

## GROUP EXECUTIVE'S REPORT CONTROLLING DESTINIES

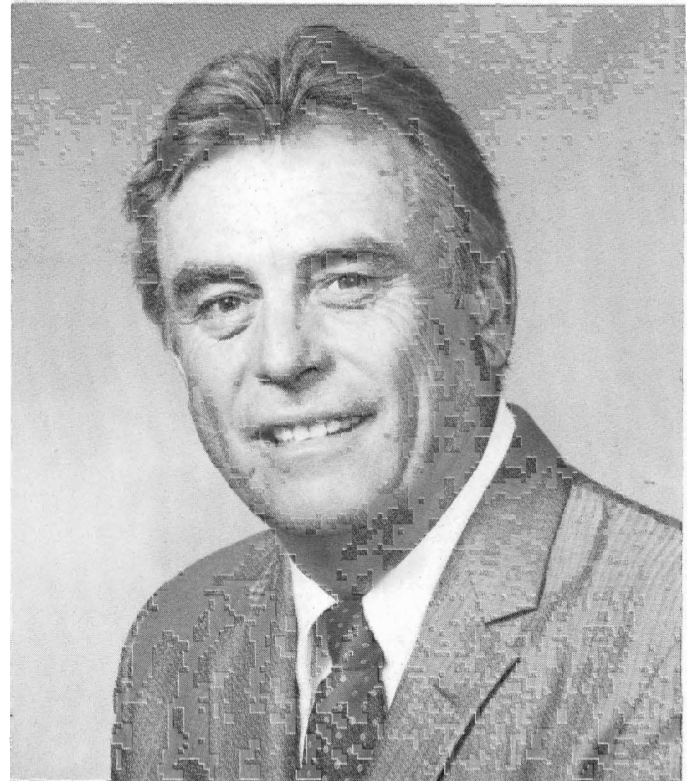


How many species have been sentenced to extinction because of failure to adapt and change? How many companies have died for the same reasons? Historically it's the aggressor—the predator with a keen killer instinct and a passion for survival—whose species prevails.

Recent contract negotiations have revealed this survival instinct in Harris Broadcast. During three days of intensive strategizing and long, gruelling hours, the organization mustered its resources and talents and focused its diverse energies on a single goal. We were not handed the business. We fought for it and won. Engineering; Service; Finance; Sales and Sales Support; Order Entry; Office Services; Manufacturing—each tapped an extra reserve of adrenalin. We proved we can do much to control our destiny. We can hone that killer instinct through teamwork, application, and a willingness to change.

And we must. Look at the environment we live in. Our competitors hunger to see us fail. Our customers are not unduly concerned about Harris' survival. They have their own future to grapple with. Our corporation can nurture us to a certain extent. Corporate may loan us money to finance assets, help us develop skills and provide moral support and encouragement. But **only** we can determine the destiny of Harris Broadcast Group. And we're all doing that right now—you and I—by our actions or inactions.

Our Aim To Win meetings have set six programs as the cornerstones of our destiny. Our



ability to change through these programs will determine our success. Change must occur quickly in three critical areas:

- 1) workplace skills,
- 2) methods, and
- 3) attitudes.

At an individual and work group level, every employee must develop an extraordinary high degree of team work and killer instinct. We'll evolve...or we'll perish.

We can admire our recent success. But we can't languish in it. The companies we have just beaten will face us again in other arenas. They have studied us. They will be wiser and better disciplined next time. So we must continue to change and evolve. We must again be smarter, faster and better. That is our destiny. Only we can control it. **WE AIM TO WIN!**

## NOTICE TO HANDICAPPED INDIVIDUALS

Broadcast Group has every intention of continuing compliance under the affirmative action obligation imposed by Section 503 of the Rehabilitation Act of 1973, as amended. As part of our planning, we will continue to employ and advance in employment qualified handicapped individuals. 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 termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship programs we may institute.

As a company that is presently or may become a government contractor subject to Section 503 of the Rehabilitation Act of 1973, which requires affirmative action to employ and advance in employment qualified handicapped individuals, we invite persons who consider themselves to be handicapped and who would voluntarily like to inform us of the existence of any such handicap. Such information received will be treated confidentially except for release to those persons with a "need to know".

If any employee or applicant with a handicap 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 handicap 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.

