

# ILLUMINATOR

*December 1988*



# The inside story

## ILLUMINATOR

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### About the cover:

These dolls made by Jeanie Elliott of Lynchburg would thrill any little girl on Christmas morning. See story on page 9.



### The Dollmaker

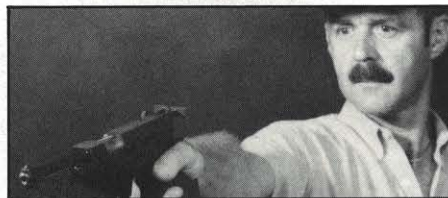
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Lynchburger Jeanie Elliott talks about her doll making hobby.

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### Leffel is WV air rifle, air pistol champion

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Doug Leffel talks about his marksmanship hobby.

### AEP Savings Plan

Date	Fixed Income Fund		Equity Fund		AEP Stock Fund	
	VPU	UCPD	VPU	UCPD	VPU	UCPD
10/31/87	\$2.9079	.3438	\$4.6636	.2144	\$3.5893	.2786
11/30/87	2.9373	.3404	4.2822	.2335	3.3820	.2956
12/31/87	2.9680	.3369	4.5922	.2177	3.5475	.2818
1/31/88	2.9996	.3333	4.7923	.2086	4.0221	.2486
2/29/88	3.0281	.3302	5.0128	.1994	3.9137	.2555
3/31/88	3.0598	.3268	4.8646	.2055	3.7441	.2670
4/30/88	3.0907	.3235	4.9159	.2034	3.7097	.2695
5/31/88	3.1228	.3202	4.9537	.2018	4.0321	.2480
6/30/88	3.1542	.3170	5.1765	.1931	4.0674	.2458
7/31/88	3.1871	.3137	5.1581	.1938	4.0338	.2479
8/31/88	3.2203	.3105	4.9843	.2006	3.9119	.2556
9/30/88	3.2527	.3074	5.2010	.1922	3.9291	.2545

VPU — value per unit

UCPD — units credited per dollar

HOW TO READ THE ABOVE CHART: The first column lists the days on which unit values are figured; the second shows the market price or value of each unit on that day; and the third indicates how many units you could have bought for \$1 on that day. For example, if the market value or "value per unit" of the Equity Fund were 50¢ on the valuation date (last day of each month), then "units credited per dollar" would be 2.000. This also holds true for the AEP Stock Fund and the Fixed Income Fund.

## Christiansburg, Wytheville audits rate excellent

Two Pulaski Division offices, Christiansburg and Wytheville, have received excellent ratings on audits of their customer accounts operations.

The Christiansburg office was audited for the period September 1, 1984, through January 31, 1988. The Wytheville office was audited for the period February 1, 1986, through April 30, 1988. This is the second consecutive excellent audit rating for Wytheville.

The audit by AEP Service Corporation personnel covers items such as cash in drawer, meter reading, petty cash, confirmation of expense accounts, verification of accounts receivable, delinquent accounts and collection procedures, investigative forms and procedures, service orders, and employee discounts.

Ratings given are excellent, good, acceptable, and unsatisfactory. Eight other excellent audit ratings have been given to Appalachian Power offices in the past four years: Princeton (1985 and 1987), Pulaski (1986), Wytheville (1986), Marion (1987), Tazewell (1987), Madison (1987), and Montgomery (1987).

In congratulating the customer accounts employees, Pulaski Division Manager Jerry R. Whitehurst said, "While receiving excellent ratings for the Christiansburg and Wytheville customer accounts operation is a high honor, it was not totally unexpected. All of the Pulaski Division customer accounts employees have been cross-trained to the point that each employee can perform any of the hundreds of complex customer accounting operations. This group performing an excellent job is almost routine." □



Pulaski Division Manager Jerry R. Whitehurst, left, presents the excellent audit award to Wytheville customer accounts employees. They are, l. to r., Harry Grubb, Linda Chrisley, Barbara Pope, Donna Smelser, Jerry Houseman, and Bob Dalton. Not pictured is Mike Felty.



Pulaski Division Manager Jerry R. Whitehurst, right, presents the excellent audit award to Christiansburg Office Supervisor Raymond Lyons. Looking on are customer accounts employees (l. to r.) James Underwood, Mark Willard, Fred Royal, David Bell, Harry Hubble, Sherry Haley, Jean Curtis, Kitty Byrd, Pat Yates, Barbara Cantline, Betty McClougherty, Shirley Sexton, and B. J. McCoy. Not pictured is Winky Sherman.

## AEP opens economic development office in Japan

In an innovative effort to create additional jobs in the east central United States by attracting new Japanese investment, American Electric Power is opening an economic development office in Tokyo. AEP is believed to be the first major electric utility in the U. S. to establish a full-time industrial recruitment program in Japan.

"We believe we can attract new plants and create jobs for customers by telling the Japanese business community about AEP's seven-state service area and, in particular, our system's ability to provide reliable, low-cost electric service to industry," explained Richard E. Disbrow, president and chief operating officer of AEP.

AEP has hired the international management consulting firm of Deltapoint International, LTD. of Tokyo to be the full-time representative in Japan for AEP's eight operating companies.

Disbrow said the new Tokyo office will be an extension of each AEP operating company's economic development program.

"Deltapoint was chosen to represent the AEP companies because of its successful record in recruiting Japanese manufacturing investment and its knowledge of Japanese business and government," Disbrow said.

Mrs. Mie Teno, managing director of Deltapoint International in Tokyo, will serve as project manager/AEP representative in Japan.

Teno has 15 years of consulting experience with major American management consulting firms and has undertaken a number of research and consulting projects for both domestic and international clients.

These projects included work in the areas of marketing, investment, operations, strategic planning and implementation programs for a variety of industry and servicing sectors in Japan, the U. S., and Europe.

"There are nine electric utilities in Japan — all investor-owned — and their rates differ very little," said Paul Greiner, AEP vice president-marketing and customer services. "For this reason, electricity — which is very expensive in Japan when



Mie Teno

compared to the AEP System — is virtually a commodity, and manufacturers do not consider it a significant factor in choosing a location.

"As a result, the Japanese manufacturing community has little experience in working with electric utilities in the United States. Businesses don't think about such factors as supply, reliability, and cost when determining where they will locate plants. We are hoping to change that with the help of Deltapoint," Greiner said.

Deltapoint's primary responsibilities will include promoting the capability and assets of the AEP System as a power supplier and developer of industrial sites, searching out and contracting prospective investors, and coordinating meetings between AEP officials and interested Japanese business firms.

Direct investment from Japan to the United States has continually increased since 1984. This, in part, has been a result of the appreciation of the yen. As of March 1986, there had been 545 Japanese-owned manufacturing plants established in the U. S. Of these, 21 are located in the AEP service area. Additionally, as of July 1987, Japanese investment in the United States had established 2,204 firms.

Greiner pointed out that this is not AEP's first economic development effort in Japan. "AEP operating companies have previously made several economic development trips to the Far East and these will continue," he said. "One of Appala-

chian Power's economic development videotapes has been narrated in Japanese, and AEP has produced a bilingual American-Japanese economic development brochure to further promote new jobs."

Teno also has assisted in the planning and implementation of manufacturing investment projects for Japanese manufacturers overseas that include investment feasibility studies, site selection, procurement investigation, start-up assistance, and governmental negotiations. She has represented a British government agency — Telford Development Corporation — since 1980 in planning and implementation of its industrial promotion activities targeting Japanese investors. □

## AEP Management program set for Ohio State

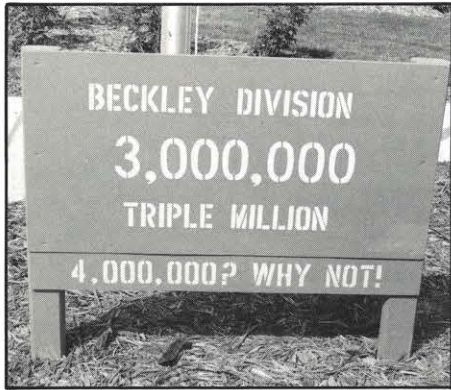
The 1989 AEP Management Development Program has been scheduled for April 23-May 19 at The Ohio State University, Columbus.

Approximately 64 management personnel from the AEP companies and the Ohio Valley Electric Corporation will participate, according to Norman C. Gibbs, director of management development for the AEP Service Corporation.

The program will be held at the Holiday Inn on the Lane, as it has been for the past five years, and the teaching staff again will be made up primarily of Ohio State faculty members. Service Corporation management personnel will serve as guest speakers.

The 1989 session will be the seventh to be held at Ohio State. Prior to 1982, when the first program was held there, it had been based at the University of Michigan, except for 1957 at Georgia Institute of Technology. □

## Beckley employees set their sights on 4-million



Beckley Division employees have reached a safety milestone only two other divisions can boast about: 3-million work-hours without a disabling injury. But they don't intend to stop there. Signs posted at company facilities attest to the fact that they're aiming for 4-million.

According to Division Manager Bob Kilgore, the continuing safety record began nine years ago this month — December 6, 1979. "The 179 employees in Beckley, Oak Hill, Rainelle, Rupert, and Whitesville all contributed to this achievement by their excellent attitude toward safety. It takes a long time for a small division like ours to achieve such a goal."

Beckley Meter Reader Supervisor Eugene Warner, a 14-year veteran, says, "I find the 3-million safe workhour record to be a miraculous and amazing accomplishment not only for myself but also for the other employees. "I'm proud to be a part of this accomplishment and hope it continues to grow."

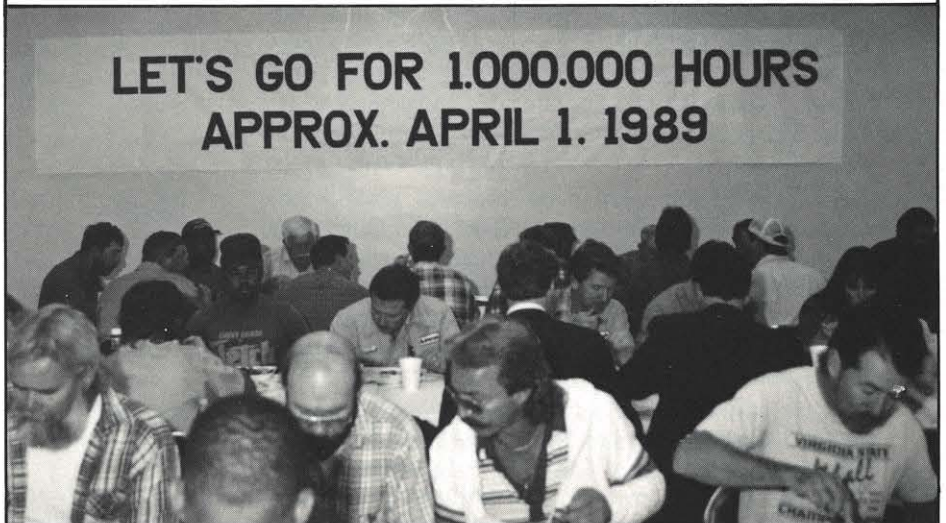
Paul Elliott, Oak Hill line crew supervisor and a 39-year veteran, remarks, "We're a very competitive group of employees. Therefore, I want to believe it will never end. However, the record doesn't tell the true story. I believe that everyone works very hard at being safety conscious for a company that stresses safety to a very high level. A tremendous number of hours in safety meetings, job briefings, and money spent on safety equipment all enter into it. As a crew supervisor, I feel personally responsible for the employees under my direction, but the number one line is — no one can look after you every moment of the day. You must be responsible for yourself at all times. The image you see in your mirror each morn-

ing is the one most responsible for your safety."

