



HARRIS
BROADCAST GROUP

INTERCOM

QUINCY, ILLINOIS

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Happy Holidays
Harris Corporation

GENERAL MANAGER'S MESSAGE



SUNAO - A Japanese word that translates to "Seeing things as they really are instead of the way we would like them to be". In the last few months, we have been attempting to follow this practice and let all of us know the true situation within the Broadcast Division. By now, we all recognize that our orders, sales and profits are not as we would have liked them to be and, in fact, are running significantly behind AOP. It is also clear that

as we better understand the situation, our morale and feelings on a day to day basis can become depressed - and this is occurring in some parts of the organization.

However, we, the people of the Broadcast Division are the individuals that can cause an improvement to this situation. The economy can be a factor in our business but I place a far greater faith in our people to overcome many of the challenges we face. In addition, we have new leadership on board that will help give us greater focus and better results in the future.

I anticipate substantial changes in the future to help us out of the "crisis" situation we find ourselves in. It is also inevitable that change will also cause some disruption to our day to day lives but this is essential for us to be successful. Reorganization, the clear setting of objectives for each person, assigning accountability for results, and a greater sense of urgency on everyone's part are but some of the changes that all of us will partake in.

We require greater focus on achieving the things we know that need to be done. New products are being developed for introduction to the market place by the end of FY-87. Reduced costs in all functional areas are critical to our long term success. Orders will be stimulated through aggressive selling activity, new products and increased advertising. Each of us must personally assume responsibility for meeting our own commitments as well as for the organization we work in.

Most importantly, however, we all need to pull together and start working as a team for the benefit of the entire Division. Barriers must be removed from individual organizations and among the various levels of the Division. Free flowing, honest communication, criticism, suggestions and critique are fundamentally important to our success.

This correction needs to begin today with each one of us. Waiting for "management to tell us what to do" will not suffice. Speaking for the Division staff, I know additional work will be required in some areas, people will be asked to do more and each of us must reach out and expand ourselves.

In closing, I think it is fair to say that we're in a difficult, demanding period that requires everyone's immediate attention for substantial improvement. However, I think that as a team, we are all up to the challenge if we apply ourselves immediately. With the holiday season upon us it is also natural to put business worries as a second priority and pay added attention to our families. Each of us needs to have an enjoyable, relaxing and fun holiday that will provide us the mental stimulation to begin 1987 aggressively. My best wishes for a Happy Holiday for all of us.

Harris Corporation, Broadcast Division Awarded \$4.8 million Voice of America Contract



James R. Koehn, vice president/general manager for Harris Corporation, Broadcast Division, and U.S. Rep. Richard J. Durbin, (Ill.-20th) announced that the Division has been awarded a major \$4.8 million contract by the U.S. Information Agency, Washington, D.C., to provide medium wave radio broadcasting systems for six sites in the Caribbean basin. This project will enable Voice of America (VOA) programming to be broadcast throughout the Caribbean and Central America.

Under the contract, Harris will equip each of the designated sites with its VP-100B, 100 kilowatt medium wave transmitter; ancillary operating equipment, and the Sentinel control and operating system. The microprocessor-based Sentinel system will permit all six sites to be operated either locally, or unmanned from the Washington, D.C. VOA control center. This system also will monitor each site and send information about technical operations to Washington, D.C. The project is slated for completion within 18 months.

Describing the VOA contract as one of the largest orders recently received by the Division, Mr. Koehn said that it would "positively impact the Division's suppliers, and strengthen, even further, the organization's future outlook."

Congressman Durbin noted the contract is one more example of how business and government can work together to preserve jobs in the Quincy area along with improving the economic outlook for Western Illinois. "As a member of the House Appropriations Committee, I've worked hard to maintain funds for Voice of America radio construction," he said. "At a time when our nation faces a record trade deficit, we need companies like Harris that are enhancing America's role in broadcasting and communications overseas. Ultimately, such endeavors not only build good will, but a more promising market for America's industries and farmers."

Established in 1942, VOA is part of the U.S. Information Agency. Broadcasting in over 40 languages to an estimated 120 million people worldwide each week, VOA serves as the radio service of the United States Government. Its programming mission is to provide a consistent, reliable and authoritative source of news; a balanced and comprehensive projection of significant American thoughts and institutions, and clear and effective information on U.S. policies.

