

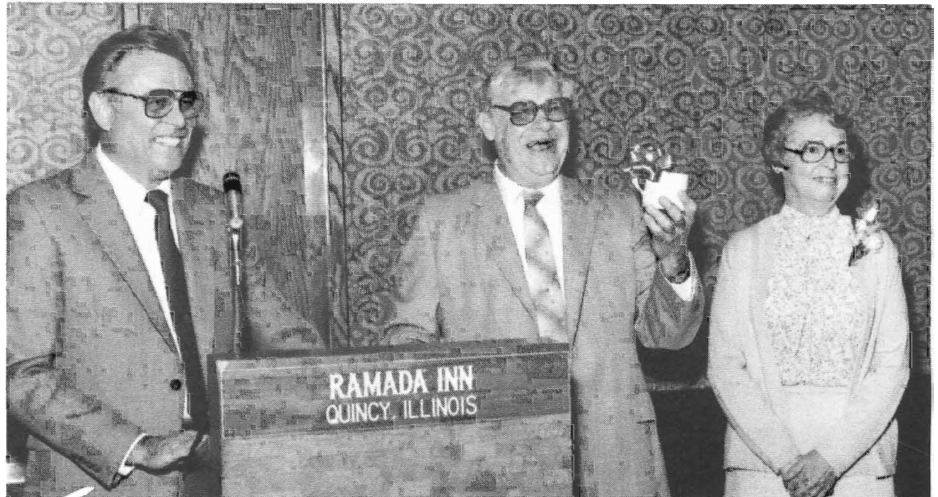
NORBERT "NIBS" JOCHEM RETIRES

Nibs Jochem retired following a distinguished 43-year career with the Gates Radio Company and Harris Broadcast Group.

Nibs spent most of his first 14 years with the company as a radio design engineer, advancing to the position of Director of Engineering in late 1955. In 1960, he was promoted to Vice President of Engineering.

In 1971, Nibs took the reins as Vice President of Product Management. In 1976, as Vice President - Special Projects, he assumed responsibility for all company resale products and developed an active Value Engineering program.

According to Gene T. Whicker, Vice President, Group Executive, Nibs' contributions to the Broadcast Group will long be remembered. "He was instrumental in the TV transmitter product developments that permitted Harris to become a major worldwide



A party was held in Nibs' honor on Monday, April 23 at the Ramada Inn. Nibs was presented many nice gifts, including an original "Gates" coffee cup, pictured above with his wife Rita and Gene Whicker.

competitor," said Whicker. "He was also key to becoming the technology leader in AM transmitters with Pulse Duration Modulation." Whicker stated that Jochem "has always worked to improve the quality and cost competitiveness of our products."

\$3,000 TO QUINCY COLLEGE

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



Gene Whicker presents a \$3,000 check to Father James Toal, Quincy College President. A lunch was held at the Country Club for the presentation.

NOTICE TO VIETNAM VETERANS AND DISABLED VETERANS

Broadcast Group has every intention of continuing compliance under the affirmative action obligation imposed by the Vietnam Era Veterans Readjustment Assistance Act of 1972, as amended. As a part of our planning, we will continue to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era. Such actions shall apply to our employment practices including, but not limited to, the following: employment, upgrading, demotion, or transfer, recruiting or recruiting advertising, layoff or terminations, rates of pay or other forms of compensation, and selection for training, including apprenticeship programs we may institute.

As a company that presently or may become a government contractor subject to Section 402 of the Vietnam Era Readjustment Assistance Act of 1972, which required affirmative action to employ and advance in employment qualified disabled veterans, we invite persons who consider themselves to be

covered by the Act and who would voluntarily like to have this made a part of their employment record for use in our program, to inform us of the existence of any such disability or to make us aware of their Vietnam era military service. Such information received will be treated confidentially, except for release to those persons with a "need to know".

If a disabled veteran employee or applicant has become qualified and capable of performing work by special methods, skills, procedures or training which may qualify such person to perform the work of a particular nature that the disability might otherwise be thought to normally preclude, we would like to know this in particular. Further, if such an employee or applicant can suggest measures that we can take efficiently, safely and economically to assist in job performance, we are open to the consideration of any such suggestions.