Another 39-year veteran, Rainelle Customer Accounting Supervisor Bonnie Evans, comments, "I can remember when we

had the last lost time accident, and it was a frightening experience. I think everybody is impressed with Appalachian's safety policy. I appreciate working for a company that puts safety over everything else." □

## Lynchburg employees treated to breakfast



Lynchburg Division employees were treated to a breakfast prepared by supervisors on October 22 in recognition of their having worked three years without a disabling injury. Their next safety goal is reaching the one million safe workhour mark about April 1, 1989.

## APCO receives DOD award



Dan L. Adams, second from left, Roanoke division line superintendent, accepts a Department of Defense Award for Appalachian Power's outstanding support of Virginia's Guard and Reserve forces from Walter J. McGraw, state chairman for the Virginia Committee for Employer Support of the Guard and Reserve (ESGR). Nominating his civilian employer was First Sgt. Donald J. Williams, right, 229 Chemical Company, Virginia Army National Guard. Williams is line construction and maintenance representative in Roanoke. At left is G. Andrew Lawrence, executive director of the ESGR National Committee. Appalachian Power was one of six companies selected from 646 nominees.

# INFORMATION

## Benefit

### Fixed Income Fund blended interest at 12.8%

Participants in the AEP Employees Savings Plan's Fixed Income Fund will experience an estimated blended rate of interest at the beginning of 1989 of approximately 12.8 percent.

This new blended rate includes the effect of a new guaranteed interest rate of 8.85 percent established for employee contributions to the Fixed Income Fund for the 12-month period November 1, 1988 through October 31, 1989. The new contract is with Sun Life Insurance Company of America and lasts for three and one-half years: one contribution year and a continuing "investment period" of two and one-half years. By contrast, interest rates on three-year U. S. Treasury notes were about 8.39 percent at the time the new 8.85 percent rate was established through competitive proposals.

In addition, agreements were reached earlier with Northwestern National Life Insurance Company and Combined Life to "roll over" two matured investment contracts formerly with The Equitable Life Assurance Society of the United States. These two contracts were invested with Combined Life and Northwestern National at 9.15 percent and 8.90 percent, respectively.

Sun Life of America is the seventh insurance company to guarantee interest rates for the Fixed Income Fund over the past ten years. The others are Equitable Life (1979-83), Metropolitan Life (1984 and 1987), Prudential Life Insurance Company of America (1985), Pacific Mutual (1986), Northwestern National (1986 and 1988), and Combined Life (1988).

Eligible employees may invest up to 16 percent of their base compensation in the Savings Plan, and the company will match the initial six percent 50 cents on the dollar. That is, for every two dollars invested by the employee (up to six percent), the company adds one

dollar of AEP stock to the account. Earnings on all contributions, both the employee's and the company's, are added to the employee's account.

The Savings Plan consists of three funds, and the employee may participate in one or equally in two or all three. They are: the Fixed Income Fund (with its earnings guaranteed), the Equity Fund (Standard & Poor's 500 Index Fund), and the AEP Stock Fund (consisting entirely of AEP common stock).

A summary of all current contracts of the Fixed Income Fund follows:

	Contributions From	Made To	Interest Rate	Until
Combined Life	01-01-78	06-30-78	9.15%	11-01-90
Northwestern				
National Life	07-01-78	08-31-79	8.90	11-01-90
Equitable Life	09-01-79	12-31-79	8.90	08-31-89
	01-01-80	03-31-81	11.85	12-31-89
	04-01-81	10-31-83	15.75	10-31-89
	11-01-83	10-31-84	12.65	10-31-90
	11-01-84	10-31-85	13.10	10-31-91
Metropolitan Life	11-01-85	10-31-86	11.25	10-31-92
Prudential Life				
Northwestern				
National Life	11-01-86	10-31-87	8.85	10-31-90
Metropolitan Life	11-01-87	10-31-88	8.65	10-31-90
Sun Life				
of America	11-01-88	10-31-89	8.85	04-30-92

As can be seen in the above summary, two of the contracts with higher interest rates — 15.75% and 11.85% — mature towards the end of 1989. This means that, unless interest rates rise considerably, the 1990 blended rate will exhibit a noticeable decrease even though still being attractive. For example, if the "roll over" rates were 9%, the January 1990 blended rate would drop to about 10%. □

### New companies to oversee Savings Plan operation

The coming year will have two new companies overseeing the operation of the AEP Employees Savings Plan.

AmeriTrust, a Cleveland-based financial institution and Mercer-Meidinger-Hansen (Mercer), an international employee benefits consulting and actuarial firm located in Columbus, will assume the trustee and recordkeeping responsibilities respectively from Bankers Trust Company effective January 1, 1989.

"This change from the New York-based Bankers Trust to the two local firms will permit a more hands on type of relationship both in the trusteeship of plan funds through AmeriTrust as well as the recordkeeping of participant accounts with Mercer," Gerald P. Maloney, senior vice president-finance, said.

AmeriTrust is not new to the AEP System in that it was the trustee of the former Columbus Southern Power Pension Plan.

"Mercer has been an extremely reputable and efficient recordkeeper for a multitude of company savings plans such as AEP's," Maloney said. "AEP has the distinct advantage of working with Mercer right here in Columbus."

Robert H. Strahan, Jr., assistant vice president-compensation and benefits, explained that employees will be affected very little by the change to AmeriTrust and Mercer except that they and their respective personnel departments should experience more prompt, efficient, and accurate service. "We see this as an opportunity to bring more local control to the administration of the AEP Employees Savings Plan while increasing the level of services provided to all participants in the plan," Strahan said. □

# INFORMATION

## Benefit

### Christmas marks 65th anniversary of first benefit

AEP System employees have been receiving benefits for a number of years that do not appear as actual dollars and cents in their paychecks. Sometimes these benefits are referred to as "fringe" items, but they are of much greater importance than the word would indicate.

\* \* \*

Old and yellowed employee benefit booklets give an eye-opening account of how important these fringe items are, and have been over the years, to each employee on the AEP System.

One of the early booklets, in its introductory message, provided a thumbnail history of the System's benefits program. It reported that the company's life insurance program was initiated — appropriately — on December 25, 1923. The company then added sickness and accident insurance in 1924, its retirement annuity or pension plan in 1940, and its hospitalization, surgical and medical expense plan in 1947.

The 6-x-9 inch two-color brochure showed drawings of smiling employees throughout wearing clothes now old enough to have come back in style.

Even though published some 25 years before the federal government mandated (under the Employee Retirement Income Security Act, or ERISA) clear language in benefit communications, AEP's early brochures sought to present such information in a manner that easily could be understood by its employees. A simple question-and-answer format in some booklets avoided the customary "whereases and heretofores" normally found in explanatory booklets during these years. This approach was especially helpful at a time when many company benefits publications were largely unintelligible and read like insurance contracts.

Reading about hospital-surgical benefits and expenses in the early 1950s leads to humorous comparisons with today's skyrocketing costs for medical care.

One 1950s company benefits folder tells the fictitious story of an appendix operation for Bob Baker's son and how the boy spent 10 days in the hospital at \$8 a day. Bobby Jr.'s bill for his entire stay came to a grand total of \$350! (Today that would not cover even one day's hospitalization.)

Few people like to think about their own mortality. Even life insurance commercials tend to skirt that issue.

For example, a common paragraph found in much

earlier literature explaining retirement plans and pension benefits was worded: "None of us could wait until the day of retirement to put up the cash required to provide a monthly income for 153 months, which is the average life expectancy after retirement at age 65."

In 1952, some 10,762 System employees and retirees were participating in the AEP retirement plan. At that time, annuities were purchased from an insurance company for the participants' retirement benefits. The total value of all annuities purchased by 1952 was \$18,225,000.

Today, there are nearly 29,000 participants in the system's retirement plan. The pension plan, now funded through a trust, is currently valued at \$1.05 billion, and pays out approximately \$4 million a month in benefits. What a difference 36 years makes!

Also, during the past 30 years, the company has added many new and varied benefit programs for its employees. Among these are the Employee Savings Plan, Dental Assistance Plan, Long-Term Disability, Life Insurance (for both employees and dependents) and Employee Stock Ownership Plan.

All these programs — and others — have been described in detail and distributed to System employees in three-ring binders for referral by them and their families.

Last year, the Personnel Department reevaluated the format of the benefits handbook, in light of several key considerations:

1. Recent federal regulations which have necessitated several changes in AEP-sponsored benefit plans, and
2. The fact that many employees on the System were not updating their binders with revised pages.

As a result, the three-ring binder insert format was changed from "loose" pages within sections to complete "saddle-stitched" sections punched for easy insertion into the binder. This solution not only provided benefits information in accordance with federal requirements but made the job of replacing binder sections a "one-step" operation for employees.

What's in store for the System's benefits handbook in the years ahead? With the current revolution in electronic communication, don't be surprised if sometime in the future each employee receives his or her benefits handbook in the form of a computer disk! □

# Captain Bruce Beam retires from Naval Reserve

Bruce Beam had a second career not many people knew about. Most know him as the AEP Service Corporation's vice president for governmental affairs who serves as the company's chief lobbyist in Washington, D.C. But he also was an officer in the Naval Reserve.

Captain Beam ended his naval career July 9 when he and four other Navy captains retired aboard the frigate *USS Constellation* in the Inner Harbor, Baltimore, Maryland. That full-dress ceremony brought to an end his 31-year career.

Earlier Captain Beam had received the Meritorious Service Medal for his 1984-88 service assisting the Naval Office of Legislative Affairs in developing strong Congressional backing for the Navy's 1988 and 1989 budget request.

Captain Beam was graduated from Virginia Polytechnic Institute and State University with a degree in business administration and completed naval officer candidate school in Newport, Rhode Island, and was commissioned an ensign, both in 1957. He subsequently was graduated from an oceanographic research



Capt. Bruce A. Beam

course at the Fleet Sonar School, Key West, Florida.