IN MEMORY

For everything its season, and for every activity under heaven its time:

*A time to be born and a time to die;
a time to plant and a time to uproot;
a time to kill and a time to heal;
a time to pull down and a time to build up;
a time to weep and a time to laugh;
a time for mourning and a time for dancing;
a time to scatter stones and a time to gather them;
a time to embrace and a time to refrain from embracing;
a time to seek and a time to lose;
a time to keep and a time to throw away;
a time to tear and a time to mend;
a time for silence and a time for speech;
a time to love and a time to hate;
a time for war and a time for peace.*

Ecclesiastes 3:1-8

At the end of World War I, when radio restrictions were lifted, Mr. Gates was a neighbor of George Karloa, operator of 9BY, which later became WOC at Davenport, Iowa, one of the nations' early broadcasters. The boyhood curiosity of big flat top antennas, glowing Moorhead vacuum tubes and earlier spark gaps was so intriguing, it never let loose.

In 1919, Mr. Gates' father moved to Pittsburgh. Here the elder Mr. Gates became interested in the application of the Westinghouse Air Brake to passenger cars in the fledgling automobile industry. During this association, pioneer KDKA was under construction. Mr. Gates' father was one of those men dedicated to leaving his son a business. As his son was by this time burning the midnight oil around loose couplers, twin filament audios and the like, he decided this was the business to look into.

In 1922, Henry C. Gates with the help of his son, Parker S. Gates, founded the Gates Radio and Supply Company in a second floor storeroom located on the east side of Washington Park in Quincy. Many things in the radio field



Parker Smith Gates
1907 - 1986

were manufactured by Gates but the advent of talking pictures and the generous activity by Gates in this field inadvertently led Gates into the broadcasting business by demands for an electrical transcription turntable, a by-product of synchronous disc turntables for movies.

On November 5, 1957, Mr. Gates finalized negotiations and signed the merger with Harris-Intertype, whose presses at the time printed Life, The Saturday Evening Post, National Geographic, most of the telephone books and at least half of the attractive containers on the Super Market shelves.

Mr. Gates was born August 6, 1907 in Davenport, Iowa and died September 17, 1986 in Quincy, Illinois. He served on President Truman's Committee for Small Business after World War II, past President of the Quincy Chamber of Commerce, Quincy Industrial Association, served as a National Member of the USO and past President of the Rotary.

We offer our deepest sympathy to the family of Mr. Gates. He was a treasured friend and will be missed by us all.

Harris Corp. Names Robert E. Sullivan Senior Vice President-Administration

Harris Corporation has announced that Robert E. Sullivan has joined the company in the new position of senior vice president-administration. Mr. Sullivan was formerly senior vice president-finance and administration of Harris Graphics Corporation.

Mr. Sullivan, reports to John T. Hartley, president and chief executive officer of Harris Corporation. His duties include responsibility for the corporate Information Management, Human Resources, Corporate Relations and Legislative Affairs departments.

Prior to joining Harris Graphics at its formation in 1983, Mr. Sullivan was vice president-controller of Harris Corporation. He joined Harris in 1971 and held management positions of increasing responsibility, including vice president-treasurer.

From 1962 to 1971, Mr. Sullivan was with the Chrysler Corporation in various executive positions, including division controller and corporate manager of credit and banking. He received a B.S. degree in Business Administration from John Carroll University and an MBA from Harvard Business School.



Maxine L. Rice
1930 - 1986

SYMPATHY

Maxine worked as an Office Clerk from October, 1956 until December 1977. She was born on April 4, 1930 and passed away on November 6, 1986.

Our sincere and deepest sympathy is extended to Maxine's family and friends.

BEST WISHES TO OUR RETIREES

Since the last issue of the Intercom, 38 employees have retired with a total of 1,011 years of service. We at Broadcast take this opportunity to thank them for their dedication and wish them well.

Bill Smith, Principle Field Service Engineer with 22 years of service was not available for a photograph.



Mary Hauskins, QC Receiving Inspector, 25 years of service.



Henry McElroy, Spray Painter, 12 years of service.



John Starr, Electrical Engineering Specialist, 32 years of service.



