



INTERCOM

QUINCY, ILLINOIS

VOL. XV, NO.2

DECEMBER, 1983



Chuck Cosgrove
retired July 8, 1983.



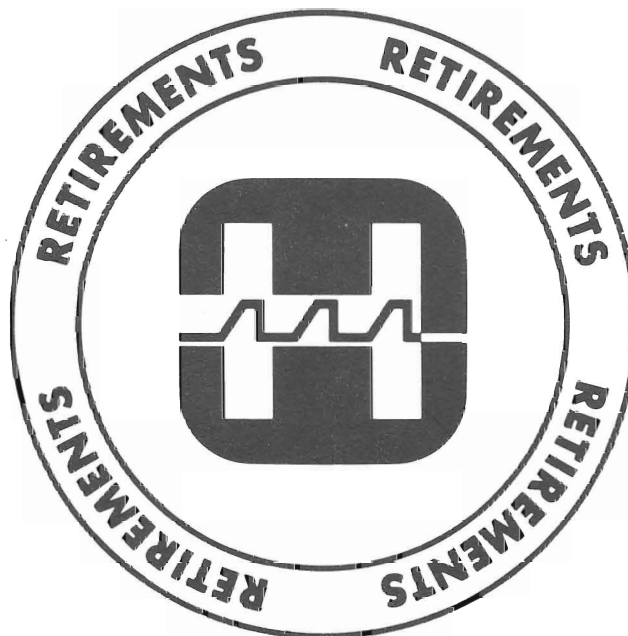
Carol Waddell & Department 330 at his retirement party June 30.



At **Don Hamann's** retirement party, Bob Fluent extends good wishes.



Les Slaters rips and tears test sheet on his final day of work, September 6, 1983.



John Thomas with just one of many cakes served in celebration of his retirement, September 16.



Betty Grotte and department at her retirement party. Last day at work June 30.



S.T.E.P.S.

Specialized Training and Experience in Professional Sales is a corporate-wide program which accomplishes the recruiting and training of college graduates for a career with Harris in professional sales.

There are presently three S.T.E.P.S. participants at Broadcast. They are Jim Woods, Toby Browning and Doug Button. In October, Shawn Underwood was appointed from the S.T.E.P.S. program to the position of District Sales Manager for Studio Division. Shawn will work in the states of North Dakota, South Dakota, Kansas, Nebraska, Missouri, Illinois, Iowa, Minnesota and Wisconsin. He will be based in Quincy.

On October 18, a get-acquainted dinner was held for the S.T.E.P.S. participants at Broadcast where they met with many members of upper management—an experience beneficial to all.



Gene Edwards is pictured above with the first four Broadcast S.T.E.P.S. participants. From left to right: Jim Woods, Doug Button, Edwards, Toby Browning, Shawn Underwood.

VIPS FIRST MEETING IN DURANGO, COLORADO

The Broadcast Group VIP Quota Club held its first annual meeting at Tamarron Resort in Durango, Colorado, Thursday, August 25, through Sunday, August 28.

The Club was founded by Gene Whicker, Vice President-Group Executive, to recognize and reward above-quota performers of the Broadcast Group sales organization.

Broadcast sales people who earned membership in the VIP Quota Club this year were:

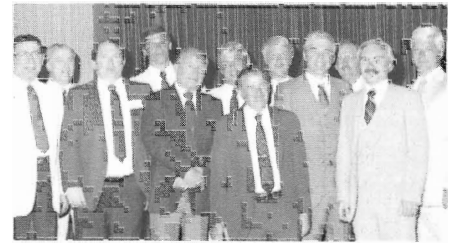
1. Will Bone, Radio District Sales Manager. First DSM to make the VIP Club. Achieved 132% of quota.
2. Jim Barry, International Sales Director. Largest total orders Group wide.
3. George Maier, TV RF DSM. Most Microwave orders through January.

4. Cliff Fields, Domestic Sales Manager, BMO. Attained membership in February. Only member of sales management team to achieve membership.
5. Chris Kreger, Radio DSM. Attained membership in April. Achieved 120% of quota.
6. Gary Cooper, TV RF DSM. Sold most TV RF orders. Achieved 143% of quota.
7. Tom Schoonover, TV RF DSM. Sold most Satellite Communications' products. Made quota in June.
8. Walt Rice, Radio DSM. Sold most radio RF products. Achieved 126% of his quota.
9. Don Littleton, Regional Sales Manager, BMO. Finished June with 105% of quota for Broadcast Microwave.
10. Paul Raymond, TV Video DSM. Sold most TV cameras. Achieved 125% of his quota.
11. Don Meier, International Sales Director. Sold most audio products in International. Achieved 118% of quota.
12. Rolland Looper, Manager Radio Bids and Proposals. "VIP Sales Support Person", with 150% of quota for the year.
13. Barry Huntsinger, "VIP Rookie". Joined the radio sales force in September. Sold his way to this award by achieving 104% of his quota.