We reaffirm the above basic policy with respect to handicapped employees and applicants, and reasonable attempts will be made to appropriately accommodate limitations of handicapped 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 able and qualified to safely perform the work we do here.

If you have questions about this program or if you would like to report status as a handicapped individual, please contact Sharon Bartelt in the Personnel Department.

## MOVING UP

Congratulations to all Harris Broadcast employees who received promotions in the past 3 months.

Roger Malaney  
Allan Buss  
Ron Scott  
Linda Baker  
Robert Brinkmeyer  
Fred J. Fleischman  
Ron Roberts  
Phil Rolsing  
Reita Hesse  
Deborah Gehring

Service Parts Specialist  
Drafting Engineering Specialist  
Customer Service Specialist  
Working Supervisor/Radio Sales  
Sr. Contact Administrator  
Contract Administrator  
Program Manager  
Director/MIS  
Supervisor/Accounting  
Executive Assistant

Published by and for employees of  
Broadcast Group.

ALL CONTRIBUTIONS ARE  
ENCOURAGED. CONTACT THE  
EDITOR AT Ext. 3603.

EDITOR:  
Sharon Bartelt, Dept. 929

**INTERCOM**  
 **HARRIS**



## ADVISORS HONORED

Reita Hesse and Roy Chrisop were honored at a luncheon and awarded Certificates of Appreciation for their outstanding work as volunteer JA Advisors.

The purpose of JA is to give youth the opportunity to learn first hand how a business operates, to gain an understanding of economics and human relations and to evaluate various careers. These objectives are accomplished by bringing high school students together with adult advisors.

As Advisors, Reita and Roy provided the business knowledge, experience, inspiration and personal leadership required to make a JA Company succeed.



## RETIREMENTS



After 30 years of service, Vern Russell retired on July 24 from the Sales Department as Manager, Consultant Services.



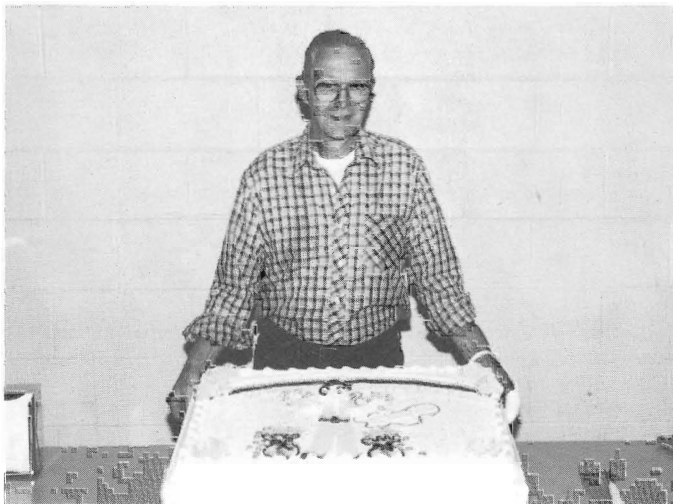
Ron Fisk retired on July 19 after 45 years of service as a Principal Engineer.



Betty Oenning retired on October 15 after 29 years of service as a Production Control Scheduler.



September 27 was Edna Haxel's last day of work after 27 years as a secretary in the Service Department.



Dick Wilson retired on September 13 after 24 years as a Sheet Metal Operator.

## HARRIS ACQUIRES ASSETS OF ADDA CORPORATION

Harris Corporation has acquired product rights, inventories and equipment of ADDA Corporation, a Los Gatos, California producer of television-studio systems.

The ADDA product line includes time-base correctors, frame synchronizers, electronic still-store systems and digital video-effects systems. Manufacturing of some of these products will be transferred to the Video Systems Operation of Harris' Broadcast Group. The group is headquartered in Quincy, Illinois, and the Video Systems Operation is located at Mountain View, California. Harris will also offer parts and repair service for selected products which were manufactured by ADDA.

The new products complement and further broaden Harris' existing line of equipment and systems for the radio and television broadcasting industry. The company's product line includes radio and television transmitters, antennas, microwave links, audio and video production systems, and studio automation equipment.

## HARRIS CHAIRMAN NAMED TO PRESIDENT'S EXPORT COUNCIL

Joseph A. Boyd, Chairman and Chief Executive Officer of Harris Corporation, has been appointed to the President's Export Council. Dr. Boyd and other new members of the Council were sworn-in at a ceremony at The White House on Monday, September 23, 1985.

