

# HARRIS ALLIED BROADCASTER

MAY '90

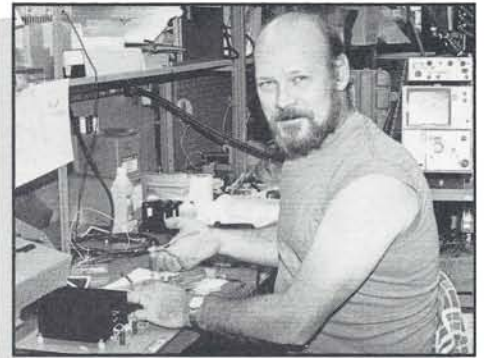
QUARTERLY NEWSLETTER PUBLISHED BY & FOR OUR EMPLOYEES

VOL. 3  
ISSUE 3

## People Pride & Partnership



Molly Stanley, Richmond International



Ray Dearing, Quincy Systems Implementation



Wilma Weathers, Quincy FM Team



Jeff Schmall, Quincy Training



Tom Harle, Richmond Radio Studio Sales



Bo Tran, Richmond Mail Room & Communications Clerk

### From The Corner Office . . .

In the days that followed the 1990 National Association of Broadcasters Convention in April, Jerry Whitaker, associate publisher for Intertec Publications, made an interesting observation: he noted that Harris Allied Broadcast Equipment represents stability at a time when most of the broadcast industry is undergoing a great deal of shake-up and change.

Based on the reactions of more than 50,000 NAB attendees and our competitors, NAB 1990 did indeed mark a significant milestone for Harris Allied. Throughout the show, the Harris Allied booth was without question one of the busiest for many reasons. Our products were definite winners, as you'll see when Broadcast Engineering's pick hit list is released in June. Our extensive company capabilities were a huge plus. Most important, our attitude was what people expect from leaders- upbeat, open and always backed by an obvious desire to be of genuine service.

Before we forget NAB '90, let's remember that the success of the show is a tribute to each and every Harris Allied employee. Thank you for your efforts and your work. Thank you for making it possible for 1 + 1 to equal *much* more than 2.



# NAB 1990 ATLANTA

BROADCASTERS



The Harris Allied booth with some of the 50,433 attendees.



The Harris Allied transmitter display- booth #4430.



Hilmer Swanson (NAB Engineering Achievement Award recipient, expanding on the virtues of AM.



Roy Ridge (left) and Guy Neuman enjoying a lighter moment.



Jon Young explains the magic of the DR-2.



John Timm at the Harris Allied Systems studio display.



Art Silver explains the inner workings of a transmitter.



(L-R) Bob Hendee, Tom Yingst, Guy Neuman and Lou Ann Duryeau, deep in conversation.



...And behind this door, we have...



## Fond Farewells and Good Luck Wishes!

Allied was founded in May of 1974. Norma joined less than a year later. She started out on the *ground floor* as secretary, receptionist, and even typed up the very first Allied Broadcast Equipment catalog for Roy Ridge. (It contained used equipment and was one page, front and back.) There were only four employees. Jack Harris (now Service Manager) the first employee hired, followed by Jim Jones (now Equipment Exchange Sales Manager), and Jan Webb (retired 1989).

Norma was a jack-of-all-trades in the office for Roy and was even warned that business might be "a little slow"

That certainly changed. Fifteen years later, the company a subsidiary of Harris Corporation, Norma, as switchboard operator, handled over 1200 calls in an average working day. She worked diligently to keep track of everyone at Allied corporate- no easy task! But, she did it well.

This new beginning of a decade is a year for much celebration for Norma. She celebrated her 15th Allied anniversary on February 3 and her retirement on March 2. She and husband, Harry, will celebrate their 38th wedding anniversary. They have two daughters and four grandchildren.

Over the years Norma made her way into our hearts and our everyday lives. A friend, a co-worker, and good listener- we all wish Norma the best in her new ventures (which include crafts and antiques with daughters Susan and Connie.)

## A Special Tribute



Marilyn Cottongim read this poem as a special tribute to Norma:

Fifteen years ago she walked in the door;  
Into the world of Allied she came with a roar,  
Only then, it was widely known as "Muzak;"  
There were only four more- Roy, Jan, Jim & Jack.

She sat at her desk with typing in mind;  
Little did she know how she would climb.  
Into the hearts and minds of many;  
She was there for all- in both times of want and plenty!

The sixth street office may have seemed small;  
But Norma's laughter rang off the wall.  
There were times that were rough and times that were fun;  
But Norma handled them well with each and everyone.

Then came the move five blocks away;  
Where she would spend many a day.  
Saying "Hello, Allied Corporation;"  
Along with that came hours of exasperation.

But as always, Norma kept her cool;  
Both on the phone and in the pool.

Of many employees who became friends as well;  
She was always there to listen and then tell.  
Her opinion of the given situation;  
She would get her point across with great complaisance.

She was always there with support and caring;  
Her personality was filled with love and sharing.

Her life is one of character and strong will;  
Norma will never be 'over the hill!'

Allied grew and there came another move;  
But, as always, Norma got into the groove,

And made necessary adjustments for herself and all;  
The doggone phone rang off the wall!  
She eventually changed her greeting on the phone;

To say "Harris Allied;" in a pleasant tone,  
That reached out to all on the other end;  
Her voice became their personal friend.  
Yes, Norma has been there for each one of us;  
Whether we're happy or ready to cuss.

She always listens- no matter what;  
She never put us 'on the spot';  
She was our advocate, mediator and guide;  
Through thick and thin, far and wide.  
Sure, we'll miss her, one and all;  
A replacement is impossible, but the memories we'll recall.

A character, we know, you have always been;  
But we've always accepted you as our best friend.

From eight to five, you're never quiet;  
And it seems you're always on a diet!

What more can we say about this lady we love?

A blessing she has been, from heaven above.

The thoughts we're feeling? Words just can't tell;

But, God bless you, Norma, and keep you active and well!



Dwarfed by the many flowers and gifts delivered throughout the day.



Surprised as the theatre curtains unveiled a 'friendship quilt' made and presented by Allied co-workers.



A luncheon pitch-in was part of the surprise retirement party. No one went hungry!



A few parting words and heartfelt "Thanks!"





## ALLIED COMMERCIAL PRINTING

### Meet Our Prep Department



**Steve Shackelford**  
Stripper

Steve joined Allied four years ago in the prep department, doing camera work when necessary and occasionally lending a hand in the pressroom. About these years Steve says, "I've had the opportunity to expand my capabilities and become more efficient at my trade." He compliments Allied Commercial Printing for having "quality standards that exceed 90% of commercial printers." After hours Steve enjoys horseback riding, target shooting, reading and softball. He is also a history buff interested in the United States and Great Britain. Steve and his wife Lesa have two sons, Seth - age 10 and Jake - age 5. The family includes one horse and a dog.



**Lonnie Miller (front) and Jim Hughes operate the new ITEK 2-color press.**

A new 2-color press was purchased in February to reduce the workload of the other presses. The new ITEK press runs at a high speed and produces quality printing.



**Brian Jenkinson**  
Stripper

Brian joined Allied nearly three years ago as a press helper and is now in the prep department as a stripper. For those unfamiliar with graphic arts terminology, a 'stripper,' in this case, is *'someone who prepares offset flats by imposing negatives or positives in proper relationship to each other, preparatory to making offset plates.'* Brian attended Montgomery County Joint Vocational School for graphic arts and held two prior positions as a pressman for printing companies in Ohio. He enjoys working nights and compliments his co-workers as being "like family." After hours his interests include motorcycles and guns.



**Recent office sale held at Commercial Printing. The main feature was Don's "look-like-Gene's ties."**



## FINANCE

### QUINCY

In February, Chris Grimm and Debbie Dodd attended an MSA Education Workshop on Information Expert.

Our sympathy is extended to Howard, Debbie and family. Homer R. Dodd, grandfather of Howard, passed away Wednesday, January 31. Howard is married to Debbie Dodd of the payroll department.

Michael Bickhaus, a student at Quincy College, is our accounting clerk intern. He was named to the Dean's List for the fall 1989 semester. He will graduate in May with a B.S. degree in accounting and plans to test for a CPA in May. He also recently learned he has been accepted to Notre Dame and Washington University schools of law for the fall 1990 semester. Congratulations Michael! Go Get 'em!



**Alexandra Winkler**

Dwight and Ria Winkler are the proud parents of a baby girl, Alexandra. She arrived January 19, weighing in at 6 lbs. 3-1/2 oz., 18-1/2 inches long. They have a son, Samuel, almost a year old now. Congratulations to the Winklers on their new addition.

Cory Morrison made a trip to Mexico in January. She and Sergio Rojano of Sahab SA, our representative for Mexico, met with representatives of BANAMEX, BANCOMER, BANCA SERFIN and NAFINSA, to discuss financing options for radio and TV stations in Mexico.



## CREDIT UNION

### QUINCY

Our annual meeting was held January 24 at the Quincy Holiday Inn. Approximately 165 members attended the dinner meeting. Following dinner, a short meeting was conducted with reports given by the various committee chairmen. The following employees were re-elected to the Board of Directors:

Sharon Bartelt, Supervisor, Human Resources  
Carl Proescholdt, Manager, Manufacturing FM Team

Pat Humke, Manager, Manufacturing AM Team  
Dave Kerker, Contract Administrator  
Sandy Claus, Credit & Collections Coordinator  
Stuart Musgrove, Manager, Accounting  
Tom Losch, Sr. Fab Methods Technician  
Doris Mason, Office Manager, Credit Union





## PERSONNEL

Congratulations to Ken Okamoto who was elected to the Board of Directors of the Adams County United Way.

### Upcoming Quincy Events:

Skating Party.....Sun., 5-20  
Blood Drive.....Tues., 6-12  
Family Picnic.....Sat., 8-25 (South PK)  
Christmas Dance..Sat., 12-15 (Holiday Inn)

### New Hires:

Connie Schutte, Log. Assoc. 11-18-89  
Ann Turner, Admin. Secretary, 11-25-89  
Andy Edgar, Sr. Facilities Engr., 11-27-89  
Ed Twitchell, Lead Elect. Engr. 12-7-89  
Scott Armistead, Component Engr. 1-8-90  
Gary Bryant, Fab Assoc., 1-8-90  
Steve Agnew, Field Serv. Engr., 1-15-90  
Berniece Guthrie, Mfrg. Assoc., 1-27-90  
Jinny Kirkpatrick, Mfrg. Assoc., 1-27-90  
David Motley, Mfrg. Tech. Assoc., 1-27-90  
Brenda Steele, Mfrg. Assoc., 1-27-90  
Joe Middendorf, Mfrg. Tech. Assoc., 1-27-90  
Jeff Baker, Radio RF Sales Spec. 1-29-90  
Jon Foster, Brdcast. Tech. Instr., 2-5-90  
Chuck Rockhill, Dir./Systems 4-2-90

### Interns from Quincy College:

Donna Grossman, Human Resources  
William Baker, MIS

### Interns from Culver-Stockton College:

Margaret Doyle, Purchasing  
Lori Schmidt, Sales  
Linnea Deeds, Public Relations &  
Communications  
Kelli Wagner, Finance  
Lori Freeman, Market Research

### Promotions:

Karen Tournear, Admin. Asst./Div. Staff  
Linda Harvey, Admin. Asst.  
John Delay, Mgr./Cust. Serv. Interface  
John Dawson, Mgr./Accounting  
Dale Kaiser, Sr. Systems Software Engr.  
Dave Kerker, Sr. Contract Administrator  
Dana Myers, Lead Cust. Serv. Engr.  
Jennifer Weber, Sr. Quality Engr.  
Burt Parker, Sr. Electrical Engr.

