



HARRIS ALLIED BROADCASTER

930
JAMES, JANET M

NOVEMBER '90 QUARTERLY NEWSLETTER PUBLISHED BY & FOR OUR EMPLOYEES

VOL. 3
ISSUE 5

Harris Allied Broadcast Equipment Announces Expansion of U.S. Radio Field Sales; Telemarketing Center

QUINCY, Illinois, November 7, 1990 — Harris Allied Broadcast Equipment today announced plans to expand its domestic radio field sales organization and establish a central Broadcast Telemarketing Center effective Jan. 1, 1991.

Harris Allied will add three U.S. radio field sales positions, bringing the total to 15. The increased number of field representatives will enable the company to provide more accessible direct assistance to radio broadcasters. The 15 field sales territories will be organized around regional Harris Allied offices located at Atlanta, GA; Richmond, IN; Chicago, IL, and Los Angeles, CA.

Additionally, the centralized Broadcast Telemarketing Center will enable broadcasters to phone a single toll-free number to get information about any Harris Allied radio product or service, to place orders, and to contact or arrange for a visit from a field representative.

Thomas E. Yingst, vice president and general manager, reports that Harris Allied's expansion is in response to major market trends and extensive customer input:

"With fewer engineers in many U.S. radio stations, broadcasters have voiced concern that they lack in-house technical experts to keep abreast with technical advances; evaluate and recommend equipment, and assist with facilities planning and implementation," Yingst says. "Harris Allied hopes to benefit U.S. radio broadcasters by making more field specialists available to provide direct assistance."

Every member of the U.S. radio sales team will represent Harris Allied's complete product line, including all Harris-manufactured AM and FM transmission equipment as well as the more than 5,000 different radio studio products from over 250 leading manufacturers distributed by the company.

According to Roy M. Ridge, vice president of market development, this change should make it easier for

customers to do business with Harris Allied. "When Harris and Allied were combined in 1988, we maintained separate domestic radio sales forces for RF equipment and studio products," Ridge says. "Many customers complained that this was too confusing— that it was hard to know who to call for what. A single sales organization with one toll-free telephone number should remedy this situation."

Gustavo Ezcurra, vice president for Harris Allied Worldwide Sales, has announced the following appointments for the expanded U.S. radio sales organization:

- Ronald C. Frillman has been named manager of radio field sales. Frillman previously was manager of domestic radio RF sales.
- Tom Harle has been appointed manager of the Broadcast Telemarketing Center. Harle previously served as manager of domestic radio studio sales.
- Jeff Nordstrom will continue to serve as manager of satellite sales.
- Chuck Rockhill will continue to serve as director of Harris Allied Systems. The Harris Allied systems group can coordinate complex projects from facilities upgrades through major turnkey installations.
- Jack O'Dear has been promoted to director of international sales. O'Dear previously was sales manager for Europe and Africa.

Through Jan. 1, 1991, U.S. radio broadcasters can continue to phone toll-free 1-800-622-0022 for information on studio equipment and 217/222-8200, Extension 3110 for information on radio RF equipment.

Harris Allied Broadcast Equipment is a leading supplier of broadcast equipment and related services to world markets.

Guy Numann Addresses Quincy College President's Forum . . .



Guy Numann

Guy Numann was the guest speaker at the Fall Breakfast Series of Quincy College President's Forum held Friday, October 12th at 7:15 a.m. in the Quincy College Center.

The President's Forum, sponsored by the President's Board of Associates of the College, offers stimulating guest speakers addressing current topics of interest.

Tom Yingst introduced Mr. Numann who gave an overview of Harris Corporation and its sectors emphasizing the Communications Sector and the Broadcast Division.

Mr. Numann briefly discussed what Harris Corporation does and how Harris Allied fits into the business. He emphasized the need for the U.S.A. to develop quality products using innovative techniques. Numann further challenged that we must work hard and develop the right attitude to compete in the worldwide marketplace.

Father Toal, president of Quincy College, presented Mr. Numann with a photo and plaque in appreciation. Quincy Mayor Verne Hagstrom presented Mr. Numann with a key to the city of Quincy.

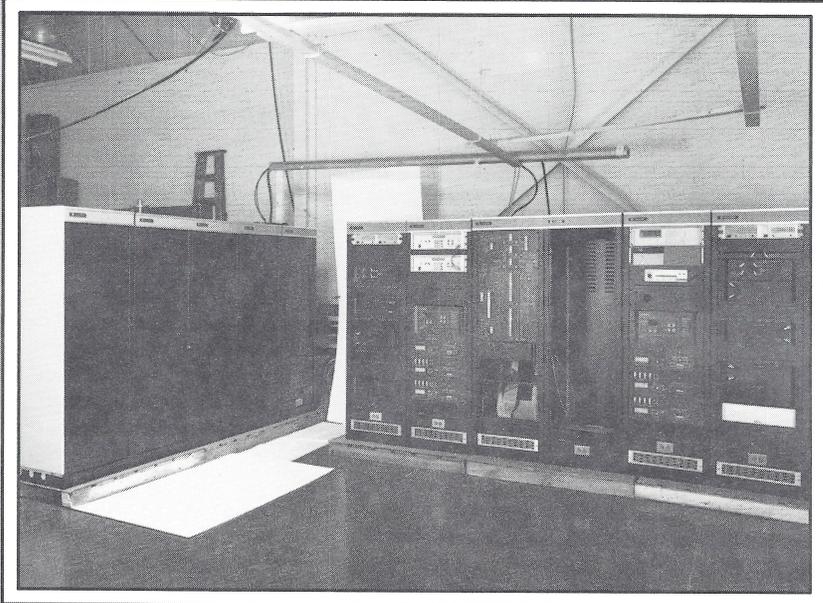
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Editor: Sandra L. Harvey
Corporate Advertising
Assistant



A Recycled Paper

Harris Allied © 1990



Harris Allied Develops Customized RF Test Bed for Advanced Television Test Center

Equipment To Be Used To Test Proposed High Definition

Harris Allied Broadcast Equipment has designed, developed and delivered a special Radio Frequency (RF) Test Bed which will be used by the Advanced Television Test Center (ATTV), Arlington, VA, to help evaluate proposed advanced television (ATV) transmission systems.

The customized RF Test Bed features a combination of equipment which permits the simulation of conditions to be encountered by broadcast ATV signals, and thus ascertains likely performance of different kinds of new, high definition television systems.

ATTC Executive Director Peter M. Fannon described the RF Test Bed as the "heart" of the Test Center's new laboratory plant, saying, "it is the key tool for assessing how different approaches for improving television will fare under controlled, measurable circumstances." Field testing will follow for those systems which warrant it.

According to Robert Plonka, a Harris design engineer, the RF test bed can simulate major terrestrial broadcast environment characteristics for nine VHF channels and 22 UHF channels. Controlled simulated testing will allow the impact of common characteristics to be measured and compared equitably and fairly for different proposed ATV systems.

The RF test bed is a key component at the Test Center's special purpose laboratory in Alexandria, Virginia. The 12,000 square-foot facility, together with its HDTV equipment, cost an estimated \$3.5 million. It will be used to test the several ATV transmission systems which are being proposed as the new standard for U.S. television. The tests are being organized by the official Advisory Committee on Advanced Television Service of the Federal Communications Commission.

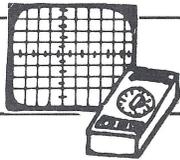
Developed under a major contract awarded to Harris by the ATTC in March 1990, the RF

test bed replicates a wide variety of common broadcast conditions which can cause problems appearing as "snow," "ghosting" and other impairments on a TV set. These problems can be caused by nearby television broadcasts and other radio signals, buildings and terrain, airplanes, and electrical appliances.

Thomas E. Yingst, vice president and general manager for Harris Allied Broadcast Equipment, said, "Harris Allied is proud to be a major contributor to the design and the development of the ATTC Test Center. We fully support the ATTC in its work to objectively evaluate proposed HDTV systems for the United States." Harris Allied underwrote a substantial portion of the RF test bed development costs, Yingst added, as part of its continuing long-term commitment to the broadcast industry.

The Test Center was formed by a coalition of broadcasting companies and industry organizations to test and report on transmission systems for advanced television service including HDTV. HDTV promises to bring better TV pictures and sound to the American home and workplace. The results of this work will assist the Federal Government, the public, and American industry in selecting among the proposed new systems and determining necessary national standards to implement the new service.

Sponsoring members of the Test Center are Capital Cities/ABC, Inc.; CBS, Inc.; NBC, Inc.; Public Broadcasting Service (PBS); the Association of Independent Television Stations (INTV); Association of Maximum Service Telecasters (MST); Electronic Industries Association (EIA); and the National Association of Broadcasters (NAB). In addition, the Cable Television Laboratories, Inc. is contributing toward the work at the Test Center.



TECHNICAL SERVICES

RICHMOND

Things are not going as usual around the shop. "Not going" meaning that most things around here are not operating, or they wouldn't be here in the first place. But we do get most of them up and working again, given enough time between the incoming phone calls, etc.

Jim Hauptstueck has been engrossed in getting the Audisk systems up and running. Jim recently sold his home before he bought another, and several anxious weeks went by. Jim thought he and family might have to set up a tent in the park for awhile, since they had no place to move. But as usually happens, things worked out for the best. Jim and family bought a new home in the Woodlawn addition.

Travis Bailey spent a few weeks working in the shop recently. Travis is a Richmond High Senior, who is co-oping for several hours each afternoon. He is now working at Equipment Exchange. Travis wants to attend Purdue University when he finishes high school.

Ron has been installing some new antennas up at his homestead. "Getting ready for winter" is his stated purpose. He also recently bought a pick-up truck. Ron and wife Sherri are avid short wave listeners, and attend ham activities around the Richmond area. If the pick-up truck disappears, the first thing to suspect is that Ron may have hung it from his antenna mast as some type of experimental antenna.

Tim Elstro was at Boston '90 and spent a few interesting days not only in the Harris Allied booth, but around the floor in general. He says the items on display, especially in the digital area, seem to be growing by leaps and bounds. Many things were not as evident, even at NAB in Atlanta. Tim has been driving a Mustang lately, as his 300 year-old Chrysler seems to be having trouble "getting up in the morning."

Jack Harris has had an interesting fall season. He tried several different cars for a few days, trying to decide whether he should trade or not. One day it was a gray one, another day a maroon one, but the trading didn't take place. We think he has found a new way to get to work without wear and tear on the Astro van. Jack and his wife saw a lot of home videos for a couple of weeks. Their grandchildren, Kellie (2 years old) and Cris (6 years old) each came for a separate one week visit. Judy lined up the video play list, popped the corn, and Jack operated the video controls.

TECH SERVICES' POETIC SOCIETY

Call this one . . .

"FINE TUNING"

Ron said, "Hold the meter closer to me"
 Jim said, "Turn it clockwise, 1,2,3"
 Tim said, "Hey, it's my turn now"
 Glenn said, "Let me show you how"
 Jack said, "Come on guys, get it fixed"
 Ron said, "All our parts are mixed"
 Jim said, "Let me see that thing"
 Tim said, "I believe it lost a spring"
 Glenn said, "Look at that capacitor run!"
 Jack said, "Come on guys, get it done"
 Ron said, "I believe it's IC 4"
 Jim said, "Turn the pot a little more"
 Tim said, "Is it my turn yet?"
 Glenn said, "Just let it sit"
 Jack said, "I'm getting mighty bored"
 Ron said, "Look, we forgot to plug in the cord!"



QUINCY

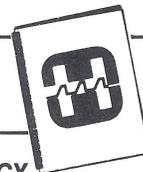
HARRIS QUARTER CENTURY CLUB MEETS

Harris Corporation Quarter Century Club members held their 18th annual dinner meeting at 6:00 p.m., October 18 in the Quincy Rodeway Inn with 112 members and guests attending. A social hour opened the meeting with Howard Young giving the invocation, followed by a buffet dinner.

