

ILLUMINATOR

September 1990



The Inside Story

ILLUMINATOR

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B. Don Johnson, public affairs information manager
Betty Lou Carter, editor of publications

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Metzel Turley, Central Machine Shop
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IABC

International Association of Business Communicators

About the cover:

Employees at the Roanoke Service Center are pictured with the safety banner which decorated the Roanoke Civic Center's exhibit hall when division employees and their guests were treated to dinner last month. AEP Chairman W. S. White, Jr., was on hand to present the Chairman's Safety Award to Division Manager Robert Webster in recognition of employees completing five years without a disabling injury. Roanoke is the only Group I Division (250 or more employees) in the AEP System to reach 4,000,000 safe work hours.

News

3 Update

Features

- 4 Bluefield to participate in "employee involvement" process
- 24 Abingdon employees help rescue accident victim

People

- 7 Friends We'll Miss Births
- 8 Retirements
- 13 Weddings
- 14 Promotions
- 17 Who's News
- 22 Service Anniversaries

AEP Savings Plan Funds

Investment Rates of Return
For Period Ending June 30, 1990

| | Last 12 Months |
|-------------------|-------------------|
| Fixed Income Fund | 10.51% |
| Equity Fund | 15.79% |
| AEP Stock Fund | 15.74% |

Corresponding future rates of return will be affected by stock market prices or, in the case of the Fixed Income Fund, the addition or replacement of fixed-income funding segments. Participants may change their investment fund choice twice in any calendar year. In addition, the percentage rate of matched and unmatched contributions may be changed twice in each calendar year. See the savings plan booklet in your Protection Program Manual for details.

Rates increase for APCO's VA customers

On August 28, Appalachian Power Company put into effect, on an interim basis, an increase in base rates for Virginia customers. The interim increase is subject to refund with interest pending a final decision by the State Corporation Commission of Virginia. A public hearing on the rate increase is set for September 13.

Also on August 28, a decrease in the fuel factor portion of electric rates for Virginia customers went into effect. The fuel factor is the portion of a customer's bill which pays for the fuel needed to generate electricity.

For the average residential customer using 1,000 kilowatt-hours of electricity a month, the combined effect of these two changes will result in an increase of \$5.14 per month. □

Savings Plan changes for some

Higher-paid employees now have the option of contributing up to 13 percent of their base compensation to the AEP Savings Plan — an increase of 1 percent — as of July 1. Other employees will continue to be eligible to contribute up to 16 percent.

The new, higher contribution level is allowed as a result of an improvement in AEP's results in a mathematical test required by the U. S. Internal Revenue Service. The test compares the ratio of contributions made by a company's lower-paid group to those of its higher-paid group.

The higher-paid group is defined by the IRS and the AEP Employee Savings Plan as those whose prior year's W-2 earnings exceeded \$54,480. Because of federal tax laws, however, those employees will continue to be limited to a 7 percent contribution in before-tax dollars, up to \$7,979 per year.

The other group's contributions — up to 16 percent — all can be in before-tax dollars, up to \$7,979 per year. □

Open house at new Welch office



A ribbon cutting ceremony was held July 17 for Appalachian Power Company's new office in the GTE Building, 257 Virginia Avenue, Welch, West Virginia. Pictured are, l. to r., Tracy Weiss, Bluefield customer services office supervisor; J. Tobie Eaton, Bluefield division manager; Martha Moore, Mayor of Welch; and Brenda Marshall, customer services office supervisor for Welch and Pineville. Following the ceremony, an open house was held for local officials and the general public.

Purchase of Savings Bonds increases

Employee response to Appalachian Power's 1990 U. S. Savings Bond campaign was good, reports Personnel Services Manager J. Emmett Blackwell.

An additional 315 employees enrolled in the program, and 52 increased their previous allotments. Currently 961 employees are building financial security by purchasing U. S. Savings Bonds.

Logan-Williamson Division, John Amos Plant, and General Office General Services received framed certificates from the Treasury Department for being the top performers in the campaign.

