



HARRIS
BROADCAST GROUP

INTERCOM

QUINCY, ILLINOIS

VOL. XVI, NO. 4

DECEMBER, 1985



Peace

*Wishing you all the beauty
and blessings of the season now
and throughout the coming year.*

Harris Broadcast Corporation

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 Assistant 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 Sharon Bartelt, EEO Coordinator, in the Personnel Department.

MOVING UP

Congratulations to all Harris Broadcast employees who received promotions in the past 2 months.

Grayling Akers
Tami Fleischman
Jeanne Frisch
Jackie Humphrey
Mary Ann Huseman
Robin Ippensen
David Kerker
Patty McCracken
Georgia Volm
Steve Yochum

Shipping Specialist
Sales Coordinator
CAD/CAM Assistant
Sales Coordinator
Buyer/Expediter
Secretary A
Contract Administrator
Technical Publications Specialist
Sales Coordinator
Shipping Specialist

Published by and for employees of
Broadcast Group.

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

EDITOR:
Sharon Bartelt, Dept. 920

INTERCOM



HARRIS

Holiday Schedule

½ Day	Friday	December 20
Floating Holiday	Monday	December 23
Floating Holiday	Tuesday	December 24
Christmas Day	Wednesday	December 25
Floating Holiday	Thursday	December 26
Floating Holiday	Friday	December 27
New Years Day	Wednesday	January 1

CHRISTMAS MESSAGE

Our business and personal lives are marked by recurring check points. The close of a calendar year can be an especially poignant time. This holiday message is genuinely my most gratifying in recent years. You will relate to the achievements I recall, because you had a hand in them.

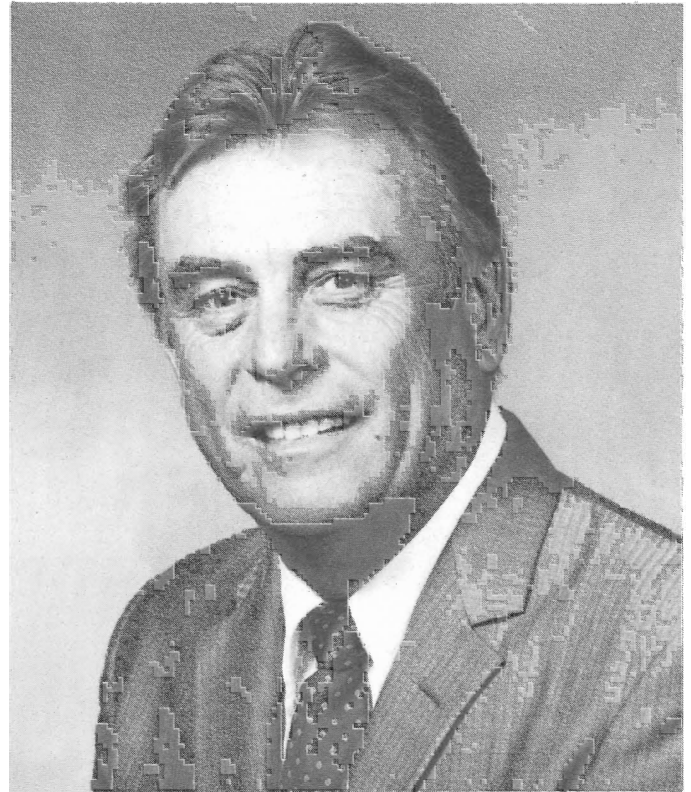
Two significant, multi-million-dollar international orders at year's end herald a resurgence of activity in overseas markets. Harris Broadcast orders, sales and profits are markedly improved. We enjoy good cash flow, higher volumes and lower inventories. The declining dollar and lower interest rates have created a better business environment. We have capitalized on it. Already Harris is realizing the seeds of opportunity created by RCA Broadcast's deci-

At year's end, a fond glimpse back...a hard look ahead

sion to cease operations. And the ADDA acquisition gives our company broader shoulders, a more versatile product line and a heightened presence in the industry.

Last month I said we were the architects of our own destiny. Now, as our various Aim to Win initiatives begin to jell, the blueprint is striking in its logic and simplicity. The JIT, TQC, and MRP programs have made good progress. The Quality Circle program has shown remarkable effectiveness. We have consolidated West Coast operations, relocated our Service Department and completed a new training center for customers. Harris is rapidly approaching pre-eminence as the top full-line American broadcast equipment supplier. And our reputation in the industry keeps getting better.

Our integrated management strategies are beginning to bring about needed change in our ability to beat the competition. Next year we can expect higher levels of business



activity, continued challenges, further triumphs. It's easier to push what's already rolling, so let's maintain the momentum. I'm confident we're equal to the task.

I commend each of you for your unique contributions and hard work. Congratulations are in order. Warmest wishes for a Merry Christmas and Happy New Year!

HARRIS AND 3M TO FORM JOINT COMPANY TO MARKET COPIERS AND FACSIMILE EQUIPMENT WORLDWIDE

3M of St. Paul, Minnesota and Harris Corporation announced an agreement in principle to form a joint company for worldwide marketing, sales and service of 3M copiers and facsimile machines.