The appointment of new members to the Council is part of President Reagan's new initiative for fairer international trade. Speaking to Council Members and other business leaders in Washington yesterday, Mr. Reagan said, "I'm pleased that the United States has played the critical role of ensuring and promoting an open trading system since World War II. And I know that if we ever faltered in the defense and promotion of the worldwide free trading system, that system will collapse, to the detriment of all.

"But our role does not absolve our trading partners from their major responsibility—to support us in seeking a more open trading system. No nation, even one as large and as powerful as the United States, can, by itself, ensure a free trading system. All that we and others have done to provide for the free flow of goods and services and capital is based on cooperation. And our trading partners must join us in working to improve the system of trade that has contributed so much to economic growth and security of our allies and of ourselves."

## BROADCAST GROUP RECEIVES STATE CHAIRMAN AWARD

Earlier this year, Gene Whicker was notified that Broadcast Group had been selected to receive a State Chairman award for superior achievement in behalf of the Employer Support of the Guard and Reserve program for 1984. The nomination was made by Ted Koch, a member of the U.S. Army Reserve. The award was presented by General Harold F. Pacha at a luncheon held at the Holiday Inn.

In addition to the award ceremony, Bob Fluent was invited to attend a Civic Leader tour of the Pentagon which included several briefing sessions and a wreath-laying ceremony at Arlington Cemetery.

## FAYETTE BROWN NAMED V.P. OF CORPORATE DEVELOPMENT

Harris Corporation has announced the appointment of Fayette Brown as vice president of Corporate Development. He was formerly director of that function.

In his new position, Brown will report to Bryan Roub, senior vice president of Finance. He will be responsible for the company's corporate development activities including acquisitions and divestitures.

Since joining Harris in 1967, Brown has held various financial, international and marketing management positions with the company including director of Central Marketing for the Semiconductor Digital Products Division.

He has a bachelor's degree from Yale University and an MBA from the University of Virginia.



## WALT DISNEY'S MAGIC KINGDOM CLUB PROVIDES SPECIAL VALUES AND BENEFITS

GOOD NEWS! Harris Corporation/Broadcast Group is officially a member of Walt Disney's Magic Kingdom Club. What does this mean for you, as one of our personnel? It means exclusive benefits and special values when vacationing at DISNEYLAND Park in California or WALT DISNEY WORLD Resort in Florida, as well as other exciting programs.

Walt Disney's Magic Kingdom Club was established in 1957 at DISNEYLAND Park in California. It was initially designed to offer employees of industrial and military organizations in Southern California special ticket values when visiting Disneyland. When Walt Disney World Resort opened in 1971, the Magic Kingdom Club became "nationwide" with both its chapters and programs. Today, the Magic Kingdom Club is the largest employee recreation service organization in the World, comprised of over 21,000 chapters and some 6 million members.

Current benefits for individual Magic Kingdom Club members and their families include special reduced prices on ticket media at Disneyland and Walt Disney World (Magic Kingdom and Epcot Center). A variety of family vacation plans are available at both destinations, reduced golf and River Country rates in Walt Disney World, a 10% discount on double-occupied rooms at over 400 participating Howard Johnson Lodges and Hotels nationwide, and special Club-saver rates at most National Car Rental locations, nationwide. And, to insure comprehensive service for Club members desiring Disney-related information or reservations, Magic Kingdom Club Travel Centers located in California and Florida provide exclusive and personalized reservation services for Magic Kingdom Club members. Through the Travel Centers, Club members may request information in any Disney resort destination (plus other selected areas), and book reservations for Disneyland Park, Walt Disney World Resort, Caribbean Cruises, Hawaiian vacations and other travel adventures as well.

To obtain your Magic Kingdom Club Membership Card and 1985 Membership Guide explaining further details on all the above, please contact Sheila Shaw in Personnel. Membership cards can only be issued on your request, so don't wait—pick up your card, today!

## SPACE STATION COMMUNICATIONS

Imagine a communications system with a television network, an air traffic control network, a small city telephone network and a computer network all floating 300 miles up in space—and all keeping in constant communication with the Earth! Pretty fantastic, but not as far-fetched as you might think.

In the early 1990s, the United States will establish a giant communications network in space for America's new, permanently-manned Space Station.

