



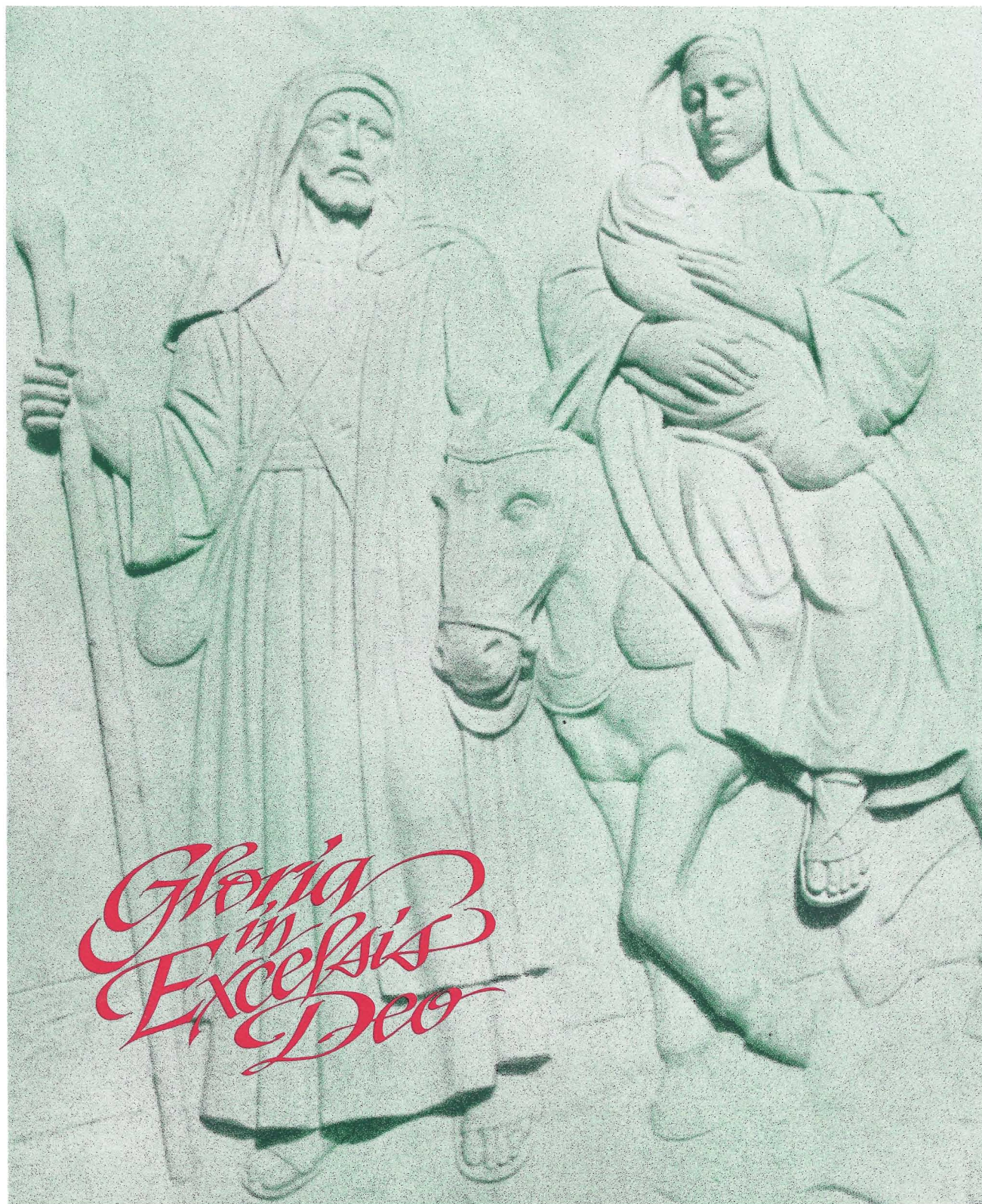
HARRIS
BROADCAST GROUP

INTERCOM

QUINCY, ILLINOIS

VOL. XV, NO. 5

DECEMBER, 1984



RETIREMENTS



Juanita Berry

After 32 years of service, Juanita Berry retired on September 14 from the Purchasing Dept., as Manager, Resale Purchasing. Co-workers honored her with a party and presented her with many gifts, including a set of luggage for her travel plans.



