

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.

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



A SUMBLE

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

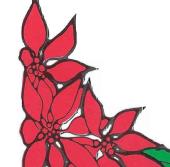


At **Don Hamann's** retirement party, Bob Fluent extends good wishes.



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





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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 INDURANGO, 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:

- 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.

- Cliff Fields, Domestic Sales Manager, BMO. Attained membership in February. Only member of sales management team to achieve membership.
- Chris Kreger, Radio DSM. Attained membership in April. Achieved 120% of quota.
- Gary Cooper, TV RF DSM. Sold most TV RF orders. Achieved 143% of quota.
- 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.
- Don Littleton, Regional Sales Manager, BMO. Finished June with 105% of quota for Broadcast Microwaye.
- Paul Raymond, TV Video DSM. Sold most TV cameras. Achieved 125% of his quota.
- Don Meier, International Sales
 Director. Sold most audio products in
 International. Achieved 118% of
 quota.
- 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.



TOGETHER WE DID

United Way

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:

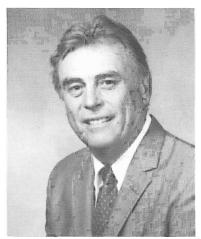
Gene Edwards Jack O'Dear Ed Westenhaver Dick Riney

EDITOR:

Bonnie Dudding, Dept. 929



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



INTERCOM

HARRIS AND THE UNITED STATES TELECOMMUNICATIONS TRAINING INSTITUTE SHARING BROADCAST TECHNOLOGY WITH THE DEVELOPING NATIONS

A new and unique educational program was conducted for ten broadcasters from developing nations October 10 through 21, 1983, at the Broadcast Technology Learning Center.

Harris as part of the United States Telecommunications Training Institute (U.S.T.T.I.) delivered a program on Broadcast Systems Operation and Management. This program was designed to provide information on the latest broadcast technological advances as well as the development and maintenance of a service parts depot, and management by objectives.

Background

The U.S.T.T.I. has been established as a joint venture between major American telecommunications firms and the U.S. government to share advances in telecommunications technology with developing countries. In offering training programs at the management and advanced technical levels, the U.S.T.T.I. seeks to contribute to the strengthening of planning and operating telecommunication systems as part of the national development of the countries involved.

A major U.S. initiative during the World Communications Year (1983), the U.S.T.T.I. is a non-profit independent corporation administered by a Board of Directors representing both industry and government. The Institute is being assisted in its operations by the International Division of the Academy for Educational Development (A.E.D.), Washington, D.C.

Participating Organizations

Other organizations participating with Harris to comprise the U.S.T.T.I. are the U.S. Government Spectrum Management Agencies, Washington, DC; AT&T, Princeton, NJ; IBM, Raleigh, NC; TRT Telecommunications, Ft. Lauderdale, FL; COMSAT, Clarksburgh, MD; AID Rural Satellite Program, Washington, DC; Hughes Aircraft, Los Angeles, CA; SCS Telecom Corporation, Albuquerque, NM; GTE Corporation, Albuquerque, NM; Collins Transmission/Rockwell International, Dallas, TX; Western Union, Atlanta, GA; and MCI Telecommunications, Washington, DC. Each of these organizations has delivered or will deliver a training program pulling information to present from their area of expertise.

Those persons applying to attend the U.S.T.T.I. may choose to attend any particular course or as many courses as desired.

Training Participants

Attending the Harris program were Herry Royer, Dominica Broadcasting Service; Shiroxley (Ossie) Goodman, Guyana Broadcasting Corporation; Tom Seeto and Simon Young, Fiji



Front Row: (L to R) Simon Young, Fiji; Eugene Rosado, Belize; Bob Buck, Harris; Fabian Hatyoka, Zambia; Runard Velez Jo, Phillipines; Samuel Simon, Antigua; Tom Seeto, Fiji.

Back Row: (L to R) Herry Royer, Dominica; Hollis Henry, Antigua; Rex Sandidge, Harris; Ossie Goodman, Guyana; Rene Villanueva, Belize; Jack O'Dear, Harris.

Broadcasting Commission; Samuel Simon and Hollis Henry, Antigua Broadcasting Services; Eugene Rosado and Rene Villanueva, Radio Belize; Runard Velez Jo, Far East Broadcasting Company; and Fabian Hatyoka, Postse Telecommunications Corporation.

Team Instruction

Since the Harris Systems Operations and Management Program discussed all areas of broadcasting, several qualified Harris personnel served as instructors for this program.

1	
TOPIC	INSTRUCTOR
AM Transmission Techniques	Marty Petersen
AM Antenna Considerations	Marty Petersen
AM Stereo	Joe DeAngelo
Pulse Duration Modulation	Rex Sandidge
Polyphase Pulse Duration Modulation	Rex Sandidge
Tube Life Enhancement	Rex Sandidge
Vapor Phase Cooling and	
Water Quality Requirements	Rex Sandidge
Test Equipment Recommendations	Rex Sandidge
FM Exciter Technology	Dave Kobe
FM Transmission Considerations	Dave Kobe
Facilities Control Techniques	Dave Kobe
TV Transmitter Technology	Doc Daugherty
TV Studio and Video Systems	Doc Daugherty
Satellite Communications	Doc Daugherty
Antennas and Transmission Lines	
for Television Systems	Dana Myers
ENG/EFP Camera Techniques	Fred Haines
Audio Studio Considerations	Wally Kabrick
Audio Program Automation Techniques	George Stephenson
Air Handling Considerations for	
Broadcast Systems	Bob Klein
Short Wave Systems Planning	Bob Plonka
Service Parts Management	Bob Buck and
	Joe Blackburn
Management by Objectives	Jack O'Dear

Summary

The overall program was extremely successful and attending broadcasters made it clear that Harris will be considered foremost to satisfy their broadcasting requirements. The credit for the success of this program does not go to the instructional team alone, as the broadcasters additionally were impressed by our manufacturing, test, and administration areas. The willingness of the people in these areas who took extra time to explain the processes that produce our products enhanced the Harris image perceived by the participants.

SENATOR VISITS HARRIS



During his August visit to Quincy and Harris Broadcast, Senator Alan Dixon was photographed with some Very Important People.

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 Secrétary Larry Greene TV Antenna Technician Mike Harland Engineering Assistant SE Cal Lab Supervisor Art Hicks 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 Electronic Test Technician Steve Lawrence 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 Equipment Specialist Roy Hahn Field Service Engineer Lee Harvey Kim Hermann Supervisor/Repair Karl Jesness Senior Service Engineer Senior Equipment Specialist **Bob Spaun** Dale Bennett Supervisor/Test Engineering Jim Briscoe Manager, Adv. & Sales Promotion Roger Burns Director Marketing Admin. Bill Craigie Manager, IE and Mfg. Eng. Senior Marketing Analyst Lou Ann Duryea 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 Adm. Secretary/Program Mgt. Bea Blickhan

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Chris Brown

Jose Elman

Becky Frey

Don Meier

Vic Reardon

Ron Roberts

S. Brueggeman

John Mayenzet

Sr. Area Sales Manager

Administrative Assistant

Senior Area Sales Manager

Assistant Program Manager

Adm. Secretary/Int. Sales

Program Director Sales Director

Area Sales Manager

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.

MISUSE OF THINNER AND NATHA CAN BE EXPLOSIVE...

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. Westenhaver.

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 Strode

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