Harris Corporation of Melbourne, Florida, as a member of the Rockwell Space Station team, is currently designing this communications network which will provide voice, video and data communications within the Space Station, and between the station and other spacecraft and the ground. Harris is also designing a tracking system as part of the communications network which will be used to provide positioning data for other spacecraft, including Space Shuttle orbiters, which dock at the Space Station.

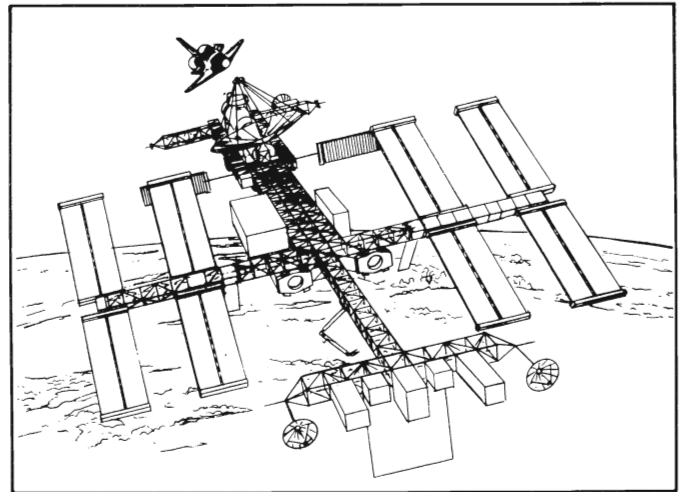
"The Space Station communications network will handle more data, video and voice information than any existing ground station," states Dr. B. C. "Bill" Tankersley, Director, Space Systems for Harris. "It will be as large or larger than any current local area network designed for business offices."

According to Dr. Tankersley, the network will provide more than 60 simultaneous communication links. This will allow all the astronauts onboard the Space Station to communicate with each other. Communications will also take place between astronauts when they use gas-powered backpacks called "Manned Maneuvering Units" to go outside the station to work in space.

Other communication links will connect the Space Station and nearby, free-flying platforms which will be used for scientific experiments and observations. Communications will also be conducted with satellites in space and with orbital maneuvering vehicles and Shuttle orbiters as they travel to and from the station.

In addition, there will be extensive communications with the ground. These will include not only voice and data communications but a wide variety of interactive, real-time research applications in which video will be used to enable scientists on Earth to see experiments taking place in space. The scientists will be able to recommend changes in experimental procedures based on these visual observations for the astronauts to carry out.

"Design of the communications network for the Space Station is a tremendous challenge," Tankersley points out. "It involves developing 60 communication links, properly



COMMUNICATIONS NETWORK FOR MANNED SPACE STATION, designed by Harris Corporation, will be the equivalent of putting a television network, an air traffic control network, a small city telephone network and a computer network in space.

positioning close to 30 antennas and locating databases to allow communications from anywhere in the Space Station. With that accomplished, we must be able to insure that all of this network equipment will be "future proof." The network must provide reliable operations for the next 30 years, withstanding severe thermal stresses and the total vacuum of the orbital environment.

"Furthermore, the communications network must also be flexible enough to allow for cost-effective growth over its 30-year lifetime," he continues. "It is anticipated that the capabilities of the network will triple, growing to include approximately 200 communication links in the future.

"The network will also provide the communication capabilities necessary for operation of a highly sophisticated, space-oriented, remote research facility," adds Bill Tankersley.

Getting down to the really important things in life—will the astronauts be able to call home after a hard day's work on the Space Station?

"Sure," concludes the Harris space systems director. "They just won't be able to call out for a pizza."

## HARRIS AWARDED MULTI-MILLION DOLLAR CONTRACT BY CENTRAL ILLINOIS PUBLIC SERVICE COMPANY

Harris Corporation has been awarded a multi-million dollar contract by the Central Illinois Public Service Company (C.I.P.S.) to provide a large, computer-based power control center to optimize the generation and transmission of electricity. The Harris M9200 power control center system, utilizing two Harris 1200 computers, will be installed in Pana, Illinois and will serve some 340,000 residential, commercial and industrial customers in the central Illinois region.

The initial phase of the contract, valued at \$5.4 million,

includes Harris' energy management and advanced applications software. Harris has previously provided similar power control systems to C.I.P.S. districts at Mattoon, Beardstown and Marion, Illinois.