Dean Harness

Dean Harness retired on September 21 after 21 years of service as a Sheet Metal Operator. Dean will be changing his sideline of farming to fulltime.



Bob Cason

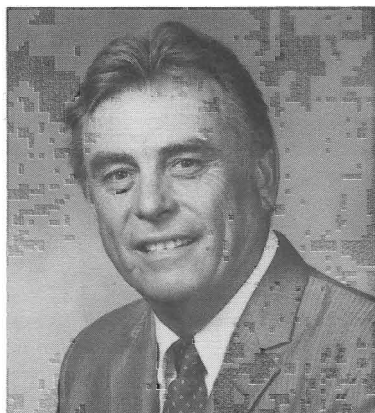
On November 2, Bob Cason retired from the Transmitter Test Department with 17 years of service. During his party, co-workers presented him with a check for a long awaited vacation.



Delores Whelan

After 18 years of service, Delores Whelan retired from the Machine Shop on November 16. Co-workers honored her with a party at morning break. A large crowd was there to extend congratulations and good wishes.

CHRISTMAS MESSAGE



G. T. WHICKER

Christmas, the happiest season of the year, is a good time for each of us to reflect upon the passing year and to look forward to the New Year with renewed enthusiasm and vigor.

We have made a lot of progress during this past year. Our U. S. television transmission orders are at an all-time high and prospects continue to look really good. We have excellent products, the largest U. S. sales force, and a very good service image. All of these are contributing to record results throughout our domestic business.

We currently have 14 Quality Circles operating in our Quincy plant and our circles are exceeding all of our expectations for the number of approved quality and cost improvement projects.

We have continued to invest in new product research and development and this has resulted in several great new products this year. The Studio Division introduced new 10 and 12 channel Medalist Consoles, the PX-91 Audio Preamp, Model 9134 and Model 9135 Remote Control units, the Harris HDE Video Digital Effects line, and a new low cost IRIS-C Video Still Store. The Transmission Division introduced the TVE-60S TV

Transmitter, TV-30H VHF Transmitter, FM 3.5 FM Transmitter, FMXH and FMXL FM Antennas, and the new Challenger Portable Microwave set. Also, the new Wavestar UHF Antenna has been setting sales records for us. This has been a very good new product year for the Group.

The most difficult aspect of the year has been our having to adjust to the realities of a depressed international market caused by the continuing oil glut and the strength of the U.S. dollar overseas. Although opportunities for product and large systems orders are beginning to improve, the systems orders are taking longer to win; and, therefore, will not favorably affect us until later in 1985. In the meantime, our international sales people are actively working on every viable opportunity while we carefully watch the overall export market situation.

In summary, we have much to be thankful for in 1984 and reasons to be more optimistic, but cautious, for the coming year. I want to sincerely thank each of you and your families for the tremendous work and support you have given to our customers, our company, and our fellow employees. We have accomplished a lot to improve our products, quality, cost, and cooperation this year; and, I am confident that working together we will accomplish even more in 1985.

Merry Christmas, Happy New Year, and much happiness, and success in 1985.