Chuck Scheufele, Maintenance Mechanic/Group Leader, 9 years of service.



Larry Riley, Tool Die & Gauge Maker, 15 years of service.



Clarence Phillips, Teardown Assembly Tech, 22 years of service.



Carl Schroeder, Assembly Technician, 21 years of service.



Bob Strode, Manager/Safety & Security, 38 years of service.



Jack Elven, Sr. Technical Support Engineer, 6 years of service.



Frank Bruening, Machinest Multi-Function, 43 years of service.



Richard Farr, Fab Utility Worker, 23 years of service.



Dick Riney, QC Assembly Inspector, 25 years of service.



Charley Bridgeman, Sr. Manufacturing Engineering Tech, 39 years of service.



Clarice Bless, Lead Switchboard Operator, 29 years of service.



Ed Gagnon, Manager/Marketing Communications, 25 years of service.



Bill Hoyt, Sr. Field Service Engineer, 35 years of service.



Fern Foster, Stock Clerk, 34 years of service.



Wally Kabrick, Product Marketing Manager, 40 years of service.



Gail Lippincott, Sr. Buyer, 38 years of service.



Bill Lepper, Payroll Specialist, 26 years of service.



Weldon Steinbach, Engineering Records Tech, 40 years of service.



Zora Perkins, Office Clerk/Purchasing, 20 years of service.



Grace McGinnis, Office Clerk/Purchasing, 22 years of service.



Carl Gray, Sr. Program Planner, 40 years of service.



Marjorie Clem, Accounts Payable Accountant, 37 years of service.



Howard Young, Program Director, 41 years of service.



Bud Felter, Machine Operator, 13 years of service.



Bob Schenke, Principal Field Service Engineer, 33 years of service.



John Harrison, Electronic Test Tech, 30 years of service.



Audrey Appenbrink, Fab Utility Worker, 15 years of service.



Dorothy Hively, PCB Final Assembler, 25 years of service.



Lowell Hoskins, Working Supervisor/Fabrication, 25 years of service.



Ruth Hultz, Cables Support Assembler, 15 years of service.



Fran Olson, Cables Support Assembler, 25 years of service.



Jack Schooler, Manager/Traffic & Shipping, 10 years of service.



Helen Prisner, Stock Clerk, 29 years of service.



Ruth Hillebrenner, Audit Inspector, 32 years of service.

Credit Union Is Best Place For Borrowing

Your best source for a loan is your credit union no matter what your borrowing need may be. Whether it's a loan for home improvements, new furniture, vacation, automobile, appliances, college tuition, or whatever, you will find the best deal at your credit union.

When credit unions came into being in the United States 77 years ago, most people didn't have much chance of securing a loan for any purpose — except at exorbitant rates which tended to worsen rather than alleviate the plight of the borrower.

Enter Credit Unions

It was this situation, that led to the creation of credit unions with a fundamental purpose of "providing credit union members with reasonable rates of interest on loans for provident purposes." That principle continues to guide to-

day's 18,000 credit unions, including yours.

No Rhetoric; Just Simple Facts

Because your credit union offers almost any kind of loan, you're not faced with the restrictive conditions that characterize loans from many other sources. And, in a great many instances, a careful comparison of your credit union's interest rate with that offered by other financing sources will show you a substantial saving in the overall cost of your credit union loan.

Need A Loan? See Us First

If you're thinking of borrowing — for almost any purpose — see your credit union first. That's what we're here for . . . to help you make the most of your economic resources.

BROADCAST ANNOUNCES DIVISION STAFF CHANGES



Gary J. Thursby



Frank Svet



Kenneth W. Okamoto



Bradley G. Garrett

Gary J. Thursby, formerly Vice President of Domestic Radio Marketing, has been named Vice President of Marketing. Thursby will help spearhead the development of the division's business and product strategy, advertising, public relations and market research.

Before joining Harris in 1982, Thursby held marketing and management positions with electronics research companies and with RCA's Government and Commercial Systems Division.

Frank Svet has been appointed Vice President of Engineering. Svet was formerly Division Engineering Manager for the Instrument Systems Integration Division of Tektronix, Vancouver, Washington. Prior to that, he was Director of Engineering for Fairchild/Schlumberger. He has held management, research and design positions with Taylor Instrument Co. and General Railway Signal Co., both in Rochester, N.Y.