### Retirements:

Walt Harris, Field Serv. Engr., 12-1-89, 12 yrs.  
Tom Day, Sr. Fab Meth. Tech., 12-29-89, 23 yrs.  
Bob Hallenback, RF Sales Spec., 12-31-89,  
33 yrs.

### Births:

Ric & Monica Hinkamper, girl, Ashley Marie,  
3-27-90

### In Sympathy:

"Each departed friend is a magnet that attracts us to the next world." -Jean Paul Richter

Janice A. Miller, 2-13-90. Janice started with Harris on April 3, 1974, as an electronic assembler. At the time of her death, Janice was employed as a Manufacturing Associate on the TV Team.

Robert B. Nickerson, 3-14-90. Bob started his career at Gates/Harris in Quality Control, Oct. 15, 1956. Until his leave of absence in February 1978, he held the position of Reliability Engineer. He retired in March 1986.

Martha (Patty) Williams, 3-23-90. Patty began her career with Harris April 22, 1964, as an Electronic Assembler, until her LOA August 1985.

We offer our sincere and deepest sympathy to family and friends.



## ENGINEERING

At the all-engineering meeting in January, Rex Niekamp, Bill Kerkhoff, Dave Rees, Mike Harland, Mark Riley and Lynn Strube were recognized for their efforts on the WRAL-TV, Raleigh, N.C. antenna shipment. This antenna was assembled and shipped in record time after an ice storm knocked them off the air in December. The antenna arrived on Wednesday prior to 'Super Bowl Sunday' (the station's target date for full power operation). Unfortunately, the Raleigh weather didn't cooperate- high winds and rain prevented the installation by game time.

Dale Kaiser was promoted to Senior Systems Software Engineer.

Jim and Lou Pickard enjoyed a winter vacation tour of Oklahoma, New Mexico, Arizona, Texas and Mexico. The trip got off to a good start- their R.V.'s brakes went out near Tulsa. New Year's Eve was spent in Albuquerque, eating Mexican food. They visited the Old Tucson movie set in Tucson, AZ, and the National Observatory to Kitt Peak. A side trip was taken to Mexico where Lou learned how to 'deal' for silver jewelry. Time in Phoenix was spent sightseeing and having a chuckwagon dinner. From Phoenix to El Paso and back to Mexico for more 'deals'. The last stop was in Dallas to visit their son, Andy, who is building a new 35 kw FM station.

The following employees were recognized in the February all-engineering meeting and gift certificates were presented to: Arnie Spielbauer, DX10 air system redesign; Bill Kerkhoff, Chile P&D (21 antennas); Fred Pantios, Mexico presentation; and Doris Garkie, Mexico presentation.

### New Babies:



Jordan Christine Waggener

Jordan Christine Waggener, February 8. Daughter of Tina and Jeffrey Waggener. Granddaughter of Stan and Barb Roberts.

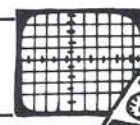
Matthew Glover, March 1. Son of Bob and Susan Glover. Grandson of Donna Glover.

Lance Patrick Niekamp, March 16. Son of Rex (Manager, Antenna Design Group) and Betty Niekamp.

### FIELD SERVICE QUINCY

We welcome back Steve Agnew as our new Radio Field Service Engineer. He worked at Harris nine years ago. We're glad for his return.

Venora Lawrence celebrated her birthday January 30. We won't say which one. Linda Harvey and Ann Turner treated her to the lunch of her choice- Taco Bell. She didn't want cake so Ann made a peach pie instead.



## TECHNICAL SERVICES

### RICHMOND

It's been a very busy Spring, both at work and at home. Judy Harris spent a week in Fort Wayne which left Jack at home alone. He was responsible for feeding and watering the house plants and the dog. The birds and at least one squirrel in particular couldn't be left to starve either. At one point the situation became critical- the supply of bird seed was depleted. Jack made an emergency trip to find another bag. At times it was feared Jack might not be feeding himself since he was so busy feeding everything else. Rumor has it he is planning to open a free petting zoo on Oakview Drive (if he can get the birds to stand still.)

Jim Hauptstueck and Tim Elstro spent a few long days at the NAB convention. They came back with a few of the usual tall tales that seem to follow trips such as these. Comments like: "This BIG tower inside the hall fell on top of all this stuff and destroyed it!" and "A man played the piano while singing like 'Who-lee-oh Eglatious and Willie Nelson at the same time!' Most people just tried to humor them for a few days. Gradually the 'stories' subsided and they became 'normal' again.

While Jim and Tim were in Atlanta, Glenn and Ron made an attempt to keep the fires under control and get a few hot jobs out the door. One of the hot jobs was an automation system that ended up in the back of a truck near its northern destination, rolling end over end. The driver failed to tie down the two equipment racks and their center of gravity did flip-flops. The only good thing about this story is the driver did have the rear doors closed, so the debris did not end up on the highway. It's a good thing the movie studios didn't select this guy to be the chauffeur in "Driving Miss Daisy!"

### TECH SERVICES' POETIC SOCIETY

Call this one "Springtime Love From the Shop Boys"

The shop boys have got Spring fever again;  
Puttin' their little parts in the bin.  
And it's pretty obvious in the place;  
As they try and make their tapes erase.  
Minds won't stay on anything too long;  
While roses and birds are singin' a song.

The grass is green and the sky is blue;  
Jim wants to fish and Ron does too.  
Glenn wants to take a bicycle ride;  
Tim wants to sit on his deck outside.  
Jack wants to watch the grass grow;  
That's the way things in the shop go.

Seems these thoughts won't go away;  
And maybe we shouldn't feel this way.  
But they're pretty hard to eliminate;  
'Specially on this calendar date.  
So, if we need some help from you all;  
Carefully listen for our 'mid-day' call!



# MANUFACTURING NEWS

## QUINCY MATERIALS & PURCHASING

In-house Lotus classes were held during January and February. Twenty-one employees attended. The instructor was Wayne Chichon of the production and inventory control department. Congratulations to our new Lotus 'experts'.

Was Jill Wegs (Dept. 310) trying to have an early Halloween? It was reported she was seen running down Main Street in a 'Batwoman' cape. A co-worker goes to the same beauty shop and refuses to use their restroom- doesn't want to risk going out the wrong door and getting locked out, also.

Tom and Joyce Losch vacationed in Florida early March. The first few days were spent in Nokomis visiting relatives, then on to Palm Bay to visit old 'Harris' friends who have migrated there. They visited Epcot Center, Kennedy Space Center, the beach and THE BEACH CLUB (several times). They also visited the CCS Data Center where Sally Hirt now works. The weather was perfect- they had a great time!!

## TV TEAM



### TV Team's Product Display

Jay Wiskirchen scheduled everything for the TV Team display by the east employee entrance. Dan Dunn put the working demo model of an HT 30LS control cabinet together and it works beautifully. Bobby Lease helped coordinate photos and graphics of the solid state cabinets. Ruth Jones, Joyce Saunders and Betty Winebrenner were in charge of decorations. Everyone in TV had a helping hand in putting the display area together. Along with the control cabinet there are some PC boards and modules to view. A big THANKYOU for everyone's help!

Warren Brush reported at our TV Team Pizza Party that the NAB Show was a very great show and our transmitters looked great. Also, a BIG THANKS to Warren for the pizzas.

Anyone wanting to trap squirrels- please call or ask big game hunter Joyce Saunders. She had one in her basement, borrowed a trap, and caught it. Her granddaughter took it to the park and released it to both the squirrel's and Joyce's delight.

Penny White bowled a 581 set on February 21. Her high game of 211 was a good one. Penny's average is 130. Good set!

TV has started a tradition (*we hope*). All first-time grandparents bring a treat for the department.

Congratulations to Ruth and Leroy Jones for 34 years of wedded bliss. Ruth, you deserve a gold star and a new house. How about it, Leroy?

Congratulations to J.R. and Jill Engle on the birth of their son, Joshua Matthew, born February 8. He weighed 7 lb. 1 oz. The proud grandparents are Larry and Wanda Engle.



Betty Winebrenner was pleasantly surprised on her 41st birthday, January 25. Steve (a friend) came from St. Louis a day early for the big celebration.

## AM TEAM

We have just completed the pilot of the new Gates Line. With the DX line doing so well, AM looks to make 1990 a very busy and prosperous year.

The combined efforts of the AM Team, Shipping and Purchasing, has led to a \$286 per unit reduction in non-value added labor. Jerry Harvey, (project leader), Rusty White, Dave Drew and Jeri Dye (project team members), eliminated the need to remove all vacuum capacitors prior to shipping from the output networks of DX10 and DX50 transmitters, as well as Phasors and ACUs.

Keeping in mind that Harris Manufacturing is a competitive weapon, the AM team has begun various quality improvement projects. To further our movement to world class manufacturing, a project to expand our JIT techniques has been initiated. The DX10 team, led by Marilyn Dooley, has begun to pull DX10 production through the manufacturing process. The first month operation has shown a \$22,618 reduction in parts and assembly inventory. Additionally, goals include a more linear production flow and reduced cycle time.

Because Harris AM products are the industry's best solid-state AM transmitters available worldwide, our efforts must continue to focus on improved quality. A project within PC boards assembly test concentrates on state-of-the-art and quality, and the elimination of non-value labor through rework and improved assembly process. The project team, led by Sue Johnson, selects one board at a time and reviews test yield data, process sheets and board design. Results will be reported at a later date.

Prior to shipping any AM product, the equipment goes through an audit by the Quality Assurance department. In order to assure elimination of defects found by the auditor, we have begun a project to reach zero defects.

Steve Lawrence is leading a project team that identifies defects. Knowing what is causing the defects and solving the problem will lead us to provide our customers with the best value for their support.

We welcome Ginny Butler, Joe Middendorf, Tim Lohmeyer, Kay Cunningham, Kay Yates and Cathy Crow, to our ever growing team.

