

ENGINEERING AWARDS



Pictured from left to right are Gene Whicker, Bob Weirather, Mike Nowack, Hardin Stratman, Joe Donovan, Jim Hall, Hilmer Swanson, Jerry Collins, Ron Fisk and Don Voros.

At a December 7th luncheon at Quincy Country Club, two Harris employees were honored for having received U.S. patent grants during 1984.

Joseph Donovan was honored for having a patent granted for his invention, a "Low Windload Circularly Polarized Antenna" designed for VHF television broadcasting. This patent is Joe's first for his work at Harris.

Also honored was Hilmer Swanson for a patent grant covering his invention, a "Polyphase PDM Amplifier".

Hilmer was also honored for having a patent

application placed on file in 1984 for a "PDM Distortion Reduction Circuit". These awards add to several others Hilmer has received in the past, all for work in the development of PDM technology at Harris.

Presenting these awards were Gene Whicker, V.P.-Group Executive and Bob Weirather, Director of Engineering.

Past award recipients Hardin Stratman, Jerry Collins, and Ron Fisk joined Don Voros, Jim Hall and Mike Nowack in honoring Joe and Hilmer.

HARRIS QUALITY CIRCLE TEAM IMPLEMENTS "BUILT WITH PRIDE" PROGRAM



The "Gophers" quality circle team. Pictured left to right are Don Clampitt, Maxine Prisner, Carl Proescholdt, Chris Purdy, Betty Reddick, Yvonne Baker, Jim Scott, Quality Circle Facilitator, and Bernice Guthrie.

A Harris quality circle team has independently recommended and developed a new manufacturing policy which has received Division and Corporate management approval.

The Gophers (Go-for-quality) are one of several quality circle teams formed at Harris to increase employee participation in company policies by tapping the creativity and knowledge of every worker in the organization. The group's "Built With Pride" project is the culmination of 12 months of strategic work and planning.

Support for the project was verified by a survey of all Harris employees. The program consists of a series of quality checks on the products after they pass through three phases of the manufacturing process. One employee each from the fabrication, assembly and test departments signs an affidavit attesting to product quality. This personalized sheet is placed in the front of the instruction book shipped with the product. A special "Built With Pride" sticker is affixed to the product itself as a final affirmation of quality.

Gene T. Whicker, Vice President/Group Executive, said, "The Gophers' project is indicative of Harris' pride in workmanship, and creates a special rapport between our employees and customers." Whicker said that, although management is excited about the project, "it was conceived, developed and implemented exclusively by the line employees."

Harris quality circles are employees from common work areas who voluntarily meet on a regular basis to identify and analyze work related problems, recommend solutions and carry through with specific projects.

PLANNING UNDER WAY FOR NEW SERIES OF DIABETES CLASSES

A six week series of classes on diabetes education is planned to begin March 4. The classes will meet from 7 to 8:30 p.m. each Monday evening for six consecutive Mondays. There is no charge. Classes will be held at Blessing Hospital at 11th and Broadway in Quincy. Ample parking is available.

These classes are intended for persons who are diabetic and wish to learn more about the various ways to keep diabetes under control for more comfortable living. Such topics to be discussed are symptoms, medication and drugs, complications, meal planning and lifestyles. Persons living in Missouri, Iowa and other Illinois counties may enroll and participate in these educational classes.

The classes are being offered cooperatively by staff members of Blessing and St. Mary Hospital, and the Adams County Health Department with approval of the Adams County Medical Society.

An evaluation by participants of previous classes indicated the classes to be most informative and worthwhile. This series will be the eighth time the classes have been offered since they were initiated in the fall of 1980.

Persons interested in enrolling in the March classes may call Earl Myers at the Adams County Health Department (217) 222-8440.

Reservations are on a first come, first serve basis. A maximum of forty reservations will be accepted.

NEW SERVICES AND LOCATION FOR EMPLOYEE ASSISTANCE

Psychology Associates, our EAP provider for the past 5 years, has recently announced their move to EAST MAINE PLAZA, located at 20th and Maine.