President, Fred Fleischman welcomed 3 new members and awarded them with plaques. The Quincy College Singers entertained the group after dinner. Harvey Baker, Harris Vice-President, Manufacturing and Customer Service, spoke.

Officers elected were: Harry Cline, president; Marcy Hayden, vice-president; and Juanita Moss, secretary. The outgoing officers included Fred Fleischman, president and Jim Gibson, vice-president.

The Harris Quarter Century Club has 142 members.



TRAINING

QUINCY



Gus Ezcurra and Steve Spradlin

Steve Spradlin received a special recognition award for his efforts shown to the 32 international students who were here during July through September. Steve enjoys meeting the international groups and is always ready to organize a volleyball game and acquaint them with an American style hamburger.

Ten visitors from Saudi Arabia spent nine weeks at the Harris Training facility learning installation procedures and maintenance on many Harris transmitters. For several, it was their first visit to the U.S. During weekends Harris sponsored trips to Hannibal, St. Louis and to Chicago. On the 6th of September a graduation dinner was held at Stipp's restaurant for the Saudi customers. Each received a certificate for completing the course and a Harris hat and t-shirt. They enjoyed the shopping sprees so much that their luggage had to be driven in a separate van to St. Louis.



Steve Spradlin and Steve Lawrence show Saad and Saleh Al Ghamdi the art of barbecuing.



Volleyball with the international group.



INTERNATIONAL



CREDIT UNION



CUSTOMER SERVICE

RICHMOND

With Special Thanks

Thank you to all the very caring and generous people from both Quincy and Richmond offices who offered clothing, dishes, furniture, appliances and monetary donations after learning of the fire which destroyed my family's home September 11th. Your thoughts, prayers and support truly helped us through the most difficult times and eased the burden of the loss.

The car accident the following day offered additional darkness to the nightmare, but I found so much support through all of you that "giving up" was not in the program! I was moved by all the people, some of whom I've never met, that were concerned. And to the collection/coordination efforts of those involved in both Quincy and Richmond offices, thank you!

My boys and I have moved to a different home (found another car) and life is getting back to normal. Again, my most sincere thanks are extended to each and every one of you. Harris Allied is truly a "family" of very warm, caring and unselfish people!

God Bless You!
Valerie Duffy



The aftermath of the fire.



QUINCY

The local hospitals have provided us with several prototypes of living wills. A living will is a statement by you giving directions to carry out your desires should you have an incurable and irreversible injury, disease or illness. The state of Illinois recognizes living wills but the state of Missouri does not. If you would like one of these forms, contact the credit union.



RICHMOND



Jack Riesen, the blushing bridegroom, proudly displays the special hand-made bouquet. (Those aren't flowers . . . they're dollar bills.) The wedding was September 22, Congratulations Jack and Lori. (Photo on page 8.)



EQUIPMENT EXCHANGE

RICHMOND



The used equipment area has been busier than a one-armed paper hanger lately. Then add three truck loads of equipment from a Chicago station, another load from a Columbus station, throw in two weeks of vacation for Jim . . . what you get is 'buried'.

Sales have been great and there have been some excellent buys and trades.

Another flier is due out, but with everyone going crazy, where is the time?! It'll be on hold for awhile, yet.

Darren Warner, Travis Bailey and Mark Tuttle have been part-timing to help keep things rolling . . . repairs, clean-up, packing and shipping. Their efforts are certainly needed and appreciated.



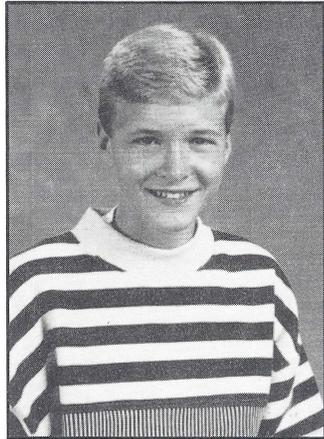
SALES



MARKETING

RADIO STUDIO SALES RICHMOND

The Beeler family has a new addition . . . Jordan Scott Beeler, born at 8:11 a.m. October 1, 1990. He weighed 8 lbs. 4 oz. and was 21" long. Congratulations!



Jerry Needles

As a sophomore in high school, my son Jerry played at the No. 1 singles position on the varsity tennis team, and did very well. Richmond finished in the top 8 teams in Indiana.

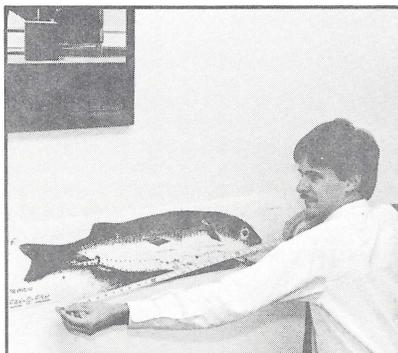
Jerry also just received his driver's license. Since this is our first child to reach this plateau, Jill and I are happy about it, but at the same time, concerned (to put it mildly).

Even with the 4 to 5 hours spent on tennis courts daily since spring, and returning home late from matches, Jerry earned a 3.95 g.p.a. He will be inducted into the National Honor Society next year. The classes he takes are *tough* ones (the kind I used to avoid). I really think the colleges will have a tough time deciding whether they want him for his athletic ability or his intelligence; what a dilemma!

— Chuck Maines



SYSTEMS



Pete Koenig's "AMAZING FAX-O-FISH."

RADIO SALES QUINCY

In an effort to get a response for this issue, we polled our sales force with this question: "Assuming you have been a good boy/girl and are deserving of a treat, what would you like to see under the Christmas tree?"

Our response was weak, but, we do offer the following:

Lynda Baker addressed her response to Santa Claus with a copy to be sent to her husband, Steve. "All I want for Christmas is the same 24-inch strand of 14-carat yellow gold, quadruple herringbone necklace that I asked for in July for my birthday and DID NOT RECEIVE! Love, Lynda Baker."

Ron Frillman has asked for his wife Sandy to be in her Christmas finest under the tree! (Doesn't that sound like a Frillman response!)

Daryl Buechting adds: "Christmas is a time for visits by family and friends. For Christmas I would like my brother Larry and my other brother, Daryl, to stop by with our favorite actress Emma Samms. I would like a visit from George and Mary Bailey. Wouldn't that be wonderful! Clarence can fly in for a visit now that he has his wings which is a good thing, what with airline deregulation and all. Uncle Ebenezer has been quite jolly these last few years. We suspect has been into the spirits. Birthday wishes also go out to Brian Cohen from those who know him. Perry Como fills the season with good cheer and song but has never been quite right since the falling star incident years ago. But seriously, Merry Christmas to all and to all a good night Mrs. Calabash wherever you are. Maybe I should get a life or a new TV for Christmas."

Pam Bailey has only asked for one small ticket — the winning lottery ticket so that she can open the daycare that Harris needs so badly.

Ed Hawkins said he would like to see Cheryl Ties under the tree — or even on top of the Christmas tree!

Kinda gets you thinkin' that the holiday will be here before you know it and another year will have passed. Radio Sales sincerely hopes that everyone has a joyous holiday season filled with kindness, a giving spirit and safety!

TELEVISION SALES QUINCY

What does a 40-year old look like? Ask Gaylen Evans how he celebrated his 40th birthday while on the road to visit a customer in St. Louis on September 25th. A sign saying, "Honk and wave I'm 40 today" was taped to the trunk of his car and a lot of people were waving as they passed by. Martyn Horspool asked Gaylen if something was wrong with his car. The sign was not discovered until they reached their destination in St. Louis.



Also several elves "trashed" Gaylen's office on September 26th with black paper, black paper flowers, black banner, black balloons, dried up roses, etc. Gaylen's wife, Marcia, brought in a black iced cake.

Mary and Tom Schoonover became grandparents for the first time. Samantha Elizabeth born at 8:30 a.m. on August 23rd, 1990 weighed 8 lbs. 12 oz. Congratulations!

Martyn Horspool and wife, Vickie enjoyed an October cruise to the Bahamas.

RICHMOND



Sandra Harvey

Sandy's flag design entry took second place in the Richmond city competition. The prize was \$100 which she promptly spent at the mall. About the award, she says, "Not bad for an hour's work!"

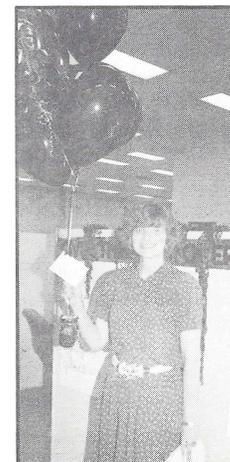
Things are moving right along (they'd move faster if we had our PC back, but that's another sad tale). Several new brochures have hit the street and a "ton" of ads worldwide along with designs for various things. Several more brochures are in process along with catalogs. Seems like there haven't been enough hours in the day for all the "small" tasks to be completed — but, we are getting there. And, we're trying to do our part to save the environment. . . this newsletter as well as the 1990 Christmas cards and envelopes are printed on recycled paper.

On the home front . . . the apples are picked, the new roof is on the house, two major stained glass windows are finished, the vacation has come and gone, the state fairs are over and championship auto racing is winding to a close . . . so, I guess I'll look for my red flannels and hunting gear 'cause I'm going to have a cool house this winter with the price of fuel going out of sight.

I hear Charlie Kehlenbrink got 'my' prize at the company picnic (I wasn't back in time for the drawing.) He's a real GEM and deserves all he gets. For those of you who don't know Charlie, he's worked in the same building over 40 years!

— Gene

QUINCY



On July 28th Martha Rapp became 40 years old. When she came back to work on July 27th her desk and work area were trashed in black, black signs, black balloons, black cake with a cemetery, black paper streamers. Can you believe Martha is really 40 and over the hill?

QUINCY



Pauline and Herb Childress celebrated their 40th wedding anniversary August 5th. All five children and spouses, eleven grandchildren and friends and family were present.

TEST, MANUFACTURING & INDUSTRIAL ENGINEERING

Wilma Huffman is in the midst of getting sponsors and collecting gifts for her annual project of making sure the residents of Grandview Manor Nursing Home in Camp Point, Illinois have a wonderful Christmas. Let's give Wilma all the help and support she needs. Another "pat-on-the-back" wouldn't hurt either.

Jill Wegs is more excited than usual about this Thanksgiving. Her brother, Dan Iseminger of El Cajon, California is coming to Quincy for Thanksgiving. They haven't been able to celebrate Thanksgiving together for over 30 years. His visit also coincides with the Quincy High School's Thanksgiving Basketball Tournament. Dan played basketball with the Blue Devils on the 1952 team which is being inducted into the QHS Hall of Fame. The 1952 team took second place at state that year losing to Hebron. If you didn't already know, Jill is an avid Blue Devil fan!

Ask Sam Crouch if his van will ever be the same. He seems to be airing it out quite often. He drove several of his Harris co-workers to a St. Louis Cardinal ballgame (September 20th). A good time was had by all. The co-workers wish to remain anonymous! White Castle, anyone?

SHEET METAL/FABRICATION

Department 140 was rewarded with a pizza dinner for the cleanest work area. Thank you, Andy Edgar! We are working a lot of overtime and it looks like we will be busy for the next four months. Our new sander will be coming soon. Our new press brake is in and running.

TV TEAM

The TV Team has been so busy and have had so many workers coming and going, it's hard to keep up with everyone.

The Module Team has become a "branch" of the TV Team — Dept. 280 Mod Makers.

Bowling has started. Mary Lou Elsie bowled a 203 game and Jay Wiskirchen a 542 total!

If anyone sees Warren Brush, *DO NOT* offer him a cigarette — he has quit. Now he's hooked on nicotine gum. Instead of puffing he chews. Our next team project is to break his chewing habit.

Dean Hall and Ron Clampitt received third place in the Harris Golf League tournament. We are not sure who received first place. We had pizza after the tournament.

With fall almost here, it is time to cut firewood and get ready for the hunting season.