He served as oceanographic research watch officer at a U.S. Navy facility in the British West Indies until 1958; was the

operations officer at the Naval Facility, Coos Head, Oregon, to 1959; and served as a first lieutenant on the *USS Helena* from 1959 to 1961.

On leaving active duty Captain Beam attended the University of Richmond School of Law, where he attained his juris doctorate in 1964. He began his career with the AEP System that same year as a business administration trainee with Appalachian Power Company in Roanoke, Virginia. He was promoted to tax counsel in 1966, to attorney in 1969, and to senior attorney in 1972. In 1978, the Service Corporation opened an office in Washington and transferred Beam there as director-governmental affairs. He was elected to his present position in 1981. Except for the four years while in law school, he had retained his affiliation with the Naval Reserve.

Besides his Meritorious Service Medal, he also received the U.S. Coast Guard's Public Service Commendation and Commandant's Letter of Commendation Ribbon, the Vietnam Service Medal, and Armed Forces Expeditionary Medal. □

## Social Security changes include cost of living hike

Changes in Social Security and Medicare benefits effective January 1, 1989, include, among other things, a cost-of-living increase of 4 percent monthly for Social Security recipients. Several changes to Medicare benefits will also occur on January 1.

### Cost-of-Living Increase

The 4 percent increase is based on a rise in the Consumer Price Index from the third quarter of 1987 to the third quarter of 1988. The maximum monthly benefit for a person retiring at age 65 in January 1989 will be \$899.

### Taxable Wage Base

The 1989 wage base subject to Social Security taxes will be increased to \$48,000 from the 1988 amount of \$45,000.

The tax rate on the new 1989 wage base will remain at the 1988 rate of 7.51 percent. The maximum employee tax in 1989 is \$3,604.80 (\$48,000 x 7.51%), which will be matched by an equal amount from the company.

### Earnings Test

The Social Security "earnings test" is pegged to national average earnings. The test is the level of earnings allowed recipients without a reduction in their benefits. The old and new limits on earnings are:

	1988	1989
Under age 65 .....	\$6,120	\$6,480
Ages 65-69 .....	8,400	8,880
Age 70 and over .....	No limit	No limit

### Medicare

	1988	1989
<b>Part A (Hospital Expenses):</b>		
• Deductible for inpatient hospital services .....	\$540.00	\$560.00
• Daily coinsurance (paid by individual)		
— First 60 days .....	-0-	-0-
— 61 to 90 days .....	135.00	-0-
— 60-day lifetime reserve .....	270.00	-0-
— 21 to 100 days of post hospital care in skilled nursing home .....	67.50	25.50 (First eight days)
<b>Part B (Medical Expenses):</b>		
• Deductible .....	75.00	75.00
• Coinsurance (paid by individual) .....	(20%)	(20%)
• Monthly premium (paid by individual) ..	24.80	24.80

The Medicare Catastrophic Coverage Act of 1988 also imposes an annual income tax surcharge on individual taxpayers age 65 and over, starting with 1989 tax returns filed in 1990. □



If Santa's elves need some help in their workshop before Christmas, perhaps they should call on Jeanie Elliott. Her hobby is making porcelain dolls, and a quick glance at her handiwork shows that she is quite good at it.

The wife of Lynchburg Meter Supervisor Russell Elliott, Jeanie claims that doll making is addictive. "I started with soft sculpture dolls and did pretty good with those. I had always wanted to make a porcelain doll but never thought I had the talent. Then I got up enough nerve to take a class and found out it wasn't quite as hard as I thought it would be. After that I was hooked."

Jeanie says, "I really don't have any idea how many dolls I've made — probably between 75 and 100 — because I've sold some. My daughter also has made some as well as my mother and even my 70-year-old grandmother.

"There are several companies which sell molds: Bell, Byron and Seely are the most popular. The molds come wet, and you have to let them dry for a good while. They are made out of plaster of paris and break very easily. The pouring process is messy, I'll have to admit. If you take them out of the mold too soon, the parts will collapse and have to be thrown away. Actually you have to experiment and find out how long to leave each part in the mold. When they are unmolded, they have to dry approximately three days before you can do anything with them.



Jeanie Elliott

## The dollmaker

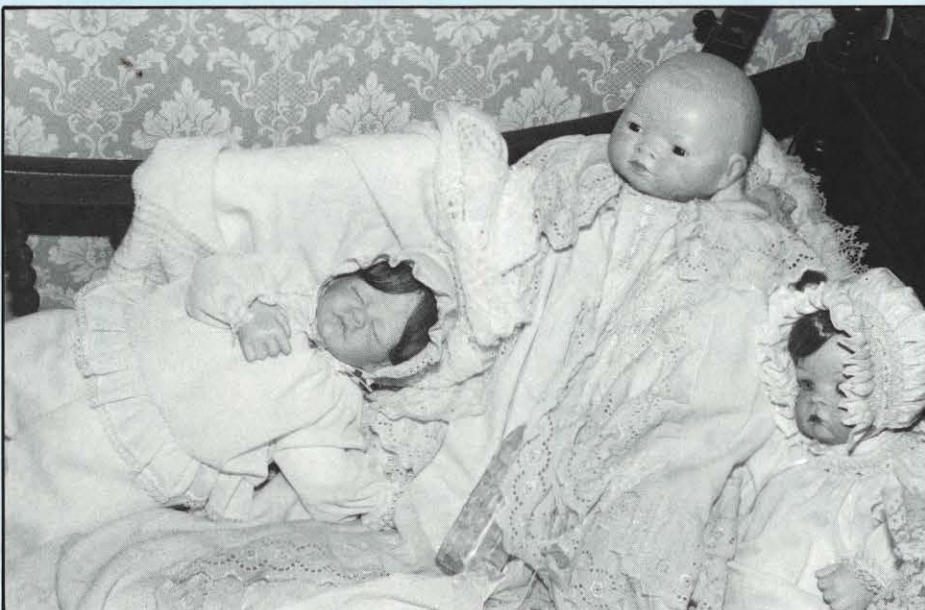
"First the dolls have to be cleaned and rough spots removed. It's comparable to sanding, but you do it with a piece of pantyhose. Then the eyeholes and teeth have to be cut out. When you cut around

each individual tooth, they can be broken very easily. If you do break one, you can use plastic teeth so that you don't have to throw away the whole head."

Jeanie continues, "After that you size the eyes. You use a little instrument with a ball on each end, roll it around, and turn it out to look like an eyelid. After the other body parts are cleaned, they're ready for the first firing, which takes about seven hours. After cooling overnight, the parts are sanded again with a rubber scrubber until they are real smooth. Next you're ready to paint.

"You oil the body parts which are going to be painted. This allows the paint to be moved around. After you do a shadow brow, which is the base for the eyebrow, it is fired again for about three or four hours. After cooling overnight again, you can paint the rest of the eyelashes and finish the eyebrow and anything else that needs to be touched up. After firing and cooling a third time, you can start putting the doll together.

"The first thing to do is set the eyes with an epoxy compound. If you use plastic



teeth or put in a tongue, you do that at the same time. Then you let that dry real well because you don't want anything to move. Then you start stringing the body parts together and attach the head last. After you put on the wig, you're ready to dress the doll."

Jeanie says, "Some of the dolls that are comparable to real babies have purchased outfits. But I make most of the clothes for the antique dolls. Sometimes I find old christening dresses or children's clothes at auctions or in antique shops. You can order patterns from the same catalogs that you order the molds but, especially with the antique dolls, I try to dress them in whatever they wore during that particular time period."

Jeanie says she can finish a doll in a week or two weeks, "depending on how hard I want to work. The longest thing is waiting for the kiln to cool so you can get the body parts out. If you open it too soon, the doll will crack. It is hard to wait because you're anxious to see how the doll will turn out."

"I try to make all my dolls different and give them their own personality. A lot has to do with the eye and hair color. Even if I

wanted to make two exactly alike, I couldn't do it because they just don't



come out the same each time. I don't name the dolls because I think it is best to let whoever buys them pick a name."

Jeanie adds, "My dolls range in price from \$60 to \$400. The one in the antique clothes is \$400, but I don't really care to sell that one because I would never be able to replace the clothes. She is my favorite."

"I have been going to some of the craft shows and have sold some by word-of-mouth, too. There is a lady in Chesterfield who connects crafters with gift shops, and I hope to have photos of some of my dolls published in her catalog. She sends the catalog to gift shops; and, if they are interested, they will get in touch with the crafter. I think that is a pretty good way to do it. Otherwise, there's no way to find out about all the shops."

Jeanie concludes, "My daughter says she doesn't see how I stand to get rid of any of the dolls, but I have so many I'm running out of room. Someday I would like to teach doll making, but I can't do it as long as I babysit my granddaughter. I do most of my work while she is taking a nap or after her parents pick her up in the evenings." □



# Retirements

**John Hammer**, senior staff personnel assistant in GO Personnel, Roanoke, started off his retirement on November 30 with a fishing trip to Nag's Head, NC. "I enjoy fishing," he says, "and hope to do a lot more of it now." John's career with Appalachian began on July 1, 1948, as a clerk senior in Charleston. "I was the first Personnel employee not to come from within the company," he recalls. "I worked only three days before getting a holiday, and I thought I had joined the greatest outfit in the world. Really, I had. The benefits of this company are the best you

can get anywhere. You have your ups and downs, of course, but the challenges have been interesting and educational. The employees I worked with have been the biggest enjoyment. And seeing the company grow and people get ahead has been an inspiration to me. I don't plan anything exciting for retirement. We'll probably travel some but mostly we'll just take it day by day. I'll continue to be active in the Gideons and I have a lot of home projects to do." He adds, "I owe a lot to my wife Edath because she raised the family while I worked." □



**Herndon 'Slim' Bailey** turned down a better paying job to come to work for Appalachian in 1946, but he doesn't have any regrets. "I don't think you could look the world over and find a better place to work security-wise," he says. "I've been treated excellent. There's always somebody down the line willing to help. I'd say that anyone who goes to work for the power company would be fortunate." Slim, a line crew supervisor in Ripley, elected early retirement on December 1. "Forty-two years is a long time," he says. "There were nights when I went to work in

snow up to my knees in zero temperature, and you could look inside the houses and see people enjoying the warmth of their living rooms. But somebody had to do it, and I enjoyed the work. I'm real thankful that I never had a lost time accident or a vehicle accident." Slim has saved both his wife's and one daughter's life with first aid training he learned on the job. He concludes, "I look forward to hunting, fishing, and doing what I want to do for a change." □



Although **Harry Nixon** spent only one year at Mountaineer Plant before electing early retirement on December 1, he says that the people there are very nice and he enjoyed his Appalachian service. An Army veteran, Harry worked for the highway department and as a hospital maintenance foreman before joining Columbus & Southern in 1969 as an auxiliary tender at the Poston Station. "The fact that I had a steam engineer license helped me get on," he recalls. Harry advanced through a number of positions at Poston before becoming equipment operator A in 1985.