MOVING UP

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

Greg Best	Manager, TV-RF
Chris Bowers	Accountant
Fred Brown	Field Service Engineer
Joe Cox	Supervisor, BTD Finance
Bob Crockett	Senior Engineer
Ray Doellman	Senior Engineering Specialist
Joe Donovan	Principal Engineer
Ed Gagnon	Manager, Resale Product Marketing
Roy Hahn	Customer Service Specialist
Wilma Huffman	Asst. Methods Tech I
Pat Humke	Working Supervisor
Janet James	Administrative Assistant
Norm Kallner	Senior Data Base Analyst
Frank Langenburg	Engineer
Jeff Malec	Field Service Engineer
Dave Rees	Senior Engineering Specialist
Dave Roush	Engineering Tech.
Jim Schumacher	Engineering Asst./ME
Jim Scott	Quality Circle Facilitator
Gary Thursby	Manager, Domestic Radio Sales
Terry Vaughn	Field Service Engineer/TV
Jerry Westburg	Senior Engineer
John Wilper	TV Antenna Tech
Dave Yuchs	TV Antenna Test Tech



TOGETHER WE DID

Thanks to everyone who contributed to this years United Way Campaign. One can feel gratified by supporting a community endeavor and contributing to another team effort at Harris.

261 contributors collectively pledged \$15,980.74 to the 21 agencies supported by the United Way. That is 38% participation.

Harris employees can be proud of another successful campaign!

SAFETY NEWS

Now that winter is arriving, remember to prepare yourself and your automobile for the cold and snow.

- Take care when driving.
- Maintain your distance from other cars and people.
- Clean your windows in the front, rear and side.
- Drive as if the other person can't control their auto.

The life you save may be your own!

HARRIS AND THE U.S.T.T.I.

"Sharing Broadcast Technology with the Developing Nations of the World"

A very unique Educational Program was conducted for nine broadcasters from eight developing nations September 10th through the 21st, 1984 at the Harris Broadcast Technology Learning Center.

Harris, as part of the United States Telecommunications Training Institute (U.S.T.T.I.), delivered an Education Program on **Broadcast Systems Operation and Management**. This Program was specifically 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. A similar Program was held in October 1983 for ten broadcasters from seven developing nations.

Background

The U.S.T.T.I. was established in 1983 as a joint venture between major U. S. 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 telecommunications systems as part of the national development of the countries involved.

As a major U.S. initiative during the World Communications Year (1983), the highly successful U.S.T.T.I. Programs conducted last year warranted additional programs to reach even more developing countries. The U.S.T.T.I. is a non-profit independent corporation administered by a Board of Directors representing both industry and government.

Participating Organizations

Other companies participating with Harris to comprise the U.S.T.T.I. are AT & T International, Collins Transmission Systems Division/Rockwell International Corporation, COMSAT, GTE International, IBM, International Telephone and Telegraph (ITT), Merrill Lynch & Company, MCI Telecommunications Corporation, Motorola Inc., Northern Telecom Corporation, RCA Global Communications, TRT Telecommunications Corporation, Wall Street Journal, The Western Union Telegraph Company, Westinghouse Corporation, and Xerox Corporation. Each of these organizations conduct separate training programs providing information from their area of expertise.

Persons applying to attend the U.S.T.T.I. may choose to attend a particular course or as many courses as desired.