Reasonable attempts will be made to appropriately accommodate limitations of disabled workers,

taking into account business necessity, financial cost and expenses. We expect to engage in a continued program of outreach and seek to recruit those disabled veterans and veterans of the Vietnam era who are qualified to perform the work we do here.

If you have questions about this program or if you would like to report status as a Vietnam era veteran or disabled veteran, please contact Barb Metcalf, EEO Coordinator, in the Personnel Department.

SERVICE AWARD CONGRATULATIONS TO EMPLOYEES OF BROADCAST MICROWAVE OPERATIONS

5 YEARS

Kathy Shade	Randy Chuck
Fred Sinfield	Norman Cheng
Ana Michaut	Frank Blaha
Dawn Botti	Tracy Rhodes
Pat Himenes	David Mathews
Sue McGill	Rose Jamison

10 Years

Fred Stachel
Murray Hall
Jim Heinemann

15 YEARS

Rueben Idefonzo

HOLIDAY SCHEDULE THROUGH FY 1985

Memorial Day	Monday	May 28, 1984
Independence Day	Wednesday	July 4, 1984
Labor Day	Monday	September 3, 1984
WORK DAY	Saturday	November 17, 1984
Thanksgiving	Thursday	November 22, 1984
DAY OFF	Friday	November 23, 1984
½ Day	Friday	December 21, 1984
Floating Holiday	Monday	December 24, 1984
Christmas Day	Tuesday	December 25, 1984
Floating Holiday	Wednesday	December 26, 1984
Floating Holiday	Thursday	December 27, 1984
Floating Holiday	Friday	December 28, 1984
WORK DAY	Monday	December 31, 1984
New Years Day	Tuesday	January 1, 1985
Memorial Day	Monday	May 27, 1985

To make up for the DAY OFF at Thanksgiving, Saturday, November 17 will become a normal work day. Please note that we will be working on Monday, December 31, 1984.

Published by and for employees of
Broadcast Division.

CONTRIBUTIONS FROM:

Nemo Azamian
Dick Riney
Gary Wright
Julie Zimmerman, R.N.
Lily Chin, BMO

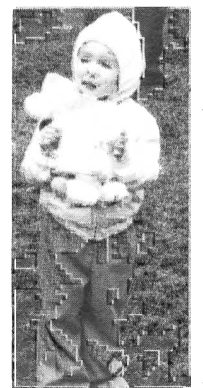
EDITOR:

Sharon Bartelt, Dept. 929

INTERCOM
 **HARRIS**

GET READY, SET, GO!

Neither rain nor cold stopped the Easter Bunny, or the kids for that matter, on Saturday, April 14 for the annual Easter Egg Hunt held on the Harris lawn. Within minutes the candy was gone and everyone was leaving with smiles.



RETIRING WITH 200 YEARS OF EXPERIENCE

Our admiration and best wishes are extended to the following people:

KEN LEHENBAUER

After 17½ years in the Maintenance Department Ken Lehenbauer retired on January 6. Ken is going to sit back and try to catch "that big one" with the new fishing rod he received.

GLEN FOSTER

January 7 marked 38 years of service for Glenn Foster, most of which was spent in Production Control and Manufacturing Planning. Best wishes on your retirement.

C. V. CLARKE

C. V. Clarke decided to retire on January 2 after 25 years as an Engineer. His co-workers helped him celebrate with a party on his last day worked.

DORIS GRAY

February 3, Doris Gray retired as an Assembler after 14½ years. As we understand, she and her husband are enjoying their retirement together.

MARJORIE STONE

March 9 marked 31½ years of service for Marjorie Stone, most of which was spent as an Assembly Technician. Marjorie received several nice gifts at a party given by her friends and co-workers.

CARL HOLTMAN

After 20 years of ECN's and 38 years of service, Carl Holtman retired on March 31. Carl will be keeping busy with his new camera and listening to his favorite Country singer.

CHARLES (Barney) FRESE

Barney Frese decided to retire April 25 after 36 years of service in Shipping. Barney's co-workers and friends gave him a party on his last day and presented him with a set of luggage.