MACHINE SHOP/FINAL ASSEMBLY

Pat Overstreet was married to Carl Banks on October 17th in Branson, Missouri. Congratulations, Pat!

Phil Stultz, Ken Yock and Tom Losch went to the International Machine Trade Show in McCormick Place in Chicago in September. They went to review the latest technology in fabrication equipment and processes.

One of our department co-workers is building a large lake. A few of his friends have named it "Boulder Lake"

AM TEAM

Steve Meleney is working in engineering on the DX100 transmitter. Sue Barnard and Jenny Kirkpatrick are working on the pilot run of PC boards for the DX100.

FM TEAM

A seminar was offered to the FM Team. Chris Watkins, Cheryl Bliven, Merlin Brickman and Carl Proescholdt were selected to attend this workshop. The seminar was called "Design for Product Success". Let's hope many good ideas can be passed on to the rest of the Team.

What better way to start back to school than with a "Back To School" picnic. The FM Team has decided to have a carry-in lunch at least once a month. It brings the Team closer together and also is a way to exchange good food ideas.

RICHMOND

Myron Swartz has been taking out his frustrations by wrecking cars — quite literally! His season of racing with good ol' #2 saw a lot of radiator problems, rear-end and engine repairs. . . so, he and his brother put together a demolition derby car and had a ball at several area fairs. Although they did not win any, they vented a heck of a lot of stress.

At the time of this writing, our Kelly Knapke (alias 'Prego') is ready to bust! About this time last year her water broke while at the print shop, so, we're waiting for the 'tidal wave' to hit any day. We'll keep you posted. (Her due date— October 23rd)

Don Fasnacht attended the SBE in St. Louis in an attempt to drum up some additional printing from our manufacturers. He also took a side trip to visit his son at the University of Missouri. (He seems to be following in his dad's footsteps. . . majoring in journalism.)

Debbie Shafer drove to New York to visit her sister recently. She actually found her way with little problem. This may not mean much to you, but know that the last trip was to Cleveland, where she was lost for 3 hours!

Beth and Sharon Craig enjoyed a long weekend with friends in Gatlinburg, Tennessee, in late October. The scenery was beautiful for the drive there, but the leaves were replaced with snow in the mountains and ice on the roads.



Meanwhile, back at the saloon. . . Beth (far left) and Sharon Craig (left front).

QUINCY

Welcome Mary Lou Schoch to our department from general administration.

Nila Hemming and Pat Friday attended a seminar October 6th on self esteem and peak performance training.

George and Virginia Halpin celebrated their 35th wedding anniversary October 2nd. Open house planned by their daughter and son-in-law was held September 29th at the Old Orchard Country Club in Pittsfield.

Mary Lou Schoch's daughter, Tammy, and husband are moving to Springfield, Illinois. Tammy is expecting their first child and Grandma Mary Lou is hoping for a new granddaughter. Her son, Terry, has two sons which keeps Mary Lou lively.

Nila Hemming and her mother, Louise Woodruff, baked yeast breads for the 11th Annual North Adams Nursing Home Mini-Fair on September 29th and 30th in Mendon, Illinois. They have participated in this event since it was started. They bake outside in the home's storage garage. The nursing home provides two ovens and all ingredients used for making bread, coffee cake and cinnamon rolls. Nila and her mother provide all utensils used and donate eight hours of their time both days. The bread is then sold to visiting patrons with all proceeds going to the nursing home.

Dean and Nila Hemming celebrated their 12th wedding anniversary October 15th. Nila's parents also celebrated their 46th wedding anniversary the same day. Nila's late grandparents on her mother's side were also married on the same day.



ADMINISTRATION



CUSTOMER SERVICE

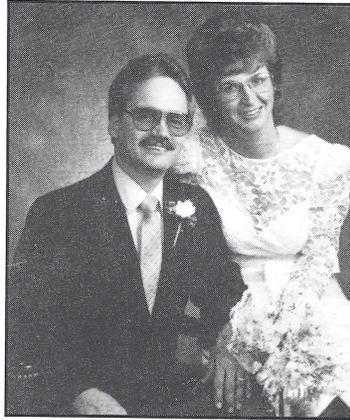
QUINCY

SPECIAL NOTE: IF YOU AREN'T READY TO GET MARRIED, DO NOT WORK IN THE ORDER ADMINISTRATION DEPARTMENT. IT SEEMS THE 'WEDDING' FEVER IS GOING AROUND.

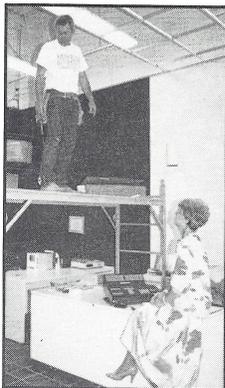


Craig Walker of the Domestic Service Parts Department and Jolene Reid were married at 2:00 p.m. Saturday, September 8th at the Central Baptist Church in Quincy. A short honeymoon trip was to Branson and Jefferson City, Missouri. They are residing in their new home in Quincy.

Darin Mountain of the International Order Administration Department was married May 19, 1990 to Nikki Phillips in an outside ceremony at her parents' home. They honeymooned touring the states of Kentucky, Indiana and Illinois. Darin and Nikki are residing in Barry, Illinois. (They are the proud parents of two cats.)



Roger Malaney of the Domestic Service Parts Department and Sharon Lightle were married July 21, 1990 in a private ceremony at St. Mary's Church in Quincy, Illinois. They were attended by their children: Shawn Malaney, Jennifer Malaney, Jenifer Lightle, Julie Lightle and Nicole Malaney. Roger and Sharon honeymooned in Las Vegas. The family of seven are residing in Quincy and from last report all are getting along fine. (All donations will be appreciated stated Roger).



Sitting underneath scaffolding, ladders and falling dust particles, Mary Lou Schoch continued answering the switchboard cheerfully "Harris Allied." The administration building's lobby now has a new ceiling! It has been a gradual process to remodel the lobby and we are happy to report that it is about 95% complete.

About nine months ago, Debi Gehring was given the direction to "do something with the lobby to create a positive image". While monitoring the department budget, capital expenditures and scheduling around major customer visits, the work was completed in stages. New paint and wallpaper was completed last spring. The lobby kitchen has new cabinets,

silk floral arrangements and royal blue carpet runners to create a warmer and friendlier atmosphere. The administration building also has new drapes and carpet in the auditorium and conference room 2A. Debi would like to thank Andy Edgar, Manager of Facilities and the maintenance department for working around management and customer schedules.

P.S. We are also happy to report that Debi Gehring and Andy Edgar are still friends after choosing ceiling tiles, carpet and drapes!

RICHMOND



Pat Holok received a little birthday cheer on September 20.

QUINCY

TRAFFIC, SHIPPING, RECEIVING & STOCKROOM

Steve Moore rearranged his work area to make it more accessible. Good job, Steve. Charlotte Maddox celebrated her 60th birthday October 7.

A birthday surprise luncheon was given for Connie Schutte's birthday October 3.

Rusty White went elk hunting in Colorado in October. Are we having elk for Thanksgiving, Rusty?

Donna Goings took a vacation the first part of October to the Ozarks. Bill Hayes went to sunny Florida in October for two weeks.



FINANCE

QUINCY

Jackie Drebes is taking Accounting II at John Wood Community College. Congratulations, Jackie, for an 'A' on your first test.



Congratulations to Cory Morrison. She has been promoted to assistant manager for international and domestic credit in the Richmond corporate office. She is currently working both in Quincy and Richmond. The final transition to Richmond will be December 1.

Bev Bell, Pat Friday, Nila Hemming, Cathy Holtschlag, Janet James, Mary Lou Schoch and Sandy Wilson attended the seminar "Self Esteem-Peak Performance" in Quincy, October 6. Dr. Gail Carson was the speaker. We all agreed it was an outstanding presentation. We discussed personality types and relating to others, whether personal or professional. Dr. Carson is totally career oriented and successful. However, whatever one's point of view on careers, she did provide an insight on how to improve methods, attitudes and challenging ideas. She was humorous and positive in every aspect of the presentation. Certainly a day worthwhile, even if it was Saturday and 80 degrees!



SATELLITE

RICHMOND

SATELLITE

Jeff Nordstrom has been the resident traveler lately. He and wife, Jeannie, visited Acapulco, Mexico and attended the Amitra technical show with Dave and Pam Colby from Quincy. He reported that the Mexicans were fine hosts and the translators were very helpful. He brought back a nice trophy for his participation. (He did some parasailing but NO cliff diving!)

Jeff also attended the NAB Radio Programming Conference in Boston. It was a good opportunity to meet with the networks. He made a quick trip to Melbourne to visit Scientific Atlanta to discuss the possibility of future distributorship for a new product.

ACCOUNTING



QUINCY M.I.S. DEPARTMENT

The local public television station (Channel 27) recently held a telethon in Quincy. Harris made our facilities available for five nights to Convocom for the telethon. Linda Harvey, Doris Garkie, Pat Reagan, Sandy Claus and Janet James volunteered to be in the building from 5:30 p.m. to 9:30 p.m. during the telethon. The field service area in building #10 cleared their desks each evening to allow the Convocom volunteers to use their phones. This is another example of the community spirit expressed by our employees. Channel 27 is always looking for volunteers to make phone calls if any of you wish to volunteer for the next telethon!

Congratulations to Don Freeman and Mary Lou Schoch for winning first place-2nd flight in the "Jack and Jill" gold tournament recently held at Quincy's Westview golf course in Quincy. It was excellent weatherwise and Mary Lou says Don made her look good, as he is an excellent golfer. However, they won a \$40.00 gift certificate and each received a lovely trophy.

HARRIS GOLF TOURNAMENT SCORES/RESULTS

FIRST FLIGHT

1. 79 Mike Henry
2. 86 Dave Daniels
3. 87 Don Freeman
4. 88 Jack Leaver
5. 91 Dwight Winkler
6. 91 Grayling Akers
7. 92 Mike Griesbaum

SECOND FLIGHT

1. 94 Greg Best
2. 99 Ken McColez
3. 99 Jerry Long
4. 103 Bob Beever
5. 103 Dennis Semerad
6. 103 Joe Seccia
7. 104 Dick Kunz

THIRD FLIGHT

1. 106 Todd Chiodini
2. 110 Glenn Hoslett
3. 112 Dean Hall
4. 112 Rich Fairchild
5. 112 Andy Edgar
6. 114 Mike Power
7. 120 Tom Losch

FOURTH FLIGHT

1. 122 Ron Clappitt
2. 124 Dale Vandenboom
3. 124 Jennifer Weber
4. 124 Darin Mountain
5. 132 Dick Zumwalt
6. 144 Janet James

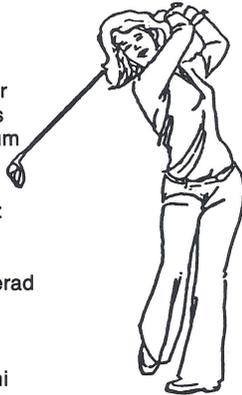
CLOSEST TO PIN

- Hole #4 — Griesbaum
Hole #9 — Vandenboom
Hole #11 — Best
Hole #15 — Hall

LONGEST DRIVE

- Hole #16 — Henry

Congratulations to Mike Griesbaum on a hole-in-one on #4.