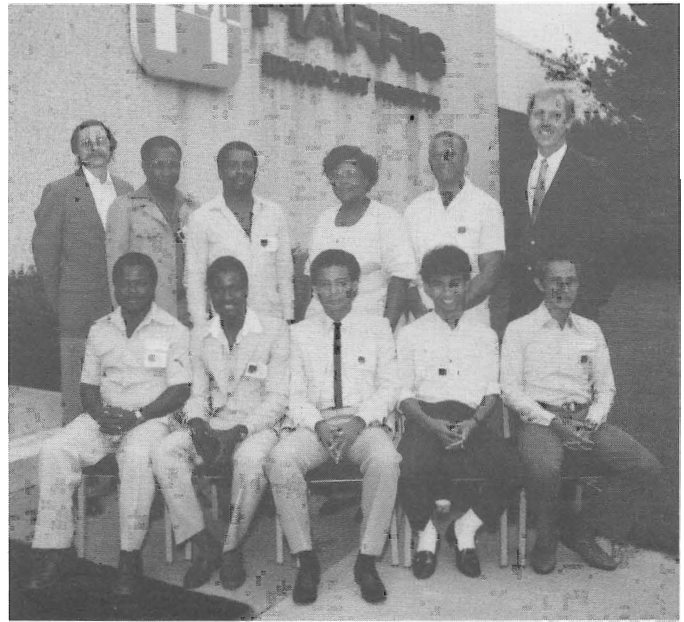
Training Participants

Attending the Harris Program were Myrtle Solomon, Dominica Broadcasting Service; Ciapha Kplor, ELWA; Sonny Tawjoeram, Telecommunicatiebedrijf Suriname; John Marshall, Barbados Rediffusion Service Ltd.; Mel Blake, University of the West Indies; Fennel Greene, Sierra Leone Broadcasting Service; Matnarudin Ibrahim, Radio Television Brunei; Danilo San Agustin, Far East Broadcasting Co.; and Rudolph Mark, The Liberian Broadcasting System.

Team Instruction

Since the Harris **Broadcast Systems Operation and Management** Program discussed all areas of broadcasting, several qualified Harris personnel served as instructors as well, Dr. Paul Heath of John Wood Community College addressed Community College concepts.

Topic	Instructor
AM Transmission Techniques	Dana Myers
Pulse Duration Modulation	Rex Sandidge
Polyphase Pulse Duration Modulation	Rex Sandidge
AM Stereo	Rex Sandidge



FRONT ROW (L-R) Ciapha Kplor-Liberia, Rudolph Mark-Liberia, Sonny Tawjoeram-Suriname, Din Ibrahim-Brunei, Danny San Agustin-Philippines. BACK ROW (L-R) Dana Myers-Harris, Fennel Greene-Sierra Leone, Mel Blake-Jamaica, Myrtle Solomon-Dominica, John Marshall-Barbados, Jack O'Dear-Harris.

TV Transmission Techniques
TV Studio and Video
S.T.L. and Microwave
TV Antenna/Transmission Lines
FM Transmission Techniques
FM Antennas
Short Wave Transmission Techniques
Audio Program Automation
Facilities Control Techniques
Audio Studio Considerations
Satellite Earth Stations
Quality Circles
Broadcast Systems
Broadcast Operations and Maint.
Community College Concepts
Service Parts Management
Management by Objectives

Dana Myers
Dana Myers
Dana Myers
Dana Myers
Dave Kobe
Dana Myers
Dave Kobe/Bill Little
John Newlander
George Stephenson
Bob McDonough
Mark Fehlig
Jim Morton
Dana Myers
Dana Myers
Dr. Paul Heath - JWCC
Bob Buck
Jack O'Dear

Conclusion

The overall Program was extremely successful in the opinion of the participants and Harris. The attending Broadcasters made it clear that Harris will be considered foremost to satisfy their broadcasting requirements. The credit for the success of this Program can not go to the instructional team alone. International Sales satisfied each individuals request for product information and prices. The broadcasters additionally were impressed by the Manufacturing, Test, Stockroom, and Administrative areas. The willingness of the individuals in these areas, who conducted tours and gave the extra effort to fully explain the processes which produce Harris products, made a positive and lasting favorable impression of Harris Broadcast Group which will be of great benefit in current and future equipment negotiations.

JOHN BECKGERD CELEBRATES 40 YEARS



On November 27, John Beckgerd celebrated 40 years of service. John was entertained by Harris Broadcast Group at a morning gathering of over 100 employees. In addition to a special service gift, John was given the afternoon off and dinner at the Patio.

CONGRATULATIONS AND GOLD WATCHES TO FOUR HARRIS 25-YEAR SERVICE EMPLOYEES



Freida Campbell-August 5



Don Breuer-September 3



Harry Cline-October 26



Betty Goings-November 9



CREDIT UNION NEWS

Credit Union Philosophy

Credit unions are people-oriented financial institutions. They are non-profit cooperatives, formed, owned and operated for a single purpose: to help members help one another financially.

The first credit union in the United States was established more than 75 years ago. From that day to this, credit union philosophy has never varied from the basic principles of self-help and mutual aid.