The four day meeting was highlighted by informative and motivational programs each morning. In addition, there was plenty of time for Quota Club members and their wives to enjoy the recreational facilities of the area, such as golf, tennis, trout fishing, horseback riding, rafting, and general sightseeing (including a ride to a mining town on a steam locomotive train).

Saturday night was awards night, with Jack Hartley, President, Harris Corporation, delivering the keynote address. Gene Whicker presented each Quota Club member and his wife with a large plaque and beautifully-engraved crystal decanter with four matching glasses. The wives of club members also received a corsage — and a kiss from Mr. Whicker.

Mr. Hartley and Mr. Whicker congratulated the members for doing a top notch job during a tough year. In his remarks, Mr. Whicker expressed his wish that all of those who sell for the Harris Broadcast Group could join the Quota Club in Fiscal 1983/84 — for if everyone was over quota, there would be no order or shipment problems.



FY 83 VIP QUOTA CLUB MEMBERS (back row, from left to right) Barry Huntsinger, Chris Kreger, Don Meier, Tom Schoonover, Walt Rice, Paul Raymond. (front row, from left to right) Rolland Looper, Cliff Fields, Don Littleton, Will Bone, Gary Cooper, George Maier. VIP Club member Jim Barry was unable to attend as he was overseas on business.



United Way

**TOGETHER
WE DID**

Thanks to the 1983 United Way Project Team who distributed and collected cards from Harris employees.

Cora Aman
Maureen Creswick
Bonnie Dudding
Fern Foster
Jeannie Genenbacher
George Halpin

Edna Haxel
Edna Howard
Carolyn Lauder
Betty McCarl
Lee Smith

It is appropriate in this Holiday Season to acknowledge a job well done for we know the receivers of our efforts are grateful. By participating in United Way campaigns, one can feel gratified by discharging a community duty and contributing to another team effort at Harris.

369 contributors collectively pledged \$21,937 to the 21 agencies supported by United Way in 1984. That is 45% participation.

Although below the \$32,000+ pledged last year, Harris employees can be proud of another successful campaign!

**Published by and for employees of
Broadcast Division.**

CONTRIBUTIONS IN THIS ISSUE
ARE FROM:

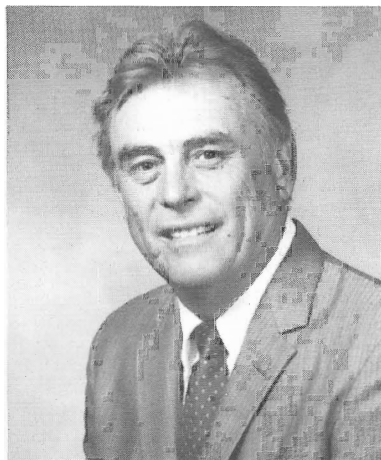
Gene Edwards
Jack O'Dear
Ed Westenhaver
Dick Riney

EDITOR:

Bonnie Dudding, Dept. 929

INTERCOM
 **HARRIS**

CHRISTMAS MESSAGE



G. T. WHICKER

As the Christmas season approaches and the year comes to an end, we have many things to be thankful for. Even though it has been a tough and disappointing year in many respects, the Transmission Division orders for domestic television and radio equipments are ahead of plan at midyear and significantly ahead of last year. I think we can say with some confidence now that the U.S. recession is over for Transmission products. In fact, it is beginning to appear that Transmission orders will continue to improve. This is certainly a welcome and happy situation after two years of depressed buying by our customers.

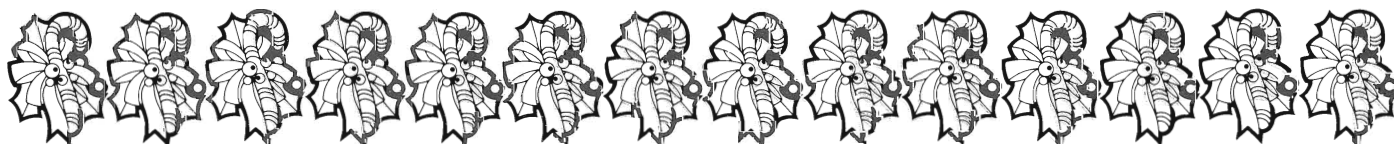
In manufacturing, they have done an outstanding job of marketing our excellent metal fabrication people and facilities to other Harris divisions. Their efforts have resulted in several large orders for metal fab parts, giving us a lot of helpful work. Also, the fab people have helped some of our sister divisions out of some tight schedule binds.

The Studio Division should be booking some nice system orders this month and the first of the year, which will brighten their picture considerably. In the meantime, they continue to work very hard to improve the order rates for products.

