OST | be unwell |
| 16. _UGMENT | collapsible shelter |
| 17. _ING | fly upward |
| 18. _ON | unit of measure |
| 19. _TTER | snakelike fish |
| 20. _OAR | a long time |
| 21. _ASE | delicate |
| 22. _MEN | majority |
| 23. _OOL | oaf or jester |
| 24. _ARD | pay attention |
| 25. _MIT | speak |
| 26. _MPIRE | darling |
| 27. _ATTLE | purpose |
| 28. _OON | trial performance |

(Answers elsewhere in this issue)

SINCERE SYMPATHY

It is sad that we have had to lose so many Harris friends through death over the past few months. Ken Gieselmann last August, Dean Niederhauser in January, Betty Smith, Terry Hickman and Shirley Fox in May. Jill Humphrey passed away on June 22. It is hoped that friends and relatives can find consolation in happy memories from the past.

Bill Hughes received a letter from the family of Betty Smith and a request to reprint as follows -

We would like to express our appreciation for the concern and caring attitude demonstrated by the employees of Harris. Your presence during this time of sorrow makes it evident to us that she was as loved by her peers as she was by us. We hope that her love for life and dedication to her work will be carried on by each of you that shared these things with her. She will be greatly missed by us as well as you. We thank you for the flowers and contributions in her behalf.

THE FAMILY OF BETTY SMITH

Rx FOR EVERYONE

Effective July 1, 1983, Medical/Dental premiums increased from \$7.00 to \$8.50 per month for single coverage and from \$16.00 to \$22.50 per month for family coverage. The new payroll deductions are—

Weekly.....Single \$1.96 Family \$5.19
Bi-weekly...Single \$3.92 Family \$10.38

Deductions for this increase were reflected on all payroll checks dated July 8, 1983.

For more information, contact the Benefits Department.

EDITOR'S NOTE

It's been a long time since Intercom went to press. In this issue we have attempted to get caught up with regular features and report the news some of which is quite late by now. Condensed versions, therefore, have resulted but will not continue once Intercom gets back on track.

Published by and for employees of
Broadcast Division.

EDITOR:
Bonnie Dudding, Dept. 929

INTERCOM
 **HARRIS**

GENERAL MANAGER'S REPORT



G. T. WHICKER

Our new organizational setup is now firmly in place and is working well, allowing us to zero in on opportunities and problems in a more intense way. It is proving particularly helpful in shortening our reaction time to rapidly changing economic conditions, and is preparing us to take full advantage of the business upturn that will be here soon.

Fiscal year 1981/82 was one of our best ever, with sales up 28% over the previous year. However, in the spring of 1982 the worldwide recession began affecting our business in all markets and in all product lines (except microwave). Since then we have had a few good months, but overall the order rate has shown little improvement, and is still below plans and expectations. One bright spot is a significant increase in our proposal activity—which is usually a prelude to a pickup in orders. However, at present, it is still difficult to bring these proposals to book status so we can manufacture and ship.

As I mentioned previously, our one product line that has not been impacted by the recession is microwave. Tunis Corbill and his people are doing an excellent job in keeping ahead of plan in sales and profits, and congratulations are definitely in order.

Gradual Improvement

There are signs that all of our markets are going to improve, but we must assume that the improvement will be gradual, and that the competition will continue to be very keen. In fact, we are basing our plans on the assumption that the 1983/84 level of orders will be at about the same level of 1982/83.

This means we will have to continue to work hard and be very competitive in our marketing efforts, and very diligent, creative and productive in lowering our product costs and expenses. You have been doing a fine job along these lines, and I'm proud of the way our organization has adapted to the situation of the past months. Keep up the good work.

Significant New Orders

On the brighter side, Nigeria has signed a \$10.7 million contract for four medium wave turnkey installations. Also, our Nigerian programs people have responded to an emergency request to install and commission two 50-kilowatt medium wave turnkey stations in an 8-week period. Pres Shrader, Kirk Walker and their people did an outstanding job in completing the project with a few days to spare—and we have received an official commendation from the Federal Radio Corporation of Nigeria (FRCN) for this accomplishment. This should further strengthen our "preferred customer" position in Nigeria.

Domestically, Television Development Corporation, of Atlanta, has recently signed an Agreement to Purchase with Harris. This covers around \$10 million in transmission and studio equipment for six new UHF-TV stations. The first is due to go on-air in Lynchburg, Virginia, in late 1983, and the rest will follow over a two-year period.