To accomplish its purpose, your credit union operates on the basis of these objectives:

1. Encourage thrift among the members, thus creating a pool of lendable funds;
2. Make member-loans at reasonable rates of interest;
3. Pay a fair rate of return on member-savings, and
4. Provide helpful member financial services.

The credit union exists not for profit, not for charity, but to serve the economic well-being of its members.

THE HARRIS CREDIT UNION...

- is located in building one, just past the multi-purpose room and Personnel Department.
- office hours are 8:00 AM until 4:30 PM daily except Thursdays when the Credit Union closes at 12:30 PM.
- has no-fee American Express Travelers Checks available for its members.
- has no-fee Notary Services available for its customers.
- offers high yield IRA accounts thru Minnesota Mutual Life Insurance.
- has Christmas Club and Vacation Club Accounts.
- has high yielding Share Accounts with dividends paid monthly.
- offers loans for almost any purpose at reasonable rates.

When you need financial services, check with **YOUR** Credit Union **FIRST!**

HARRIS PRESIDENT FETED

When Auburn University celebrated homecoming recently, Harris President John T. Hartley went home to receive one of the school's highest honors—the Distinguished Auburn Engineer Award. The award is made annually to an Auburn engineering alumnus who has distinguished himself in his field.

Hartley was elected president of Harris Corporation in 1978. He had been executive vice president and a member of the board of directors for the two preceding years.

A graduate of Auburn with degrees in both chemistry and electrical engineering, Hartley served on the faculty there before joining Harris as research engineer in 1956. In 1964 he was named to head the company's new integrated circuit operation, now Harris Semiconductor Sector. He was promoted to vice president and general manager of the company's largest electronics division in 1968 and became a corporate vice president and group executive in 1971.

Hartley is a director of the National Association of Manufacturers, a member of the Florida High Technology & Industry Council, the Research Advisory Council of Auburn University and the Engineering Advisory Council of the University of Florida.

YOUR PROFIT SHARING PLAN

The following are common questions concerning the Balanced Fund:

'How much interest does the Balanced Fund pay?'...This is one of the most common questions asked and points out a misconception concerning how our plan operates. The answer to the opening question is 'none', nor is there any interest rate for the Fixed Income Fund.

What happens is that at the end of each month the total dollar value of both the Balanced and Fixed Income funds are determined (this takes the bank about two weeks), and on the 15th day of the following month they know the new 'unit values'. This is determined by dividing the number of outstanding units into the end-of-the-month dollar value of each fund. (A complete list of the securities in each fund is sent to participants annually and is found in the Summary Annual Report which is enclosed with the certificate). It's the value of the unit that increases the value of the account. In some ways a unit is similar to a share of stock. When a person gets paid out, units are deleted; when you put in DIP money or the company makes an annual Profit

Sharing contribution, units, at the prevailing price, are added.
'What's in the Balanced Fund?'

- Approximately 40 different stocks invested by National City Bank of Cleveland. (The bank is also our Trustee and consolidates the monthly accounting of both funds).
- U. S. Government notes (currently yielding about 12½%/year) that is, again, invested by National City Bank of Cleveland.
- Approximately 45 stocks that have been invested by a new money manager - Newburger & Berham.
- Real estate in a large Real Estate fund administered by Prudential Life Insurance Company.

The Fixed Income fund works similarly, but the investments are mainly U. S. Government notes designed to yield income equal to current interest rates.

'What about Harris stock? What effect does it have on the fund?'...Not much. We currently own 250,000 shares (September 16th) which is less than 2½% of the Balanced Fund.

Words-to-live-by Safety Contest

Sponsored by the Safety Committee at Harris Broadcast Group

\$30.00 in PRIZES!

The words of wisdom hidden in our puzzle could be valuable advice to you in more ways than one. Six prizes will be awarded to entrants chosen at random who have located all 41 slogans—and identified the one message that does not appear.

All except one of the slogans listed appear in the puzzle, and we have marked the first five for you. But you will have to search carefully for the remaining 36 messages. They can appear on a diagonal line, read from right to left or from left to right, or run from top to bottom or bottom to top. (Words may intersect or interlock, but they must read in a straight line without skipping any letters.)