Another bright spot in Studio is that customer acceptance of the new Medalist console line is terrific and new orders have exceeded our early expectations.

We have a large number of signed international contracts; however, many of them are taking a long time to book and build because of customer difficulties in arranging proper financing. We hope that this situation will start to improve next year, however, it is too early to tell. Our new proposal activity in International is very good.

This has been a very busy, but tough year for all of us and I appreciate the tremendous efforts of everyone. Have a very Merry Christmas and a safe and prosperous New Year.



GREETINGS FROM BROADCAST TRANSMISSION

I would like to add my sincere appreciation to all Transmission Division employees and their families for the extra effort and personal sacrifices that each of you have made during this past year to help Harris react to the difficult competitive environment that has existed. It appears to be paying off, particularly in the domestic marketplace.

I know these conditions have necessitated that we all work a little harder and more efficiently. Your willingness to do this has permitted Harris to come out of this extremely competitive period stronger than ever.

The environment we are faced with today throughout the world has necessitated that we remain flexible and adapt to changes and opportunities rapidly. Many of you have been directly affected by these changes. Your understanding and cooperation in accepting these changes have also helped Harris to react to new opportunities and to challenges as they arise.

Merry Christmas to you and your families and a very Happy New Year!

Gene Jaeger

MERRY CHRISTMAS FROM THE STUDIO DIVISION

Let me take this opportunity, as we prepare for Christmas, to thank all of you in the Broadcast Group for the cooperation and hard work you have all done over this first half of the fiscal year.

Although the economic recession has made our own economic life hard, I have seen a tough, competitive spirit on the part of all of our people and have great confidence in this spirit and the success of our efforts.

There are many indications that we are successfully introducing new studio products in Sunnyvale and Quincy and that our proposals on U.S. and International systems will bring us new business in the second half.

Keep up the hard work and competitive spirit. I believe we can make the coming year a very prosperous and happy year for everyone.

May you and your families enjoy a Merry Christmas and a Happy New Year.

Ken Schwenk



Left to right: Gene T. Whicker, Robert W. Stewart, Eugene W. Jaeger, Eugene O. Edwards, Alan Dixon, Don Heckenkamp.

MOVING UP

Congratulations to all Harris Broadcast employees who have received promotions and upgrades since last issue of Intercom.

Doris Garkie	Executive Secretary
Larry Greene	TV Antenna Technician
Mike Harland	Engineering Assistant SE
Art Hicks	Cal Lab Supervisor
Dick Kemner	Supervisor Pricing
Tim Linderer	Senior Engineer
Su Loos	Executive Assistant
Gary Schell	Supervisor Employment
Rodney Simon	Design Draftsman
Judy St. Clair	Working Supervisor
Gary Thursby	Regional Sales Manager
Pam Ward	CS Scheduler
Stan Harris	Sheet Metal Opr. Multi-Function
Don Clampitt	Printed Circuit Board Technician
Dan Dunn	Electronic Test Technician
Jerrold Harvey	Electronic Test Technician
Bob Havermale	Electronic Test Technician
Steve Lawrence	Electronic Test Technician
Phyllis Nutt	Cables Assembler
Deborah Dodd	Accounts Payable Accountant
Dave Ewing	Accounting Project Manager
Jack Elven	Senior Service Engineer
Rich Fairchild	Senior Equipment Specialist
Fred J. Fleischman	Order Editor/Service Parts
Roy Hahn	Equipment Specialist
Lee Harvey	Field Service Engineer
Kim Hermann	Supervisor/Repair
Karl Jesness	Senior Service Engineer
Bob Spaun	Senior Equipment Specialist
Dale Bennett	Supervisor/Test Engineering
Jim Briscoe	Manager, Adv. & Sales Promotion
Roger Burns	Director Marketing Admin.
Bill Craigie	Manager, IE and Mfg. Eng.
Lou Ann Duryea	Senior Marketing Analyst
Rodney Hale	Layout Draftsman
Brion Johnson	Lead Engineer
David Koontz	Layout Draftsman
Stu Musgrove	Supervisor/Cost & Budgeting
Gary Proch	Lead Engineer
Skip Selby	Test Engineer
Shawn Underwood	DSM/Video
Billy Gene Yochum	Assoc. Principal Engineer
Bea Blickhan	Adm. Secretary/Program Mgt.
Chris Brown	Sr. Area Sales Manager
S. Brueggeman	Administrative Assistant
Jose Elman	Senior Area Sales Manager
Becky Frey	Adm. Secretary/Int. Sales
John Mayenzet	Program Director
Don Meier	Sales Director
Vic Reardon	Area Sales Manager
Ron Roberts	Assistant Program Manager

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Broadcast Group, 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 Harris Broadcast 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/Aleutian 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.