After the plant closed, he transferred to Mountaineer. The 100-mile-a-day drive to and from his home in Nelsonville, Ohio, was a factor in his decision to take early retirement. Since his wife Ann will continue to work for a while, Harry has no specific retirement plans. He enjoys hunting, fishing, and making belt buckles and rings out of stainless. He is a 32nd degree Mason and a member of the Shriners Aladdin Temple. The Nixons have two sons, one daughter, and two grandchildren. □



"My years with the power company were extremely enjoyable," claims **Wesley Kirby, Jr.**, who retired on December 1. He was a T&D clerk A in Charleston before going on long term disability (LTD) leave in 1980. A New York native, Kirby served in the U. S. Marines during World War II. After his discharge, he worked for the railroad and AT&T before joining Appalachian in 1950 as a maintenance man helper. He was soon promoted to groundman and spent several years working on hi-lines in the Charleston Division. In 1969, after the loss of one eye, Kirby became a T&D clerk. "I enjoyed being

one of the fellows," he says. "I liked working with the crew better than the office part. I miss everybody and, since I've been on LTD, I've kept up with the power company by listening to the crews on my radio." Kirby adds, "LTD has been a lifesaver. I don't know what we'd have done without it." Kirby, who lost both legs during the past year, spends his days watching television or listening to the radio. He and his wife Imogene have two sons, one daughter, and four grandchildren. □



# Dick Conway's Finest



## A Message from the President

Many of our retired employees will remember the late D. C. Duncan, who directed Appalachian Power's safety program for 29 years. The company's safety program began to take shape in 1927, and Mr. Duncan officially embarked on his safety career in 1934 when he was named first aid instructor in Bluefield.

In 1927, there were 11 fatalities among the company's 2,204 employees. In 1963, Mr. Duncan's last full year before retirement, our 3,215 employees had no fatalities.

In addition to Mr. Duncan's devotion to safety, he had continuing interest in public speaking and writing. One of the stories he developed was "Dick Conway's Finest Christmas," which Appalachian distributed to every employee 25 years ago. The message in that story is as appropriate now as it was then. I thought you would find it of interest to read at this Christmas season.

*John W. Vaughan*  
John W. Vaughan

It was December 23rd, just two days before Christmas when all the world would commemorate and celebrate the birthday of the Prince of Peace.

Dick Conway had just closed his desk for the day and was now leisurely walking and mingling with the Christmas shoppers thronging the streets. He was on his way to the barber shop. He wanted to appear neat when he attended his company's annual Christmas party for its employees. The party was to be this night at 7:30. After entering the barber shop, he sat down to wait his turn. While seated he stared through the shop windows and meditated on the beautiful Christmas scene outside.

Darkness had come unusually early. All the Christmas lights decorating the store windows and streets had been turned on. A snow which had started falling earlier was still gently coming down in soft feathery white flakes. The multi-colored Christmas lights and festooning of every color in the rainbow, linked with the colorful lights streaming from the gaily decorated store windows, were now spreading a blanket of magical beauty upon the snow which blanketed the streets and sidewalks. The constant blending of the rays from these multi-colored lights with the snowflakes that were falling created myriad scenes of colorful beauty. The scene outside was truly that of a mystical, magical, and wintry fairyland. A much wished for white Christmas would now be a reality.

In the distance could be heard chimes pealing forth their sweet Christmas music, this being blended with the ringing of bells by the Salvation Army lassies and the playing of Christmas carols.

# Christmas



As usual, the Salvation Army was putting forth a determined effort to bring Christmas cheer to all needy families. To this end Dick Conway, his wife Fannie, and their children each made their personal contributions.

As Dick Conway sat in the barber shop waiting his turn, he reflected on his own life and past Christmases. In his reflections he quickly spanned his years of service with the company. Everything had not been peaches and cream, but all in all they had been good years. He was happy.

By hard work and devotion to duty, he had advanced through the ranks from laborer to his present position of line and station supervisor. Two of his three children were in school, and he was pleased with their interest and progress.

In reflecting on his children's school work, he was made consciously aware of his own poverty-stricken childhood and his great struggle to get a high school education. He knew what it was to wear patched clothes and he knew, too, what it was to be hungry. Yet he always carried his head high.

Dick had been orphaned at an early age and had been cared for by a widowed aunt, who herself was restricted by a very modest income. Dick and his aunt knew what chill penury was. They just barely lived above the poverty line. Yet they never complained.

Dick finally finished high school; and, after his stint of Army service, he had gotten a job as laborer with the local power company in his hometown. Dick did not forget his aunt and all her kindness to him. As soon as he was in the Army, he made

her an allotment. Then, when he got his job, he continued to give her financial assistance so that in her last years she could live comfortably, though modestly. She died in the Spring of 1963, and Dick greatly mourned her loss. She had been a good mother to him.

Soon after settling in his first real job, he was married to a high school sweetheart. He was deprived of a college education though he had the capacity to take one.

Dick, however, did do the next best thing. He took advantage of his company's generous educational assistance program and enrolled in a correspondence course leading to a degree in electrical engineering. He now just remembered that only about three or four weeks ago he had mailed in his final lesson and examination. He wondered if he had successfully passed the course and; if so, how soon would he be receiving his diploma.

He recalled that taking the course had not been easy; he remembered all too well the long and arduous hours of study. He remembered, too, the hours of sacrifice, the bowling games he missed, evenings of pleasure with the boys at the club. But all these sacrifices he felt had been truly worth the fruits of his accomplishment.

Having gotten his hair cut, he hurried home to bathe and get dressed. He and his wife Fannie had made their plans to attend the company's Christmas party, which was always a gay and festive occasion and one of fine fellowship and great fun.

This year the party was to be a dinner dance with an

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appropriate after-dinner program which, aside from dancing, would include the singing of Christmas carols and a short address to the assembled employees by the division manager.

To begin the after-dinner program was the awarding of prizes to those who were fortunate enough to hold a lucky number. The prizes consisted of portable electrical appliances, hams, baskets of fruit, and fruit cakes. Dick's wife Fannie was exuberant with joy when her name was called and she received a beautiful electric coffee urn.

At the conclusion of the awarding of the various door prizes, the district manager, who was acting as master of ceremonies, announced that the division manager would now address a few brief remarks to the assembled employees. The division manager stepped to the microphone and thus briefly addressed the group:

"My fellow employees: I am delighted to be with you tonight. It affords me the opportunity to greet each of you personally and to extend to you sincere and heartfelt season's greetings. I wish to take this occasion to wish for each of you and yours the best, the merriest and the happiest Christmas you have ever had. I extend to you also well wishes for a safe, happy, healthy, and prosperous New Year. I wish to thank each of you personally for the fine contributions you have made toward the progress and growth of our company during the year. I am grateful to each of you for your interest in our company's accident prevention program. I am also mindful of your deep devotion to duty and sincerity of purpose, linked with your personal desire to render the highest type service possible to the vast public we are so privileged to serve. I wish also to thank each of you who have in any measure contributed to the creation and maintenance of our company's favorable public image. A company's public image or personality is but the sum total of the reflected attitudes and personalities of its employees. However, I am not so blind as not to know, nor would I believe, that each of our employees has like qualities of those I have just previously expressed as being paramount among the vast majority of our employees. I wish I could state such to be a fact. But, unfortunately, like other large companies, there is to be found in our company likewise a very minor number of employees who have gone sour on their company as well as society and the world in general. They seem to thrive on complaining and stirring up trouble. They are the type that would damn the company that gives them employment and are willing to bite the hand that feeds them.

"At this season of the year when gift giving is so prevalent we should be ever mindful of the gifts the Wise Men brought to the Christ child on that bleak wintry night many years ago. We ought never to lose the true meaning of Christmas and all that it symbolizes.

"Truly this is a season for giving, and we should also make it a season for forgiving. May the true spirit of Christmas so touch your lives that personal hates, animosities, grievances, petty jealousies, and personal dislikes be melted away by the warmth of compassion and understanding. May all such similar things that sear and scar the soul be fully banished from your lives by the magic of this happy Christmas season.

"Now my fellow employees, as your division manager and

co-worker, I have an announcement to make and a pleasant duty to perform.

"Will Dick Conway please come forward?" A wildly excited Dick Conway moved to the front of the banquet hall and now solemnly faced his division manager.

"Dick, it gives me great pleasure to present to you your correspondence school diploma. After years of hard study on holidays, weekends and nights, you have earned this coveted diploma. It attests to the fact that you have successfully completed the requirements for a degree in electrical engineering.

"Your company congratulates you for this worthy personal accomplishment and to this I would add my own sincere commendations.

"Now for the announcement — Dick, as a result of your hard work, sincerity of purpose and strict attention to duty, your capabilities and willingness to accept responsibility, I wish to publicly and formally announce that effective January 1, 1964, you will become our new district superintendent. At that time you will take over the duties and responsibilities of our mutual friend, Bill Dooley, who was recently retired from our company after 45 long years of faithful service to his company. Dick, you have a real pair of shoes to fill; but, if past performance is any criterion, I feel confident you will capably do so.

"Dick, even though these things come at this season of the year, they are not gifts. You have earned both of them — the electrical engineering degree and the promotion. You have earned them by your own perseverance and labor, and also for them you gave a sizable portion of your youthful life.

"However, what you have done, others before you have done equally as well and others yet to come will likewise do.

"Your company will always continue its policy of giving to its deserving employees the opportunity and challenge to grow and advance in an atmosphere of mutual understanding and helpfulness.

"Again, congratulations Dick."

In his usual humble and modest style, Dick Conway thanked the division manager and expressed his deep appreciation to the company for its financial assistance regarding his correspondence course.

Then, amid the generous applause of his fellow employees, Dick Conway returned to the table where his wife Fannie was seated. In the warm, soft candlelight which illuminated the table, he bent down and gently kissed her.

Then he said, "Fannie, darling, this is truly my finest Christmas. I love you dearly for your great patience, confidence, inspiration and understanding. These things so generously given on your part have made the events of this night possible."

Graciously extending a hand to his wife Fannie, Dick said: "Now let's celebrate. Will you honor me with this waltz?" In perfect rhythm with the music of the Blue Danube Waltz, Dick and Fannie were soon lost in the maze of dancers to enjoy the rest of the evening dancing and mingling with their friends.

Truly and without the faintest doubt this was Dick Conway's finest Christmas. □

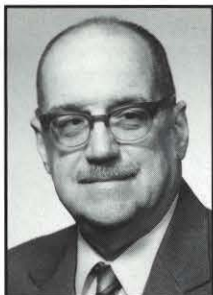
# Promotions

**Ronald Pinson**, engineering technician, was promoted to line construction and maintenance representative in Huntington on August 1.