HARRIS GOLF LEAGUE FINAL STANDINGS

TEAM	POINTS
1. Don Meyer/Grayling Akers	154.5
2. Don Freeman/Ken Wasyluk	153.5
3. Jack Leaver/Dave Daniels	149.5
4. Dennis Semerad/Larry Wiseman	146.5
5. Bill Hughes/Tom Losch	144.0
6. Jerry Long/Ken McColez	143.0
7. Carl Proescholdt/Jim Morton	134.0
8. Fred Anderson/Hardin Stratman	133.5
9. Jeff Malec/Rick Scott	126.5
10. Keith Mitchell/Ron Clappitt	121.5
11. Bob Beever/Todd Chiodini	118.5
12. Mary Lou Schoch/Janet James	109.5
13. Glenn Hoslett/Andy Edgar	89.0
14. Marcy Hayden/Jennifer Weber	85.0
15. Dick Zumwalt/Steve Russell	81.5

GOLF LEAGUE TOURNAMENT RESULTS

TEAM	NET SCORE
1. Carl Proescholdt/Jim Morton	128
2. Don Freeman/Ken Wasyluk (M. Griesbaum sub)	135
3. Ron Clappitt/Keith Mitchell (D. Hall sub)	136
4. Jack Leaver/Dave Daniels	139
5. Jerry Long/Ken McColez (D. Willis sub)	140
6. Bill Hughes/Tom Losch	142
7. Rick Scott/Jeff Malec (G. Best sub)	143
8. Don Meyer/Grayling Akers	147
9. Fred Anderson/Hardin Stratman	149
10. Mary Lou Schoch/Janet James	166

RICHMOND

Ask anyone in the accounting department what they've been up to lately and you'll probably get the same answer: "Working . . . working . . . working!"

However, most have managed a little extra time for other things . . .

Janice Marker — a faithful Reds fan thoroughly enjoyed watching her team win. And, is planning a November shopping vacation.

Marilyn Cottongim — is missing her daughter, Ann, a freshman at Franklin College where she is a member of the golf team.

Lorri Potter — busy with a course at I.U. East and being proud of her 11-year-old daughter, Emmi, who has taken up the trumpet and is a member of her school's bowling team (with a high score of 154).

Barbara Brewer — has been sewing Halloween costumes and baking goodies for her grandchildren. Also, helping decorate her son's house in Bloomington. She sets time out to sing with her church choir.

Cecile Gibson — trying to get some rounds of golf in while the weather permits. Her oldest son, Jeff, is attending Ball State University. Younger son, Andy, recently received his beginner's driving permit (the nightmare continues!)

Betty Hamner — anticipating her son and family's visit home for Thanksgiving so as to continue spoiling the grandchildren!

Barb Nobbe — anxiously awaiting Christmas vacation with her children. (Also attending I.U. East.)

Jim Cline — recently underwent another surgery on his ankles — we all hope for his speedy recovery and to see him playing a painless round of golf.

Sheila Harris — attending I.U. East.

ENGINEERING

QUINCY

The all-engineering meeting was held on August 29th.

Recognitions:

Dave Danielsons, Thailand
Jon Foster, Year End Tape
Joe Cox, PDMA Innovation Award
Steve Spradlin, Assistance to Training Dept. for: Saudi Arabian Students

Steve arranged and conducted weekend activities such as picnics, etc.

USTTI Training Course

Taught AM stereo equipment. Arranged and assisted in weekend activities for students.

Promotions:

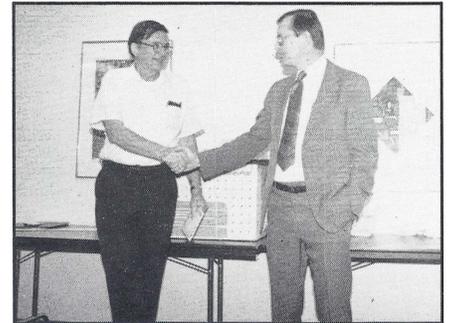
Bill Kerkhoff — Lead Electrical Engineer
Bob Beever — Engineering Assistant, EE

Service Awards:

Fred Pantsios — 1 Year
Dave Koontz — 5 Years
Dave Nickell — 10 Years
Bill Kerkhoff — 15 Years

Thank You:

Todd Duesterhaus
Jon Wahlmann

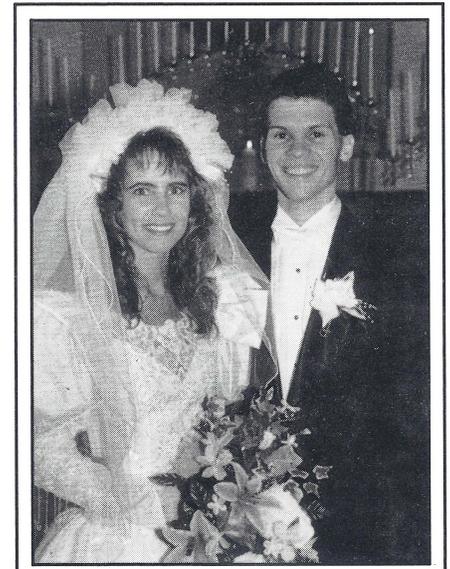


L-R: Arnie Spielbauer is congratulated on his retirement by Frank Svet, VP of Engineering.

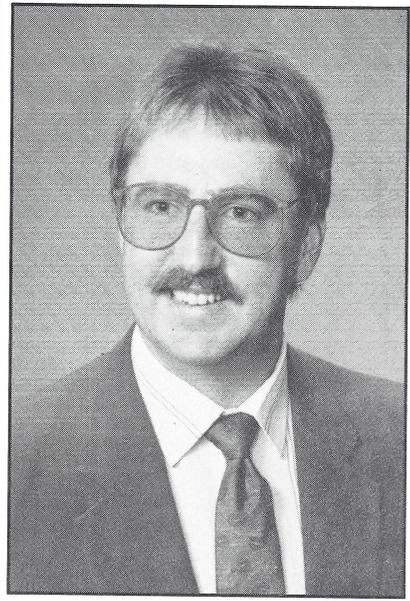


CUSTOMER SERVICE

RICHMOND



Jack and Lori Riesen



**John Delay Named Manager —
Business Interface Development
For Harris Allied
Broadcast Equipment**

QUINCY, Illinois, Sept. 19, 1990 — Harris Allied Broadcast Equipment has announced the promotion of John Delay to the newly-created position of manager — business interface development. The promotion is effective immediately.

Reporting to Harvey Baker, vice president of manufacturing and customer service, Delay is responsible for expansion of the company's key business relationships worldwide.

Joining Harris 14 years ago, Delay has held numerous positions in manufacturing, procurement, quality assurance, engineering, finance and service. For the past year he has served as manager of customer service/interface. Before joining Harris, Delay had worked for two years as an engineering technician for the Dickey John Corporate, an agriculture/electronics company, in Auburn, IL.

Delay, a graduate of the Harris/John Wood Community College Broadcast Electronics Technology Program, received a bachelor of science degree in electrical engineering technology in 1986 from Culver-Stockton College, Canton, MO, and Bradley University, Peoria, IL. He is a member of the American Society of Quality Control and the IEEE (Institute of Electronics and Electrical Engineering).

He and his wife Tamra have two daughters. The family resides in Quincy.

Quincy recognized for 1990 United Way participation

Harris Allied's Quincy employees received special recognition from the United Way of Adams County for outstanding support during the 1990 United Way campaign. As a result of 98.8% employee participation and a total contribution of \$29,923 — a 19.9% increase over last year, the company will receive a Gold Award — United Way's highest form of recognition locally.

The extremely successful Quincy campaign was coordinated by Sharon Bartelt and Ken Okamoto of the human resources staff.



The goal? 100% employee participation and a per capita donation of \$52. Departments meeting participation goals received donuts, and those meeting dollar goals were recognized at a pizza party.

Up to the challenge? You bet — and the numbers speak for themselves: 50 of the 53 departments had 100% participation, and 21 met the dollar goal. 12 of

our retirees participated, and the credit union and corporate made large donations.

As the 1990 Adams County campaign slogan goes, the benefitting agencies are "Here for you . . . because of you."

Hats off to the following areas for 100% employee participation:

Human Resources - Ken Okamoto
Int'l Credit - Dwight Winkler
Div. Administration - Tom Yingst
Service Admin. - Dave May
Calibration Lab - Art Hicks
Dom. Credit & Coll. - Ken Wasyluk
Mrktg. Comm. - Martha Rapp
Mfg. Admin. - Harvey Baker
Engineering Admin. - Frank Svet
AM Mfg. Team - Pat Humke
Budgeting/Acctg. - Joe Cox
Office Svcs. - Paul Buckman
Mechanical Eng. - Denny Milfs
Payroll/Acctg. - John Dawson
Logistics - Mike Koch
Systems - Chuck Rockhill
Cost Acctg. - Stu Musgrove
Training Center - Dave Kobe
Dom. Contract Adm. - Marcy Evans
Fab Admin. - Jim Morton
Drafting - Allan Buss
Sustaining Eng. - Jim Pickard
Machine Shop - Phil Stultz
Radio Sales Admin. - Ron Frillman

. . . And to 100% Dollar Goal Areas:

Human Resources - 183%
Calibration Lab - 110%
Mrktg. Comm. - 312%
Engineering Admin. - 197%
Dom. Contract Admin. - 100%
Facilities - 100%
MIS Systems - 114%
Quality Control - 183%
Purchasing - 133%
MIS Operations - 101%
International Sales - 170%

Facilities - Andy Edgar
Prod. Schedule - Mike Engel
MIS Systems - Mike Lakvold
Antenna Eng. - Rex Niekamp
Radio R&D - Nick Richards
Quality Control - Sue Osier
Finance Admin. - John Cornell
FM Mfg. Team - Carl Proescholdt
Sheet Metal - Lee Smith
Sustaining Eng. - Fred Anderson
MIS Admin. - Don Freeman
Marketing - Bob Weirather
Dom. Contract Admin. - Jim Brown
Fab Methods - Ken Yoch
Purchasing - Jeff Jackson
Service Parts - Rick Scott
Field Svc. Admin. - Don Carpenter
MIS Operations - Steve Russell
Repair - Rich Fairchild
TV Field Svc. - Terry Vaughn
TV R&D - Gerry Collins
Test Eng. - Marv Kerber
International Sales - Gus Ezcurra
Radio Service - Terry Hollenberg

Division Admin. - 687%
Antenna Site - 100%
Manufacturing Admin. - 201%
Mechanical Eng. - 100%
Fab. Admin. - 102%
Prod. Scheduling - 110%
Antenna Eng. - 125%
Finance Admin. - 310%
Marketing - 112%
Test Engineering - 150%



'Tis The Season Fa La La La . . .

Here are what some of our co-workers had to say when asked:

What Are Your Plans For The Winter/Holiday Season?



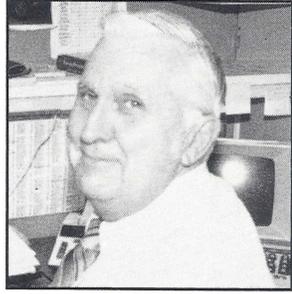
Mike Sweet
Richmond Commercial Printing

Work on my house. I am planning on gutting and finishing out my family room while I'm off. It's the last room to be done and I don't plan on working all of next summer!



Marilyn Cottogim
Richmond Accounting

Nothing exciting or special. The holidays will be spent with family who are all located here in Richmond. The rest of the winter will be spent in front of the fireplace if it's super cold.



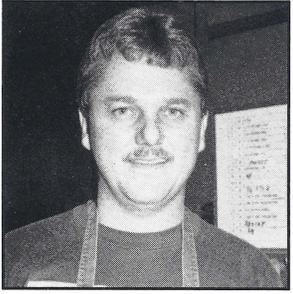
Bob Allensworth
Quincy Domestic Service Parts

Spend it with family and friends coming from Texas and Kentucky. You don't have much choice when you work second shift in December.



Doris Garkie
Quincy Engineering

Spend Thanksgiving Day at our house with my brothers, sister and their families and my children and their families. Try to keep my weight off until after the holidays!



Jay Schroder
Quincy Fabrication

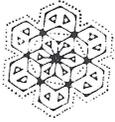
Have a nice Christmas by taking care of the family. Basically, enjoying time off.