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.

SAFETY FIRST, SECOND AND ALWAYS....



Red Warning Lights

There have been some violations by personnel not obeying the red light areas where high voltage is present. These lights are placed for your protection; please obey them.



Please don't smoke while using these chemicals and make sure that other individuals who may be smoking stay clear of your work area.

Umbrellas

Harris umbrellas have been placed at the exits for your convenience and comfort. Please see that they are returned to the racks at the exit areas so someone else may use them.



Thanks from Dick Riney and your Safety Committee.

Christmas and the New Year holidays are a wonderful time to renew old friendships and try to make resolutions for the new year.

Why not make a safety resolution now? Take it a little easier on the highways during the holidays so you and yours can enjoy the coming year.

Try to make your world - at home and at work - a safe, happier world!

ENGINEERING AWARDS

On December 2, the Broadcast Transmission Division held a patent award luncheon at the Quincy Country Club. Four engineers received recognition and awards of \$250 for each patent filled or issued. The awards are given at each important milestone in the process of obtaining a patent.

Award luncheons are an indication of the importance which Harris places on unique technical concepts, and all employees are encouraged to submit any ideas that may be patentable. Their value to the company is one reason why patents are honored but there is also the esteem of individual career growth among participating individuals.

Gerry Elsbernd received an award for the issuance of his patent, "Wind Load Reduction in Tower Mounted Broadcast Antennas". Bill Resch's award was for the filing of a patent relating to TV receiver filters. Chuck Smiley's patent, "Direct Function Receivers and Transmitters for Multichannel Communication System", has been issued. Hilmer was recognized for the filing of two patents and the issuance of "Amplifier Employing Digital Modulator Circuit". Hilmer now has a total of eight issued and three additional patents on file.



Back Row: (left to right) M. P. Moore, S. J. Bird, G. T. Whicker, J. H. Krummrich, J. W. Hall, E. W. Jaeger, E. C. Westenhover.

Front Row: (left to right) W. A. Resch, C. F. Smiley, G. F. Elsbernd, H. I. Swanson.

SERVICE AWARDS

JUNE, 1983

35 YEARS

Don Hubbard
Gail Lippincott

15 YEARS

James P. Keller

10 YEARS

Bob Fulton
Homer Stanley
Clyde Felter
Mary K. Kovachevich
Leona Stark
Mark Miller
Ken McColez
Ruth Hillebrenner
Maudine Rice
Larry Mack

1 YEAR

Jerry Smith
Jim Powell
Lee Smith
Carl Proescholdt

JULY, 1983

15 YEARS

Gene Jaeger

10 YEARS

Gary Harris
Steve Davis
Sue Hull

5 YEARS

Darlene Wietholder

1 YEAR

Kim Stabler
Othelia Blackler
Bea Blickhan
Steve Nutter
Tony Campbell
David Morton

OCTOBER, 1983

35 YEARS

Gordie Rode

30 YEARS

Roger Newell
Dave Sprague
Charles Otte

20 YEARS

Dean Harness
John Clark

15 YEARS

Bob Ward

10 YEARS

Steve Cane
Jackie White
John Deemer
Marilyn Dooley
Ray Griffin

5 YEARS

Karen Hoffman

1 YEAR

Venora Lawrence
Melba Chick
Judith James

AUGUST, 1983

30 YEARS

Jack Eliason

10 YEARS

Milda Henry
Chris Purdy
Lynn Strube

5 YEARS

Bob Kimberly

1 YEAR

Bill Braun
Tony Rock
Mary Stormer
Georgia Volm
Bob Crockett
Cathy Rossmiller
Steve Jerles
Lucia Proch

NOVEMBER, 1983

40 YEARS

Frank Bruening

35 YEARS

Bob Strobe

30 YEARS

Jim Winking

20 YEARS

Cathy Drummond
Wilma White

10 YEARS

Billy Jackson
Cheryl Bliven
Kent Bunte
Reita Hesse

5 YEARS

Sheila Shaw
Bob Spaun
Gale Lewis

SEPTEMBER, 1983

35 YEARS

Dick Walz

30 YEARS

Bob Schenke
Yvonne Voth

20 YEARS

Richard Keith

10 YEARS

Wil Bone
Roland Farr
Charles White
Bob Groce
Ed Young
Gerald Melching
Phil Stultz
Don Winget

1 YEAR

Deborah Dodd
Joyce Losch
Barry Huntsinger
Bob Walker
Dave Rousch
John Borger
Phil Campbell

CONGRATULATIONS AND GOLD WATCHES TO FIVE HARRIS 25-YEAR SERVICE PEOPLE



Helen Prisner - September 28
Bill Hoyt - June 11



Phil Reilly - June 16
Maurice Koch - June 7



CV Clarke - October 16