Subject to a definitive agreement and board approvals of both companies, the proposed joint venture will combine 3M's copying and facsimile businesses with the operations of Harris' Lanier Image Processing Division.

Lanier, which was merged with Harris in 1983, was among the earliest dealers of 3M copying products. Today, Harris' Lanier Image Processing Division is the largest distributor of 3M copier products in the U.S.

The new company would be owned equally by 3M and Harris. It is expected to be headed by Gene W. Milner, a Harris board member and former chief executive of Lanier. It will be headquartered in Atlanta and is expected to start operations early in 1986. It is anticipated that the worldwide sales base of the company will be over \$400 million, and it will have some 2,500 employees.

Harris president, John T. Hartley, said, "This new venture is the natural evolution of a profitable, 30-year distribution relationship with 3M. It provides an excellent opportunity

to expand our presence in the image processing market, while providing increased benefits for our customers and additional career opportunities for the employees of the new company."

Allan J. Huber, executive vice president of 3M's Electronics and Information Technologies Sector, said, "We believe there is a major opportunity for a streamlined, world-class organization for sales, distribution and service. Our combined expertise in these areas, plus 3M's capabilities in design specification, product sourcing and testing, will make the joint venture a strong competitor worldwide."

3M is a \$7.7 billion multi-industry firm which does business in over 100 countries and employs nearly 87,000 people. Its products range from adhesive tapes and abrasives to surgical implants and videocassettes.

Harris Corporation is a \$2.3 billion producer of state-of-the-art information processing, communication and microelectronic products for the worldwide information technology market. The company employs 31,000 people and operates 35 plants in the U.S. and abroad.



WALT DISNEY WORLD GLOWS WITH HOLIDAY SPLENDOR THROUGHOUT DECEMBER

Christmas at the Walt Disney World Resort in Florida is more than a celebration; it's a time-honored family tradition. A time when there's a spirit of joy and happiness in the air that warms the heart, even on the coolest of winter nights in Central Florida.

'Tis the season at Walt Disney World once again and Club members can experience the spirit of Christmas Disney-style with a fun-filled list of holiday parades, shows and special events, plus Club discounts on Walt Disney World admission media and Disney merchandise.

"Fantasy on Parade" tops the Christmas list at Magic Kingdom Park. The popular procession, which marches down Main Street, U.S.A., daily from December 14 to January 1, stars all the Disney characters, as well as a few holiday favorites—Rudolph the Red-nosed Reindeer, Frosty the Snowman and, of course, Santa Claus himself.

Nights in the Magic Kingdom are highlighted by the colorful explosions of "Fantasy in the Sky" fireworks

December 25 to 30. Tinker Bell ignites the dazzling pyrotechnics display with a wave of her magical wand.

Club members can enjoy Christmas at Walt Disney World with a \$2.00 discount on the Walt Disney World One-Day Ticket and a \$5.00 savings on Three and Four-Day World Passports. Plus, for those who wish to do some Christmas shopping, Club members receive a 10% discount at Walt Disney World Shopping Village (minimum \$10 purchase; certain restrictions apply*).

The Magic Kingdom and Epcot Center are open every day with extended operating hours during the holiday season.

For some Christmas morning magic, Club members can tune to a special live broadcast of the "Walt Disney World Very Merry Christmas Parade," Wednesday, December 25 at 10 a.m. (9 a.m. Central) on ABC-TV.

*See 1986 Membership Guide.

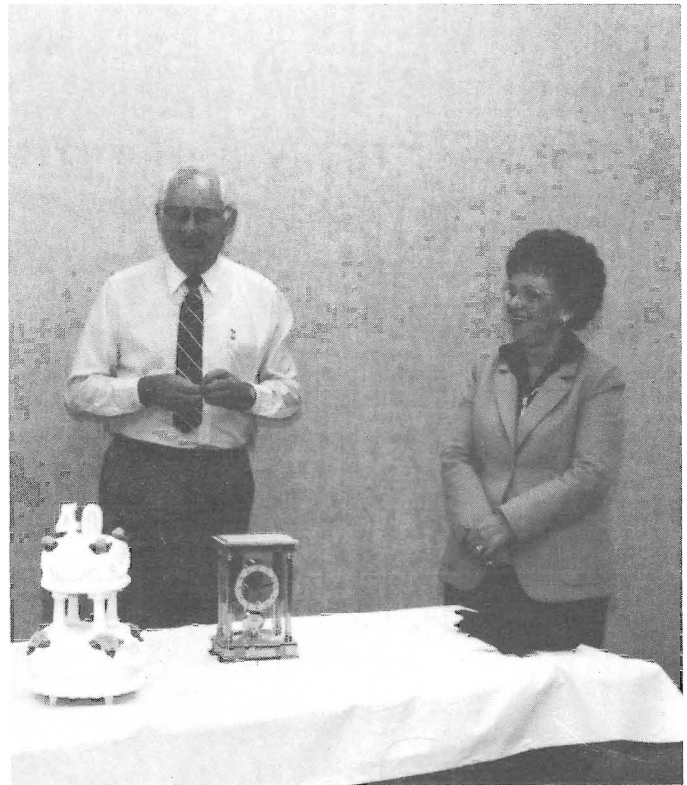
40 YEARS OF SERVICE

In celebration of 40 years of service, Howard Young and Jack Painter were presented their service awards at a cake and punch reception where approximately 150 employees gathered to offer congratulations.