MOVING UP

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

Jan Albert
Nemo Azamian
Merlin Brickman
Melba Chick
Sandra Claus
Sam Crouch
Clarence Daugherty
Sally Dickey
Mary Eliason
William Finley
Tammy Fleischman
Bob Giuliani
Carolyn Lauder
John Pannucci
Connie Powell
Pat Reagan
Judy Rees
James Ruxlow
Georgia Volm
Bob Weirather

Manager Financial/Marketing Systems
Manager Manufacturing/Engineering Systems
Engineering Assistant
Administrative Assistant
Working Supervisor
Engineering Assistant
Sr. Broadcast Technology Instructor
Word Processing Specialist
Executive Secretary
Sr. Service Engineer
Administrative Secretary/International Sales
Manager Material Management
Administrative Assistant
Controller/International
Benefits Clerk
Administrative Assistant
Material Requirements Analyst
Engineering Assistant
Administrative Assistant
Director/Engineering

SYMPATHY

FRIEND

Death is not the enemy of life, but its friend for it is the knowledge that our years are limited which makes them so precious. It is the truth that time is but lent to us which makes us, at our best, look upon our years as a trust handed into our temporary keeping.

JOSHUA LOTH LIEBMAN

RICHARD WALZ

11/10/25-3/16/84

Dick began his career with Gates Radio on September 9, 1948 as a Draftsman. Dick was later promoted to Head Draftsman and on August 16, 1976 to an engineering Assistant, Mechanical Engineering.

Our deepest sympathy is extended to Dick's wife, Marilyn, and their children, Steven and Jeffrey Walz and Mrs. Laurie DeMont.

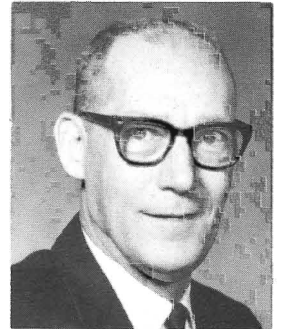


FRANK SCHNIER

7/26/13-3/2/84

Frank had retired from Harris Broadcast Division on June 30, 1978 after 33 years of service. He began on March 2, 1945 as a Radio Man, Class C and was later promoted to Supervisor, Records Section.

Our sincere sympathy is offered to his wife, Marie and son Joe.



DON HUBBARD

8/12/24-3/26/84

Don began his career on December 5, 1945 in the Test Lab. After 32 years, Don retired on June 30, 1977; however, he returned to work as an Electronic Test Technician on December 26, 1979.

Our condolences are extended to Don's friends & family.



CHARLES KOCH

1/14/08-4/2/84

Charlie worked here from March 14, 1956 until he retired on April 11, 1975. Most of Charlie's career was spent as a Sheet Metal Operator.

Our condolences are sent to Charlie's wife Mary and children Charles, Jr. and Mrs. Rosemary Bunte.



WHAT IS APICS?

The American Production and Inventory Control Society (APICS) is composed of a group of professionals who practice the art and science of Production and Inventory Management. Organized in 1957, the Society has grown from a handful of practitioners to over 51,000 members, 215 chapters and 15 international affiliates. Its primary objectives are to develop professional efficiency in production and inventory management through study, research and application of scientific methods; to disseminate general and technical information on improved techniques and new developments; and to

further develop the professional body of knowledge, and through the organized resources of the profession thereby advance the general welfare of the industrial economy.

Locally, the Great River Chapter is 80 members strong. The Chapter meets monthly and has been addressed by prominent local and national figures since its formation some two and one-half years ago. Membership is open to all interested in furthering their professional efficiency in Production and Inventory Management. To find out more, please contact Nemo Azamian on extension 3559.

SECOND SURGICAL OPINION

Under our current medical plan, second surgical opinions, and a third if necessary, are covered at 100% prior to the deductible. Seven elective surgeries **require** a second opinion for full coverage.

The following is a list of qualifications that Metropolitan require for a second opinion:

- A recommendation for surgery by a physician who does not perform surgery does not qualify as a first or second surgical opinion under this program.
- The surgeons rendering the first and second surgical opinions cannot be of the same group practice nor financially associated.
- First surgical opinion is rendered by a surgeon on the need for surgery.
- Second surgical opinion is rendered by a specialist in the field on the need for an elective surgical procedure.
- The results of any tests performed by the first opinion surgeon should be given to the second opinion surgeon to avoid any unnecessary duplicate testing.