Bo Tran
Richmond Accounting

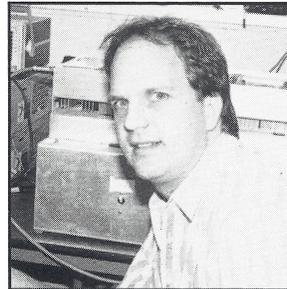
It has been ten years now that my family has celebrated holidays in the USA. Thanksgiving and Christmas are my most favorite. The most delightful is Thanksgiving. It is the time we give thanks to all the good health, good food, good wealth and good friends that God has given us. The most joyful and beautiful holiday is Christmas. Everyone looks forward to this. This is the time everyone in our family think about each other and plan to give someone something to remember.





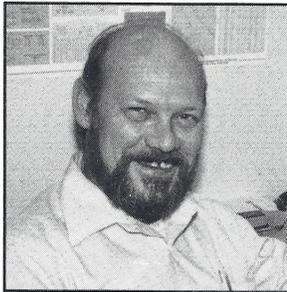
Carolyn Ellerman
Quincy FM Team

Spend time with son in Army stationed in Monterey, California and playing with two grandsons. Going to Quincy College football games as my two sons are on the team.



Bryce Robertson
Quincy Service Repair

Hope we get enough snow so I can go skiing at Kirksville, Missouri. Looking forward to playing guitar in the band for the Harris Christmas party.



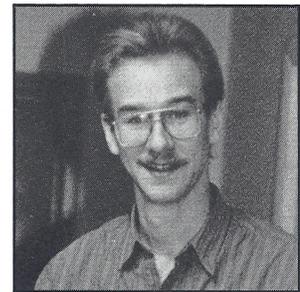
Ray Dearing
Quincy Field Service

Do a little deer and small game hunting and spend time with family and friends over the holidays.



Pauline Childress
Quincy TV Team

Lots of shopping for Christmas as I have five children and eleven grandchildren. Crocheting afghans maybe.



Darren Warner
Richmond Equipment Exchange/Shipping

I try not to make plans because I'm usually too busy to do them. So, I'll just get my snowmobile ready and hope for a white Christmas.

Alesia Brumbaugh
Richmond Purchasing

Busy! Busy! Busy! I'll be making Christmas gifts for family and friends — everything from hand-painted items to baked goods and candy. After the sawdust stops flying on Christmas gifts, it will be on to more remodeling on our humble abode. Of course all this activity depends on the cooperation of my two children, Perry (1) and Cody (4).



Sherry Spratt
Quincy Logistics

Having Thanksgiving dinner at my house with my husband's folks, my mother, my brother and our children and their spouses and also celebrate our daughter's 22nd birthday at the same time. It'll be nice to have the families together after working all these hours.



ON THE ROAD AGAIN . . .

RADIO '90 BOSTON

SBE '90 ST. LOUIS

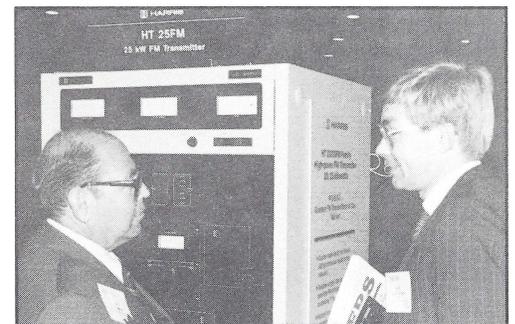
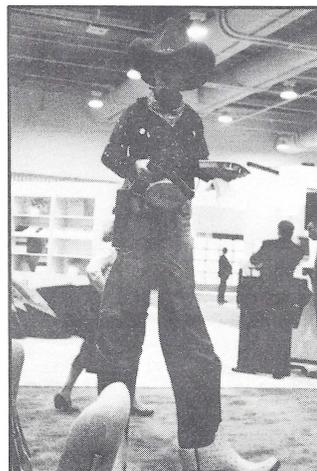
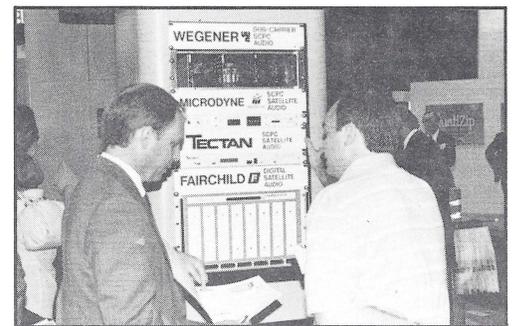
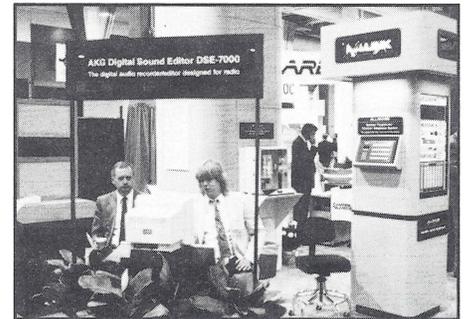


Radio '90 in Boston was held September 12-15. Features included; digital audio broadcasting (DAB), directional antennas, AM & FM improvement, the international market, learning one's way through the FCC hierarchy and more. Key speakers were; Paul Harvey, nationally known radio commentator, and Ross Perot, prominent business tycoon. There were more than 7000 attendees and 185 exhibitors.

SBE '90 in St. Louis was held October 4-6. According to Bob Groome, Richmond Radio Studio Sales, traffic has remained about the same over the past three years.

Happy customers are never too abundant. So, when Jeff Gulich from WNCI's Nationwide home office (Columbus, Ohio) commended Bob and Harris Allied on an early shipment he'd received, it was a welcomed highlight.

As far as radio goes, the hottest new product at the show was the 'Paragon,' a digital audio processor and FM generator.



FOOD FOR THOUGHT

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

DON'T BE AFRAID TO FAIL

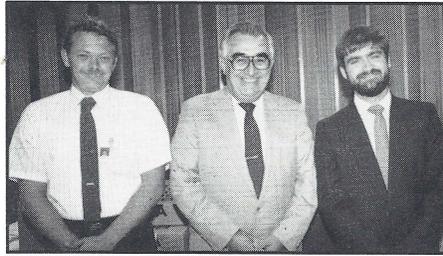
You've failed many times,
Although you may not remember.
You fell down the first time
You tried to walk.
You almost drowned the first time
You tried to swim, didn't you?
Did you hit the ball the first time
You swung a bat?
Heavy hitters,
The ones who hit the most home runs,
Also strike out a lot.
R. H. Macy failed seven times before
His store in New York caught on.
English novelist John Cremsley
Got 759 rejection slips
Before he published 564 books.
Babe Ruth struck out 1,330 times,
But, he also hit 714 home runs.
Don't worry about failure.
Worry about the chances you miss
When you don't even try.

— author unknown

QUINCY SERVICE AWARDS

presented by Thomas E. Yingst, vice president and general manager.

July 13, 1990



One Yr.: Rick Proske-Customer Serv. Specialist, Tom Yingst, Fred Pantisios-Sr. Elect. Eng.



Five Yrs.: Dave Koontz-Design-Draftsman and Tom Yingst. Not pictured Bryce Robertson-Equip. Specialist.



Ten Yrs.: (L-R) Dave Nickell-Sr. Eng. Tech., Jackie Beebe-Mfg. Assoc., Tom Yingst, Cheryl Bliven-Mfg. Assoc., Martyn Horspool-Sr. Sales Applications Eng. Not pictured: Greg Best-Dir. Strategic Mktg., Steve Humke-Field Serv. Eng. and Ed Hawkins—RF Sales Specialist.



15 Yrs.: Ginny Howe-Log. Assoc., Bill Kerckhoff-Antenna Site Eng. Supv., Steve Seckman-Mfg. Tech. Assoc., Tom Yingst, Carolyn Lauder-Admin. Sec., Les Kaufman-Sr. Serv. Parts Specialist, Joe Cox-Mgr. of Acct., Stan Harris-Fab. Assoc., Mike Jones-Fab. Assoc. Not Pictured: Betty Winebrinner-Mfg. Assoc., Sandra Meyer-Mfg. Assoc, Ray Dearing-Sr. Field Serv. Eng., Dean Hall-Fab. Methods Tech. I and Mike Likes-Mfg. Tech. Assoc.

25 Yrs.: Not Pictured: Tom Schoonover-Dist. Mgr./TV Sales.

September 26, 1990

One Yr: Not Pictured: Bishop Ellison-District Mgr./TV Sales



Five Yrs.: (R) Jay White-Field Serv. Eng. (L) Tom Yingst



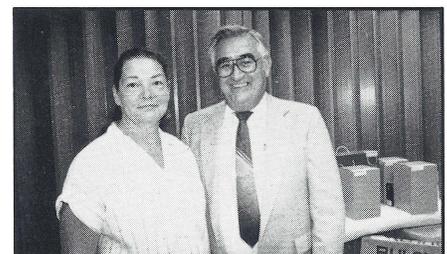
Ten Yrs.: (L-R) Frank Langenburg-Test Eng., Sharon Bartelt-Supv. Human Resources, Tom Yingst, Bob Lease-Mfg. Assoc., Art Hicks-Calibration Supv., and Warren Brush-Dir. TV Adv. Mod. Dev. Not Pictured: Norm Kallner-Principle Systems Analyst.



15 Yrs.: Terry Vaughn-Supv./TV Serv., Wendell Saunders-Fab. Assoc., Jerrold Harvey-Mfg. Tech. Assoc., Mary Newman-Mfg. Assoc., Tom Yingst, Connie Schutte-Log. Assoc., Dan Kelso-Fab., Assoc. and Steve Melency-Mfg. Tech. Assoc. Not Pictured: Mike Lawrence-Lead Field Serv. Eng., James Gross-Log. Assoc., Dave Soncek-Bus. Prog. Mgr./International Sales.



20 Yrs.: (L-R) Janet Wilson-Sr. Cost Pricing Analyst, Tom Yingst, Larry Engle-Mfg. Tech. Assoc., Sam Crouch (sitting)-Eng. Asst. ME.



25 Yrs.: Phyllis Kinne-Fab. Assoc., Tom Yingst. Not Pictured: Hilmer Swanson-Sr. Scientist.

First 'QUALITY FIRST' Visit

John T. Hartley Visits Quincy Plant

It was no coincidence that John T. Hartley, CEO and chairman of the board for Harris Corporation, chose Harris Allied's Quincy plant for his first QUALITY FIRST visit to Harris divisions Oct. 1. "Mr. Hartley commented that Broadcast was selected to be Number One because he felt we have the best programs with the best results in Harris," said Tom Yingst, general manager for Harris Allied. "He also mentioned he will visit the remaining 20 plants in the future."

After Mr. Hartley's overview of Harris' objectives for customer programs, new products, quality programs and productivity improvements, Tom, Bob Weirather, Frank Svet, Sue Osier and Harvey Baker presented overviews of Harris Allied's actions to be the leading broadcast equipment supplier in the world.

"Our goal is to have consistent but gradual improvement in all facets of our business, starting with quality orders, and ending with products that work out of the box and have top value for our customers," Tom said. Over the past two to three years, he noted that tremendous strides have been made:

- We are gaining market share in all areas.
- New products are growing, and are about 40 to 50% of our total business this year.
- Gross margin is improving.
- Return on capital invested is improving.
- Cost of quality is improving.
- Expense rate as a percentage of sales is good and needs consistent efficiency improvements.
- Inventory needs to be reduced.

- We need better relations with our suppliers.
- Sales and profit per employee is increasing.

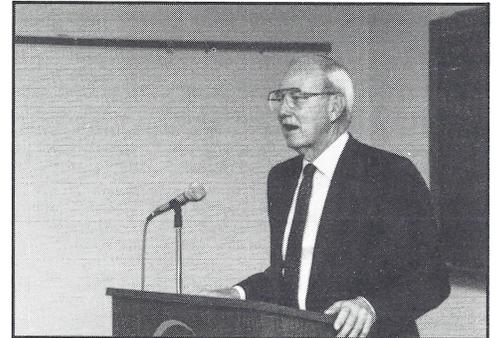
"The bottom line is that we are showing a consistent, gradual improvement which is a direct result of quality orders, better planning, better products, a positive attitude and 'can-do' spirit, better market knowledge, and an excellent working relationship with our suppliers," Tom noted.