Pat Humke and Jackie Beebe took second place in a euchre tournament at the Moose Lodge on 'Super Bowl Sunday'.

Sue Hull has a new granddaughter, Alyssa Nichole, born January 21. Congratulations!

## SHEET METAL/FABRICATION

The workload seems to be picking up in Dept. 140. We are working a little overtime, our rejects are down, and we are spending time on new ideas for improved quality. We would like to thank RF Communications for the luncheon. We were presented a plaque for Vendor-of-the-Month for December. This award was well-deserved. We feel that our sheet metal department is as good as any in the world. We run difficult jobs no other company will do. Our people are smart, work together well and put out good quality. Our on-time delivery is running about 96%.

Mike Dietrich has been fishing already and caught a great number of crappie. We are all looking forward to Spring. There will be plenty of fishing, golfing, camping, softball and maybe a lot of mushrooms!

John Wood Community College presented the second blueprint class with certificates of completion. We thank Harris for providing the classes.

The Harris gold league is starting. Keith Mitchell and Ronnie Clappitt, along with Dave Daniels and Jack Leaver, are playing.

## MANUFACTURING ADMINISTRATION

Anjanette K. Brush, daughter of Mr. and Mrs. Warren Brush, has been elected to Alpha of Iowa, the University of Iowa chapter of Phi Beta Kappa, in recognition of scholarly and personal achievements. She was one of 47 students initiated into the group during December ceremonies at the Iowa Memorial Union. Phi Beta Kappa, founded in 1776, is the country's oldest academic honor society.

Jeffrey Morton, son of Mr. and Mrs. Jim Morton, was named to the Dean's List for the Fall 1989 semester, at Illinois State University, Normal, IL.

## TEST, MANUFACTURING & INDUSTRIAL ENGINEERING

Sam Crouch has moved from building #10 to #1 (manufacturing). We have a new draftsman, John Wallace, to assist Sam in doing manufacturing ECNs. We welcome John and he says to come see him with any problems on ECNs.

Bob Crockett and family enjoyed a two-week vacation in January. They visited his wife, Lou Ann's parents, in Springfield, VA, and their alma mater- the Virginia Polytechnic Institute State University. While visiting the campus, they attended the annual banquet for the Virginia Tech Rescue Squad. The university is in Blacksburg, VA. It was fun and the children traveled well- 900 miles is a long way!

## MACHINE SHOP/FINAL ASSEMBLY

The new C.N.C lathe (Mazak) is now in our department. We had moved everything in the lathe area in preparation. The floors were resurfaced and the area is in tip-top shape. The new toroid winding machine is up and running. New tables and shelves have also been installed. Larry Miller attended a three-day training program in Chicago for the Mazak.

After a long absence, Clarence McGhee is back to work, on a limited basis.

Peggy Christener vacationed in Las Vegas.

(MANUFACTURING NEWS continued on page 15)





## \$ALES

### RADIO STUDIO SALES RICHMOND...

Dave Gill visited Philadelphia, PA, to show the AKG DSE 7000 to several stations. On March 12 he spoke to the West Virginia Broadcasters Association about AKG and then hurried to Detroit, MI, to help John Grayson show it to Group W and Viacom.

While in Atlanta for the NAB, Rick Funk, Dave Gill and Bob Groome swam up stream "against a bunch of aeromatic 'deadheads' (Grateful Dead groupies)" in order to eat dinner in Atlanta's famous 'underground'.

Steve Ellison had a 'memorable' first-time NAB experience. His Atlanta departure flight was detained due to an O-ring leak on the landing strut. Attempting to land in Louisville, KY, the plane did a sudden take-off. Lights indicated the landing gear was not locked down. The pilot flew by the tower to find out...but, the pilot was not happy yet. A manual check was carried out in row 24- Steve's row. He got a bird's eye view of the captain checking to make sure the landing gear was indeed in place. Fortunately it was. The plane landed safely. But, the plane landed too late for Steve's connecting flight to Dayton. No problem...they were able to get him on a *commuter flight*...after a long wait. When he finally landed in Dayton there was no one left to drive him home to Richmond. So, he waited another hour for someone to drive over and pick him up. *How's that for your first NAB?!*

Bob Groome called Teresa McCord "a paper carrying geek" while she was handing out a TON of price pages. She was quite insulted upon learning the true meaning of the work 'geek', as provided by Marilyn Campbell and Webster: *Geek- a performer of grotesque or depraved acts in a carnival, etc., such as biting off the head of a live chicken or snake.* Bob has retracted his statement.



#### Ground Floor Negotiating

Did anyone see Marilyn Campbell's photograph on the calendar in the service shop? She must be moonlighting as a model. Although she claims it is not her

in that awesome swimsuit...we know better  
...no one else has *those winsome eyes!*

### DALLAS

NAB has come and gone.  
Harris Allied together- what could go wrong?

Mr. Roy had his say;  
Then Harris and Allied went their own way.

Digital was in abundance;  
Still in the future before any substance.

AKG was the exception;  
The DSE 7000 is perfection!

All the mainstays were there;  
The best story I've heard was 'The Snake  
and the Hare.'

Our booth looked great;  
But still no place to negotiate.

With NAB already done;  
It's time to think on 19 ninety-one.

-Pat Hurley

### RF RADIO SALES



Jeff Baker

#### Jeff Baker Joins Harris Broadcast

Always seeking something new and interesting, Jeff Baker joined RF Radio Sales in January, 1990. For the past year and a half, Jeff ran two small businesses- one, a publishing company and one as a technical consultant. Neither venture proved interesting enough and he was then contacted by Harris via a recruiting firm.

With 20 years of broadcast engineering experience, Jeff was familiar with Harris and saw an opportunity to work for the "number one company in the broadcast equipment field."

Jeff's lifelong fascination with radio and electronics began in his junior high school's special science class. He created a stereo system by combining two record players. When the CB craze hit his hometown of New York, he saw a potential market for CB repairmen and learned all he could.

Jeff attended Syracuse University and worked at their radio station where a training course in radio engineering was offered. He earned his FCC license there and left early to work in radio.

In 1975, while at WFBL in Syracuse (his first full-time job), Jeff completed his Bachelor of Science degree at Regents College, a part of the University of the state of New York. In 1978 he earned a Master of Science degree from Syracuse. He went on to become chief engineer at WHEN four years and then for the LIN Radio Group- WBBF and WMJQ. Within two and one-half years he was promoted as

the Director of Engineering. LIN sold its radio interests and Jeff stayed on a year and a half before going into business for himself.

An SBE-certified Senior AM/FM Broadcast Engineer, Jeff is also a senior member and serves on the National Board of Directors of SBE; is a member of the IEEE and Audio Engineering Society, and serves as an Alumni Trustee and Volunteer Advisor for Regents College. He also enjoys writing and has been published in Radio World and business publications in and around Fairport, NY, his current residence.

When Jeff talks of his 20 years in radio, he quotes an old classmate; "Radio is not an occupation. It's a disease, and it's incurable."

### RADIO SALES

The new GATES AM LINE is born!

Speaking of births, Ed Hawkins is officially a grandpa. His first granddaughter was born to his daughter on January 22. Grandpa Ed and granddaughter Audrey Michele are doing fine.

Bob Hallenbeck retired December 31, 1989 after 33½ years of service. He will be sorely missed by our department and customers. He started his retirement with a vacation to Myrtle Beach, while his wife dragged out the 'honey-do' list she had been building over the years.

We welcome Jeff Baker to take over Bob's territory.

The Quincy Community Little Theatre paid tribute to Barbara Fry, Dick Fry's better half, who recently received the outstanding actress award for her role in the musical, Sugar, at the annual Quilts Awards ceremony. Congratulations, Barbara!

A baby shower was held January 26 in honor of Tami Fleischman and Pam Bailey for the births of their sons. Besides all the wonderful gifts given, there was plenty of pizza, soda and cake, enjoyed by all. It was a great way to spend a lunch hour!

### Successful Leasing Venture

Howard Brinn, Mid States Financial Corporation, visited Ken Wasylik and Chris Grimm to discuss lease/finances for our customers who require leasing.

Don Taylor had an opportunity with Pyramid Broadcasting, Inc. The first order included an SX-1A and AM stereo equipment totalling \$47,765 for WPBK in Michigan. The second was for an FM start-up in Texas that included an HT 3.5 FM transmitter and \$50,000 of Allied's studio equipment. Mid States Financial approved the Michigan transaction in short order, even though the owner was vacationing. Mid States kept the communications flowing and further financed the Texas FM start-up. Both transactions totaled \$159,960.

Mid States Financial is located at 850 Algonquin Road, Suite 103, Schaumburg, IL, 60173-3808. The phone is 708-397-2030. Please contact Howard Brinn if you have an opportunity requiring lease/financing.

Congratulations Don and Mary Stormer! Mary is cross-training with Chris Grimm and this was her first and very successful leasing venture.





## RICHMOND...

The orders just keep coming. International wrote 181 orders during the month of March!

Debbie and Valerie want to thank all the great people in Quincy who took time out from their busy schedules to meet with, talk to and/or babysit them during their visit in January. It was truly a valuable experience to see first-hand, the similarities and differences between operations in Quincy and in Richmond, and to meet people after a year and a half of working together. Thank you again for your unanimous "What can I do to help you?" attitude. It was a pleasure meeting all of you. A special thanks to Stephanie, Dick, Darin and Ray who did more than their fair share of babysitting. . . And, by the way, Debbie's driving only scared Valerie *once!*

Valerie's oldest son, Chris, recently returned from a week in Washington, D.C., where the Centerville Sr. High School participated in a choral festival and sightseeing trip. Mom sent a roll of 24-exp. film and he brought back FIVE exposed rolls! Youngest son, Michael, wrestled with the Junior High Bulldogs and was undefeated for the season! He won both the Hagerstown and Liberty Invitational Tournaments. Needless to say, Mom is very proud!!

## A Funny Thing Happened on the Way Home From NAB . . .

Upon his return from NAB late one Tuesday night in April, Pete Koenig knew something was wrong when he noticed his cat was confined to the bathroom. His wife, Nancy, was wearing an exasperating look and the odor of skunk permeated the area.

You guessed it: "Oscar meets Pepe LePew!"

Earlier that evening, Oscar had returned from the great outdoors reeking of his fateful encounter. Nancy phoned friends who advised her the remedy for skunk attack is to bathe in tomato juice. Unfortunately, a search of the kitchen yielded only one can of V-8 juice and one can of tomato sauce, which she mixed together and commenced to glop all over Oscar.

By the time Pete arrived, Oscar looked like one of those poor animals in Alaska slimed by the Exxon Valdez... only he was orange instead of black.