Special second surgical opinion forms are available in the Personnel Department.

If an employee needs a name of a specialist, they may contact the Medical Claims Office in Tampa.



CREDIT UNION NEWS

No Match For Your Member-Owned Cooperative

"Whiz-Kids" Popping Up Everywhere

The financial scene now includes banks, non-bank banks, savings and loans, department stores, convenience stores, discount stores, insurance firms, brokerage houses and many other entities—all hoping to make a profit by handling your financial affairs.

In contrast, your credit union is a non-profit cooperative which returns all its net earnings to the members in the form of dividends. Your credit union is a group of people who have joined together to help one another by pooling their money to create their own financial institution for saving and borrowing money.

Of, By, For The Members

Your credit union (unlike other financial institutions) encourages members to vote on officers, serve on committees, run for office on the board of directors, and participate in the affairs of the credit union.

Credit Union Fundamentals

Your credit union has three fundamental purposes: to promote thrift among its members; to provide access to credit at reasonable rates; and to educate its members in order that they might be better able to manage their own financial affairs.



THINK SAFETY



Do you recognize the above sign? Electrical shock is hazardous to your health.

The safety committee has received reports of several violations by Harris employees entering High Voltage areas.

If you must enter any high voltage area please consult the test technician, in charge, before doing so. **THE LIFE YOU SAVE MAY BE YOUR OWN.**

Would you believe that there is a crosswalk from every Harris parking lot, and that any person using this crosswalk has the right of way?

Any driver coming upon the crosswalk should realize that they **should stop** any time a pedestrian is in or about to enter the crosswalk.

Many reports of speeding and near misses have occurred recently. License numbers and some names have been reported to the Safety Director.

Parking in front of loading docks is **prohibited**. Building 10 has recently had some violations of parking in the dock area. These violators are not Harris employees but people who have been called in to service machines, and for various other reasons. Please inform these people not to park in front of the docks thereby eliminating any damaged cars or trucks and also enabling our truck drivers to load or unload as necessary.



FLEA MARKET & CRAFT SALE

SATURDAY, JUNE 16

9:00 a.m. - 3:00 p.m.

(Rain Date - June 30)

**BUY
SELL
TRADE**

Free Space for **HARRIS** Employees **ONLY**
on Building No. 1 Parking Lot.

Free Advertising in the Quincy Herald-Whig & Ad-Visor. (Compliments of the Activities Committee).

If interested in a space, contact Sharon Bartelt, Ext. 3603.

TO YOUR HEALTH

Some sodium is necessary for your body to function normally. But some experts think that too much sodium is one of the most serious threats to health.

Too much sodium in the body has been linked to high blood pressure, stroke, kidney problems, heart failure, premenstrual tension and other problems.

About 1/3 of our sodium intake comes from the salt used in cooking meals and from what is added at the table.

Processed foods account for 1/4 to 1/2 of our sodium intake.

The remainder of the sodium we consume comes naturally from the food we eat and the water we drink.

The average American consumes about 4000-5000 mg. sodium or 2-2 1/2 tsp. of salt per day. Some experts estimate that a daily intake of less than 1 1/2 tsp. of salt per day is safe and adequate (approx. 1100-3300 mg. of sodium).

Look at some of the food comparisons on sodium content:

FOOD	MG. OF SODIUM
Vegetable juice cocktail (6 fl. oz.)	500
1 medium tomatoe	4
Whole kernel corn, canned (1 cup)	384
corn, fresh or frozen (1 cup)	2
Hamburger from fast food service	990
one fixed at home, no salt added	57
Saltine crackers (2)	70
low sodium crackers (2)	2
Cheddar cheese (1 oz.)	176
low-sodium cheddar cheese (1 oz.)	6
Examples of where "a little goes a long way," are the following:	

FOOD	MG. OF SODIUM
Baking soda (1 tsp.)	1000
Garlic salt (1 tsp.)	1850
Soy sauce (1 tsp.)	1029
Dill pickle (1 large)	1428

For more information contact Julie at ext. 3271.

KNOW YOUR INSURANCE

What would happen to my insurance if I should die?