Mr. Hartley and his team—Bob Sullivan, Don Panke, Walt Fredrickson and Guy Numann—reported that they were pleased with Broadcast's effort; with the very positive attitudes they observed at all levels in the organization, and with the excellent results in manufacturing as well as those areas noted above.

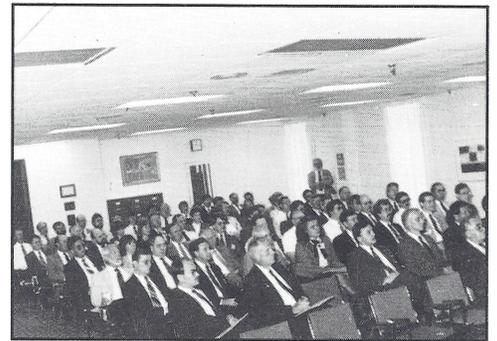
Our employees felt good about the visit, and you will see the results first-hand in the next *Harris Reports* video.

In conclusion, Tom said: "We must continue our steady improvement process, concentrating on the weak areas, and keep the great attitude. In this way we will meet our goal of being a great division for the Corporation and the leader in the broadcast industry worldwide. Our team has made substantial progress in the past few years, but we still have a way to go to achieve the goals we have set for ourselves."

"... Broadcast was selected to be Number One because he felt we have the best programs with the best results..."



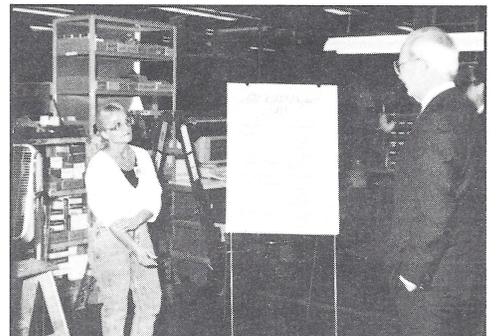
Mr. Hartley addresses the Harris Allied Broadcast management team.



The Harris Allied Broadcast management team listens to Mr. Hartley.

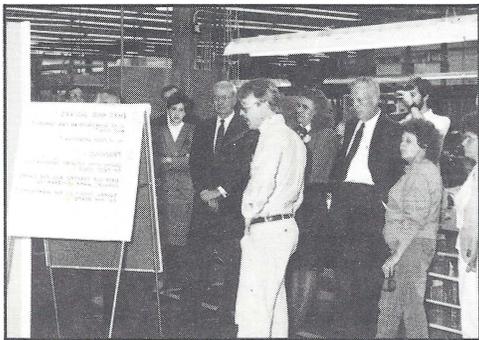


Sue Osier, manager of Quality Assurance, gives a presentation to Mr. Hartley, staff and visitors, on the Quality Program at Broadcast Division.



Darla Moore, FM Team, gives a Quality Improvement Program presentation on the HT10 FM cell.

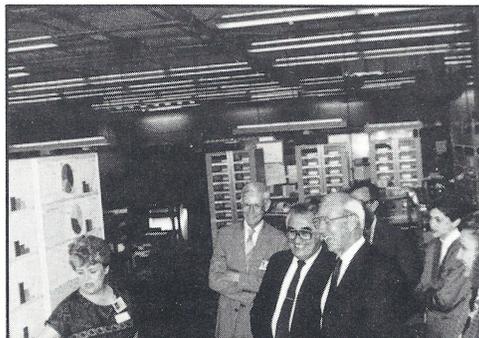
First 'QUALITY FIRST' Visit



Joe Middendorf, AM Team, gives a presentation on the Quality Improvement Program of the DX50 AM transmitter. Looking on, Sue Osier, Mr. Hartley, Pat Humke, Bob Sullivan and Sue Barnard.



L-R: Bob Sullivan (Sr. VP Corp. Administration), Sue Barnard, Mr. Donald F. Pankey (Corporate Director of Quality), Wilma Huffman, Ginny Kirkpatrick, Brenda Steele, Glenn Hoslett and Pat Humke.



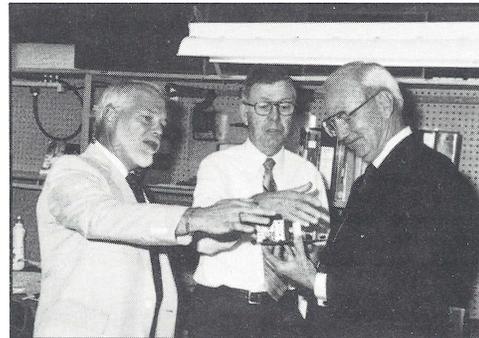
Sue Johnson, AM Team, gives presentation on the DX50 Am transmitter. Looking on, Walt Fredrickson, Tom Yingst, Mr. Hartley and Sue Osier.



Jeff Malec is introduced to Mr. Hartley as part of the DX100 AM transmitter design team.



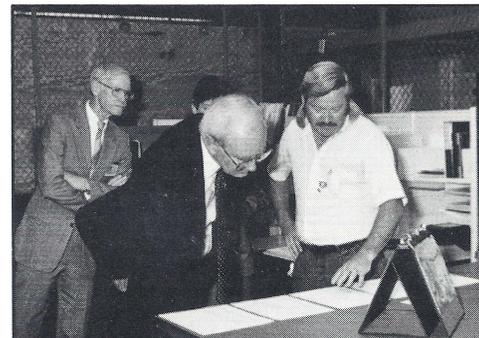
Bob Sullivan, Mr. Hartley and Tom Yingst discuss the day's agenda.



Nick Richards and Hilmer Swanson explain the DX100 AM transmitter RF amp module.



Kaye Yates, AM Team, tells Mr. Hartley about the work she is doing on the DX10 AM transmitter module board.

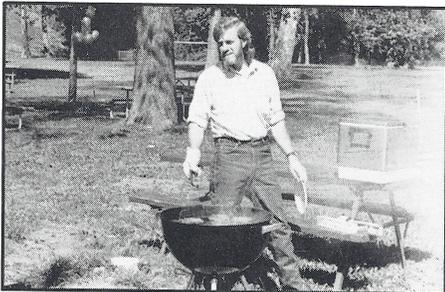


Mike Forbes, Quality Assurance Processing Auditor, explains reports from fabrication quality database. Far left, Walt Fredrickson, VP Corporate New Product Programs.

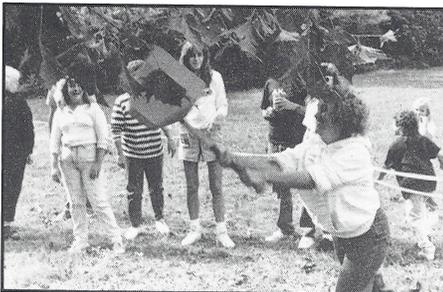


HARRIS ALLIED COMPANY PICNICS 1990

RICHMOND



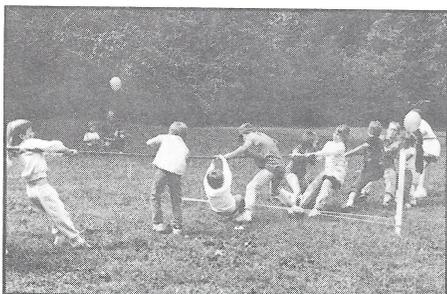
Ted Black kept busy flipping those burgers.



Donna Chase took a much deserved swing at the computer piñata made by the picnic game committee. (Richmond Corp. is going through a computer change.)



The younger ones really got *into* the sawdust dig. Money was buried in there somewhere!



Both the young and the 'young-at-heart', gave it their all in the tug-of-wars.

DATE: Saturday, Sept. 22
PLACE: Springwood Park
COMMITTEE MEMBERS:

Alesia Brumbaugh
Elvin Fourman
Sheila Harris
Sandy Harvey
Kelly Knapke
Pete Koenig
Dave 'Doc' Lumpkin
Marv Nickel
Lorri Potter

FOOD: Hamburgers, broasted chicken & hotdogs by company. Pitch-in by employees.

ACTIVITIES: Relays, Sawdust Dig, Tug-of-wars, Softball, Face Painting, Popcorn, Lollypop Pull, Volleyball

DOOR PRIZES: Everyone went home with a 'KOOZIE.' Seven employee prizes were given and over 200 general prizes.

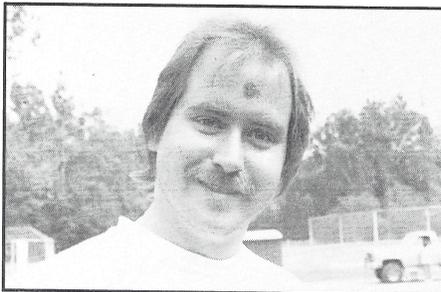
QUINCY

DATE: Saturday, Aug. 25
PLACE: South Park
COMMITTEE MEMBERS:

Bonnie Albertson
Mike Bliven
Don Carpenter
Dave Drew
Jeannie Frisch
Linda Harvey
Ron Kosin
Steve Lawrence
Mary Lou Newman
Roger Malaney
Fran Stice
Sandy Wilson

FOOD: Served by Shriner's Belgian Hitch
ACTIVITIES: Relays, Puppet Shows, Fish Pond, Allan the Clown, Moonwalk, Bingo, Face Painting, Helium Balloons, Mini Mule Wagon Rides. Tom Yingst awarded softball trophy and t-shirts to the "Manufacturing Team", Hal Koenig, captain. Other teams participating were Engineering, "Fab Rejects", Service "Scumbags", Materials Management, and "Payers". Sue Ridder received a trophy and t-shirt for winning the horseshoe tournament.

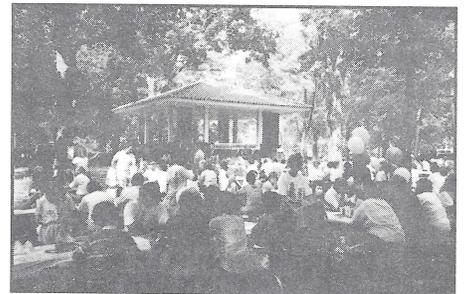
DOOR PRIZES: Harvey Baker was in charge. Five employee prizes were awarded and 35 childrens' prizes and 45 adult prizes.



Face painting was a popular event. Ron Oler sports a green Teenage Mutant Ninja Turtle in the middle of his forehead!



Emily Wise looks from behind as Charlie Kehlenbrink scoffs at having his picture taken.



Some of the crowd shown eating or just visiting.

QUINCY



Harvey Baker with microphone. Fran Stice and Sharon Bartelt helped give out the door prizes.



Linda Harvey (engineering) kept busy painting faces.



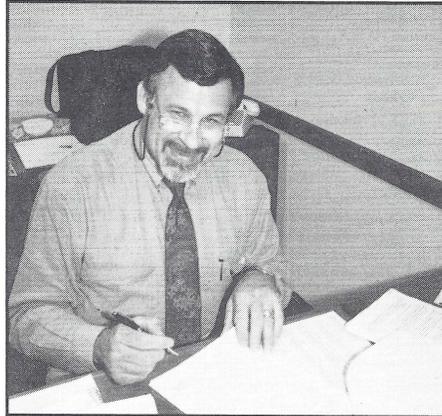
Food Line — Bob Weirather, Martha Rapp, Andy Edgar, Janet Wilson and E.L. Corujo.



The children enjoyed the puppet shows and swinging on the playground equipment.



Announcements



Robert E. Halpern

I am pleased to announce the assignment of Robert E. Halpern to the position of Director, Contract Management for Harris Allied in Quincy.

This is a new staff position for Harris Allied. In this position, Bob will be responsible for all contract administration. He, too, will act as a legal liaison with the legal counsel staff at Corporate Headquarters. Bob will report to me, however, his primary responsibility will be to support all contractual activities for all functional areas within our Division in Quincy and Richmond.