To make things even more fun, Oscar had made an attempt to shake himself off, at various places in the bathroom, splattering a malodorous mix of *skunk pasta sauce* all over everything.

A week later, Oscar still smelled a bit like skunk and a bit like tomato juice, but he's recovering nicely. We're still not sure about Pete and Nancy!?

## Changes . . .

April 17, Marv Nickel announced Pete Koenig's transfer from International Sales to Harris Allied Systems, in the position of Systems Engineer. Pete will report directly to Chuck Rockhill while continuing to work out of Richmond. Pete's major responsibilities will be to provide the technical design and layout support for Domestic and International Systems. While Pete's transfer is effective immediately, he will continue to work closely with Allied International Sales for the remainder of the fiscal year. Please join in supporting Pete in his new assignment.

## QUINCY

### From E.L. Corujo . . .

I want to thank each of you for your superb cooperation and support in the preparation of the recent tender for Channel 9 Network in Chile.

Harris' response was ready in Santiago for presentation on the schedule our customer demanded of us, while some of our competitors had asked for a time extension.

Helping with the Chile tender were: Radelle Ahlemeier, Stephanie Brueggeman, Warren Brush, John Dawson, Mike Engle, George Halpin, Mike Koch, Pete Koenig, Stu Leger, Dave May, Cory Morrison, Stu Musgrove, Rex Niekamp, Jim Pickard, Tammy Schroeder, Dave Soncek and Dwight Winkler. (Note: The Chile tender resulted in an order for 21 VHF solidstate transmitters and 21 VHF antennas. The total order came to \$4.6 million.)

We are pleased to report the final shipment of the spare parts order for Indonesia (approx. \$4,000,000 is history!). Despite the milestones and problems, the last 40-foot container left Quincy January 31. Our sincere thanks to Mike Koch, Dick Kunz, Duane Goodwin, Cory Morrison, John Dawson, Dwight Winkler, Mike Engle and Wayne Cichon (to name but a few), for their hard work and cooperation. After this challenge we are confident we can tackle any order, of equal or greater value, with ease. So, International salespeople... get busy and SELL, SELL, SELL!

By the way, Hugh Hart, everyone is still asking, "when" is the celebration party?

**NEW YEAR RESOLUTION UPDATE:** As you may recall, the Quincy International group set their 1990 resolutions (refer to the February '90 Broadcaster issue). Here is the report, as promised:

1. The person who was going to quit eating sweets was caught eating a candy bar, doughnut, and DQ blizzard... *all in one day!*
2. The individual who was going to stop cussing the fax machine and stop ripping out faxes... *has NOT stopped yet!* However, we believe he HAS gained five pounds- one of three resolutions is a start.
3. The person who was going to save money (HA! HA!) was seen in the mall, carrying several packages!
4. Our co-worker who was eventually going to give up smoking, has shown *NO indication of trying!*
5. The person who was going to lose five pounds appears to be holding his own (i.e. HASN'T gained, HASN'T lost).

Note: The above results represent only half of the department. The remaining half will be reported at a later time. Let's hope their results are better!

**Allied International was honored to host the second Technical Seminar of Radio, Audio and TV, 1-2 March at the Crowne Plaza Hotel in Mexico City.**

Local logistics were expertly organized and coordinated by the exclusive Harris-Allied Mexico representative, SAHAB S.A.

Technical presentations were made by:

- Rick Forte, Alpha Audio - Computer Audio
- Bob Weirather, Harris-Allied - AM, FM, TV transmitters
- Fred Pantisios, Harris-Allied - FM and TV antennas

Hank Lansburg, Henry Engineering - audio interfaces

Roger Studer, ITC - cartridge machines

A total of 228 engineers came from all corners of Mexico to attend this important, informative seminar. Technical presentations made in English were simultaneously translated to Spanish, U.N. - style via individual headsets.

Our thanks to everyone concerned for making the seminar a huge success.



Here is part of the SAHAB S.A. staff. Sergio Rojano, General Manager, is located under the word "Around" with his lovely wife, Tere.



Fred Pantisios of Harris-Allied "talking antennas"



Seminar attendees.



Left to Right: Bob Weirather, Gus Ezcurra, Sergio Rojano, Joe Ziemer.





## CANADA

We would like to thank everyone in Quincy for their help in getting our Canadian sales off to a running start. We started selling Harris products in February and sold 5 transmitters in less than two months. The CBC bought a 3.5 kw. Radio Clare was a complete station with an HT10 transmitter. CHAY (Shaw Radio) purchased an HT25. A major Toronto station chain purchased a 1 kw FM. Studio sales are also doing very well. We are proud of our success in helping Arrakis consoles and studio packages ("Studio In A Box") take a growing position in a market historically dominated by Canadian manufacturers. CJRW has had a studio rebuilt with Arrakis Modulink. Shaw Radio just ordered their fourth 10,000 Series. Telemedia has ordered two more 10,000s for their new 3 Rivers station. Current Arrakis consoles and package projects span the world's second largest country from CFCB in Newfoundland through to CJRW in PEI, also Montreal and numerous projects through the Prairies and British Columbia, and even in quantities throughout the North West territories.

**NAB REPORT . . .** Jon would just like to say it was a very successful show and we left the customers quite impressed with Harris Allied.

**INQUIRING MINDS WANT TO KNOW . . .** Acupuncture really works! Simply ask Jon. (Jon's bicycle wreck of past summer returned to haunt him.) Just before NAB, he arrived at the office wearing a neck brace and could not move his neck at all. A couple of days later, his arm was out of commission as well. He could only lift it from the elbow down. The doctors ran CAT Scans, EEGs, x-rays and just about anything else they could think of. He was told no treatment was available and the problems would self-correct in a matter of time- *up to two years!* Needless to say, Jon was a bit fed up by that time, so, trying acupuncture was his next move. He is now able to move his arm with nearly full function, and is working on regaining his strength. And, yes, he still has the doctors baffled!



Laurie McMurtry has left us to pursue a customer service position for an Allstate Insurance company. We all wish her the best of luck in her new endeavors. Keep posted for an announcement of our new employee.



## TRAINING

### QUINCY

Jon Foster joined the Harris Broadcast Technology Training Team February 5, to replace Jay White. (Jay moved to the Field Service Department.) Jon graduated from our broadcast technology program in 1986 and went to work for Louisiana NBC TV. His responsibilities included operation and maintenance of all TV studio equipment and the transmitters. Jon and wife, Nancy, are natives of Quincy. Jon's background and ability to help with our college program and customer training make him a truly welcome addition to our staff.

The Harris Team Spirit Comes Through Again . . . the mother of our only television instructor, Dana Myers, suffered a heart attack and required bypass surgery. This meant Dana would not be able to conduct all the TV seminars. A number of Harris people from engineering, sales, and service pitched in and did an excellent job of covering topics in their fields. This created tough spots for these employees, allowing virtually no preparation time. But, with positive attitudes, we pulled through it.

The Harris Broadcast Technology Training Center staff wish to acknowledge Mike Finley, Lee Harvey, Martyn Horspool, Jim Keller, George Owens, Dave Soncek, Robert Spaun and Bob Weirather, for filling in as instructors during the R.F. Circuits II, TV-60UX/TV-120UX Series and the TV transmitter workshop. Dave Kobe and staff say, "THANKS for the great support!"

*P.S. Dana's mother is progressing well in the recovery of her operation.*



Did anyone remember Jeff Schmolz's birthday, March 8? You bet they did! Jeff was greeted at work by a large sign and balloons. Jeff is a lab assistant for the John Wood Broadcast Technology program at Harris. He is single and enjoys fixing up his 1973 Dodge Challenger for racing.



## ADMINISTRATION

### QUINCY

The previous couple of months and those to come are very busy ones for Broadcast's Vice-President/General Manager, Tom Yingst, and Executive Assistant, Debi Gehring. March was focused on finalizing the Management Manpower Planning (MMP) process, coordination of the annual operating plan and the NAB. From NAB, Tom flew directly to Melbourne for the MMP review with corporate.

April's emphasis was centered around the FY-90/FY-91 AOP process and completion. Pebble Beach, California, is on the agenda for the first week of May. Tom will be attending the annual Corporate Planning Conference with all corporate top management and division general managers.

Back in the office for a couple of weeks and then off to Singapore for the Broadcast Asia Show, followed by a trip to Bangkok and Taipei. From there he will fly back to Melbourne for the AOP presentation. This brings us up to mid-June when Tom's feet will finally hit the ground for a while. During those travels, Debi will keep busy setting tight division schedules and deadlines, sorting through reports and appraisals, compiling presentations, setting itineraries, and keeping Tom abreast of any major business issues. And, although Tom has an extensive travel schedule, he is only a telephone and fax machine away.

Gene Edwards took a three-week vacation to Pensicola Beach and Titusville, Florida, for pure relaxation and visiting with friends.

Debi Gehring has been appointed Vice President of the Quincy Chapter of the National Association for Women in Careers. NAFWIC is a new organization in Quincy organized to provide support, networking and skills development services to enhance potential for greater success and ability to meet future challenges for personal and career growth.

. . . .

If you think you have no faults, that makes one.

**Good** humor is the health of the soul, sadness the poison.

**Get** even . . . with the people who have helped you.

**Fact** — red lights always last longer than green ones.

**Ever** stop to think and then forget to start again.



“What are  
your special  
plans  
for the  
Summer?”



**Jim Hughes**  
Allied Commercial Printing

I've enjoyed relaxing this winter. Now it's time to go to work. We have a large garden to take care of because we grow all our own veggies. We also have several flower gardens to take care of. This is the summer that both barns get painted and the trim on the house. We would also like to finish our sun deck. If this sounds like a fun summer to you, I will be glad to share!



**Ralph Mortimore**  
Quincy Television Engineering

A couple of things. . .go see our new grandchild, and go to our son's wedding in Texas in September. My wife and I want to get alone together by starting to drive and see where the car will take us, like we did last year.



**Janet James**  
Quincy Finance

Play golf at Westview Golf Course in Quincy where I have a membership and staying home all summer because I'll have all my trips out of the way.



**Joyce Robertson**  
Quincy TV Team

Would like to see the ocean on the west coast. I also would like to see some big ships.



**Jill Feldkamp**  
Quincy Service Parts

A trip to Florida for vacation with husband and children, Kendall (age 5) and Kendra (age 2) to visit Disney World and also spend time with family.



**David Glessner**  
Quincy Digital Hardware & Software Engineering

Bicycling, swimming, finish my scuba diving certification and go scuba diving in Florida or the Caribbean.



**Sarah Shankland**  
L.A. Office

Since the scenery out in Malibu is what made me want to live in California in the first place, I'd like to try and get out there more often. I also plan to make it up to Seattle to visit my old pal Cal. He and wife Fran have promised to show me the night life there!