Also, Minuteman citations from the Treasury were presented to those locations exceeding 50 percent employee participation. The recipients were General Office Operating, Turner Dispatch, 100 percent; General Office General Services, 75.7 percent; General Office Human Resources, 57.1 percent; and General Office Executive, 53.3 percent.



Larry Harding (left), Virginia representative for the Department of the Treasury's U. S. Savings Bond Division, draws the winning names from a container held by Pat Greenway, secretary-stenographer, GO Human Resources, Roanoke.

Employees who participated in the campaign were eligible for company drawings for Savings Bonds. The winners were: Chuck Mathews, Philip Sporn Plant, \$500 Bond; Bill Hosaflook, Mountaineer Plant; \$200 Bond; Pam Spaulding, Charleston, and Joe Jones, Charleston, \$100 Bonds each. □

Bluefield to participate in "employee

Bluefield is one of three divisions in the AEP System selected to serve on the cutting edge of a new participative team approach.

The approach utilizes procedures that enable employees to become more directly involved in identifying and solving job-related problems. It's called "employee involvement." But, advised Jim Geswein, System coordinator for the process, it is not a "program," since

most programs have an identified end point. Employee involvement is meant ultimately to expand to an ongoing process throughout the System.

In addition to Bluefield Division, Tiffin Division of Ohio Power and Ashland Division of Kentucky Power are included in the initial demonstration phase. Four other locations are to be announced before the end of the year — with System-wide implementation to be

phased in later.

This "employee involvement" approach is based upon a highly successful philosophy that has gained widespread acceptance. It rests largely on a simple premise: The people who know the most about improving a given job are the ones who do it every day.

Thus, when it comes to identifying job-related problems, seeking innovative solutions and improving productivity, the people who work in that particular field should be asked to share their ideas and expertise.

The basic idea of encouraging employees to solve problems is not new. Appalachian's Operations Improvement Program, for example, seeks ways to improve productivity, enhance safety or save money. What is new is a more comprehensive approach for involving employees on a routine and regular basis.

AEP hired the consulting firm of Price Gibson & Associates, Inc., of Hudson, Ohio, to conduct training and assist in implementing the process. Jim Cross of Price Gibson & Associates noted that similar approaches have been successfully adopted by companies such as Florida Power & Light, Duke Power, Xerox and Texaco.

Employee involvement has received strong support from AEP management. A Mission Statement (see related graphic) was signed by W. S. White Jr., AEP chairman and chief executive officer; Richard E. Disbrow, president and chief operating officer; David H. Williams, senior executive vice president-engineering & construction; Peter J. DeMaria, executive vice president-administration & chief accounting officer; William J. Lhota, executive vice president-operations, and Joseph H. Vipperman, Appalachian Power president and chief operating officer.

Lhota also chairs a System Overview Committee comprised of: Ronald A. Petti, senior vice president-human resources; James J. Markowski, senior vice president & chief engineer, and Richard C. Menge, president and chief operating officer of Indiana Michigan

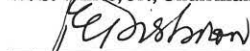
AMERICAN ELECTRIC POWER SYSTEM EMPLOYEE INVOLVEMENT MISSION

The Office of the Chairman has determined that the interests of the company's customers, its shareholders and its employees can all be better served by increasing the involvement of employees in improving System operations. To accomplish this, employees must receive the opportunity, training and encouragement to apply their personal initiative and job knowledge to solve problems affecting their daily work.

In support of this objective, we have endorsed the establishment of guidelines to assist development and implementation of an involvement process. We have authorized budget and other resources to sustain it.

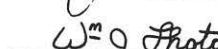
We believe that the American Electric Power System and all its members and constituents will benefit from this process. We commend the best efforts of all our managers, supervisors and employees to its support.

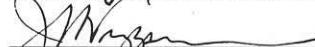

W. S. White, Jr., Chairman & Chief Executive Officer


R. E. Disbrow, President & Chief Operating Officer


D. H. Williams, Jr., Senior Executive Vice President -
Engineering & Construction


P. J. DeMaria, Executive Vice President
Administration & Chief Accounting Officer


Wm. J. Lhota, Executive Vice President - Operations


J. H. Vipperman, President & Chief Operating Officer
Appalachian Power Company

June 1, 1990
Date

involvement” process

Power; and Charles A. Heller, Jr., president and chief operating officer of Ohio Power.