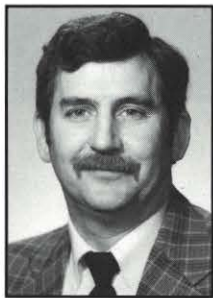
Pinson

**Roger Goff**, Cardinal Plant operation superintendent, was promoted to manager-operating training, GO Plant Operator Training, John Amos Plant, on July 1. He holds a bachelor of science degree in mechanical engineering from the University of Cincinnati.



Goff

**Lester Hamilton Lusher**, Amos Plant unit supervisor, was promoted to instructor-operator training, GO Plant Operator Training, John Amos Plant, on September 16.



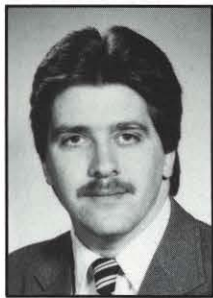
Lusher

**Larry W. Bausell**, Mountaineer Plant shift operating engineer, was promoted to instructor-operator training, GO Plant Operator Training, John Amos Plant, on September 16.



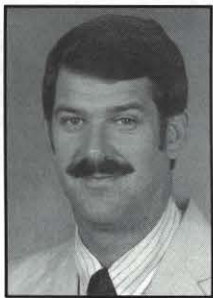
Bausell

**James W. Johnson**, equipment operator A, was promoted to unit supervisor at John Amos Plant on November 1. He attended West Virginia Institute of Technology.



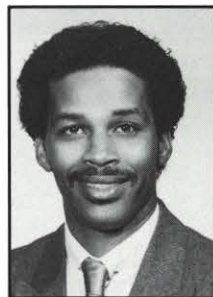
Johnson

**Jeffrey L. Tyo**, equipment operator A, was promoted to unit supervisor at Mountaineer Plant on September 16.



Tyo

**Eugene Warner**, meter reader, was promoted to meter reader supervisor NE in Beckley on October 22. He attended West Virginia State College.



Warner

**Joseph Dale Sayre**, Mountaineer Plant assistant shift operating engineer, was promoted to instructor-operator training, GO Plant Operator Training, John Amos Plant, on September 16.



Sayre

## Abingdon

**Phillip Owens** from line mechanic D to line mechanic C, Gate City.

**Phyllis Williams** from junior clerk to customer accounts representative C, Gate City.

**Claude Branch** from station mechanic D to station mechanic C.

## John Amos

**Frederick Garrett, Jr.**, from utility worker to equipment operator C.

## Central Machine Shop

**O. G. Blain, Jr.**, from power equipment mechanic 3rd class to power equipment mechanic 2nd class.

## General Office

**Clifford Sherrod** from transmission station mechanic D to transmission station mechanic C, GO T&D Station, Marmet.

**Stanley Young, III**, from transmission station mechanic D to transmission station mechanic C, GO T&D Station, Marmet.

**Roger Smith** from transmission station mechanic B to transmission station mechanic A, GO T&D Station, Marmet.

**Gregory Arrington** from transmission station mechanic C to transmission station mechanic B, GO T&D Station, Roanoke.

**Marie Gill** from stenographer, GO T&D Station, Roanoke, to stores clerk B, GO T&D Stores, Roanoke.

## Huntington

**Peggy Harbour** from customer accounts representative C to customer accounts representative B.

**Roger Sizemore** from meter electrician B to meter electrician A.

**Robert Coeyman** from meter electrician C to meter electrician B.

## Logan-Williamson

**Crystal Spence** from junior stenographer to stenographer, Logan.

**Brenda Workman** from junior clerk to customer accounts representative C, Logan.

**Charles Isaacs** from line mechanic B to line mechanic A, Logan.

**Patricia Bostic** from junior clerk to T&D clerk C, Williamson.

## Lynchburg

**Tim Moore** from tracer to drafter C.

## Mountaineer

**Randy Crawford** from equipment operator B to equipment operator A.

**Charley Knotts** from equipment operator C to equipment operator B.

**Keith Wolfe** from utility worker to equipment operator C.

**Mike Bissell** from equipment operator B to equipment operator A.

**Steve Price** from equipment operator C to equipment operator B.

**Denzil Southall** from utility worker to equipment operator C.

## Roanoke

**William Johnson** from department assistant-marketing and customer services to marketing and customer services advisor.

## Philip Sporn

**Kelvin Brett Honaker** from maintenance mechanic D to maintenance mechanic C.

**William Robert Little** from maintenance mechanic D to maintenance mechanic C.

*(please turn to page 17)*

# Weddings

## Preas-Ratcliff



Jennifer Lynn Ratcliff to Lawrence Travis Preas, October 8. Jennifer is the daughter of Martin Ratcliff, marketing and customer services manager, GO Marketing and Customer Services, Roanoke.

## Law-Arnold



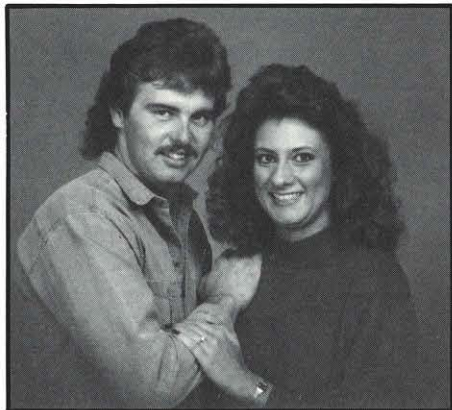
Cheryl Arnold to Dean F. Law, engineering technician senior, GO T&D Relay, Huntington, July 23.

## Elliott-Lucado



Peggy Lynn Lucado to Robert Burton Elliott, October 1. Robert is the son of Russell Elliott, Lynchburg meter supervisor.

## Puckett-Bailey



Tamara Bailey, Bluefield T&D clerk C, to Roger Puckett, Bluefield line mechanic B, August 20.

## Burch-Hill



Kristen Elyse Hill to David Lee Burch, II, September 3. Kristen is the daughter of Ron Hill, Hamlin line crew supervisor NE.

## Graham-Eshing



Pat Eshing, classification and accounts payable clerk B, GO Accounting, Roanoke, to Clark Graham, November 4.

## Smolder-Harmon

Lisa Elaine Harmon to John Patrick Smolder, September 16. John is the son of Jim Smolder, Charleston engineering technologist supervisor.

## Summers-Long

Christine Y. Long to Leonard C. Summers, Clinch River Plant utility worker A, September 17.

## Young-Greene

Mary B. Greene, Pulaski stores clerk B, to Frank W. Young, Pulaski clerical supervisor-T&D, October 14.

## Farley-Blaney



Margaret Ann Blaney to Jonathan Walker Farley, September 3. Jonathan is the son of Jay W. Farley, Jr., retired Bluefield engineering technologist.



# Newcomers

## Abingdon

Jeffrey Cahill, department assistant-marketing and customer services.

## Bluefield

R. B. Hamblin, custodian.  
Sheryl Grant, junior clerk, Pineville.

## Charleston

Elisa Russell, junior clerk.  
Marcia Summers, cashier C.

## Clinch River

Verlin Patrick, utility worker B.  
Lance Cook, engineering technologist.

## General Office

Linard Moore, hydro mechanic D, GO Hydro, Roanoke.  
Donald Reeves, Jr., transmission mechanic C, GO T&D Transmission, Kenova.  
Bonnie Patterson, parttime centralized cash operator junior, GO Accounting, Roanoke.  
Randy English, associate buildings engineer, GO General Services, Roanoke.  
Patricia Koontz, parttime centralized cash operator junior, GO Accounting, Roanoke.

## Huntington

Rebecca Cummings, junior clerk.  
Brian Stevens, engineering technician.  
Polly Holbrook, junior clerk.

## Kingsport

Hagan Richmond, engineering technician.

## Logan-Williamson

Sonjia Sharp, junior clerk, Logan.  
James Brennan, parttime meter reader, Logan.

## Lynchburg

Margo Floyd, junior clerk.  
Julie Goodman, junior clerk.

## Retiree directory offered

A new directory listing the names and addresses of retired employees of Appalachian and Kingsport Power Companies as of September 30, 1988, has been printed.

Copies of the new directory are available in your local personnel office. □

## Mountaineer

Connie Fields, utility worker.  
David Parsons, coal handler.  
Tony Sayre, utility worker.

## Roanoke

Phillip Farmer, line mechanic D.  
Randolph Miller, line mechanic D.  
Kenneth Doss, parttime meter reader.

## Golden anniversaries



Vivian and Lawrence Hopson celebrated their 50th wedding anniversary on September 24 with a reception in the fellowship hall of the Greenspring Baptist Church, Goodview, Virginia. Lawrence is retired head custodian, GO General Services, Roanoke. The Hopsons have eight children, 25 grandchildren, and 11 great-grandchildren.



Jim and Margaret Mundy celebrated their 50th wedding anniversary on September 10 with a reception given by their daughter. The Mundys have one son, one daughter, and five grandchildren. Jim is retired employee relations supervisor, GO Personnel, Roanoke.

## Philip Sporn

David Allen Carpenter, utility worker B.  
Kevin Joseph DiVincenzo, utility worker B.  
Robert Lee Dolin, Jr., utility worker B.  
Donald Wayne Hoffman, utility worker B.  
Steven Boyd Kinzel, utility worker B.  
James Randall Lavender, utility worker B.  
David Keith Miller, utility worker B.  
Loren Reid Neal, II, utility worker B.

## Births

### Bluefield

Brent Lee, son of Darryl Swecker, general servicer, November 13.

### Centralized Plant Maintenance

Adrian Allison, daughter of T. H. Poston, maintenance mechanic B, October 15.

### Charleston

Keith Allen, son of Kenneth Williams, Montgomery meter reader, October 5.  
Destiny Nichole, daughter of Buddy Spencer, general servicer, September 16.

Melissa Leigh, daughter of Cindy Saunders, mail clerk, GO General Services, Roanoke. October 14.

### Glen Lyn

Matthew Wayne, son of Phillip Thompson, utility worker A, October 9.

### Kanawha River

Colin Alan, son of Steve Hoylman, performance engineer senior, October 15. □

## Promotions

(continued from page 15)

Charles Michael Towner from maintenance mechanic D to maintenance mechanic C.

Raymond Allan Willford from maintenance mechanic D to maintenance mechanic C.

Kevin Darrell Gallagher from maintenance mechanic D to maintenance mechanic C.

Marlo Benson Bush from maintenance mechanic D to maintenance mechanic C.

Robert Keith Arms from instrument mechanic B to instrument mechanic A.