The benefits department will automatically file for all applicable life insurance coverage on behalf of the beneficiary named on your enrollment form. Medical/dental coverage may be continued by your surviving spouse and dependent children for a period of one year.

Do I need to complete a Metropolitan claim form for each claim I file?

Yes, your portion of the claim form must be completed every time you submit a claim. In addition, a form is required for every person. Make sure that your physician/hospital statement includes date of service, description of service, itemized charges, diagnosis, patient's name, provider's address & signature.

How do I submit prescription drug charges?

Complete your portion of the claim form and attach the receipts you received from the pharmacist. If you did not save your receipts, most pharmacies can run a computerized form with the required information.

Am I required to get a second surgical opinion before any surgery?

You are only required to have a second surgical opinion for a tonsillectomy, hysterectomy, laminectomy, surgery on the knee, gall bladder, foot and prostate gland. Second surgical opinions on any other type of surgery is optional.

I submitted a claim on my dependent child who is over 19 and a full-time student. Metropolitan wrote back asking for verification of their student status. What should I send them?

Just send them a copy of the student I.D. Card, schedule of classes or a written statement from the school. If you send a copy in with your claim each time, it will save processing time.

I am having oral surgery done, so do I use a medical or dental form?

All dental work should be submitted on a dental form. If it is considered a surgery, dental will pay it under the medical coverage (100% out-patient).

If you have any questions on your insurance coverage or claims, contact Connie Powell or Sharon Bartelt in the personnel office.

DISCOUNT TICKETS AVAILABLE IN PERSONNEL

SIX FLAGS®

OVER MID-AMERICA
ST. LOUIS

On I-44 Just West of St. Louis

ADULTS—\$10.99
CHILD—\$7.99



ADULTS—
\$11.75
CHILD
\$6.50



Brand-new for 1984! An all-new evening music show, free to our guests, is among all the fantastic things awaiting you at Silver Dollar City! Presented nightly each operating day, "The Silver Dollar Jubilee" is the biggest two hours of music, dancing, singing and comedy you'll tap your toes to anywhere!

SERVICE AWARDS

SERVICE AWARDS DECEMBER, 1983

20 YEARS

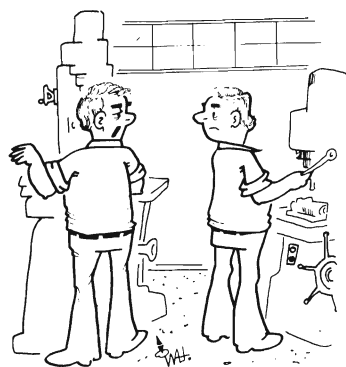
Roger Job
Richard Farr

15 YEARS

Birney Fletcher

10 YEARS

Pat Friday
Don Hert
G. James Keller
Mike Russell
Gene Semon



"When did I first start to work here? ... Right after the supervisor threatened to fire me if I didn't."

JANUARY, 1984

20 YEARS

Clara Smoot
Marie Lange

15 YEARS

Loy Archer

10 YEARS

Rollie Parker

5 YEARS

Mike Harpwood
Hugh Hart
Daryl Buechting
George Maier

1 YEAR

Doug Button
Roy Chrisop
Shawn Underwood
Bill Mullineaux

FEBRUARY, 1984

30 YEARS

John Starr

20 YEARS

Patsy Dean

15 YEARS

Bob Beever
Ruth Jones
Gary Alexander

10 YEARS

Alonzo Fitzpatrick
Henry McElroy
Mike Power
Debbie Shepherd

5 YEARS

Dick Kunz
Myron Rutgers
Andy Ogle
Phil Rolsing
Steve Yochum
Lynda Baker

MARCH, 1984

20 YEARS

Sandy Barnes

5 YEARS

Jerry Gervais

1 YEAR

Roy Giles

APRIL, 1984

20 YEARS

Carol Eickelschulte
Martha Williams
Richard Loos

10 YEARS

Virginia Howe
Jim Morton
Janis Miller
Virginia Kirkpatrick
Kathy Lewis

5 YEARS

Clarence Daugherty
Julia Zimmerman
Holly Nelson
Frank Harris

1 YEAR

Stuart Leger



**HARRIS
FAMILY
PICNIC**
July 21st
South Park

560
SCHOOLER, JOHN F

24th Ellington