**Ronald Clampitt**  
Quincy Fab Team

Play golf at Westview Golf Course, do a lot of catfish and bass fishing, and work around the house doing maintenance, and watch the Cubs win *another* pennant.



**Kathy Dwyer**  
Richmond Domestic Marketing

Between my playing volleyball and my daughter playing softball, I imagine a big part of the summer will be spent at ballparks. In August we'll be going to northern Michigan by way of the Georgian Bay area of Canada where we've rented a cottage for a week on Lake Michigan.



**Bob Crockett**  
Quincy Manufacturing

Recently bought a brand new house in Sheridan Estates and I plan to get the house in order and work on the yard.



**Joyce Pearson**  
Atlanta Office

No special plans for the summer. Just lots of sun, ocean and white beaches. Vacation will be in the fall.



**Mary Lou Newman**  
Quincy AM Team

Go to St. Louis to visit a friend and a girlfriend and I may go to Texas to visit another friend.



**Scott Beeler**  
Richmond Radio Studio Sales  
Golf, golf & golf.



**Jim Bradshaw**  
Richmond International Sales

After planting strawberry and red and black raspberry plants, I intend to care for them with TLC so as to ensure lots of berries next year! I also will have a big garden and will be mowing grass (2.5 acres!). For new adventure I plan to discover where hoosiers fish and then do some. Finally, I will be doing some remodeling in the basement apartment and some landscaping outside. Now that we are so close to Michigan, we will be visiting our grandkids (and their parents, of course). Will I (we) be busy? Tired (and filled with anticipation) thinking of it!







## CORPORATE MARKETING

### RICHMOND

What's new and exciting in the world of Corporate Marketing, you ask? . . . the fact that NAB is past for another year and what seems like a ton of spec sheets, brochures and catalogs, have been shoved through this print shop on a crash basis to meet deadlines.

By now you have probably seen the 1990 North American catalog, the Canadian version and the International catalog with 4-color photos- *for the first time*. The new Systems brochure is out and carries a Quincy address, phone and fax, with Chuck Rockhill located there to head up Systems for both Domestic and International, under Gus Ezcurra.

Several new transmitter brochures, plus one for Services and School are available now as developed by Media Scan. It was hectic getting the total Harris Allied ad, brochure and spec sheet requirements coordinated in New York and in the Richmond Print Shop. Here in Corporate Marketing we extend our compliments to the Print Shop folks for a fantastic effort!

By the time you read this it will be old news and the blisters will probably be history as well. But, at the moment, Sandy is busy preparing herself and the Allied team for the 25k March of Dimes WalkAmerica teamwalk April 28. As team captain, she set a goal of 30 members for this fourth year of Allied participation. Less than two weeks into sign-ups, the goal was met, plus one. Look for a full report in the next issue.

(Pale-face) Sandy is still moping around because her sixteen year old (sun-bronzed) daughter indulged in a spring break trip to Florida while Mom stayed in rotten old nasty cold rainy dreary Indiana. *Life just doesn't seem fair sometimes does it?!*

More old news by the time you read this, but is being entered into with great anticipation at this point in time for Gene is his 21st year as a USAC observer for the Indy 500! The track opens for first practice on Saturday, May 5. The race is Sunday, May 27. Keep your eye on the pit entrance out of the 4th turn- about 18 inches from 180 mph championship cars entering the pits. Gene will be doing his thing keeping tabs on two 220 mph traffic lanes, a warm-up lane, two slow lanes and a tow-in-tow lane. Life does get hectic in the fast lane!



## DOMESTIC MARKETING

### RICHMOND

Donna Chase recently spent a few days in Las Vegas. Her luggage stayed on a bit longer. She arrived in Indianapolis, but her luggage remained at 'Lady Luck' in Vegas. All is regrouped now and Donna is busy making price changes effective after NAB.

A SPECIAL NOTE . . . Thanks to Dave Burns for taking time out at NAB to play photographer! (See page 2.)

### QUINCY

Greg Best has joined Marketing as Director of Television Strategic Marketing. Welcome to our group, Greg.

What was awaiting Lou Ann Duryea when she came to work Friday, March 9 . . . her cubicle redecorated in black crepe paper, black letters, black balloons, and black & white signs announcing her 40th birthday on the 11th.



**Lou Ann's bouquet had been around a while.** In fact, the flowers were actually dead.

All of us in marketing feel the NAB was a great one for Harris Allied. Our thanks to Marilyn Wilson, Steve Humke, Dave Burns, Leesa Crownover, and Elvin Fourman!

**FROM OUR CUSTOMERS** . . . the following letter was received from the Department of Educational Mass Media of the People's Democratic Republic of Ethiopia, Ministry of Education:

Dear Sirs:

*The Educational Mass Media Agency wants to forward its gratitude for the service rendered by your cooperation with great pleasure. With our first experience in the installation and diplexing of two transmitters into one mast radiator, it was not an easy job for our engineering staff and Mr. Jay White (Harris field service) to accomplish within the limited time. We appreciate the patience and hard work rendered by Mr. White to solve all the problems. We have felt that we are not alone in time of difficulty implementing our project and feel very comfortable with the new technology level which makes us first (last) to none in our continent.*

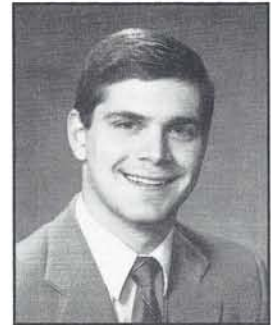
*Mr. White has worked non-stop, even on weekends and after dark. We haven't given him time to visit places of interest due to the limited time we had. We must appreciate his willingness to stay behind schedule to solve the problems we had faced.*

*Also we want to note that the transmitters are in good hands and with your assistance, we are capable of handling the project.*

*Thank you again for your cooperation.*



## HARRIS SCHOLAR NAMED



**Phil Baurer**

Phil Baurer, an electrical engineering major at the University of Illinois, has been named as the 1990 Senior Harris Scholar Recipient, through the University of Illinois Harris Scholar Program.

Two Harris scholars are selected annually from among the sophomore and junior students during the second semester at the University of Illinois College of Engineering, Champaign-Urbana. Each scholar received a \$5,000 scholarship and summer employment at Harris Broadcast Division.

Phil, an electrical engineering major from Princeville, IL, interned at Harris last summer and during Christmas break. As a Harris employee, he has written computer programs for the engineering department. He has also served in a support position to the engineering staff in technical and repair areas.

It was a result of his past employment that Harris nominated Phil.

"I think the scholarship program is a positive reflection on Harris as a company," Phil said. "For me, it is an encouragement to maintain good grades and work hard."

Phil is currently taking a leave of absence to work at Harris until August. At that time he plans to return to the university to complete his Bachelor of Science degree.

Although uncertain about his plans after graduation, Phil's main objective is to work in a design position that involves computer programming. As a result of his positive experience at Harris, he has developed an interest in the broadcast field and is considering further employment in that area.





## CUSTOMER SERVICE

### Richmond Shipping



Another 'lovely' **ALLIED BRIDE-groom.** Mike and Rose Marie were married March 24 during a small family wedding ceremony in New Castle, IN. They got away for a weekend honeymoon to Covington, KY. **CONGRATULATIONS MIKE & ROSE MARIE.**

Pete Wehrley has been busy remodeling his house. Barry McKee has been fishing a lot and says the *Hoosier Lake Salmon* are biting "real good." Elvin Fourman is still resting up from NAB and trying to keep up with his farm chores. John Bentley is preparing for the upcoming softball season. (He recently returned from Florida where he was scouting some college players.) Chris Steele has been busy getting ready for the arrival of their baby (due June 6) and also spending weekends going to sprint car races.

### QUINCY

#### Traffic, Shipping, Receiving & Stockroom:

Mike Bliven (Stockroom) and Cheryl Bliven (FM Team) celebrated 19 years of wedded bliss on February 13th. They are the parents of three sons; Michael 17, Tony 14, and Tim 11.

Cher Gross, daughter of Jim Gross (Receiving) has received numerous honors for the basketball season just completed. Cher led her team in total points with 486, an average of 16.8. She shot 59 percent from the field and 68 percent from the line. Cher was named to the Tri-Rivers Conference first team, the district first team and second team All-State. She received awards for being named to the Quincy Herald-Whig All-Area first team, the KTVO-TV Heartland-Area first team and the KRES Radio All-Star Team. Cher is a junior at Knox County High School, Edina, Mo. Next year Cher will go over 1,000 points for her high school career. Cher has also been acknowledged for her academic excellence by being chosen to the National Honor Society at her school.



Cher Gross

### ORDER ADMINISTRATION/SERVICE PARTS



Lance Corporal Kelly Hamilton and her fiancé, Lance Corporal Dan Seaman.

Beverly Hamilton (order admin.) enjoyed a week-long visit with her daughter, Lance Corporal Kelly Hamilton, of the U.S. Marine Corps. Kelly was on leave from Camp Lejeune, N.C. She and mom spent the week making wedding arrangements. Kelly is to be married June 23 at the Salem Evangelical Church in Quincy, to Lance Corporal Dan Seaman of Colorado Springs. The couple are both in the Military Police Division. Dan is in the Special Drug/Canine Division. Our best wishes are extended.

Jim Brown, Manager Order Administration, spent a weekend with his son, Jeffrey, and 18 Boy Scouts from troop #9 for the annual 'Polar Bear' camping trip to Camp Saukenauk. Activities included fire building, wood cutting and lashing competitions. All scouts stayed in tents and seemed to handle the cold weather better than the adults. The scouts prepared excellent food, such as wild game, beef stew and cobbles. Warm temperatures (40s) prevented the planned ice fishing and snow fun. *If you are in the area and interested in a winter camp-out, contact Jim Brown.*

Jim Brown will be designating 95-percent of his time from February through June to implement a new order processing system. It was purchased from Computer Associates, with a due date for turn-on July 1. Other employees involved are Marcy Evans (order admin.) and Steve Russell (MIS). They are progressing slowly but the scope is growing. Jim appreciates the positive attitudes he is receiving from everyone involved, to help support the project. We wish Jim and his 'Task Force' the best of luck and much success with the new system. (Jim has indicated that Allied will be installing a new order system within the year and encourages everyone to get involved. The order system crosses all organizations.)

## INTERNS ON BOARD

For eight capable Quincy College and Culver-Stockton College students, Harris internships mean gaining hands-on professional experience and making significant contributions to departments ranging from purchasing, human resources, MIS and cost accounting to sales and marketing.

Ken Okamoto, Director of Human Resources, says the internship program is going well and the satisfaction level with the interns is so high that he has already had requests for the summer semester.