The contract was secured by the Harris Controls and Composition Division, headquartered in Melbourne, Florida. Harris has a broad background of experience in control systems and produces similar equipment for utilities throughout the world.



## 25 YEARS OF SERVICE

In recognition of 25 years of service, Broadcast employees are honored with a luncheon at the Quincy Country Club where they receive their service award and membership certificate for the Quarter Century Club.



Joe Bevenour began his career with Broadcast on August 4, 1960. Joe is a Working Supervisor in the Pilot Shop. Presenting his Quarter Century Club Plaque are Gene Whicker, VP/Group Executive; Jim Winking, Senior Assembly Supervisor; and Bob Strode, President/Quarter Century Club.



Larry Moore began his career with Broadcast on September 19, 1960. Larry is a Working Supervisor in the Shipping Department. Congratulating Larry are Jim Schremp, VP-Manufacturing; Jack Schooler, Manager/Traffic; Bob Strode, President/Quarter Century Club and Gene Whicker, VP/Group Executive.

**RED CROSS BLOOD DRIVE  
DECEMBER 11**

## 45 YEARS OF SERVICE



August 25 marked 45 years of service for Art Myers, Marketing Communications Analyst. Several friends and co-workers were present to extend congratulations when Gene Whicker awarded Art with a .25 ct. solitaire diamond in a florentine 14K gold mounting.



## SYMPATHY

*"Each departed friend is a magnet that attracts us to the next world."*

—Jean Paul Richter

We offer our sincere and deepest sympathy to the family and friends of Evelyn O'Brien who passed away on September 22, 1985.

Evelyn began her career at Broadcast on December 6, 1976 as a General Assembler. She was later transferred to the PC Board Fabrication Department as a PCB Programmer and Drill Operator.

# SIGN UP FOR DIP AND SAVE

If you are at least 21, and have one year of service with Harris but have not signed up for the Harris Deferred Income Program (DIP), you are missing a golden opportunity.

The Deferred Income Program lets you save for retirement, or other long term needs (educate a dependent child, buy a home, etc.), and have Harris match 100% of your savings dollar to dollar up to 6% of your annualized salary—and you get a reduction in your taxes too!

Under the Deferred Income Plan you can put aside 2%, 4%, 6%, 8%, 10%, or as much as 12% of your pay. These savings will go into the program as before-tax dollars. That's because you agree to have Harris take your savings "off the top" each payday and put them directly into your plan account. Since that money is transferred into your plan account before the government considers it taxable, no federal income taxes are withheld. So, you don't pay current federal income taxes on the before-tax dollars you save.

Additionally, for every dollar you have withheld from your paycheck for DIP, Harris will add (match) another dollar to the plan for you, up to 6% of your pay. For example:

% pay elected to defer	2%	4%	6%	8%	10%	12%
% Harris matching contribution	2%	4%	6%	6%	6%	6%

The dollars you put into the program, plus the dollar-for-dollar match from Harris, can really add up, especially when you consider the opportunity for growth throughout the program's investment funds.

Let's say you earn \$10,000 a year and can put 4% aside in to DIP (that's only \$7.69 per week, or \$400 per year). Harris will add another \$400 in your account for you. Now you have \$800, and that's a deal that's hard to beat anywhere.

But that's not all.

Your account has the potential to grow even more, through investments in the fixed income fund and the balanced fund.

The fixed income fund is invested in government and corporate bonds, certificates of deposit and other securities designed to produce interest with little investment risk. The balanced fund is made up of a variety of stocks, bonds, mortgages and other securities. You choose how you want your account invested.

The dollars you put into the program, the dollar-for-dollar match from Harris, plus the opportunity for investment income can add up fast.

Here's another example: If you save \$1,000 a year, and each year another \$1,000 from Harris goes into your account, too; and if program investments earn an average of 8% a year: You'd have a nest egg of \$11,733 after five years; \$28,973 after 10 years; \$91,525 after 20 years; and \$225,566 after 30 years.

Under your Deferred Income Program you;

►have the opportunity to save up to 12% of you pay

through the Deferred Income Program, and receive a tax break that reduces your current income taxes.

►receive a dollar-for-dollar match from Harris on your savings up to 6% of your salary, and

►participate in a vesting schedule for the deferred income program—the same schedule as the one used for the profit sharing program.