Jerry Lee David from maintenance mechanic C to maintenance mechanic B. □

# Who's News

## Charleston



Amber Wolfe

**Amber**, daughter of Clifford Wolfe, supervising drafter A, received first, second, and third place ribbons in second grade level events at the Grandview Elementary Field Day. Her brother, **Chris**, received first and second place ribbons in the fifth grade level events.

**Doris Foster**, Montgomery office supervisor, was elected to the board of directors of the Charleston Branch of the National Association for the Advancement of Colored People (NAACP).

**Barbara Long**, daughter of Tex Baker, retired electrical engineer, was promoted to lieutenant commander in the U. S. Navy. She is a nurse stationed at the U. S. Naval Hospital in Okinawa. Tex's daughter, **Nancy Shahan**, is also a nurse and is listed in the 1987 edition of Outstanding Young Women of America. □

## Roanoke

**Jon Williams**, marketing and customer services supervisor, was appointed vice chairman for energy and technical affairs of the Roanoke Chapter of ASHRAE.

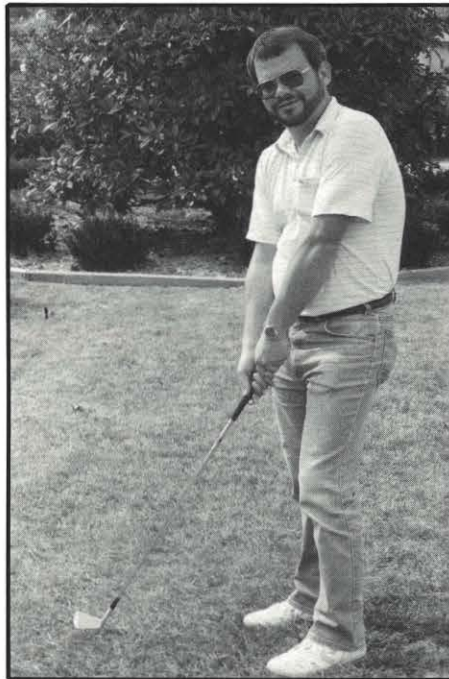
**Rob Glenn**, marketing and customer services manager, has been elected to a two-year term on the board of directors of ARC/CHD Industries, a sheltered workshop for the mentally handicapped. □

## Ross places in soap box derby race



Monica Ross placed sixth in the annual Charleston Soap Box Derby Kit Car Division race. She also placed eighth in the National Rally race in Winston-Salem, NC. Monica and her father, Chuck Ross, Charleston line mechanic C, built the car.

## Huntington



**Chuck Burdette**, Point Pleasant engineering technician senior, won first place for low gross by six strokes in the second flight of the Riverside Golf Club Men's Association two-day tournament in Mason, WV. His scores were 87 and 97, respectively. Chuck received a \$50 gift certificate from the Riverside Pro Shop. His name will be placed on a plaque in the clubhouse.



**Ambria Michelle**, daughter of Steve Chambers, Ripley engineering technician senior, won the prettiest pre-schooler title at North Elementary's Halloween Fall Festival. The three-year-old was dressed as Snow White. She won a bracelet and stuffed bear. □

## Kingsport



**Misty**, daughter of Bill Pyle, line mechanic A, was selected as a member of the 1988 ETVA-All East Tennessee Junior and Senior Honor Choirs. □

## Bluefield

**Dick Bowman**, administrative assistant, has been appointed by the Tazewell County board of supervisors as a member of the Community Improvement Council from October 1988 through May 31, 1989. □

## Philip Sporn

Twenty-four employees participated in the plant's fall fishing tournament. Winners in each category were determined by the length of fish caught, measured from mouth to the tail. **Buddy Lee Peaytt**, maintenance mechanic B, won the bass category with a 16" catch. **Max Drenner**, maintenance mechanic A, won the catfish category with a 25" catch.

**Penny**, daughter of Pat Aeiker, maintenance mechanic B, was a member of the Eastern homecoming queen court. A seventh grader, Penny is a member of the junior high cheerleading squad. □

## Beckley

**Bob Shiflett**, line mechanic C, has been appointed to the board of directors of the United Way of Southern West Virginia.

**Rob Londeree**, son of Bob Dyke, Oak Hill area servicer, is serving as a special feature editor for the Fayette Tribute. A senior at Fayetteville High School, Rob's assignment is covering area high school football games.

**Ray Vest**, administrative assistant, has been appointed to a three-year term on the trustee board of Memorial Baptist Church.

**Beulah**, widow of Bob Price, Rupert line crew supervisor E, won red and blue ribbons for her crafts at the annual convention of the West Virginia Federation of Women's Clubs.

**Cindy**, daughter of Paula Goddard, records supervisor, received the photography award presented by Eastman Kodak Company at the recent Achievement Day for Summers County 4-H Clubs. Paula's son, **Wesley**, received the safety award presented by the General Motors Foundation. □

## Bluefielders compete in office skills contest



The APCO Killer-Watts was one of ten teams which participated in the second annual Executive Office Skills Contest sponsored by the Greater Bluefield Chamber of Commerce. Events such as the wastepaper toss, coffee cup carry, hat rack toss, and paper airplane fly brought cheers and laughter from spectators at the Bluefield City Auditorium, cheering their teams to victory. The Killer-Watts team included, front row, l. to r., Frances Keller, personnel assistant; Shirley Saunders, meter clerk C; Carmen Morse, junior clerk; and Melinda Presley, marketing and customer services advisor. Back row, Dick Bowman, administrative assistant; John Davidson, clerical supervisor-T&D; Ben Donevant, personnel supervisor; Jeff Weddle, marketing and customer services manager; P. T. Spangler, energy services technologist; Tobie Eaton, division manager; John Griffith, energy services engineer; and Roger Jones, marketing and customer services supervisor. Not pictured is Beth Ann Blankenship, department assistant-marketing and customer services.

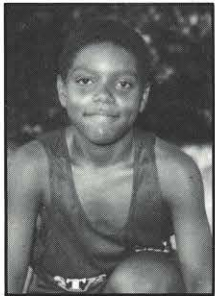
## Bluefield golf touney winners



The 1988 Fall Bluefield Division annual Employee/Guest Golf Tournament was held on September 10 at the Wolf Creek Golf and Country Club, Bastian, Virginia. This year's winners include, l. to r., Jack Hawks, Tazewell area supervisor, second place, 1st flight; Dan Sayers, GO T&D R/w maintenance coordinator senior, 1st place, 1st flight; and Robert Gruver, division stores assistant, third place, 1st flight. Other employee winners not pictured are Bob Crowder, retired Princeton area general servicer, third place, second flight, and Duke Wright, retired administrative assistant, 1st place, third flight.

## General Office

**Andrew Barham**, engineering technician senior, GO T&D Meter, Charleston, has been elected president of the Glenwood Elementary School PTA.

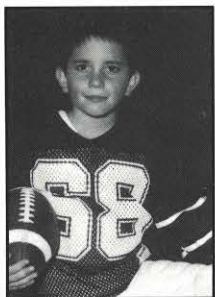


**Andrew Barham, Jr.** competed in track and field events with Charleston's Capital City Striders track and field club this past summer. His relay team qualified for the International Youth Meet of

Champions in Toronto, Canada, and won the silver medal for second place in the Boys 10 and under 4 x 400 meter relay. The team placed fourth in the Boys 10 and under 4 x 100 meter relay.

**Tanishia Michelle**, daughter of Andrew Barham, competed nationally in Myrtle Beach, SC, with the Dancin' With Debbie's Apprentice Dance Company. Her group finished second in tap and jazz routines and placed fourth in ballet. Tanishia has qualified once again to be a member of the Apprentice Dance Company.

**Jim Bean**, R/w maintenance coordinator senior, GO T&D Forestry, Roanoke, was elected president of the Mountain Lake Vegetation Management Council.



**Michael**, son of Frank Cook, assistant systems analyst, GO Accounting, Roanoke, was a member of the championship team in the Roanoke City/County 1988 Pee Wee League. He played defensive left guard for the Cave Spring Falcons.

**David Barger**, engineering technologist, GO T&D Engineering, Roanoke, collected \$506.08 in pledges for a "Bowl for Kids' Sake" tournament for Big Brothers/Big Sisters of Roanoke Valley. This was the second highest amount collected. For his efforts, Dave won 20 seconds in the "money machine" at Valley View Mall. The machine is filled with swirling money, and participants can keep whatever they catch in their allotted times. Dave caught \$238.



**Jennifer English**, daughter of Janice Harlowe, stenographer, GO Accounting, Roanoke, was a member of the Franklin County Eagles volleyball team which finished first in the district and went on to win the Roanoke Valley District championship.

**Norman Johnson**, engineering technician, GO T&D Communication, Roanoke, won the \$100 first prize in the "I Beat Brill" football contest. □

## Abingdon

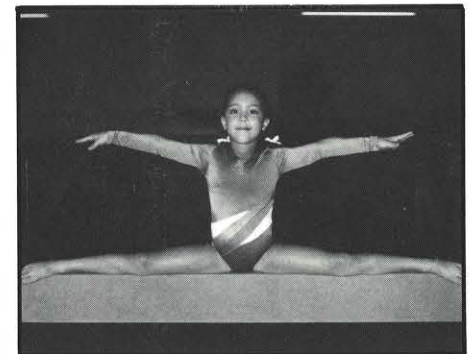


**Cathy**, daughter of J. L. Cook, station mechanic A, was second runner-up in the Miss Lonesome Pine pageant, a scholarship pageant and a preliminary to the Miss Virginia pageant. She is a freshman at James Madison University.

**Glenn Settle**, retired Abingdon office supervisor, has been elected chairman of the Belfast-Rosedale Volunteer Fire Department board of directors.



**Jackie**, daughter of Hunter Thayer, general line crew supervisor, was crowned homecoming queen at Abingdon High School. She also led the girls' basketball team to their second straight Highlands District title.



**Tahirih**, daughter of Brenda Price, stenographer, won a first place ribbon on the beam in Class IV competition at a gymnastics meet in October. She is a member of the Bristol School of Gymnastics.

**Margaret**, wife of Kelly Rowland, retired Marion office supervisor, has been selected Southwest Regional Public Health Nurse of the Year. Margaret, who has been in public health for 34 years, was instrumental in opening the Dickenson County Health Department in 1954 and the Saltville Health Department in 1976. □

## Logan-Williamson

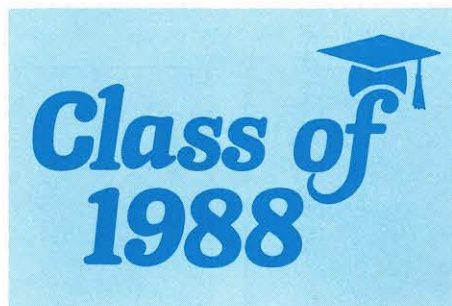
**George Mathis**, supervising drafter A, has been elected a director of the Logan Kiwanis Club. □

## Pulaski

**Randy**, son of Pat Yates, Christiansburg customer accounts representative B, was recognized as the September student of the month at Auburn High School. He was recommended by his principal for outstanding achievements in academics and extra-curricular activities. A senior, Randy is a member of the varsity football team and SCA president. He also was selected Mr. Auburn High School for homecoming.