When you find a safety message in the puzzle, circle it and also place a check mark beside the slogan on the entry blank.

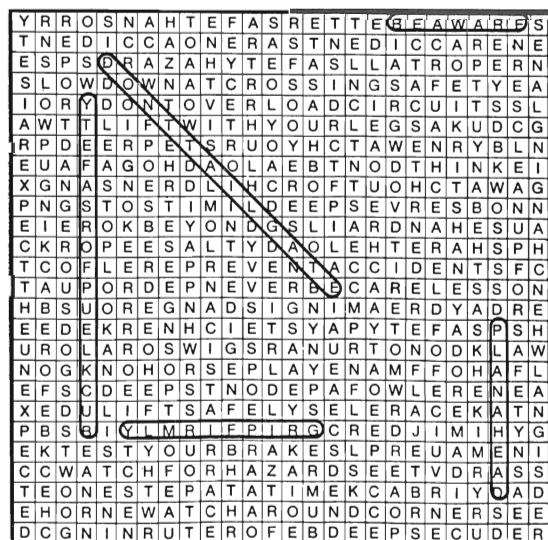
When you have located all 41 messages (including the five we marked for you), you will discover the message that does not appear on the puzzle. Write it on the entry blank.

Winners will be notified by inter-office mail and announced in a future issue of the Intercom along with the answer.

Rules:

- All Harris Broadcast Group employees are eligible to win.
- You must send in a completed entry coupon to win. All entries become property of Harris Corporation and none can be returned or acknowledged.
- All entries must be sent to D-923.
- Entries must be received by January 2, 1985.

WORDS-TO-LIVE-BY SAFETY CONTEST ENTRY BLANK



Which one of the following slogans does NOT appear in the puzzle?

- | | | |
|--|--|--|
| <input type="checkbox"/> 1. DON'T TAILGATE | <input type="checkbox"/> 15. Share the load | <input type="checkbox"/> 29. Don't be a load hog |
| <input type="checkbox"/> 2. PLAN AHEAD | <input type="checkbox"/> 16. Prevent accidents | <input type="checkbox"/> 30. Report dangerous dogs |
| <input type="checkbox"/> 3. BUCKLE UP FOR SAFETY | <input type="checkbox"/> 17. Stop, look and listen | <input type="checkbox"/> 31. Report all safety hazards |
| <input type="checkbox"/> 4. BE AWARE | <input type="checkbox"/> 18. No horseplay | <input type="checkbox"/> 32. Give kids a brake |
| <input type="checkbox"/> 5. GRIP FIRMLY | <input type="checkbox"/> 19. Clean up for safety | <input type="checkbox"/> 33. Better safe than sorry |
| <input type="checkbox"/> 6. Slow down at crossings | <input type="checkbox"/> 20. Accidents are no accident | <input type="checkbox"/> 34. Safety pays |
| <input type="checkbox"/> 7. Lift with your legs | <input type="checkbox"/> 21. Watch out for children | <input type="checkbox"/> 35. Expect the unexpected |
| <input type="checkbox"/> 8. Check before backing up | <input type="checkbox"/> 22. Watch your step | <input type="checkbox"/> 36. Walk do not run |
| <input type="checkbox"/> 9. Signal when changing lanes | <input type="checkbox"/> 23. Don't speed | <input type="checkbox"/> 37. Take care |
| <input type="checkbox"/> 10. Reduce speed before turning | <input type="checkbox"/> 24. Test your brakes | <input type="checkbox"/> 38. Keep aisles clear |
| <input type="checkbox"/> 11. Watch around corners | <input type="checkbox"/> 25. Watch for hazards | <input type="checkbox"/> 39. Stay alert |
| <input type="checkbox"/> 12. One step at a time | <input type="checkbox"/> 26. Use handrails | <input type="checkbox"/> 40. Drive defensively |
| <input type="checkbox"/> 13. Never be careless | <input type="checkbox"/> 27. Observe speed limits | <input type="checkbox"/> 41. Be prepared |
| <input type="checkbox"/> 14. Don't overload circuits | <input type="checkbox"/> 28. Daydreaming is dangerous | <input type="checkbox"/> 42. Lift safely |