Indeed, supervisors with interns have been impressed. According to Jeff Jackson, Purchasing Manager, "The internship has provided additional support when we certainly needed it. Margaret Doyle has been able to do some special projects, such as monitoring turns in inventory, that the staff has not had the time to do." Jeff has seen long-term benefits for his department and Harris in general. He adds, "I am trying to set up a strategic linkage with a college that has a curriculum along the lines that we want a graduate to have. It's a way we can plan and train for the future."

Ron Frillman, Manager of Domestic Radio Sales, has also been able to get some special projects done with the help of his intern.

"It's been a godsend," says Martha Rapp, Manager of Marketing Communications. "Our busiest period is the NAB crunch which begins in mid-December. Linnea Deeds has hit the ground running, making the difference between mere chaos and total insanity!"

"The internship is really good experience," says Donna Grossman, Human Resources intern. "I'm able to put theories into practice. The real world is definitely different than school!"

Marketing intern Lori Freeman works full-time at Harris and views her internship as a positive experience. She says, "I have been given a lot of practical experience that I could not get in a textbook. I'm able to see how things relate and work together."

Domestic Radio Sales intern Lora Schmidt says "Ron (Frillman) is really good about telling exactly how to function in business. I have learned so much that is totally different from reading out of a book. I don't think my first job will be such a big shock."

The expansion of the internship program didn't simply happen overnight. Last fall Ken met with internship coordinator, Mary Weber, to discuss the possibilities. He laid the groundwork at Harris by contacting supervisors who wanted to hire an intern. Ken obtained a list of criteria to be expected from the intern. With job descriptions in hand, Mary set about finding the candidates.

"From a business point of view," says Ken, "having interns is prudent; a win-win situation. The company gets high caliber employees during the peak times, and the student gets college credit and experience."



# ACCOUNTING



**"In the Springtime of our youth . . ."**

These beautiful babes make up our accounting department . . . with a few extra years put on . . . **CAN YOU GUESS WHO'S WHO?** One small clue: there is a grandpa/grandson in the group and the grandson's footprints appeared in an earlier issue. **GOOD LUCK!** And speaking of babes . . . Congratulations to Grandma Betty Hamner for yet another blessing- Aaron Lewis Hamner.



**Kim Hermann**  
**The Road Taken . . . Kim Hermann receives Bachelor of Science Degree**

Getting your college degree can take a long time when you take a class or two a semester, work full time and have a family. But, Kim Hermann, Senior Office Automation Specialist, finally realized his dream in December when he completed the last of his required classes. He will receive his diploma in May from Culver-Stockton College, Canton, MO.

"I should have gotten this degree a long time ago," Kim says.

After graduating high school and attending Quincy College for a year, Kim enlisted in the U.S. Air Force. He learned basic electronics in a 44-week technical school at Keesler Air Force Base and spent the remainder of a four year tour of duty in Washington, Kansas and Korea, servicing ground-to-air communications equipment. After the service he continued his formal education at Western Illinois University in Macomb.

Kim answered a newspaper ad and was hired by Harris in 1971 as a repair technician. He was promoted to supervisor in 1976. He completed an Associates Degree in Business in 1980, from John Wood Community College.

After fifteen years in the repair department he was promoted to the newly created service marketing department. From there he worked in broadcast training where he taught John Wood classes and instructed customers in the theory and maintenance of Harris products.

An early 1980's Christmas gift of a TI-99 computer sparked his interest and he later purchased a Macintosh and then a KayPro IBM clone. His computer skills enabled him to write a customer database program for the service department.

With the opening for Office Automation Specialist in the MIS department in August 1988, Kim found his perfect niche- a job that combines people and computers. After earning his degree he was promoted to his current position.

Kim's family played an important role in his education. "I wanted my children to see me working toward that degree," Kim says, "in hopes they [would] see the importance of education." Kim's wife, Gail, is a school teacher at St. Francis in Quincy. Their children, Matthew, 12, and Cathy, 8, attend public school.

Answers:

LH top to bottom: Andrew Thomas Galyean, Lori Ward, Alan Appel, Abby Vanderpool.  
RH top to bottom: Jennifer Morgan, Marilyn Cottongim, Janice Marker, Bob Bobby, J.R., Galyean.



**Harris Broadcast Division Contract Fabrication Services Receives Two Awards . . .**



Sitting L-R: Ron Clampitt, Mark Foutes, Dan Wolf, Sharon Beedle, Jim Fountain and Gerald Melching. Standing middle row L-R: Jerry Hagmeier (Instructor of John Wood Community College), Hellmuth McElroy, Mike Jones, Jerry Long, Brad Boden, Steve Blentlinger, Dave Daniels, Richard Patterson and Roland Farr. Standing back row L-R: Jim Holtman, Hal Koenig, Richard Junk, Lyndell Harland, Wendell Saunders, Larry Mack, Clarence McGhee and Marty Long. Not Pictured: Betty Goings, Mike Cole, Roger Dietrich, Mike Dietrich, Keith Mitchell, and Tom Losch.

Harris Corporation, Broadcast Division, has received the Vendor-of-the-Month Award and the Ready-Fire-Wow Award from Harris' RF Communication Division, Rochester, NY, for Contract Fabrication Services.

The Vendor-of-the-Month Award recognizes outstanding performance in quality, delivery and responsiveness to RF Communications Division.

To earn the Ready-Fire-Wow Award, Harris Broadcast provided the RF Communication Division with parts for a complex chassis plate when the original supplier was not able to fill the order. Fabrication services was able to prepare sample parts in three weeks- a much quicker turn-around time than the four months that other vendors were estimating.

In appreciation of the workers' contributions that resulted in the award, Harris Broadcast Division honored employees from the manufacturing fabrication and machining teams at a luncheon March 15.

Contract services currently comprise one-fourth of all fabrication work at Harris Broadcast Division.



L-R: Jim Morton, Manager of Fabrication & Machine Operations accepting the award from Vice President of Manufacturing, Harvey Baker.

## MANUFACTURING NEWS

(MANUFACTURING NEWS continued from page 6)

### QUALITY ASSURANCE



**SOLDER TRAINING CLASS** Sitting L-R: Kay Yates, Brenda Steele, Peggy Christianer, Sue Osier. Standing L-R: Mike Forbes (Instructor), Joe Middendorf, Betty Lloyd, Ken McColez, Dave Motley, Alberta Hickman, Shawn Turner, Joyce Geiser, Carol Ellerman, Kay Cunningham, Pat Overstreet, Barry Klesner, Connie Schutte, Kathy Crow, Joyce Robertson and Pat Humke (Instructor).

In February a solder training class was held for 18 students. The 40-hour training course covered proper soldering techniques, hands-on soldering exercises, component identification, hardware stack-ups, wire lugging, and ESD compliance. Special thanks to teachers Pat Humke and Mike Forbes for a great job! The students are to be congratulated, also. The week was long and a lot of material was covered. Everyone studied and worked hard and managed to have some fun as well.

Jennifer Weber began working as a Quality Engineer, February 28. She has been with Harris two years as a Components Engineer. We are pleased to have Jennifer on board and look forward to having her work on a number of projects that will improve the quality of our products and processes.



Can you identify the guest lecturer from Eimac (standing left) in this photo of a transmitter seminar, April 1977?



## Sheila Shaw . . . One Woman Making a Difference

At a time when one half of all wives are beaten at least once by their husbands, Sheila Shaw, Administrative Secretary in Human Resources, is helping to make a difference.

September 1987, Sheila joined the battle against wife abuse by becoming a member of the Board of Directors of QuANADA (Quincy Area Network Against Domestic Abuse).

QuANADA began in April 1983 when a small group of concerned citizens and abuse victims decided to take an active stand against the most common crime in the United States. In 1983, QuANADA teamed up with the Woodland Foundation, to provide shelter for abuse victims. They also became a member of United Way.

With the passing of the Illinois Domestic Violence Act of 1986, the way was paved for increased funding to programs such as QuANADA. This non-profit organization was among the first to take advantage of the new opportunity. It was then Sheila first heard about QuANADA.

Sheila is currently serving on the Personnel Committee and is Chairperson of the Domestic Abuse Committee. This committee has more far reaching effects on the Quincy area because it develops community projects and programs to help alleviate domestic abuse. As Chairperson, Sheila is on the list to call when someone comes to QuANADA for help.

Sheila is proud of the QuANADA programs for its shelter provisions acting as safe havens for domestic abuse victims. The shelter has an extensive support staff to assist with legal questions, medical needs and emotional problems. Although visitors are not allowed at the shelter, mothers may take their children with them during their stay.

"Sad as it is, there is a steady flow in and out of QuANADA," Sheila says. "It seems to be the highest during the summer months. The most we've had at one time was 23 families."

"It was a struggle at first, but now the community is catching on," Sheila adds. The four members have blossomed into a 26-member board, a trained staff to volunteer at the residence, and a network of community professionals ready to assist the victims. Sheila goes on to say, "A lot of people think that abuse only happens to low income families, but that's not true. It happens in every social level and in every ethnic group. QuANADA is for anybody."

The fight to break the cycle of domestic violence and recognize it as a crime is still a young one. "By being a part of QuANADA," she says. "I feel like I'm doing something to help."

**You can make a difference:** Contact QuANADA's Executive Director, Marla Ferguson, 217-222-3069. QuANADA accepts donations of money, food, clothes, toys and household items. Volunteers are welcome and are trained to work in a variety of areas including counseling, advocacy, community education and fund raising.

## Paul Buckman Helps Hannibal Start a 911 System

In December, a young boy in Quincy almost choked to death, but survived, thanks to a 911 call. In nearby Hannibal, MO, the importance of an emergency help line struck home and the Hannibal Evening Kiwanis began to lay the ground work for implementing a new 911 system. Paul Buckman, Harris Broadcast's Manager of office services, was a moving force behind the life-saving move.

Saturday, April 14, Paul manned the phones at a Hannibal radio station to help raise money for the initial start-up equipment. The sister stations, KIDS and KHMO, backed the project 100% and pledged all advertising dollars raised during air time. Forty Kiwanians took over the studios for the four hours. They gave the news, weather, sports coverage, and ran the ads.

"By 8:20 a.m. I felt it was going to be a long morning because we had only received a few calls," Paul said. "Then my son, also answering calls, announced, 'I just received a pledge for \$1,500!' After that, pledges started to come in. By noon, we had over \$10,250 in pledges and \$2,500 in advertising."

During the radio program, the Kiwanis also sold Cardinals baseball tickets, including overnight lodging to the highest bidder. They gave away ice cream and pizzas and had challenges among the callers, clubs and within the Kiwanis organization.

The phone-a-thon wasn't just a Kiwanis event. The entire community got involved. Children went door-to-door collecting money. The chief of police helped answer phone calls, which led to one of the day's most humorous 'public service announcements'. One of the Kiwanians reported the morning police radar location. He then suggested everyone pledge the amount of money they saved on speeding tickets!