These are some excellent reasons to join the more than 12,000 Harris employees who are already in the Deferred Income Program.

When you add it all up, your improved retirement plan is an up-to-date benefit that helps you pave the way to a sound financial future. And it's one more way that Harris recognizes your contribution to the company's success.

So why not contact Sharon Bartelt in Personnel to learn more about your opportunities for financial gain. She'll be happy to explain DIP further and help you in your enrollment. The gain is yours. Get DIP'ed!

## Who Will Pay If Congress Taxes This Credit Union? YOU Will!



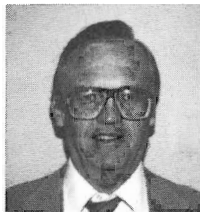
Here's why: Because credit unions are cooperatives with no profits to tax, we have only two ways to come up with money—your money—to send to Uncle Sam. We can reduce our reserves—the financial safety cushion we maintain here at the credit union to protect your savings. Or we can reduce the quality and affordability of the services we offer by:

- Raising your loan rates.
- Lowering your savings dividends.
- Hiking our low service fees by as much as 300%.
- Dropping special services.

Taxation would threaten your credit union's soundness or its services. Either way, you lose.

Does this make sense? We don't think so. And neither will your Senators and members of Congress, but they have to hear it from you. Write them today. Explain to them that taxing credit unions is not tax reform. Tell them that taxing credit unions won't help working Americans.

Here are the addresses you need: Your member of Congress, House of Representatives, Washington, DC 20515; and Your Senate, Washington, DC 20510.

**35 YEARS**

Harry McCarthy

**20 YEARS**

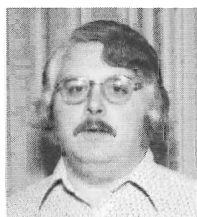
Hilmer Swanson



Larry Penn

**15 YEARS**

Sam Crouch



Larry Engle



Les Miller



Katie Parson



Maxine Prisner



Janet Wilson

**10 YEARS**

Kay Kalberer  
Mary Newman  
Sherry Spratt  
Mike Lawrence  
Steve Meleney

Robert Brinkmeyer  
Jim Gross  
Jerrold Harvey  
Pat Humke  
Wendell Saunders

Dave Soncek  
Terry Vaughn  
Fran Stice  
Jackie Humphrey  
Bob Cantrell

**5 YEARS**

Pat Rumsey  
Art Hicks  
Sharon Bartelt  
Warren Brush

Frank Langenburg  
Bob Lease  
Norm Kallner  
Dick Fry

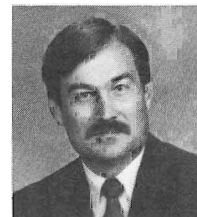
Dave Kobe  
Stuart Musgrove

**1 YEAR**

Steve Spradlin

**WELCOME NEW EMPLOYEES**

Charles Surat  
Financial Analyst  
September 3, 1985



James Schremp  
Vice-President/Manufacturing  
August 5, 1985

**DEALING WITH YOUR ADOLESCENT**

If you have a child between the ages of 13 and 18, you probably have learned that dealing with your adolescent can be rough at times.

During these ages, your child is learning to be an independent human being. Unfortunately, this also means that your child is learning to become independent from the family and their rules and regulations as well.

During these years, as your child seeks more control over his/her life, conflicts can abound. Friends become all important, and adopting new, sometimes defiant and negative behavior patterns can occur.

Some of these patterns are mild, and create little conflict. Other patterns are more severe. It is these that cause the greatest wrenching apart of the family, and will lead to some potentially serious problems if not handled well.

What problems are the ones that should cause some alarm and action?

\*Significant drop in achievement in school

\*Frequent parties where alcohol is always available and used

\*Late hours during the school week and little effort applied to homework

\*Failure to participate in family events

\*Curfew violations

\*Trouble with the law

\*A negative attitude much of the time

\*Stealing, lying, and promising to change but never doing it.

Many teens go through this period of their lives without any troubles, and a number of them have many troubles but are later able to work them out. Still others will find themselves getting deeper and deeper in trouble, setting patterns of behavior and attitudes that will follow them throughout their lives.

Your Employee Assistance Program (EAP) counselors have some help for families experiencing trouble because of an errant teenager. The service is free...paid for by Harris. It is totally confidential.

Your EAP services are located at East Maine Plaza, 20th and Maine. 224-4080.