Future Looks Bright

Although this has been a tough year for us, it was successful in that we were able to respond rapidly to a changing environment. The inherent strengths of our organization and our product lines, and our fine worldwide reputation assure us of both short term and long term success. When the world economy does improve, and it will, we are in an excellent position to maintain and accelerate our long term goal of being the world's most dependable single-source for all of the broadcasters' needs.

It is clearly evident now that the really great companies in the future will be those that have all three of these characteristics: 1) high quality products at competitive costs; 2) efficient manufacturing; and 3) efficient market distribution. We currently have good basics in all three areas. But we must continue to look for ways to improve—because somewhere out there we can be sure that there are competitors who are also striving to improve. And we must meet this challenge.

PATENT RECIPIENTS RECOGNIZED IN THE HARRIS PATENT HALL OF FAME

No business can survive without creative thinking. And at Harris Corporation Broadcast Group, creativity is the essence of what keeps this Quincy-based firm at the forefront of the broadcast industry. Engineers use their creative thinking to develop new technological advances in the broadcast industry. Engineers who succeed with patent acquisition on their ideas are recognized in the "Harris Patent Hall of Fame."



L. to R.: Gene Whicker, Jerry Collins, Gene Yochum, Fred Haines and Art Wymer.

Recently, four Harris engineers were honored for their creative thinking with Patent Hall of Fame plaques which are now displayed in the lobby of the administration building at 30th & Wismann Lane. Gene T. Whicker congratulated these inventors for their significant contributions to Harris and to the broadcast industry: Jerry Collins, inventor of the "Circularly Polarized Zig Zag Antenna"; Frederick Haines, responsible for the development of "Beam Deflection and Centering Circuit Using a Differential Amplifier"; Art Wymer, participant in the development of "Beam Current Control System for Image Pickup Tubes"; and Gene Yochum, partially responsible for "Television Signal Horizontal Interval Timing Reconstruction System."

Broadcast Group holds well over 100 patents in the U. S. and selected foreign countries. The "Harris Patent Hall of Fame," which recognizes the inventors of these patents, dates back to the first patent awarded to Gates Radio Company August 8, 1961—a Programming Apparatus (automatic station) designed by Wally Kabrick and John K. Birch. In addition to each inventor's recognition with a Hall of Fame pictorial plaque, patents and inventor's names are engraved on a metal tag which is mounted on a handsome walnut board in the administration building.

VSO BOWLING TEAM CAPTURES LEAGUE CHAMPIONSHIP



Championship of the Late Starters Bowling League of greater Sunnyvale was decided recently, and a team of VSO employees took the title. The "Aeroneets", on their last night of bowling, won league championship by a scant seven pins. Team members are Cindy Kane, Lou Sta Elena, Don Rhodes and Bob Mammarella, all out of the Manufacturing Department and Cindy's husband, Bob Kane. Bob Mammarella took individual honors with high handicap game and series. Cindy Kane had an outstanding season. She took high handicap game and series as well as high scratch game and series!

Two other VSO teams rolled in the same league. "Anything Goes" was in contention for over half the season but fizzled in the stretch. Those team members are George Wasilewski, Jim Hellman and Monica Schafer. Monica received "Most Improved Bowler" award. "Just Here for Beer"—Pearl Brown, Sheila Hicks and Kathy Anderson—lived up to their team name.

Congratulations to all VSO members.

Answers to Question/Answer Fill-In

1—Weary (worn out). 2—Audition (trial performance). 3—Nose (sense of smell organ). 4—Tent (collapsible shelter). 5—Tender (delicate). 6—Oasis (fertile area in desert). 7—Goal (purpose or aim). 8—Eel (snakelike fish). 9—Tease (harass or pester). 10—Aim (object or purpose). 11—Heed (pay attention). 12—Emit (give off). 13—Ail (be unwell). 14—Dear (darling). 15—Most (majority). 16—Augment (enlarge or increase). 17—King (a crowned checker). 18—Eon (a long time). 19—Utter (speak). 20—Soar (fly upward). 21—Ease (comfort). 22—Omen (sign of future occurrence). 23—Fool (oaf or jester). 24—Yard (unit of measure). 25—Omit (leave out). 26—Umpire (sports official). 27—Rattle (confuse or upset). 28—Soon (before long).

The provocative question/answer: Want to get ahead? Make use of yours.