In addition to their service award, both were given the afternoon off and dinner for two at the Patio.



Jack Painter, Manager, International Sales Development, received a 5 piece burgundy leather desk set.



Howard Young, Program Director and his wife Kay received a solid brass mantel clock with exposed skeleton movement.

There exists limitless opportunities in every industry. Where there is an open mind, there will always be a frontier.

Charles F. Kettering



New Phenomenon In Financial World Raises Questions

With increasing frequency, an announcement is made of yet another company planning to become a giant "financial services" warehouse. This mass-consumer approach to serving the individual's money management problems is a relatively new phenomenon in the financial world with implications for savers and investors that no one can possibly foretell. One can speculate that the proliferation of for-profit firms entering the financial services business will produce chaos instead of service for individual consumers.

*Helping you make the most
of your economic future
is our sole business.*

As an individual, with your own personal financial needs and desires, you should be glad that you are a member—and part-owner—of the credit union. Your credit union is a non-profit, member-owned financial institution that stands in sharp contrast to the profit-driven mega-bucks merchandiser of "mass consumer" financial services. At the credit union, you are an individual, a person, a human being with financial concerns that merit personal attention to your needs. After all, the credit union *is* people helping people.

The professionals who staff your credit union are here to provide you and all members with thoughtful, carefully planned financial services that address your individual needs and desires. Profit is not the motive that drives your credit union. Helping you make the most of your economic future is our sole business.

SOME HEALTH THOUGHTS FROM YOUR EAP PROGRAM

Living longer and healthier is a topic of many articles these days, both popular and scientific.

Some of the better suggestions that we've seen for longevity are the following:

1. Drink! How much? Just 1 ounce of alcohol a day seems to help settle the nerves and produces desirable levels of certain blood cholesterol and fat levels. Drinking more than this has the opposite effect, raising these levels and reducing longevity.
 2. Take an aspirin every day. Data is clear in this area, showing that a thinner blood (aspirin is an anticoagulant) reduces the chances of heart attack. Particularly true for people who are sedentary.
 3. Eat broccoli, cabbage, brussel sprouts. They reduce the likelihood of cancer in the lower GI tract.
 4. Have some more fiber. They have some excellent Fiber wafers for sale, and they are good for you. Have some fiber daily.
 5. Eat fish 3 times a week. It has oils in it that prevent heart attack, and lowers the amount of cholesterol you have in your blood.
 6. Get some exercise. Walk as much as you can, whenever you can. Lowers blood pressure and helps your system develop more blood vessels to feed the heart.
 7. Spend some time in relaxing activities. Try to find something to do each day that you enjoy.
 8. Ease back on the salt shaker. Bad for the blood pressure.
 9. Eat slower. You'll lose weight if you do.
 10. Drink more water. Fewer kidney stones and lower weight is associated with drinking 8 glasses of it per day.
- Your Employee Assistance Program is ready to help with any problem. We are located at East Maine Plaza, 20th and Maine. 224-4080.



TOGETHER WE DID

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

298 contributors collectively pledged \$16,188.20 to the 20 agencies supported by United Way. That is 54% participation.

Harris employees can be proud of another successful campaign!

SKATING PARTY

Thursday, February 13

7:00—9:00 p.m.

Scottie's Skateland

Skate Rental—\$.75

20 YEARS

Joe Benjamin



Wayne Fessler



Carl Schroeder



Wilma Huffman

15 YEARS

Curt Lutz



Audrey Appenbrink



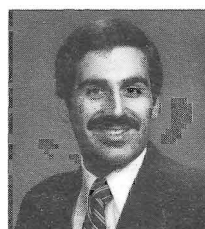
Larry Miller

10 YEARS

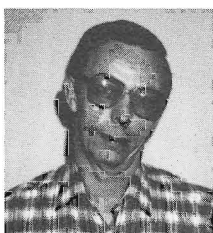
Sandy Lawrence



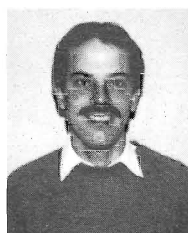
Jim Pickard



Joe DeAngelo



Ray Roidl



Rich Fairchild



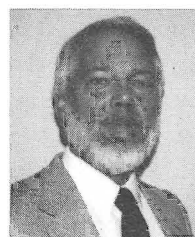
Jack Harig

5 YEARS

Debbie Knight
Mike Engel
Jim Burger

WELCOME NEW EMPLOYEES

Ralph Mortimore
Lead Engineer
November 11, 1985



Nick Richards
Product Development
Manager
November 18, 1985



Jay White
Equipment Specialist
September 23, 1985



"Next year I want something for Christmas that Daddy didn't always want one like it when he was a kid."