Name _____

Dept. _____

Slogan which does not appear in the puzzle _____

UPGRADE YOUR TECHNICAL KNOWLEDGE WHILE EARNING A DEGREE AT JOHN WOOD

Harris Corporation, Broadcast Group and John Wood Community College, in joint cooperation, continue to offer the Broadcast Electronics Technology (B.E.T.) A.A.S. Degree Program. The primary goal of this joint effort is to provide students with a solid fundamental understanding of electronics technology principles along with the skills and knowledge to apply the principles to problem solving in broadcast systems and equipment.

Qualified and experienced Harris personnel from the Broadcast Technology Learning Center deliver the instruction. This concept allows the latest information in broadcast electronics to be passed to the student. As well, practical knowledge gained from the instructor's involvements with radio and television stations enhance the learning experience.

If you would like to learn Broadcast Electronics or upgrade your present technical skills, this program will be of benefit. Many individuals who graduated from a technical school have found that John Wood will accept previous course work completed. This allows one to complete the Two-year Program in less time while upgrading the earned certificate for an Associate in Applied Science Degree. Night classes are also offered to meet the needs of those working full time during the day.

For more information on how you can take advantage of this unique College Program contact Shirley Kronquist at John Wood Community College (224-6500) or Jack O'Dear in the Broadcast Technology Learning Center (ext. 3712).

NEW LAW AIDS COOPERATIVE RESEARCH

Harris Corporation played a key role in helping to pass a revised antitrust law during the just-ended 98th Congress.

The legislation, the National Cooperative Research Act of 1984, is designed to remove the danger of antitrust challenges to such organizations as the Microelectronics & Computer Technology Corporation (MCC), of which Harris is a full participating member. Among other features, the law clarifies the application of antitrust laws to joint research and development ventures. One major provision of the act is the reduction of potential liability from triple to only actual damages, thus reducing a significant disincentive to forming such joint ventures.

William R. Tolley, Harris Corporation's director of Legislative Affairs, served not only as Harris' principal facilitator, but also as the electronics' industry coalition leader.

Other Harris officials who participated in the fact-finding and presentation of information to lawmakers included Harris Chairman and Chief Executive Officer Joseph A. Boyd, who met with senior administration and congressional leaders and discussed industry concerns, and Harris Vice President and General Counsel Joseph R. Creighton who testified before both the House and Senate Judiciary Committees earlier this year.

President Reagan signed the bill into law October 11.

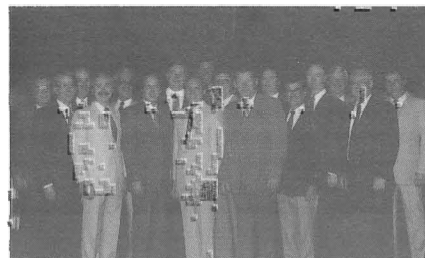
QUINCY CHAPTER NATIONAL ASSN. OF ACCOUNTANTS WIN NATIONAL CHAMPIONSHIP

The Quincy chapter of the National Assn. of Accountants (NAA) won first place for the 1983-84 year in a nationwide competition sponsored by NAA. The chapter was led by President Mark Blickhan who was presented the first place banner and trophy in Seattle Washington on June 27.

The NAA is an educational organization dedicated to community involvement and professionalism in finance. The national organization is made up of over 100,000 members and consists of 370 chapters across the country.

Other Harris NAA members are Myron Rutgers, Terry Clark, Bill Lepper, Stuart Musgrove, John Pawlowski, Debi Bard, Chris Bowers, Dan Heneghan, and Jack Harig.