DISCOUNT TICKETS AVAILABLE IN PERSONNEL

SIX FLAGS
ST LOUIS ADULT \$10.50
CHILD \$7.50



ADULT \$11.75

CHILD \$8.75



Meet Gary Clarkson, the town farrier, at Silver Dollar City. A farrier is a person who shoes horses, and the best farrier around is Gary Clarkson! See his demonstration daily along with dozens of other rare and historic crafts from yesteryear at Silver Dollar City.

WHO DID WHAT?

For Harris, NAB began well before its christening in 1983. Spearheaded by Ed Gagnon, exhibit plans were drawn. Brochures were written and produced. Signs were made.

It took months of preparation. And on March 30th...ten days before the show was to open...some of the Harris people began to arrive in Las Vegas to set up the Harris exhibit.

Carpet laid, walls erected, signs hung, and equipment polished perfect, the show opened at 9:00 a.m. on Sunday, April 10th. The Harris booth, 9000 square feet located smack in front of the main gate, was suddenly filled with seemingly most of the 31,000 attendees.

Janet Lewis, Becky Frey, Carol LaBarre (BMO) and Pat Chester (VSO) manned the Harris Information Center at the front of the Harris exhibit. What was a relatively serene sight only moments earlier suddenly turned into organized pandemonium. These four proficiently fielded the questions, took messages, located personnel, and kept their feet in perpetual motion.

On the floor, Ed Reed, Tom Ransom, Buddy Graves and Scott Martin oversaw the program automation, business automation and facilities control systems. Nearby were Bob McDonough, Gary Proch and Wally Kabrick demonstrating the Micro Mac, new Medalist Audio Console and audio processing equipment.

AM Stereo, again a hot NAB topic, was demonstrated by Dave Hershberger. Joe DeAngelo, Dan Dickey, Randy Kohl and Bob Weirather kept busy explaining the various AM and FM transmitting equipment. Mark Fehlig demonstrated the satellite control system and new 6.1 Meter Delta Gain Antenna...an awesome sight as it towered above us in the booth.

John Klecker and Jerry Collins managed questions concerning TV transmitters and antennas. Fred Haines, Ron Frillman, Dave Strawman, Gary Sanderson and Tom Monroe were all staged by the TC-85 and TC-90 cameras—a very busy location just in front of "Tony's Fruit Stand", the setting for the camera show which was enacted approximately ten times daily. Ray Dearing spoke with customers about Harris' 24-hour parts service.

The Harris office, located down an off-the-beat hallway, was the perfect setting for DSMs to work with customers. Debbie Knight, Holly Nelson and Sue Bergstrasser kept things running smoothly in the office as they operated the Wangs and assisted the salesmen.

VSO's display of time base

correctors, frame synchronizers, and the IRIS II Digital Still-Store System had constant activity as Steve Smith, Sheilagh Hicks, Dave Fabian and Jack Yuan explained their products to intrigued customers.

Microwave equipment shown by BMO received continual attention from broadcasters as Murray Hall effectively explained microwave systems.

And, of course, Gene Whicker, Gene Jaeger, Ken Schwenk, Phil Gibbs, Jerry Smith, Mark Gray and Jim Ariana were all busy working with customers and ensuring that the show was a success.

Two o'clock Wednesday, April 13th, arrived and the show was officially over. Unofficially, the work continued as contracts were finalized. Then, down came the signs and the walls. Away went the equipment so laboriously placed days earlier. Up came the carpet. And just two days after the show ended, the trucks drove away from a now barren Las Vegas Convention Center with cement floors and a never-ending echo.

Harris people boarded the planes to head home...most with swollen feet and sagging eyelids. But stopping to think of the results stemming from literally hundreds of Harris employees' work, it felt good—gratifying, in fact—to prop up the feet, close the eyes, and simply smile.

Our thanks to B. J. Towe for this article and also the collage of NAB photos which has been on display in all Harris buildings.

AWARDS CLOSE SALES MEETINGS

All Domestic District Sales Managers were honored at a Sales Meeting in St. Louis October 7 and 8, 1982. There were two days of intensive training on new Harris equipment by Division Product Managers as well as presentations on Customer Service, Contracts, Credit and Finance.

Special recognition was given to Hal Kneller, Curt Lutz, Galen Hassinger, Paul Raymond, Tom O'Hara, Tom Schoonover, Charlie Coyle and Vern Russell.