Svet received his Bachelor of Science degree in electrical engineering and his Master of Science degree in electrical engineering from the Rochester Institute of Technology, Rochester. He also holds four U.S. patents and a professional engineering license in New York.

Kenneth W. Okamoto has been named Director of Human Resources. Okamoto joins the Division with 12 years experience in Human Resources.

Okamoto was formerly Director of Human Resources for the Semiconductor Products Division of Harris Corporation, Melbourne, Florida. Initially he began his career with RCA Solid State in 1974 and then joined Harris Semiconductor in

1978. He received his Bachelor's degree in Psychology from Western Kentucky University.

Bradley G. Garrett has been named Vice President of Manufacturing. Garrett has been employed by Tektronix Inc., Beaverton, Oregon since 1980. At Tektronix, Garrett was Materials Manager and Division Manufacturing Manager for the Instrument Systems Integration Division; Production Test Engineering Manager for the Laboratory Systems Division; Manufacturing Resources Planning Program Manager for the Instruments Group; and Operations and Systems Planning Manager for Corporate Manufacturing Programs.

Before joining Tektronix, Garrett was Senior Consultant for the consulting division of Arthur Anderson & Co., Portland, Oregon. He received his Bachelor of Arts and Master of Business Administration degrees from the University of Oregon. Eugene and completed a two year electronics technology program at Tektronix.

THE HEIGHTS

*The heights by great men reached and kept
Were not attained by sudden flight,
But they, while their companions slept
Were toiling upward in the night.*

—HENRY WADSWORTH LONGFELLOW

Harris Acquires Computer-Aided-Design Software Company

Harris Corporation announced that it has acquired Scientific Calculations, Inc. of Fishers, New York.

Privately owned Scientific Calculations is a software development company with a leadership position in electrical CAD/CAM (computer-aided-design/computer-aided-manufacturing) systems. One of the company's products, SCICARDS, is the preferred software package for printed circuit board design among 70 percent of leading electronics firms in the U.S.

John T. Hartley, Harris president and chief executive officer, said, "This acquisition significantly expands Harris' software-development capability in the rapidly growing CAD/CAM market. The addition of Scientific Calculations' products to our existing line makes Harris the only computer manufacturer which develops and supports integrated CAD/CAM systems for multiple disciplines, such as civil,

electrical and mechanical engineering."

Paul Watkins, president of Scientific Calculations, said, "Customers today want a single-vendor solution to their multi-discipline CAD/CAM needs. Harris has the high-quality computer systems, mechanical engineering, civil engineering and technical office administration software which complement our strengths in the electrical engineering market."

Scientific Calculations, with 300 employees and \$30 million in sales, will become part of the Harris Computer Systems Division, reporting to James R. Oyler, senior vice president in charge of the Harris Information Systems Sector. This Harris division, headquartered in Ft. Lauderdale, Florida, is a major supplier of super-minicomputer and super-microcomputer systems, peripherals and software for aerospace, defense, engineering, scientific and education applications.

Extended Health Care Coverage

Congress has passed a law that gives you and your covered family members another option in continuing health care coverage.

Effective July 1, 1986, if your employment is terminated for any reason other than a discharge for cause, you can elect to continue your Harris health care coverage for up to 18 months. If you elect to continue coverage, you must pay the entire cost; Harris will not directly subsidize your coverage.

In addition, your eligible dependents can continue health care coverage up to 36 months if:

- you die,
 - you are divorced or legally separated, or
 - your children no longer meet the eligibility requirements.
- If your dependents elect to continue coverage, they must pay the entire cost.

Harris will provide you with the necessary election form and the cost of coverage continuation within 14 days from the date your coverage, as an active employee, ends. In the case of your divorce, separation, or a child no longer meeting

the eligibility requirements, you have 30 days to notify Harris of the event. Notification will be provided within 14 days of the date Harris is made aware of the event.

If you or your dependents elect continued coverage, and during the continuation period become covered under any other group health plan or become eligible for Medicare benefits, your coverage under the Harris plan will terminate. Please notify your Human Resources Department if you have obtained coverage elsewhere. If you do not advise us and benefits are paid by the Harris plan for charges incurred after the date you become covered under any other plan, you will be responsible for repaying the amount of any benefits you received from the Harris plan.