According to Dr. Frank Froman, EAP spokesman, the new facilities make it easier to access, with front and backdoor parking, handicapped access, and a more private interior layout of offices.

Noon and after 5:00 p.m. appointments are always available at Psychology Associates, and Saturday morning times can easily be arranged.

New additions available to Harris employees include FASTTEST by PSYCHSYSTEMS. FASTTEST is a complete computerized testing service, which allows a Harris employee or family member to discover:

- what career am I best suited for?
- what kind of personality do I have?
- what sort of impact do I really make on others?

am I really depressed, anxious, stressed?

All scoring is done immediately after testing, and results are available within 10 minutes following completion of the tests.

According to Dr. Froman, FASTTEST makes it possible for you and your family to access the finest computer programs currently in existence to learn more about yourself. Career planning for yourself, family members and your children is one of the prime benefits for FASTTEST.

EAP provides all Harris employees and their medically insured dependents with free assessment of any problem. Telephone consultation is available anytime. Medical, dental, and other professional referrals are made to area providers who meet standards of professional excellence. Legal referrals, help with business, professional and personal problems are what EAP is all about.

Employees and their families may make appointments or inquire about services available to them by calling Psychology Associates at 224-4080. There is no charge for any assessment, and initial counseling services are free. If extended counseling services are needed, Harris health insurance helps with most charges.



YOU MAY BE CLOSER TO A DEGREE THAN YOU THINK!

Tired of hearing "you need a degree"? Well, Culver-Stockton College in Canton, Missouri has heard the adult student's pleas.

Culver-Stockton has put some weight on all your adult learning and is offering a way for you to assess that learning through the Portfolio Development Class.

Three Harris employees have taken advantage of the course, and together Mark Miller, Fabrication; Jim Gross, Receiving Inspection; and Barbara Metcalf, Personnel have come closer to earning this degree. Their combined efforts have been assessed at 213 college credit hours.

The Portfolio class has been offered every semester. The course itself is worth 3 credit hours even before your experience is assessed.

Want more information? Call the Culver-Stockton Office of Extended Programs 223-7474 or talk to Barbara Metcalf in the Personnel Office.

You may be closer to a degree than you think!



CREDIT UNION NEWS

FAMILY PLAN IS GREAT WAY TO GO

Airlines aren't the only ones who can talk about "Family Plans". Credit union members were enjoying the benefits of their "Family Plan" long before the airlines began to extol the advantages of going places and doing things the family way.

There's a big difference, though. Our credit union's Family Plan is more than a memorable vacation. It's a time-tested financial plan for you, your spouse and your children.

Benefits of Financial Planning

From the earliest days, credit unions have been vitally concerned with promoting thrift among the members and providing them and their families with the education and understanding needed to manage their financial affairs. By establishing a share account for every member of your family, you can extend these benefits to the whole family, because each member then benefits from a regular savings program.

Goal-Setting Vitally Important

In times of economic uncertainty, such as the period we are experiencing at the moment, it is more important than ever that your children get an early start in the fundamentals of financial responsibility. Individual memberships in the credit union will give members of

your family "hands-on" experience with such basics as money, and dividends, and the necessity of setting financial goals. Imagine the thrill of pride your youngsters will feel when their own quarterly statements arrive and they can measure their progress toward achieving goals they themselves have set.

Successful Saving

Saving money isn't the easiest thing in the world to do. But saving is like a lot of other things that are hard to accomplish...the earlier the training starts, the easier it becomes to be successful.