Bob comes to Quincy from the Business Communication Systems Division of Harris in Melbourne. He has been with BCSD in Contract Administration since October 1984. Prior to the BCSD assignment, Bob held Engineering positions with the Army Signal Labs in avionics and aircraft navigation systems at Fort Monmouth, New Jersey. He also worked on Apollo landing radar systems with Ryan Aircraft in San Diego, as well as Contract Management positions there, Hughes Aircraft Industrial Product Division, and General Dynamics Services Company. As an entrepreneur, Bob owned and operated a small manufacturing business.

Bob earned his Juris Doctor degree from the University of San Diego in San Diego, California. He obtained a degree in Electrical Engineering from New York University, New York City.

Please join me in welcoming Bob to Quincy.

John Cronell

JOHN CRONELL

Harris Allied Broadcast Equipment Donates \$2,000 To Community Drug Prevention Program



L-R: Mr. Jack Madden Administrator of Community Drug Prevention Program, Mary Beth McGee, Coordinator of program and Ken Okamoto Director of HARE Human Resources

QUINCY, Illinois, August 30, 1990— Harris Allied Broadcast Equipment today donated \$2,000 to the Community Drug Prevention Program, coordinated locally by Quincy Public School District 172.

According to Mary Beth McGee, Community Drug Prevention Program coordinator, this program supplements classroom substance abuse education with special extracurricular training targeted to students and their parents. "Research has shown that simply educating kids about drug abuse in the schools is not enough," McGee said. "Information has to be reinforced by parents and the community."

Since January 1990, the Community Drug Prevention Program has sponsored numerous activities, including a summer program at Washington School, after-school classes, camp-outs, and parent education classes. While the program is funded through a grant from the Illinois Department of Education, related expenses including meals and snacks for participants are not covered. The Harris Allied donation will be used for this purpose.

In presenting the check, Harris Allied Director of Human Resources Ken Okamoto said, "As a company that has been in business in Quincy since 1922, we see this donation as an important 'quality of life' investment in our community. Protecting and maintaining the quality of life here is important not only to our current employees, but certainly a crucial element in our recruitment efforts as well."

Harris Allied Broadcast Equipment is a leading manufacturer and supplier of broadcast equipment and systems for world markets.

Earthquake prediction for December 3, 1990?

About 8,000 earthquakes are recorded each year the world over. Japan has an average of about three earthquakes a day. So, how threatening is a major earthquake in this area? What are the chances the New Madrid Fault will send shock waves from Quincy, Illinois to Richmond, Indiana and points beyond? And will December 3, 1990, be the day we'll all be shaken up?

Climatologist Iben Browning has predicted on December 3, of this year there is a 50 percent chance the New Madrid Fault will send tremors measuring up to 7.5 throughout the central Mississippi Valley (give or take 48 hours).

Although some scientists are disputing his prediction, Browning's credentials show he accurately predicted the eruption of Mount St. Helens in May of 1980, and last year's San Francisco quake within five minutes.

Browning's prediction is based on tidal forces. Evidence has proven that the positioning of the sun and moon occasionally act as triggers for earthquakes.

The majority of people may have expected the San Andreas Fault to crack sending California adrift in the Pacific, rarely anyone expected the United States to crack down the middle. However, in 1811-12, the fault near New Madrid, Missouri, sent three great shocks on December 16, January 23, and February 7, exceeding a magnitude 8 on the Richter scale. The first quake in December was felt over an area of at least a million square miles. It changed the flow of the Mississippi River and formed large new lakes, such as Reelfoot, Tennessee.

Establishing the intensity the New Madrid Fault is capable of, and without being too reassuring or needlessly alarming, you might ask yourself: Should I be concerned? Is earthquake insurance a waste of money? Do I know what to do in case there is an earthquake?

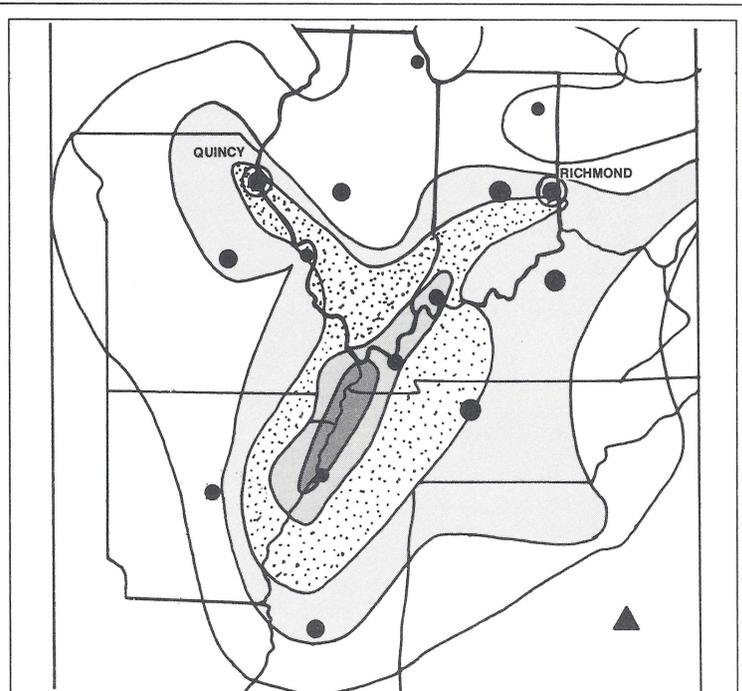
If you're at work on the day of the predicted earthquake, you might ask yourself . . . "Is this building earthquake proof?" -or- Will Harris Allied employees become known as the real "movers and shakers."

IN CASE OF AN EARTHQUAKE

- Get out of the building immediately, then stay put.
- Know how to turn off valves for gas, electricity and oil. (Automatic or manual to reduce fire and other risks.)

— Debbie Shafer

Ring of destruction



Quincy, IL — approximately 330 miles from the New Madrid Fault epicenter
 Richmond, IN — approximately 430 miles from the New Madrid Fault epicenter

INTENSITY	EFFECTS
	Disastrous ground cracks badly, many buildings destroyed and railways bent; landslides on steep slopes
	Ruinous some house collapse where ground begins to crack; pipes break open
	Destructive masonry cracks; chimneys fall; poorly constructed buildings damaged; water levels may change
	Very Strong general alarm; walls crack; plaster falls
	Strong trees sway; suspended objects swing; loose objects overturn or fall

Source: Modified Mercalli Intensity Scale Palladium-Item/Scott Davis

What's in a Name?

(. . . or how better to identify last names to strangers over the telephone)

- Bob Groome . . . as bride & groom.
- Chuck Maines . . . like the state, Maine, with an 's'.
- Gail Thatcher . . . like Margaret of England.
- Marilyn Campbell . . . like the soup.
- Marv Nickel . . . five pennies make one.
- Lori Ward . . . first name of Beaver's dad.
- Barb Nobbe . . . as in "nobbie-kneed", omit the 'i'.
- Alan Appel . . . like the fruit, reverse the 'e' and 'l'.
- Janice Marker, same as 'magic - - -'
- Tom Reckers . . . as in old beat up cars, drop the 'w'.
- Dave Lumpkin . . . like 'pumpkin,' exchange 'l' for 'p'.
- June Soper . . . as one who watches lots of daytime TV, drop the 'a'.
- Cecile Gibson . . . like major home appliances.
- Elvin Fourman . . . less than Fiveman, more than Threeman.
- Chris Steele . . . action sometimes taken to reach base.
- Barry McKee . . . like the song, 'Me and Bobby . . .', 'K' instead of 'G'.
- Zelma Clark . . . like the candy bar.
- Ted Black . . . opposite of white.
- Dave Burns . . . as in a man's facial hair - side 'burns'.
- Rick Funk . . . a 'groovy' kind of music.
- Dave Buck . . . like a male deer.
- Tom Lewis . . . mate to Clark in the expedition.
- John Timm . . . like 'Tiny.'
- Judy Spell . . . what witches cast.
- Jamey Miller . . . like the beer.
- Jim Jones . . . as the song, 'Me and Mrs. . . .'
- Darren Warner . . . like the brothers.
- Steve Sampson . . . Delilah cut his hair.
- Dick George . . . ' - - - - of the Jungle,' cartoon.
- Jim Kennedy . . . like the space center.
- Lonnie Miller . . . as in winged insect.
- Denny Ross . . . used to be a 'Supreme,' Diana.
- Mike Sweet . . . opposite of sour.
- Emily Wise . . . what you're supposed to get with age.
- Jon Young . . . opposite of old.

Organizational Changes

Effective August 13, Barry McKee moved from Richmond Shipping to Administration. He is responsible for the Communication Center (mail room and main fax machine).

Effective August 13, Dave 'Doc' Lumpkin assumed supervisory responsibility for the Richmond corporate warehouse, shipping and receiving. Doc will retain his purchasing function.

Lori Ward is now Richmond's corporate office full-time switchboard operator.

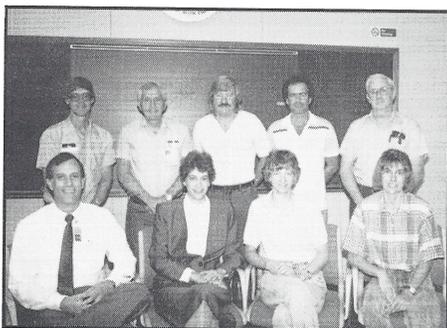
Travis Bailey, a Richmond Senior High student, is working with us this year as part of the R.H.S. vocational program. He will be working about three hours a day. He started helping out in technical services and is currently with the equipment exchange department.

Effective October 15, Mike Romine joined Allied Commercial Printing as 2nd shift bindery operator. He is from New Castle, is married to Linda, with two children. Mike has a breadth of knowledge in bindery and other areas of printing.

Cory Morrison has accepted the position of Assistant Credit Manager in Richmond. She transferred from the Broadcast division in Quincy. She has over 10 years of credit and collection experience in both domestic and international markets. She has two children, Christopher-17, and Malinda-8.

Debbie Hilbert has been promoted to the position of Customer Service Representative in our international organization, effective August 27.

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On July 13, 1990 these people graduated from a 5-day in-house soldering course. Standing L-R: Ken Stotts, Jim Wells, Mike Forbes (Instructor), Don Cheney and Charlie Babb. Sitting L-R: Harvey Baker, Sue Osier who presented certificates, Jennifer Weber and Ginny Howe.

In Focus From Quincy . . .

The new fiscal year is well under way and has proven to be an exciting start. Even though we have a strong challenge to meet our profit goals for the first quarter, many opportunities are developing. Potential for TV orders is higher than any time in the past few years. International potential is greater than last year and the Canada potential is very good all compensating for the sluggish radio orders at both locations.

The Annual Operating Plan (AOP) was reviewed (with the teams) at Richmond and Quincy with very good results at both locations supporting one of my firm beliefs that an informed team will always support the mutual goals.

The trips that Roy and I took to Asia and recently to Eastern Europe were very exciting from a personal and business view. Harris is recognized as one of the leading Broadcast companies in the world and most of the developing countries want to be associated with us if we remain competitive.

All of this means that our business is sufficiently broad in scope that a downturn in one area can be compensated from another area meaning that we have a good chance to meet our goals for FY-91.

Please accept my thanks for each of your individual efforts put forth to meet mutual goals. This is how a great division becomes even better. Harris Allied Broadcast can be Number 1 in the world with this approach!

Tan Jungst

CHRISTMAS PARTIES PLANNED

RICHMOND . . .

December 1
Quality Inn
Dance & Hors d'oeuvres

QUINCY . . .