The International Sales Department held their hard working, sometimes noisy three-day Sales Meeting in Quincy October 20, 21 and 22, 1982. Three Million Dollar Club Awards were presented to Jim Barry, El Corujo, Don Meier, Chris Brown, Ray Kibitlewski, Barrie Melvin and Phil Gibbs. Awards of Appreciation, by vote of the International Sales Department, went to Gordie Rode and Tony Gonzalez. Almost any international salesman could have taken the Best Snake Oil Salesman award, but Ken Schwenk won by acclaim.

\$3000 TO QUINCY COLLEGE

The Harris Foundation has again provided funds for Quincy College. This is the third remittance toward a \$12,000 pledge from Harris Foundation on behalf of Broadcast's continuing community efforts.



Gene Whicker presents a \$3000 check to Father Gabriel, retiring President of Quincy College. In the photo also is new Q. C. President, the Reverend James Toal and on the right, Bob Fluent. All were present at lunch at the Country Club for the presentation.

QUARTER CENTURY CLUB, 1983



At their 12th Annual Dinner Meeting, members elected new officers for the coming year. They are Ray Doellman, President; Roger Newell, Vice President; Bette Meyer, Secretary. Outgoing officers are Gib Allen, President; Jim Gibson, Vice President and Gail Lippincott, Secretary.

The Ramada Inn was the setting for dinner plus much more. Following the business meeting, Gene Whicker spoke to the group about NAB.

Out-of-town members present at the April 21 meeting were George Thompson and Bob Schenke.

Harris employees with 25 years of service are automatically invited to become a member of this esteemed group. New in 1983 are Jim Barry, Clarice Bless, Bob Buck, Larry Lohmeyer, Jim Wagner and Jim Wells. Total club membership is 100.

SERVICE AWARDS

NOVEMBER, 1982

30 YEARS

Marcy Hayden

15 YEARS

Don Manion
Bob Cason
Cora Aman
Bob Vaughan

10 YEARS

Kathy Lumley
Arnie Spielbauer
Sammie Tournear
Wayne Clark
Jim Brown

5 YEARS

Dale Kieselhorst
Kim Stevens

1 YEAR

Rosann Sprenger
Peter Finch
David Koontz
Ron Roberts

DECEMBER, 1982

20 YEARS

Velma Bruening

10 YEARS

Ernest Woods

1 YEAR

Gary Cooper
Pam Bailey
Steve Snyder
Pam Garner

JANUARY, 1983

35 YEARS

Hardin Stratman
Gib Allen

30 YEARS

Marilyn Stieghorst
Neal Middendorf

25 YEARS

Jim Wells
Jim Wagner

15 YEARS

Bob McDonough

1 YEAR

Ron Dougherty
Mike Frederickson
Tim Linderer
Sandy Linkous
Sandy Frillman
Tom Hall
Warren Bottorff
Billie Kramer
Carl Orr
Jack Ducart

FEBRUARY, 1983

20 YEARS

Jerry Collins
Alma Neaterour
Don Taylor

10 YEARS

Gary Carpenter

1 YEAR

Kirk Walker
Sally Dickey
Pat Reagan
Doug Flesner
Tom Tompkins

MARCH, 1983

15 YEARS

Viola Majors
Tom O'Hara

10 YEARS

Nancy Butler
Barb Garner

1 YEAR

Chester Brown
Bob Creswick
Mary Eliason
Don Voros
John Wilper
Gary Johnston
Roy Hahn
Scott McFarland
Larry Greene
Rodney Hale

APRIL, 1983

25 YEARS

Edna Haxel

10 YEARS

Donna Barnard
Bob Weirather
Dwayne Goodwin

1 YEAR

David Drew
Chris Jesberg
Roy Forrester
Rhonda Morley
William Smith

MAY, 1983

15 YEARS

Ivey Raulerson
Jim Bailey

10 YEARS

Marcia Watkins
John Moore
Vicki Akers
Larry Wiseman
Richard Schmidt
Ken Fuller
Jackie Sanders
Rhonda Riggs
Jerry Long

5 YEARS

Pam Ward

1 YEAR

Jose Elman
Jim Hall
Gary Thursby
Mitch Kamp

SUMMER HERE, VACATIONS NEAR

The 83/84 vacation schedules have been distributed at Broadcast. This is a reminder—when taking vacation days, please fill out the Vacation/Check Request form available in Personnel.

JUST THINKIN'

This summer, I intend to spend my vacation somewhere near my budget.

I left on vacation to forget things. When I opened my suitcase, I found I did.



HARRIS FAMILY PICNIC AUGUST 6 WAVERING PARK