You're Always "Somebody Special" At Your Member- Owned Credit Union

QUARTER CENTURY CLUB

The Harris Quarter Century Club is adding 17 new members in Fiscal Year 84/85 for an all time high of 120 members. Receiving their Quarter Century Club plaques this year are:

Jerry Wernowsky	6-8-84	Glen Sturhan	12-2-84
Gene Whicker	7-12-84	Chester Prisner	12-7-84
Mike Bourne	7-16-84	Gene Yochum	12-14-84
Freida Campbell	8-5-84	Marilyn Wagner	12-17-84
Don Breuer	9-3-84	Bob Allensworth	1-4-85
Harry Cline	10-26-84	Bill Lepper	1-4-85
Betty Goings	11-9-84	Dale Vandenoorn	1-21-85
Tom Cottrell	11-23-84	Archie Davidson	4-4-85
Gus Stiern	11-29-84		

The 14th Annual Dinner Meeting will be held this spring for all members and their guests.

SAFETY COMMITTEE

If you see a potential safety hazard in your area, please bring it to the attention of the Safety Committee member in your area, or Dick Riney or Bob Strode.

All committee members are pleased to have hazards pointed out in case they have been overlooked.

If you don't feel the potential hazard is being handled, notify Bob Strode and he'll check into the problem. Not every problem can be changed, but they'll be sure and respond to your suggestion. The Safety Committee is concerned with your safety and working conditions.

For your information, the following is a list of all Safety Committee members, their department number and extension.

D130-3242/3297	Frank Bruening
D190-3107	Marilyn Dooley
D230-3308	Carl Schroeder
D330/Bldg. #3-3327	Jerry Harvey
D330/Bldg. #3-3150	Bruce Merideth
D390-3485	Mark Riley
D410-3250	Dale Willis
D310-3125	Ron Otten
D500-3723	Judy Rees
D493-3342	Dick Riney
D540-3323	Ed Gooding
D651-3498	Madge O'Brien
D720-3347	Bill Little
D923-3252	Bob Strode
D923-3271	Julie Zimmerman
D925-3157	Joyce Weiss
D927-0	Clarice Bless
D970-3247	Vicki Bradbury

SAFETY CONTEST WINNERS ANNOUNCED

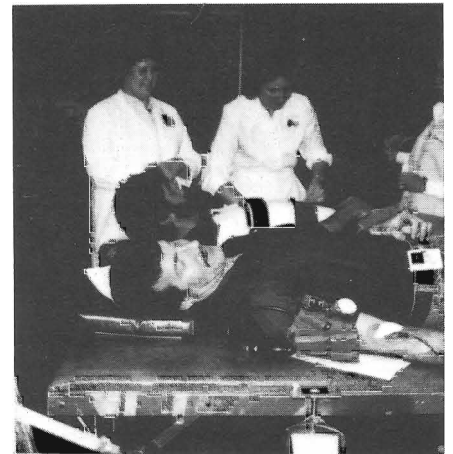


Winners pictured from left to right are Marilyn Stieghorst, Larry Engle, Venna Morrison, Jan Albert and Martyn Horspool. John Harrison was not available for the picture.

At the January 10 Safety Committee meeting, committee members drew the winning entries for the Safety Contest. From the 43 correct entries received, six entries were drawn. Cash prizes of \$5.00 were awarded to Jan Albert, Bldg. 10; Larry Engle, Bldg. 1; John Harrison, Bldg. 3; Martyn Horspool, Bldg. 9; Venna Morrison, Bldg. 7; and Marilyn Stieghorst, Bldg. 1.

Congratulations to the winners and thanks to everyone who returned an entry.

73 EMPLOYEES DONATE BLOOD



Mark Miller, a regular donor, with a first time donor, Ed Gooding.



After giving blood, Don Hendrian is ready for his refreshments.

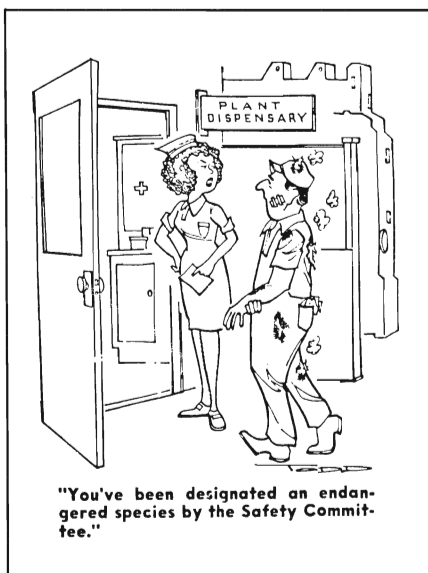
FILING INSURANCE CLAIMS FOR 1984

Many employees wait until the end of the year to file insurance claims for their medical expenses. If you are one of those employees, here are a few suggestions:

1) Complete a Metropolitan claim form for each Physician that treated you. If you saw several Physicians at the same clinic, one form is all you need. Instruct your Physician to complete the form for all 1984 charges. If you have another group insurance or Medicare, you will need to include the explanation of benefits sheet for those corresponding charges before mailing to Metropolitan.

2) To file prescription expenses, attach the receipts from your pharmacy that include your name, RX number, price and date filled to a completed Metropolitan claim form.

You should follow this same procedure for each family member that has 1984 charges to be filed.



The Red Cross held a blood drive in the Multi-Purpose room in the Stockroom on December 5. A special thanks goes to all the blood donors and to those employees who provided the cookies.

Four gallon pins were awarded to Sue Hull and Ron Kosin. Bob Allensworth and Chuck Mayes were presented with 2 gallon pins while Johnita Junk, Roger Malaney, Mike Russell and Julie Zimmerman received their 1 gallon pins.

With your continued support, the blood drive at Harris on June 12, 1985 will also be a big success.

MOVING UP

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

Ted Koch	Sheet Metal Operator
Sherry Aubuchon	Computer Operator I
Dave Danielsons	Sr. Engineer
Kelly Naderhoff	Degreaser/Conversion Coater
Ron Scott	Equipment Specialist
Rosann Sprenger	Word Processing Operator
Ed Young	Sr. Field Service Engineer
Joyce Losch	Administrative Assistant
Deborah Morrison	Sr. Financial Administrator
Jim P. Keller	Lead Engineer
Chris Renard	Layout Draftsman
Dana Myers	Sr. Broadcast Technology Instructor
Ann O'Brien	Working Supervisor
Jerry Smith	VP Sales/Marketing

GOVERNOR APPROVES SEAT BELT BILL

Amid intense controversy, Governor Thompson has signed into law mandatory seat belt legislation, making Illinois only the third state to enact such a law.

Thompson said the "bottom line" on his bill will save lives. The new law is expected to save more than 300 lives, prevent 43,000 injuries and save nearly \$500 million dollars each year.

The bill, which takes effect July 1, 1985, requires all front seat drivers and passengers to buckle up or face a \$25 fine. New York and New Jersey are the only other states with mandatory seat belt laws.

JUST-IN-TIME

R. A. Giuliani

In the past year, the term "Just-In-Time" has spread like wildfire through manufacturing circles. To some, it is just another buzzword. To forward-thinking manufacturers, however, it promises increased productivity and quality which they need to compete in today's global economy.

The objective of Just-In-Time (JIT) production is the elimination of waste. Edward J. Hay, an authority on techniques for improving productivity, defines waste as "anything other than the absolute minimum resources of material, machines, and manpower required to add value to the product".

The key concept of this definition is adding value. Value is added only by actually performing work on a product. Machining, assembling, painting, and packaging add value.

The JIT concept views inventory as the worst kind of waste. Not only does inventory have high carrying costs, but it hides problems, and hidden problems do not get solved.

As we begin to understand JIT, it becomes clear that it simply cannot function with the conventional approach to quality: assessment or after-the-fact inspection. A company that wishes to implement JIT does not have the luxury of sorting product and repeating operations. Everything must be done correctly the first time.

A taskforce has been established to review the benefits of implementing a JIT philosophy in our environment. The members of the committee are Mike Bourne, Bill Craigie, and myself (Bob Guiliani). If you have any questions regarding this topic, feel free to ask any one of us, we would enjoy hearing your inputs.