**Pat**, wife of Dan Tickle, Hillsville area supervisor, has received numerous golf awards this year. She won second place gross in a Blue Ridge League tournament, first place low net in a Sparta tournament, and second place in a championship tournament.

Seaman Recruit **James Smith** received a certificate of completion from Basic Radioman Communications School. The son of Custodian Jerry Smith, James is now a radioman class A, stationed in Norfolk, VA.



**Carletta Holbrook**, daughter of Carl Gibbs, Philip Sporn maintenance mechanic B, bachelor of science in elementary education, University of Central Florida. She was recognized for having the highest grade point average — 3.972.

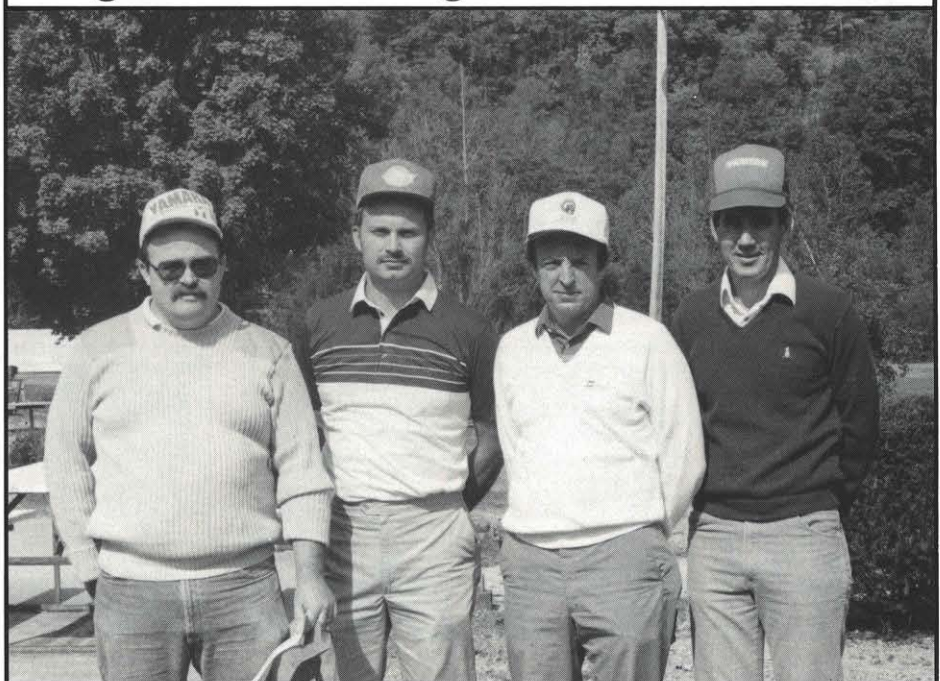
**Alita M. Williams**, daughter of Edith Williams, Logan PBX operator, bachelor's degree in mass communication and management, Wilberforce University. □

## Sporn golf tournament winners



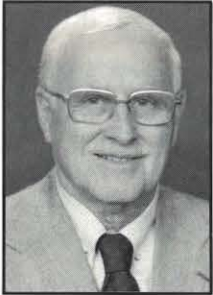
Placing first out of ten teams in the Philip Sporn Plant Summer Golf Tournament at Riverside Golf Course, Mason, West Virginia, were (l. to r.) Rusty Saunders, Gene Gray, Sam Longanacre, and John Michael.

## Logan-Williamson golf winners

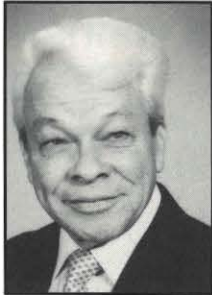


Riverview Country Club in Madison, West Virginia, was the setting for the Logan-Williamson Division Golf Tournament on October 15. The scramble format was won by the team of (l. to r.) Joe Hall, electrical engineer senior; Gene Bevins, son of E. L. Bevins, customer accounts supervisor; Jim Nisbet, marketing and customer services manager; and Hack Watts. Not pictured is Donnie Robins, personnel supervisor, who had the longest drive.

# Service Anniversaries



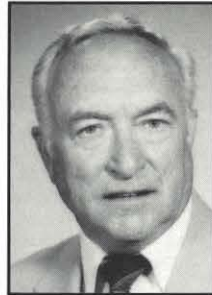
**John Larew**  
executive asst.  
GO-Roanoke  
50 years



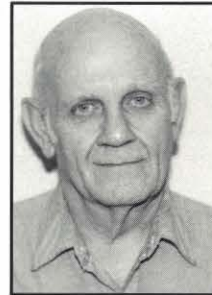
**Carl Phillips**  
R/w agent sr.  
Huntington  
50 years



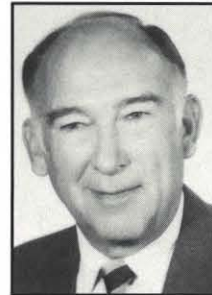
**Jack Summers**  
maintenance mech. C  
Kanawha River  
40 years



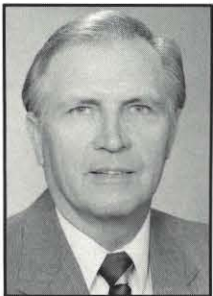
**Robert Morrison**  
eng. tech. sr.  
Huntington  
40 years



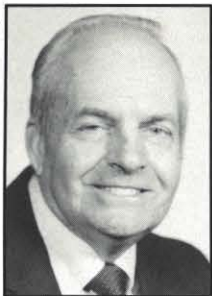
**Richard Russell**  
maintenance mech. B  
Philip Sporn  
35 years



**Don Loy**  
energy serv. tech.  
Charleston  
35 years



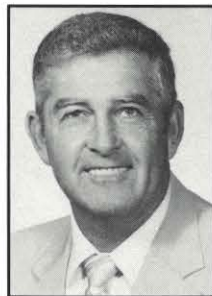
**Dick Mayes**  
sta. const. rep. sr.  
GO-Roanoke  
35 years



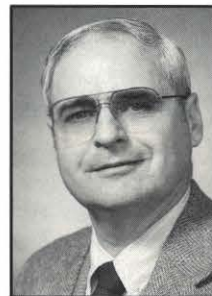
**Leonard Adams**  
eng. technician sr.  
Bluefield  
35 years



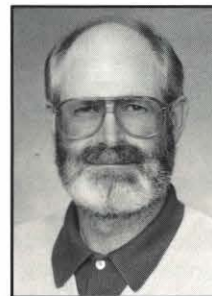
**Pat Cummings**  
personnel clerk A  
Charleston  
30 years



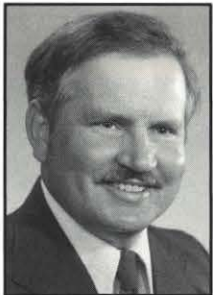
**Satch Howard**  
area servicer  
Rupert  
25 years



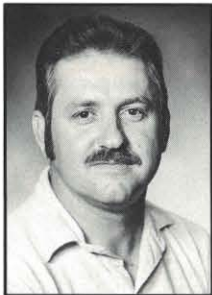
**Roscoe Matney**  
R/w agent  
Bluefield  
25 years



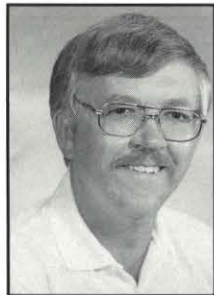
**Willie McCall**  
transformer spec.  
GO-Roanoke  
20 years



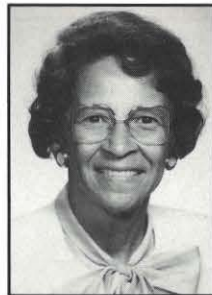
**Marvin Monroe**  
line crew supervisor  
Gate City  
20 years



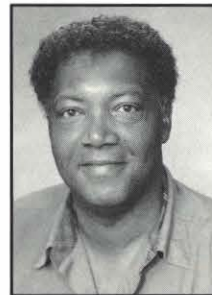
**Ronnie Ferrell**  
meter electrician A  
Williamson  
20 years



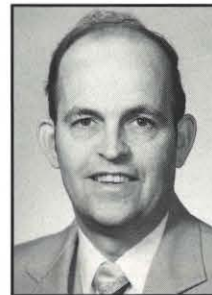
**Lenny Ballard, Jr.**  
line mechanic A  
Abingdon  
20 years



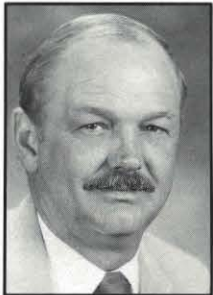
**Elaine Ricks**  
cust. accts. rep A  
St. Albans  
20 years



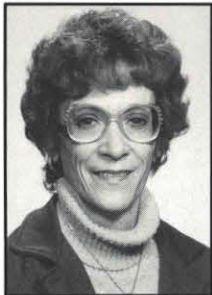
**Everett Smith**  
line mechanic C  
Roanoke  
20 years



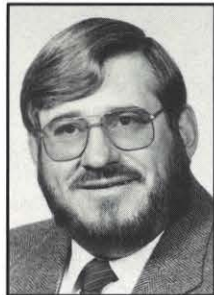
**Herb Roush**  
unit supervisor  
John Amos  
20 years



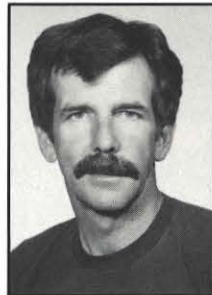
**Raymond Lyons**  
office supervisor  
Christiansburg  
20 years



**Nancy Smith**  
plant clerk A  
John Amos  
20 years



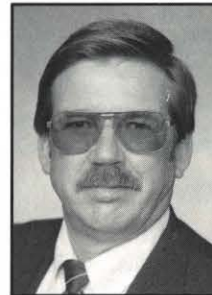
**Larry Lilly**  
station mechanic A  
Beckley  
20 years



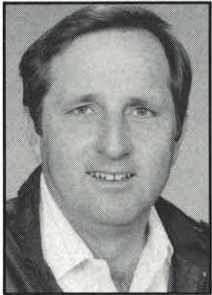
**Sonny Underwood**  
meter serv. mech. A  
Beckley  
20 years



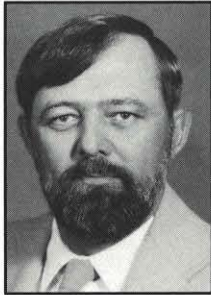
**Clifford Wolfe**  
supv. drafter A  
Charleston  
20 years



**Ronnie Kelley**  
fleet maint. supv.  
GO-Roanoke  
20 years



**James Mills**  
collector  
Roanoke  
20 years



**John Bussey**  
meter elec. A  
Fieldale  
20 years

Coeyman, Jr., meter electrician B. 5 years: **James Hill**, engineering technician senior.