At any time during your continuation period you can also choose to convert your coverage to an individual health insurance policy.

If you have any questions about continued coverage under the Harris plan or conversion to an individual policy, contact your Human Resources Department.

Congratulations to Nine 25-year Service Employees



Lowell Hoskins - July 31, 1961.



Jim Ruxlow - July 6, 1961.



Howard Junk - September 14, 1961.



Curt George - August 31, 1961.



Leroy Jones - July 25, 1961.



Larry Zehnle - July 11, 1961.



Ken Robertson - July 31, 1961.



Frances Olson - October 9, 1961.



Jack Moulder - October 30, 1961.

SEVEN EMPLOYEES HONORED

During the Fiscal 1987 Kick Off meeting, seven Broadcast employees were recognized for their outstanding achievement and dedication in their respective areas during 1986. They

should all be proud of their achievements and we applaud them for a job well done.



Ed Gagnon for all the successful NAB's.



Deborah Morrison for Sales Financing Support.



Rex Sandidge for Product Problem Solving & Team Leadership.



John Clark for Harris RF Fabrication Sales.



Greg Best for TVE 60 - 120.



Nemo Azomian for MRP.



Jack O'Dear for Saudi Arabia Field Program Management.

*If a task is once begun
Never leave it till it's done
Be the labor great or small,
Do it well or not at all.*

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**

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Broadcast Group, in recognition of the essential rights of all employees and applicants as individuals, to recruit, hire and promote all job classifications without regard to race, color, religion, sex, national origin or age, except where sex is a bona fide occupational qualification.

It is also the policy of Harris Broadcast to take affirmative action to ensure that all personnel actions such as rate of compensation, benefits, transfers, layoff, return from layoff, company-supported training, educational tuition assistance, social and recreational programs shall be administered without regard to race, color, religion, sex, national origin or age, except where sex is a bona fide occupational qualification.

We are required to identify those employees within our work force with ethnic backgrounds: (1) Black, (2) Hispanic, (3) American Indian/Aleutian Native, (4) Asian/Pacific Islander. It is to the company's benefit to acknowledge the presence of all those employees who have these backgrounds in order for our Affirmative Action Program to be approved and successful. A person can be counted as having this background if any of his direct blood relatives, as far back as great, great grandparents were from one of these ethnic backgrounds.

If you have questions about affirmative action or if you have an ethnic background to report, please contact Sharon Bartelt, EEO Coordinator, in the Personnel Department.

35 YEARS



Bill Craigie

15 YEARS



Pat Belker



Theresa Bless

30 YEARS



Bob Hallenbeck



John Harrison



Ray Doellman



Sharon Beedle



Larry Riley

1 YEAR

Charlie Surat
Jay White
Ralph Mortimore
Kevan Griggs
Nick Richards

10 YEARS



Al Emerick



Wayne Kaessen



Don Meyer

Mike Nowack
Ron Kosin
Bill Hughes
Corey Morrison
Rex Sandidge
Mike Griesbaum
Terry Bonkowski
Karla Hadsell
Dick Taylor

Virgil Frese
Cathy Holschlag
Mike Koch
Sandy Wilson
Nila Hemming
Steve Lawrence
Dave Strawman
Bob Plonka

20 YEARS



Mary Ann Huseman



Gloria Carlock



Charlotte Maddox

5 YEARS

Kerry Cozad
Jim Bradshaw
Lou Ann Duryea
Barry Klesner
Richard Patterson
Rosann Sprenger

Jack Leaver
Paul Raymond
Jerry Westberg
Fred Brown
Robin Ippensen
Jeff Malec

WELCOME NEW EMPLOYEES

PICTURE NOT
AVAILABLE



Walt Rice
District Sales
Manager/Radio
October 13, 1986



Charles Jonas
Field Service Engineer
October 30, 1986



Frank Svet
Vice-President/Engineering
October 20, 1986



Brad Garrett
Vice
President/Manufacturing
October 27, 1986



Ken Okamoto
Director/Human Resources
November 3, 1986



Christina Metz
Data Entry Operator B
November 10, 1986



Stuart Corpe
Field Service Engineer
November 10, 1986