EMPLOYEE ACTIVITIES SCHEDULE

Bowling Tournament	March 3
Easter Egg Hunt	March 30
Bus to Six Flags	April
Flea Market	May 18
Bus to St. Louis Zoo	June
Cardinals/Cubs Game	June 22
Harris Family Picnic	July 20
Golf Tournament	August

Watch the bulletin boards for further information or contact an Employee's Activity Member in your area:

Building 1—	Dale Willis
	Bob Groce
	Bob Crockett
	Joyce Losch
	Sharon Bartelt
	Judy Rees
Building 10—	Fran Stice
Building 9—	Dwayne Goodwin
	Bill Genck
	Sandy Lawrence
Building 5—	Karen Lutze



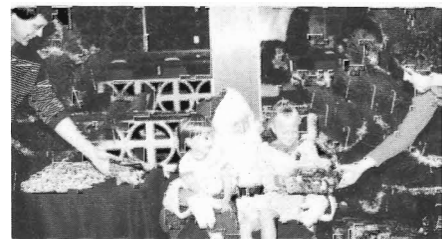
CHRISTMAS AT BROADCAST

Once again, the Employee's Activity Committee made Christmas extra special at Broadcast.

A Christmas Dance was held on November 30 at the Starlite Terrace, with approximately 500 employees and guests attending. Music was provided by "Showdown" and hors d'oeuvres were served throughout the evening.

Approximately 300 children and grandchildren of employees attended the Christmas party on December 16 at the Starlite Terrace. Children waited anxiously to see Santa and receive a special gift. Milk and cookies were served while the children enjoyed cartoons and puppet shows. Special thanks to all the employees who provided the cookies and to Billie Kramer, Gene Stice and Lou Ann Crockett who assisted the Committee.

Committee members Karen Lutze, President; Joyce Losch, Vice-President; Pam Garner, Secretary; Sharon Bartelt, Facilitator; Bette Meyer, Bob Crockett, Fran Stice, Sandy Lawrence and Bill Genck put a lot of time and effort in these projects, let them know it was appreciated.



SOCIAL SECURITY TAXES INCREASE IN 1985

When postal rates go up, can Social Security be far behind? Sad but true, Social Security increases are one way congress has of reminding us all that the New Year has arrived.

As it turns out, 1985 is going to be The Year Of The Double-Whammy! Not only has congress increased the percentage of the tax from 6.70 to 7.05, but they are also increasing the amount of the wages to be taxed from a maximum of \$37,800 to a maximum of \$39,600.

Several years ago congress, in an effort to bail out the sinking Social Security system, decided on some automatic increases over time. These increases would take the form of either percentage hikes or increasing the maximum taxable wages or, as is the case in 1985, both.

The impact of Social Security increases hits not only the individual wage-earner, it also hits the employer. So, whatever is taken out of your paycheck for FICA (that's governmentese for Federal Insurance Contribution Act) it is matched exactly by Harris.

Last year it was a little different, though. Individual employees were taxed at 6.70, but employers were taxed at a full seven percent. In the fiscal year ended June 30, 1984, Harris Corporation paid out a total of \$49.5 million on behalf of its 29,500 employees, including the new Lanier Business Products unit.

Social Security begins its 49th year on January 1, 1985. It started out in 1937 when the annual tax rate was a mere one percent of the first \$3,000 of income. Thus, the maximum contribution to the fund was \$30 a year. That continued through calendar year 1949.

Then, in 1950, congress increased the percentage to 1.5. In 1951, the base changed to cover the first \$3,600 of income. That "small" increase cost workers a total of \$54 a year.

From then on it's been increase after increase after increase. These increases mean that for many Americans social security is a greater tax burden than the regular income tax. The income tax provides for deductions which offset the tax obligation. There is no such provision in the social security tax; the rate and the maximum are fixed by law and not by circumstances.