### Kanawha River

10 years: **Mike Hastings**, maintenance mechanic B. **Ray Burs**, maintenance mechanic C. 5 years: **Wayne Spangler**, maintenance mechanic C.

### Kingsport

5 years: **Kate Bailey**, customer accounts clerk C.

### Mountaineer

15 years: **Randy Young**, maintenance mechanic A. 5 years: **Danny White**, utility worker. **Mike Keller**, coal handler.

### Pulaski

15 years: **Reeves Collins**, meter reader, Hillsville. **Rudolph Bryan**, line mechanic A, Galax.

### Roanoke

15 years: **William Hankins, Jr.**, line mechanic A. 10 years: **Robert Turner**, meter reader.

### Philip Sporn

35 years: **Robert Hart**, harbor boat operator. 15 years: **Marvin Friend**, maintenance mechanic A. **Frank Martin**, plant janitor. 10 years: **Allen Hamm**, senior chemist. 5 years: **David Foreman**, engineering technician. **Mark Kearns**, coal handler. **George VanMatre**, equipment operator C. □

### John Amos

15 years: **Carl Weigand**, maintenance supervisor. **James Sovine**, maintenance supervisor. **William Johnson**, maintenance mechanic A. **Jerry Saunders**, equipment operator B. **Jerry McKneely**, car dumper. **Michael Criner**, coal equipment operator. 10 years: **Ronald Wright**, maintenance mechanic B. **Dwane Foster**, maintenance mechanic B. **Earnest Igo**, barge handler. 5 years: **Carl Handley, Jr.**, maintenance mechanic C. **John Scott, Jr.**, maintenance mechanic C. **Gregory Cochran**, maintenance mechanic C. **James Parsons, II**, maintenance mechanic C. **James Bays**, equipment operator C. **Barry Proctor**, equipment operator C. **Isaac Carr, Jr.**, equipment operator C. **Larry Dorsey**, performance technician. **James Dorsey**, utility worker.

### Beckley

5 years: **Richard Gipson**, meter reader, Oak Hill.

### Bluefield

10 years: **Larry Mahood**, line mechanic D. 5 years: **Donna Looney**, customer accounts representative C, Grundy.

### Central Machine Shop

5 years: **Leonard Maras**, production supervisor. **Anita Deem**, plant clerk C.

### Charleston

10 years: **Kim Booher**, customer accounts representative B, St. Albans. 5 years: **Rob Johnson**, engineering technician. **Rick McLane**, line mechanic A, Montgomery.

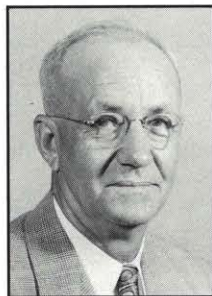
### General Office

20 years: **David Eversole**, hydro mechanic A, GO Hydro, Roanoke. 15 years: **Debra Barlow**, secretary-stenographer B, GO Accounting, Roanoke. 10 years: **Phillip Camper**, civil engineer senior, GO T&D Civil Engineering, Roanoke. **Richard Anderson**, allocation supervisor, GO Rates & Contracts, Roanoke. **Barbara Collins**, electric plant clerk B, GO Accounting, Roanoke. 5 years: **Timothy Earhart**, hydro engineer senior, GO Hydro, Roanoke. **Rene Kendrick**, data entry operator, GO Accounting, Roanoke. **Tammy Spradlin**, payroll clerk B, GO Accounting, Roanoke.

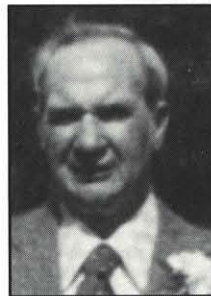
### Huntington

10 years: **Danny Sheppard**, area servicer. **Robert**

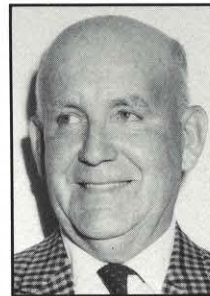
## Friends We'll Miss



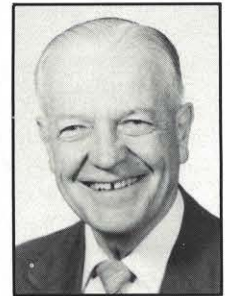
Orth



Henson



Woodson



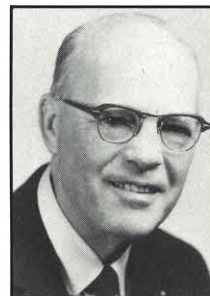
Lazenby

**Robert N. Orth**, 96, retired Charleston general serviceman, died November 4. He was the second oldest retiree of Appalachian Power. Orth began his career in 1934 as a lineman and retired in 1956. He is survived by his wife Pauline, 140 Main Avenue, Apartment 15, Nitro, West Virginia; one stepson; and eight grandchildren.

**Eldon W. "Doonie" Henson, Jr.**, 74, retired Marion area supervisor A, died October 21. A native of Pulaski, Virginia, he began his career in 1938 as a laborer in the-then Pulaski District and retired in 1975. Henson is survived by his wife Alma, 140 Lynn Street, Marion, VA.

**Henry T. Woodson**, 75, retired Lynchburg meter serviceman A, died November 3. A native of Buckingham County, Virginia, he was employed in 1937 as a groundman and retired in 1975. Woodson is survived by one daughter and two grandchildren.

**Keith Livingston Lazenby**, 72, retired right of way supervisor, GO T&D R/e & R/w, Charleston, died October 27. A native of Princeton, West Virginia, he was



Crowell

employed in 1938 as a right of way agent and retired in 1986. Lazenby is survived by his wife Helen, 4405 Virginia Avenue, Charleston, WV; one sister; and three brothers. His brother, Kenneth Lazenby, is a retired GO right of way supervisor in Beckley.

**Luther L. "Jack" Crowell**, 85, retired senior operations engineer, GO Operations, Roanoke, died November 9. A native of Charleston, West Virginia, he was employed in 1927 as a carrier current helper and retired in 1968. Crowell is survived by his wife Edith, 926 Welton Avenue, Roanoke, Virginia; two daughters; six grandchildren; and eight great-grandchildren. □

# Leffel is WV air rifle and air pistol champion

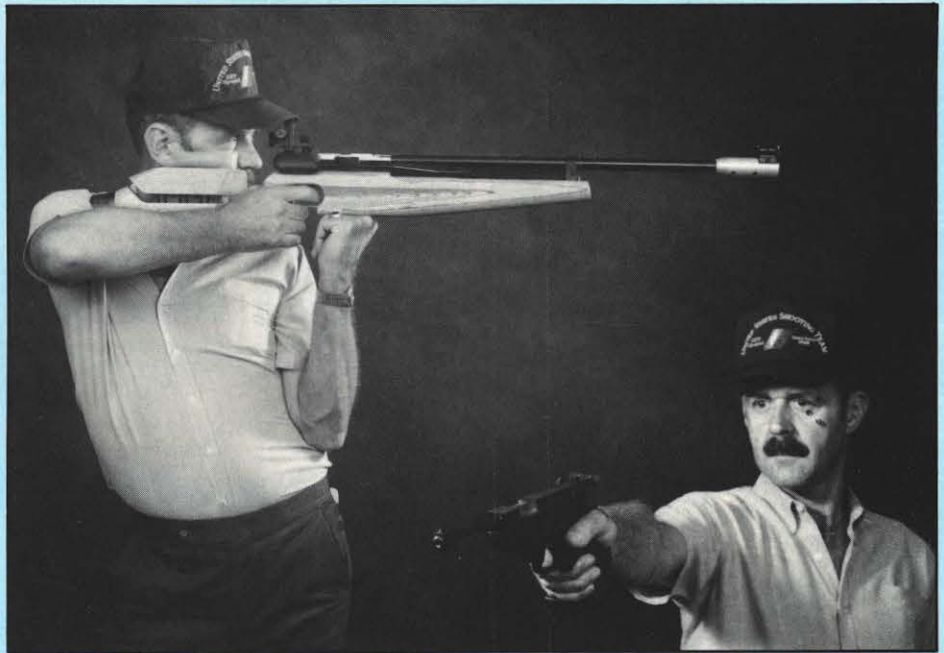
**D**oug Leffel, engineering technologist supervisor, GO T&D Transmission, Bluefield, is the winner of both the West Virginia state air rifle and state air pistol championships for 1988.

"My father introduced me to shotgunning in the early 1960s, and I've been hooked ever since," Doug admits. "I started competing with a shotgun; but, after I got married, it became too expensive so I took up pistol shooting, which is relatively inexpensive."

A major in the West Virginia National Guard, Doug has been state marksmanship coordinator since 1982. In the 1987 National Guard air gun championships, he finished third nationally in international air pistol and second nationally shooting air rifle. He won both competitions in 1988.

Doug recently took second place honors in the Individual 300 Yards Rapid Fire Standing to Prone National Match Rifle event at the National Guard Rifle, Pistol, and Machine Gun championships, Camp Robinson, North Little Rock, Arkansas. He fired a score of 200-6X out of a possible 200-20X, to lead 438 other shooters, missing the win by only one X. Over 1,700 Guard persons from the 50 states and territories participated in the two-week-long championships, which are divided into five main divisions.

Doug is a member of the West Virginia National Guard's Service Rifle (M-14) team and shot with the First Army Area National Guard Service Rifle Team at the



Doug Leffel

All-Army matches at Ft. Benning, Georgia, the past two years.

Based on scores fired in international Preliminary Tryouts, Doug was selected to attend the United States final team selection for the 1988 Olympics to shoot air pistol and international clay bird (shotgun).

Doug shoots a German Feinwerkbau (FWB) model 601 rifle and a model 90 FWB pistol. In the National Guard air gun competition he shoots a daisy model 953 air rifle and a daisy model 717 pistol. His

clay bird guns are made in Italy by Daniel Perazzi.

"You have to shoot at least once a week, winter and summer, either in practice or competition to maintain your skill," Doug says. "In the summertime there's a match about every weekend. There's an indoor range in Princeton where I shoot small bore in winter.

"With travel, lodging, ammunition, and entry fees, shooting is expensive. If the Guard wasn't providing some support, I would probably shoot a lot less." □

## ILLUMINATOR

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