The phone-a-thon earned \$12,750 for the 911 system. The Kiwanis pledged a financial expenditure of \$25,000. The telephone company agreed it was good timing because they were installing new equipment at the central office.

"An annual 'Pancake Day' brings in about \$3,500, but we were still \$21,500 short," says Paul. "The news media gave us great press and some of the other service organizations and businesses in the area, including Quincy's Harris Broadcast Division, donated additional funds."

"All in all, we had a fun day doing something we were all concerned might not go well when we started at 8:00 a.m.," adds Paul. "It just goes to show that when there is a real need for something in the community, everyone will go out of their way to help."

Helping others is an important part of Paul's membership in the Kiwanis organization. In summary, Paul explains, "I am proud to be a member of the Hannibal Evening Kiwanis Club and also very proud of our members and the efforts they have given to make 911 a reality for the city of Hannibal."

## Let's Stay Healthy

### FUN IN THE SUN . . . SAFELY

#### Safe Boating Tips From The National Safety Council

Recreational boating is second only to highway transportation in the number of fatalities that occur each year and alcohol is involved in most of these accidents. It is most important to realize that the "designated driver" system used for motor vehicles doesn't work in boating. All individuals are at risk on a boat. The boat's motion, coupled with alcohol, increases the chances of losing balance and people falling overboard.

Everyone can enjoy a safe and fun summer boat ride if a few simple boating safety tips are followed. The National Safety Council and the National Safe Boating Council offers these tips for having a great time on the water:

- Leave all alcohol behind. Consuming a few drinks on board a small boat is more hazardous than it is to someone on land. A boater's judgement and balance are inhibited with the consumption of alcohol.

- Wear a personal flotation device (life jacket). The use of flotation devices (PFD) dates back to 9th century B.C. and is the most effective way to prevent drowning. Modern day PFDs are light, warm and comfortable. Most importantly, they must fit properly in order to keep the wearer's head and mouth well above water.

- Don't overload a small boat. Although there might be seats for four people, many small boats have the capacity to carry only two or three people. Stability is greatly reduced when a boat is overloaded. Always observe the capacity plate on your boat.

- Weather and water conditions should be checked before leaving shore. Smaller boats are not designed to operate in bad weather or rough water.



#### Equal Employment Opportunity Policy

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

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

The Director of Human Resources is responsible for administering this program and for providing a supporting or monitoring system to assure compliance.



# BIRTHDAYS



I didn't realize how much I had pampered my former boss over the years until one day he put a stack of work on my desk and at the same time asked for a cup of coffee. I was extremely busy, I pointed out, and anyway he passed the coffee pot on his way to the office.

Seeing my point, he started toward the coffee and his office. But my typing was interrupted when he asked, "How do I take my coffee?"

A man called the Social Security office and requested an estimate of his benefits upon retirement. After I gave him the information, he inquired about his wife's benefits. I asked if she had ever worked. "She has worked all her life making me happy," he replied. That was nice, I commented, but had she ever worked under Social Security?

"No," he said. "We made an agreement when we got married. I would make the living and she would make the living worthwhile."

Wonder who had the toughest job?!

A colleague was having a hard time operating her desk-top computer. It was apparent that she had reached the end of her patience when she muttered at the screen, "I know one thing. If I had a glass face like you, I'd sure behave better!"

Our waistlines were getting larger, so a group of us sedentary executives started a lunch-hour workout session. We called ourselves: "Middle Management!"

Part of my job as secretary for an appliance-repair shop was to schedule appointments for service calls. One morning a distraught woman phoned and asked for someone to fix her refrigerator. When I told her I could have a service technician at her house in an hour, she thanked me and hung up. A minute later, she called back. "Honey," she said, "I don't need a service technician. I need a refrigerator repairman!"



## RICHMOND

- |                  |                         |
|------------------|-------------------------|
| 2 Beth Craig     | 11 Jeff Jackson         |
| 7 Bo Tran        | 11 M. Sue Johnson       |
| 8 Steve Ellison  | 14 Hugh Hart            |
| 13 Jim Bradshaw  | 16 Johnita Junk         |
| 14 Alan Appel    | 17 Sharon Beedle        |
| 15 Gail Thatcher | 17 Kent Pendleton       |
| 17 Dick George   | 19 Greg Best            |
| 19 Scott Kimmel  | 20 Donald Meyer         |
| 20 Judy Rudd     | 23 Pam Bailey           |
| 23 Tim Elstro    | 24 Barry Klesner        |
| 24 Jim Kennedy   | 25 Stephanie Brueggeman |
| 27 Rick Sietsema | 26 Bobby Lease          |

## QUINCY

- |                    |                     |
|--------------------|---------------------|
| 2 Leroy Jones      | 27 Michael Dietrich |
| 5 Ted Wahlmann     | 28 Sandy Claus      |
| 6 Kim Rosevold     | 29 Dan Dunn         |
| 7 James Fountain   | 30 Albert Emerick   |
| 7 Terry Hollenberg | 30 Sammie Tournear  |
|                    | 31 Lorenz Lepper    |
|                    | 31 Kenneth Okamoto  |

## RICHMOND

- |                       |
|-----------------------|
| 1 Chuck Rockhill      |
| 5 Sheila Harris       |
| 6 Pete Koenig         |
| 8 Brenda Moysey       |
| 11 Mike Vanlandingham |
| 12 Alesia Brumbaugh   |
| 14 Doug Getz          |
| 14 Anne Dillman       |
| 17 Debbie Hilbert     |
| 19 Pete Wehrley       |
| 19 Jamey Miller       |
| 21 Jim Hughes         |
| 21 Sharon Craig       |
| 22 Cecile Gibson      |
| 22 Molly Stanley      |
| 23 Sarah Shankland    |
| 27 Dave Angi          |

## QUINCY

- |                        |
|------------------------|
| 1 Warren Brush         |
| 1 Karen Schroeder      |
| 1 Tamara Schroeder     |
| 2 Freida Campbell      |
| 5 Roland Farr          |
| 5 Gerald Miller        |
| 6 Grayling Akers       |
| 6 Ray Dearing          |
| 6 David Kerker         |
| 8 Lester Hall          |
| 8 Larry Mack           |
| 10 Steven Blentlinger  |
| 10 James Holtman       |
| 11 James Bailey        |
| 11 William Finley      |
| 12 William Baker       |
| 14 Samuel Hawkins, Jr. |
| 15 Joyce Saunders      |
| 17 James Brown         |
| 18 Christine Grimm     |
| 18 Martin Long         |
| 19 Stephen Cane        |
| 20 Kimberly Plunk      |
| 20 Mark Riley          |
| 21 John Clark          |
| 22 Robert Beever       |
| 22 Warren Bottorff     |
| 25 Jerrold Harvey      |
| 25 Cathy Holtschlag    |
| 25 Juanita Moss        |
| 25 Maxine Prisner      |
| 25 Hilmer Swanson      |
| 26 Deborah Morrison    |
| 26 Bob Weirather       |
| 28 Martha Rapp         |
| 29 Lynda Baker         |
| 29 Michael Russell     |
| 31 David Motley        |
| 31 Joseph Ware, Jr.    |



## RICHMOND

- |                    |                     |
|--------------------|---------------------|
| 5 Steve Poindexter | 11 Sam Russell      |
| 13 Leesa Crownover | 12 Sheila Shaw      |
| 15 Frank Pecchia   | 17 Allan Buss       |
| 17 Steve Sampson   | 18 E.L. Corujo      |
| 18 Sara Coulter    | 18 David Danielsons |
| 28 Jerry Weddle    | 18 Rodney Simon     |
| 28 Jim Jones       | 19 Terry Vaughn     |

## QUINCY

- |                    |                      |
|--------------------|----------------------|
| 1 Terry Bonkowski  | 20 Stanley Marquardt |
| 1 Robert Finley    | 21 Hellmuth McElroy  |
| 2 Larry Engle      | 24 Stephen Humke     |
| 2 Dorothy Gorrell  | 24 Carolyn Lauder    |
| 3 Doris Garkie     | 26 Richard Fairchild |
| 4 Fred Brown       | 26 Michael Forbes    |
| 5 Donna Goings     | 27 James Mathews     |
| 5 Elizabeth Goings | 28 Stephen Weber     |
| 6 Rose Behrens     | 29 Michael Lakvold   |
| 6 Dale Willis      | 30 Cheryl Bliven     |
| 9 John Delay       | 30 Marilyn Dooley    |
| 9 E.R. Ward        | 30 Martyn Horspool   |
| 9 Lemuel Williams  |                      |





## What on Earth Can We Do?

April 22, 1990 marked the 20th annual Earth Day celebration. Global warming, acid rain, ozone holes, rain forest destruction... the earth needs your help more than simply one day a year.

If you're like most people, you may not know where to begin. Granted, there is nothing we can do to close the hole in the ozone layer. But, all of us can do something every day to help prevent it from getting larger. What we do in our day-to-day lives can have a tremendous impact on the global environment.

Here are just a few ideas to get you started:

- **Install Low-Flow Aerators.** Attach to your kitchen and bathroom sinks to reduce faucet flow by 50%. Low-flow faucet aerators are available at hardware stores. Installed in every American home, we'd save 250 million gallons of water every day.
- **Keep Your Car Tuned.** According to a Wall Street Journal article, engine tune-ups are the single best way to reduce air pollution. A well-tuned car uses up to 9% less gasoline. That means 9% fewer toxic emissions- emissions such as carbon dioxide, the key ingredient in the greenhouse effect.
- **Plant a Tree.** The perfect way to fight the greenhouse effect. If 100 million urban trees were planted, carbon dioxide emissions would be significantly reduced.
- **Paper, Plastic or Cloth?** It takes one 15-20 year-old tree to make enough paper for only 700 grocery bags. Bags made from virgin paper aren't recycled. Plastic bags, even the biodegradable ones, aren't degradable- they simply break up into little pieces. If every American shopper took one less bag each month, we'd save hundreds of millions of bags each year. So, take less bags, or better yet, use a cloth bag.
- **Refrigerator/Freezer Temperatures.** Proper maintenance of major appliances makes a difference. America's refrigerators consume 7% of the nation's total electricity. The temperature should be between 38-42 degrees; the freezer should be 0-5 degrees. Just 10 degrees colder and your energy consumption increases up to 25%.
- **Furnace Tune-ups.** Inefficiency means 30-50% energy waste. Gas furnaces should be tuned-up every 2 years and oil ones annually.
- **Flushed Down The Tank.** That's where 40% of the pure water in your house goes. Get a displacement device (free from many utilities) for your toilet tank.
- **Don't Leave Water Running.** A running faucet puts 3-5 gallons of water down the drain per minute.
- **Wrap Water Heaters.** Insulating can save 7-8% of energy.
- **Cool Air Efficiently.** Clean or replace filters once a month. Don't switch on to the coldest setting- it won't cool faster and will waste energy.