HARRIS NAMES RAYMOND J. OGELTHORPE AS CORPORATE VICE PRESIDENT-MARKETING

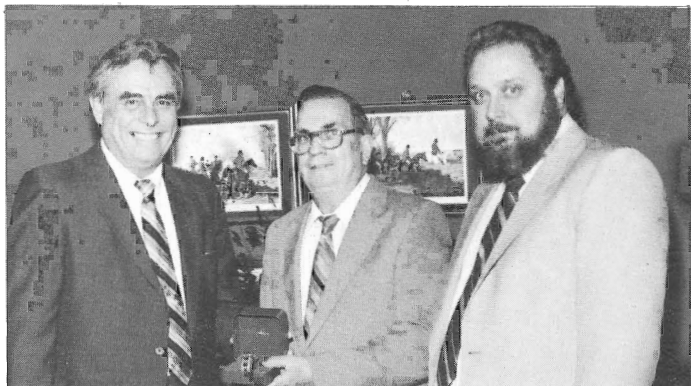
Harris Corporation has announced the appointment of Raymond J. Oglethorpe as Vice President-Marketing on the Corporate staff. Mr. Oglethorpe was formerly Vice President-Marketing at Puritan-Bennett Corporation in Kansas City, Missouri.

Mr. Oglethorpe will report to John T. Hartley, President of Harris Corporation. He will be responsible for the development of strategies, plans and resources to further strengthen the company's overall marketing effectiveness.

Prior to joining Puritan-Bennett Corporation, Mr. Oglethorpe served as Vice President-Marketing for Pfizer Medical Systems in New York. Before that, he served in several marketing capacities at IBM, including Product Manager for large systems, Assistant to the Vice President for commercial and industry relations at corporate headquarters, Regional Marketing Manager for Michigan and Northern Ohio, and Marketing Manager for the General Motors account.

Mr. Oglethorpe is a graduate of the University of Arizona with a BSEE and also holds an MBA from George Washington University.

CONGRATULATIONS AND GOLD WATCHES TO NINE 25-YEAR SERVICE EMPLOYEES



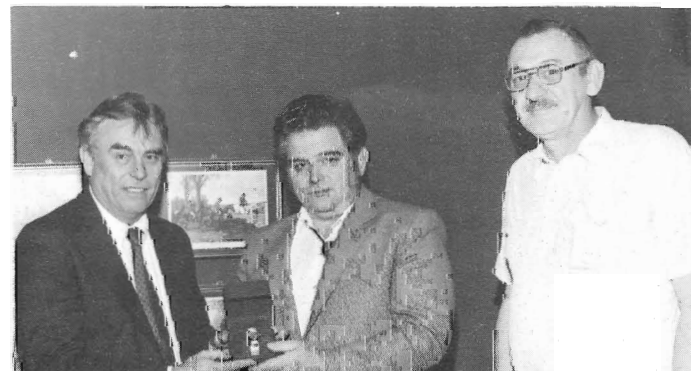
Tom Cottrell-November 23, 1959



Gus Stiern-November 29, 1959



Glen Sturhan-December 2, 1959



Chester Prisner-December 7, 1959



Bob Allensworth-January 4, 1960



Bill Lepper-January 4, 1960



Marilyn Wagner-December 17, 1959



Gene Yochum-December 14, 1959



Dale Vandenoorn-January 21, 1960

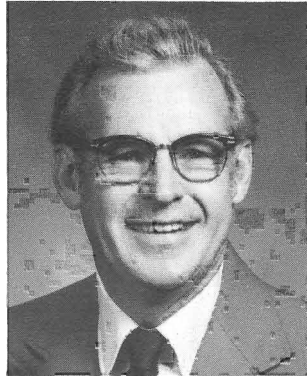
SERVICE AWARDS

45 YEARS



Ron Fisk

20 YEARS



Bill Laws

5 YEARS

Hal Koenig
Ed McPherson
Dan Dunn
Kevin Jacobson
Phil Wadsworth
Jack Elven

Dan Dickey
Bev Hamilton
Tammy Fleischman
Luke Reagan
Carolyn Redenius
Marcy Evans

1 YEAR

Doug Spratt

John Pierce

15 YEARS



George Owens



Norma Ancell

10 YEARS

Wayne Schuler

Richard Scott

Don Meier

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