FY 84 VIP QUOTA CLUB



Members of the Harris VIP Quota Club met and were honored by Harris top management, September 5 to 9, 1984, at TOPNOTCH, Stowe, Vermont. They are, top row: Jack Ducart, Radio DSM, Houston, Tx.; Barry Huntsinger, Radio DSM, Estherville, Ia.; Larry Schlepphorst, International ASM-Latin America, Quincy; Mitch Montgomery, Radio DSM, Kernersville, N.C.; Chris Kreger, Radio DSM, Kansas City, Mo.; Curt Lutz, Radio DSM, Broken Arrow, Ok.; Cliff Fields, National Sales Manager-HBMO, Mountain View, Ca.; Don Taylor, Radio DSM, Quincy; Tom Schoonover, TV DSM, Holt, Mi.; and John Parke, Director-TV Sales, Quincy.

Bottom row: Charlie Coyle, Regional Sales Manager, HBMO, Indianhead Park, Il.; George Maier, TV DSM, Sudbury, Ma.; Richard Chalk, TV DSM, Roswell, Ga., "Rookie of the Year"; Warren Bottorff, TV DSM, Jackson, Mo.; Roy Giles, TV DSM, West Palm Beach, Fl.; Wally Kabrick, Product Marketing Manager, Audio, Studio Division, "Sales Support Person of the Year"; and Tom O'Hara, TV DSM, Westlake Village, Ca. To attain membership, sales personnel must exceed new order quotas in designated product lines.

Your Employee Assistance Program



What is an employee Assistance Program? Very simple, it is just what its name implies - assistance to employees. This program provides free, confidential, professional assistance to help employees and their families resolve problems that affect their personal lives or job performance. Besides being confidential, the program is voluntary and designed to allow the employee or family to seek help on their own.

When recognizing a personal problem, the employee or family member has the option of voluntarily contacting Psychology Associates, East Maine Plaza, 224-4080. The first three (3) one-hour sessions for each family member for any reason will be provided free of charge each year.

For further information, please contact the Benefits Department in Personnel.

Published by and for employees of
Broadcast Group.

CONTRIBUTIONS FROM:

Jack O'Dear
Mark Blickhan
Gene Edwards

EDITOR:

Sharon Bartelt, Dept. 929

INTERCOM



HARRIS

SERVICE AWARDS

- 35 YEARS -



Marjorie Clem

30 YEARS



Stan Roberts



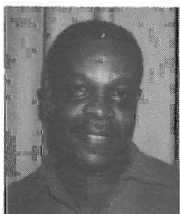
Bette Meyer

10 YEARS

Joyce Whitaker
Jack O'Dear
Gerald Miller
Mike Forbes
Mike Slattery
Joe Donovan
Dave Kerker
Stephanie Brueggeman

Don Carpenter
Jackie Drebes
Bruce Meredith
Russell White
Danny Kelso
Jackie Fountain
Skip Selby

20 YEARS



Hellmuth McElroy



Phyllis Kinne



Grace McGinnis

5 YEARS

Laurie Laaker
Arduth Sapp
Bob Roman
Phyllis Frisch
Larry Herman
Keith Mitchell
Gary Wright
Alva Farr
Dick Kemner
Sandy Claus
Gaylen Evans
Ron Scott

Dave Yuchs
Marvin Bredemeier
Earl Dunbar
Chris Grimm
Ron Morrison
Clarence McGhee
Marilyn Wilson
Scott Martin
Kelly Naderhoff
Dave Serbin
Jay Wiskirchen

15 YEARS



Stan Marquardt



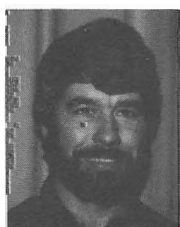
Charlie Copeland



Betty Reddick

1 YEAR

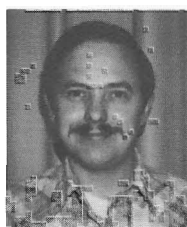
Connie Powell
John Parke
Judy Bivens



Ed Gooding



Paul Buckman



Lem Williams



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560
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