For more ideas, get the new book,

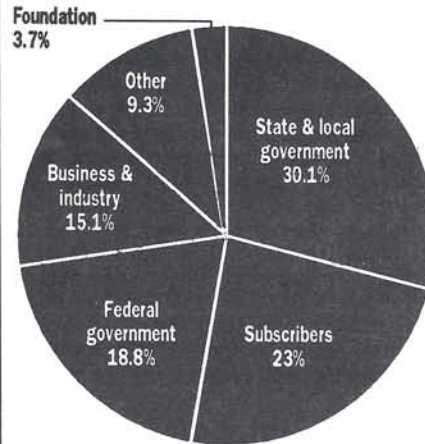
"50 Simple Things You Can Do To Save The Earth!"



## Who Pays For Public Broadcasting?

If the whole of public broadcasting could be compressed into an hour, subscribers' funding would barely get the show to the 14th minute. The rest of the

### Funding Public Broadcasting



Source: Corp. for Public Broadcasting, 1987

program would be supported by various levels of governments (29 minutes), business (nine minutes) and foundations and "others" (eight minutes).

## Sign of the Times?!



On the north shore of Winona Lake in Indiana, close to the Billy Sunday Tabernacle, owned by Grace College and Seminary.

Thanks to Jim Swearinger @ WRSW

Behind every successful woman - herself.

Great minds discuss ideas; small ones, people.

It's hard to fly with eagles when you work with turkeys.

## "Attitude is Everything"

The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do. It is more important than appearance, giftedness of skill. It will make or break a company... a church... a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude... I am convinced that life is 10% what happens to me and 90% how I react to it. And so it is with you... we are in charge of our attitude.  
— Charles Swindoll

## INNOVATIONS

- **Using The Oldest Beans.** What's old, new and as far as nutritional fads go, could very well be the next oat bran? Anasazi (an-a-SAW-zee) beans, an ancient Indian diet staple that's enjoying a trendy comeback... Anasazi beans are rich in protein, iron, B vitamins and fiber - good for keeping high blood pressure in check and lowering cholesterol. They are also fast cooking and tend to be less gassy because they contain fewer of the indigestible carbohydrates. Look for Anasazi beans in your supermarket. They have a purple and white speckled coloring. Or you can order them from the Adobe Milling Co. in Dove Creek, Colorado; call 303-677-2600.
- **Sticky Stamps.** The U.S. Postal Service is testing peel-and-stick postage stamps in fifteen cities. Eighteen 25-cent stamps will be sold in a sheet that folds into a booklet. The price is \$5 (50 cents more than face value). This is the second try. A self-stick Christmas stamp was issued in 1974 but was unpopular because it did not have enough adhesive on it. These second edition stamps are made so they will not stick together in humid conditions, and the glue is supposed to act slowly enough to allow the stamps to be repositioned on an envelope. The adhesive is also water-soluble so that collectors can soak cancelled stamps off envelopes.
- **A step beyond diapers:** Huggies pull-ups disposable training pants from Kimberly-Clark... It looks like underwear, but protects like a diaper with a cloth-like cover and prints like the big kids wear. In case of an accident, there are tear-away side seams. They come in small, medium and large sizes.

(Note: unfortunately are not biodegradable.)



# Service Awards for Harris Broadcast Division

On February 14, 1990, service awards were presented to Quincy employees who had anniversaries during January and February. Cake was served and Tom Yingst presented the awards.



February 1 Year: L-R: Tom Yingst, Sherry Dill, (not pictured) Glenn Hoslett



February 5 Years: L-R: Venora Lawrence, Tom Yingst, Peggy Christianer, Mike Lakvold



February 10 Years: L-R: Marcy Evans, Tami Fleischman, Tom Yingst, Bev Hamilton, Grayling Akers



February 15 Years: L-R: Ken Stotts, Doris Garkie, Tom Yingst, (not pictured) John Deemer, Jim Marwood



February 30 Years: L-R: Tom Yingst, Dale Vandenoorn, (not pictured) Bob Allensworth

On March 22, 1990, service awards were presented to Quincy employees for recognition of March and April anniversaries. Cake was served and Tom Yingst presented the awards.



March 1 Year: L-R: Mike Miller, Tom Yingst, Jay Schroder



March 5 Years: L-R: Tom Yingst, Andy Edgar



March 10 Years: L-R: Tom Yingst, Janet James (not pictured) Roger Dietrich



March 15 Years: L-R: Terry Hollenberg, Tom Yingst, Bob Miller, (not pictured) Jack O'Dear



March 20 Years: L-R: Donna Goings, Tom Yingst



# PERSONNEL PROFILE

**Name:** Pat Holok

**Job title:** Executive Secretary  
**Family:** Husband, Al; Sons: Doug-18, Craig-15, Jason-11; Daughters: Amanda-13 and Allie-6.

**Accomplishments of which I'm most proud:** My family, their individualities and successes.

**My best characteristic:** Loyalty and work ethics.

**Pet peeves:** Lack of communication.  
**Hobbies:** Attending my children's sporting events and walking.

**First job:** Legal secretary to Bob Lucas, a man I still admire.

**Favorite book, magazine:** Anything written by Danielle Steele.

**Favorite exercise:** Walking.

**Favorite movie:** Falling In Love.

**Favorite actor/actress:** Meryl Streep and Robert DeNiro.

**Favorite song:** We've Only Just Begun.

**Favorite singer(s):** The Carpenters.  
**In high school everyone thought I was:** Shy.

**If I could change one thing about myself, I'd:** I did in January!

**If I could have dinner with anyone in history, I'd choose:** John F. Kennedy.

**People would be surprised to know that I:** Am a very private person.

**If I weren't doing what I'm doing now, I'd:** Love to travel.

**Life has taught me:** To be thankful for what I have (and for some I got rid off).

**Best advice ever received:** Enter the convent- of which I didn't do.

**Person who's had the biggest impact on my life:** My husband of 25 years.

**My most memorable moment(s):** The birth of my children.



**Pat Holok**

**Name:** Tim Elstro

**Job title:** Service Technician.  
**Family:** Wife Vicki, Daughters: Emily-7 and Amanda-5.

**Highlight of career:** Yet to be obtained.

**Accomplishments of which I'm most proud:** Built my own deck so I can sit and drink Coke (yeah, right!) and getting my FCC license.

**My best characteristic:** I really can't think of any.

**Pet peeves:** Two specific telephones.

**Hobbies:** Teaching (computer classes).

**First job:** Mowed grass for Richmond Park Dept.

**Favorite book, magazine:** Popular Science.

**Favorite exercise:** Let's be realistic!

**Favorite movie:** The Goodbye Girl.

**Favorite actor/actress:** Joanna Kerns.

**Favorite song:** Changes monthly.

**Favorite singer:** Changes monthly.

**Favorite saying:** 'Works for me' (This also changes monthly).

**In high school everyone thought I was:** Going nowhere (of course, everyone still thinks that).

**If I could change one thing about myself, I'd:** Become more professional and more organized (but, why?).

**If I could have dinner with anyone in history, I'd choose:** Albert Einstein.

**People would be surprised to know that I:** Don't own a computer.

**If I weren't doing what I'm doing now, I'd:** Be a computer consultant.

**Life has taught me:** A lot.

**Best advice ever received:** If it's not broken, don't fix it!

**Person who's had the biggest impact on my life:** A lot of people have had major impacts on my life, but I've had the biggest (Wow! Is that deep?)

**My most memorable moment:** Skydiving at dusk.



**Tim Elstro**

**Name:** Dennis Semerad

**Job title:** Senior Mechanical Engineer Specialist.

**Family:** Married to Lynn for 21 years. Children: Justin-16, Heidi-14.

**Highlight of career:** Direct involvement with Apollo space program (communications with moon landing in the 1960s).

**Accomplishments of which I'm most proud:** Family.

**My best characteristic:** Treat everyone as I would like to be treated.

**Pet peeves:** People who are always late and healthy people who park in handicap zones.

**Hobbies:** Golf and photography.

**First job:** Rural telephone repair (lineman).

**Favorite book, magazine:** Golf Digest, National Geographic.

**Favorite exercise:** Basketball, golf, yard work.

**Favorite movie:** Rainman, The Dream Team.

**Favorite actor/actress:** Chevy Chase.

**Favorite song:** Ghost Riders in the Sky.

**Favorite singer(s):** Waylon, Willie, Neil Diamond.

**Favorite saying(s):** "You have to pay before you play" and "It's hard to be humble when you're perfect in every way."

**In high school everyone thought I was:** A Sem-1 (for the last name Semerad).

**If I could change one thing about myself, I'd:** Lose weight.

**If I could have dinner with anyone in history, I'd choose:** Jesse James.

**People would be surprised to know that I:** Make the bed every morning.

**If I weren't doing what I'm doing now, I'd:** Be in private business.

**Life has taught me:** To be careful around corners.

**Best advice ever received:** Be honest and do it to others as they do it to you.

**Person(s) who's had the biggest impact on my life:** Wife, family, parents.

**My most memorable moment(s):** Marriage, children, Rector of Cursillo #76.



**Dennis Semerad**

**Name:** Sammie S. Tournear

**Job title:** Manufacturing Associate.

**Family:** Husband, Bob. Sons: Richard-19, Rob-27, Ronnie-15.

**Daughter:** Robin-24. Grandchildren: 2½.

**Highlight of career:** Coming to work at Harris.

**Accomplishments of which I'm most proud:** My four children.

**My best characteristic:** Personality.

**Pet peeves:** People without personality.

**Hobbies:** Shopping, shopping, shopping.

**First job:** Davis-Cleaver plant, Quincy.

**Favorite book, magazine:** Petals in the Wind and Woman's World.

**Favorite exercise:** Toning exercise.

**Favorite movie:** Terms of Endearment.

**Favorite actor/actress:** Tom Cruise and Goldie Hawn.

**Favorite song:** Lost in the Fifties by Ronnie Milsap.

**Favorite singer:** Elvis Presley.

**Favorite saying:** "Oh, Yeah!"

**In high school everyone thought I was:** A clown.

**If I could have dinner with anyone in history, I'd choose:** Elvis Presley.

**People would be surprised to know that I:** Broke the law by going through a closed railroad crossing.

**If I weren't doing what I'm doing now, I'd:** Probably stay home with my grandchildren.

**Life has taught me:** Not to take things for granted.

**Best advice ever received:** Have confidence in yourself.

**Person(s) who's had the biggest impact on my life:** My mother and husband.

**My most memorable moment:** A cruise to the Bahamas on our 25th wedding anniversary.



**Sammie S. Tournear**