December 15
Holiday Inn
Dance & Hors d'oeuvres

BIRTHDAYS

NOVEMBER

QUINCY

1 Daniel S. Maxwell	20 Michael L. Nowack
1 Lisa C. Meyers	20 James L. Rice
2 Arthur E. Hicks	22 Robert E. Cantrell
2 James R. Wagner	22 Richard C. Loos
4 John W. Cornell	24 Daryl M. Buechting
6 Donald D. Clampitt	25 Sherry A. Dill
6 Ronald G. Clampitt	25 Arthur A. Silver
6 Danny R. Kelso	27 Donna S. Barnard
9 Keith R. Mitchell	27 Kenneth W. McColez
9 Darlene B. Wietholder	27 Brenda M. Steele
11 Michael R. Jones	30 Danny J. Cheney
11 William A. Kerkhoff	
11 Clarence W. McGhee	RICHMOND
13 Marvin C. Kerber	2 Tony Mezey
14 Stanley P. Harris	4 Joe Ziemer
15 Fumiko K. Stuckey	14 Marv Nickel
19 Deborah L. Dodd	19 Brian Jenkinson
19 Kenneth E. Robertson	19 Bill Schofield
19 Kenneth J. Yock	23 Darren Warner
20 Penny L. Hendricks	

DECEMBER

QUINCY

1 Dale E. Vandenboom	23 Joyce E. Losch
4 Stephen C. Meleney	23 Donald E. Taylor
4 James C. Scott	24 Carolyn S. Ellerman
6 Roger K. Malaney	24 Lyndell L. Harlan
6 Darin B. Mountain	24 Marcella M. Hayden
12 Philip E. Reilly, Jr.	27 Donna F. Glover
13 Richard B. Frey	30 Bishop L. Ellison
13 Chester F. Prisner	30 Gustavo Ezcurra
13 Jennifer J. Weber	
15 Michael W. Power	RICHMOND
17 Frederick J. Feischman	1 Mark Tuttle
19 Steven L. Agnew	11 Barry McKee
19 Alva C. Edgar III	15 Lorri Potter
19 Jackie D. Fountain	21 Jim Hauptstueck
19 Donald D. Freeman	21 Jon Young
19 Christina L. Metz	23 Sandy Harvey
20 Stanley A. Roberts	24 Teresa McCord
21 Bonnie L. Albertson	28 Barb Brewer
21 Ralph D. Jones	28 Tom Harle

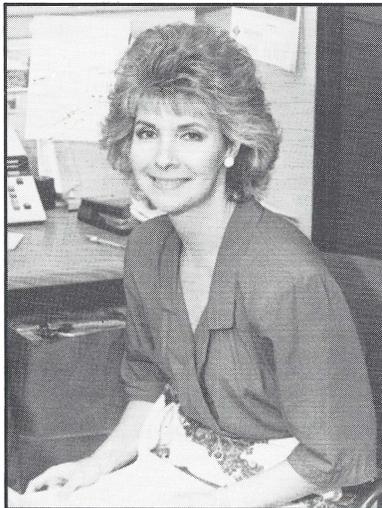
JANUARY

QUINCY

1 Larry L. Penn	24 Doug T. Koehn
2 C. William Little	25 David E. Drew
3 Bryan K. Neff	25 Kenneth E. Stotts
4 Francis G. Langenburg Jr.	25 Betty J. Winebrinner
4 Ronald G. Otten	26 Steven L. Moore
5 Robert E. Walker	27 Michael K. Cole
6 Darla J. Moore	28 Charles W. Babb
6 Russell R. White	28 John E. Deemer
7 Michael R. Griesbaum	29 Richard A. Patterson
8 Meghan C. Just	29 Charles E. Ridder
8 Mary L. Schoch	30 Roger L. Job
9 William E. Hughes	30 Venora L. Lawrence
9 E. Eugene Stice	30 Ronald D. Scott
10 Rosann M. Sprenger	31 Clair A. Selby Jr.
11 Charles R. Mayes	
12 David C. May	RICHMOND
13 David S. Soncek	1 Dave Burns
14 Jon S. Foster	2 Don Fasnacht
14 H. Stuart Musgrove	2 Emily Wise
14 R. Lynn Strube	10 Barb Nobbe
16 Betty E. Chapman	12 Glenn Rawlings
16 Charles K. Hermann	13 John Bentley
19 James P. Keller	20 Jeff Nordstrom
21 Roy K. Chrisop	24 Steve Shackelford
22 Timothy S. Lohmeyer	25 Lori Ward
23 Mary A. Huseman	26 Donna Chase
23 David C. Kobe	31 Chuck Yount

PERSONNEL PROFILE

Name: Debbie Hilbert
Job title: International Customer Service Rep.
Family: Husband-Glenn, Joseph-15 and Sean-12
Highlight of career: Getting Sahab-sa's account cleared up.
Accomplishments of which I'm most proud: Managing to maintain a sense of humor after being married for 17 years and being a mother for 15.
My best characteristic: Honesty and Loyalty (I know, that's two).
Pet peeves: People who park in handicapped spaces when they aren't handicapped.
Hobbies: Reading.
First job: MCL Cafeteria.
Favorite book, magazine: The Wolf and the Dove.
Favorite exercise: Walking, Softball.
Favorite movie: Always.
Favorite actor/actress: Michael Douglas.
Favorite song: You've Lost that Lovin' Feeling by the Righteous Bros.
Favorite singer: (Group) U-2.
Favorite saying: No problem.



Debbie Hilbert

In high school everyone thought I was: Stuck up. (I was really painfully shy!).
If I could change one thing about myself, I'd: Know when to keep my mouth shut.
People would be surprised to know that I: Was a tomboy. I have put up fences, shovelled horse stalls, etc.
If I weren't doing what I'm doing now, I'd: Be a novelist.
Life has taught me: That I have the strength to get through anything I have to (with God's help).
Best advice ever received: Do unto others.
Person who's had the biggest impact on my life: My husband — seriously. I have to give him some credit, he's put up with me for 17 years, too.
My most memorable moment(s): Having a total stranger call and tell me that my husband had been in a serious auto accident. It's not a pleasant memory, but I will never forget it.

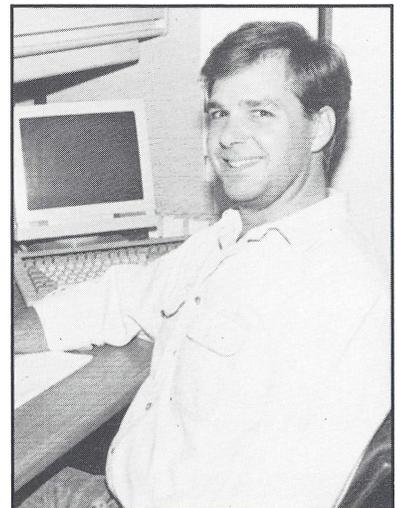
Name: Sandy Claus
Job title: Credit/Collection Coordinator.
Family: Husband, Lyndle. Daughters, Andrea Beckgerd-25 and Dawn-21; a step-son, Jeff-23.
Highlight of career: Being hired by Harris after working at Harris through Manpower for nine months.
Accomplishments of which I'm most proud: Being a supervisor prior to the 1987 layoff.
My best characteristic: Reliable and punctual.
Pet peeves: Gossip, cars that don't run as they should and children that don't mind.
Hobbies: Ceramics, cooking, baking and most crafts.
First job: Bookkeeping department at Illinois State Bank which is now Boatman's.
Favorite book, magazine: McCalls, Ladies Home Journal & Ceramics.
Favorite exercise: Aerobics.
Favorite movie: Murphy's Romance.
Favorite actor/actress: Sally Fields, Sam Elliott.
Favorite song: "Hello, Darlin'"
Favorite singer: Conway Twitty.
Favorite saying: "What a stroke of bad luck."



Sandy Claus

In high school everyone thought I was: Quiet, shy and backwards, the black sheep of the class.
If I could change one thing about myself, I'd: have gotten a college degree right after high school.
If I could have dinner with anyone in history, I'd choose: Abe Lincoln.
People would be surprised to know that I: milked a cow everyday by hand, when I was a teenager.
If I weren't doing what I'm doing now, I'd: Work with or have my own ceramic shop. Depends on amount of funds available.
Life has taught me: The more you do, the better you feel about yourself.
Best advice ever received: A friend convinced me to get married a second time.
Person(s) who's had the biggest impact on my life: My husband.
My most memorable moment: Learning my daughter's cancer was in remission.

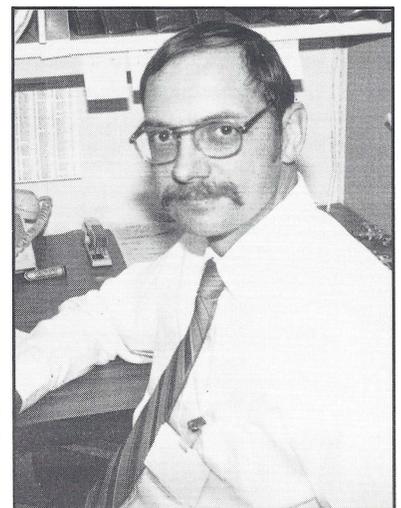
Name: Doug Getz
Job title: M.I.S. Operator.
Family: Wife Marla, (3-yr. anniversary in Dec.).
Highlight of career: Stay tuned!
Accomplishments of which I'm most proud: Starting my own disc jockey business — it's finally getting to be profitable.
My best characteristic: Strong work ethic.
Pet peeves: Getting in over my head, unorganized people, sleep.
Hobbies: Sports — any, and working with my DJ business.
First job: Groundskeeper, announcer, scorekeeper for Little League program.
Favorite book, magazine: DJ Times, Home Mechanic.
Favorite exercise: Carrying around my sound equipment.
Favorite movie: Reckless, The Blues Brothers Movie, Dead Poets Society.
Favorite actor/actress: Virginia Madsen, Robin Williams, Jim Belushi.
Favorite song: Turn the page, Paradise by The Dashboard Light.
Favorite singer: Bob Seeger, Pink Floyd, Luther Vandross.
Favorite saying: How about those Reds!



Doug Getz

In high school everyone thought I was: Quiet — If only they knew I was the one playing disc jockey over their CB radios at night.
If I could change one thing about myself, I'd: Get less involved with other people's problems.
If I could have dinner with anyone in history, I'd choose: Richard Nixon or members of the Warren Commission.
People would be surprised to know that I: Used to do stand-up comedy, I also keep a stuffed deat cat in my desk.
If I weren't doing what I'm doing now, I'd: Be a DJ in a nightclub.
Life has taught me: That the least expensive choices are often the most costly.
Best advice ever received: No matter how good or bad, there is something to be learned from any situation.
Person who's had the biggest impact on my life: My parents, followed by a cast of thousands.
My most memorable moment: My wedding day.

Name: Dana Myers
Job title: Lead Customer Service Engineer.
Family: My wife Annie and I have raised five children. The youngest (Amy 17) is still at home. The others are on their own now.
Highlight of career: Being at 1,500 feet to adjust an antenna was the "high" point of my career.
Accomplishments of which I'm most proud: Completion of my A.A.S. degree through John Wood Community College which took six years of part time study.
My best characteristic: Persistence.
Pet peeves: Forms like this, waste, being late and waiting.
Hobbies: Music (I play guitar & sax), fishing.
First job: I took a paper route at age eight, went to work in a grocery store at age 16.
Favorite book, magazine: Omni.
Favorite exercise: Swimming (walking if it's too cold to swim).
Favorite movie: Lately — Crossroads.
Favorite actor/actress: None, really.
Favorite song: Black Magic Woman by Carlos Santana.
Favorite singer(s): Bonnie Rait.
Favorite saying(s): Never say never.



Dana Myers

In high school everyone thought I was: A nerd.
If I could change one thing about myself, I'd: Be less serious and relax more.
If I could have dinner with anyone in history, I'd choose: Nikola Tesla.
People would be surprised to know that I: I still play rock & roll (even though I have three grandchildren).
If I weren't doing what I'm doing now, I'd: Go fishing.
Life has taught me: Don't wait for opportunities, make them.
Best advice ever received: A good friend asked me to come to work at "Gates Radio."
Person(s) who's had the biggest impact on my life: My wife Annie.
My most memorable moment(s): Professionally, being asked to speak at the N.A.B. Convention.