In the System guidelines for implementation, two purposes are defined: “The first is to accomplish immediate and tangible improvements in the quality and value of products and services provided to American Electric Power’s customers. The second is to bring about a lasting improvement in the capability of the organization to utilize its most important asset, its human resources.”

The guidelines also emphasize that the employee involvement process is to be flexible and capable of growing and adapting to future needs. Consisting of “Achievement Teams,” the process is designed to help employees focus on “job-related problems in their area of expertise and responsibility.” Geswein said that teams are expressly excluded from selecting problems in areas such as wage and salary, benefits and other personnel administration issues pertaining to individual organization members.

The Achievement Teams will consist of three to ten employees each, meeting with a trained leader for one hour per week to discuss ways to solve problems involving their areas of job expertise, Cross said.

He noted that committing an hour per week per employee team member represents a considerable investment of employee time. However, experience indicates that cost savings and increases in productivity typically result from these sessions.

Each Achievement Team meeting will be monitored by a facilitator to assure that procedures are followed and all viewpoints are heard. The procedural aspects are important in helping a team work through steps such as problem identification, problem selection, data collection, cause analysis, solution identification, solution selection, trial test, management presentation and implementation.

There will be a steering committee at each plant, division and the General Office to guide the team process at the



Jim Cross of Price Gibson & Associates conducts an employee involvement training session for representatives of Appalachian Power, Kentucky Power, and Ohio Power.

local level. This committee will be composed of employees from various classifications and functions in the local organization.

A company coordinator and a coordinator at each location will serve as the “experts” on the employee involvement process, monitoring and coordinating team related activities and information.

Steering committee members, coordinators, facilitators, team leaders and team members all play key roles in this process. They will receive intensive training on how to fulfill their responsibilities.

A key element in the process is that supervisors and their employees will work together as Achievement Teams leading to more open communication and trust, Cross said.

Why do this?

Cross explained that the problem solving process succeeds because it deals with professional and psychological needs of employees and supervisors.

For supervisors, he said, the Achievement Team is a way to work with employees to identify and address prob-

lems that hinder the performance of a work group.

For employees, it is gratifying to work as a team and have positive input.

“People don’t like to be hindered by the same old problems,” he explained. “It’s bad for our morale. Being a contributing member of a team helps employees to feel better about their job results.”

The one certainty in business is that organizations will change over time, and as Cross noted, “large, successful organizations continually search for ways to do their jobs better and more efficiently.

To survive, businesses need employees who are interested in improving their skills, and contributing their talents to team problem-solving.

The “employee involvement” process is another step toward that goal in the AEP System. □

Johnson is summer intern in General Office Accounting

Jessica Johnson, a senior at Roanoke's Patrick Henry High School, learned about utility accounting and financial reporting this summer. She spent 100 unpaid hours in Appalachian Power Company's General Office Accounting Department as part of her studies at the Roanoke Center for Instructionally Talented Youth, called The Roanoke CITY School.

Johnson was teamed up with Appalachian after she expressed an interest in accounting as a possible career.

During the summer, Johnson performed various jobs in all 11 sections of General Office Accounting and also visited the General Office Operating and Rates Departments. She was required to pre-

pare a weekly report of activities and was evaluated by the Accounting Department for her work.

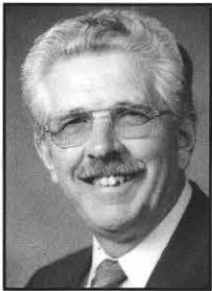
Last year, as a high school junior, Johnson received the Rensselaer Award for outstanding ability and per-

formance in both science and math. She also received the Bausch and Lomb Honorary Science Award as the most outstanding science student in the junior class. Johnson currently is president of the school's Beta Club. □

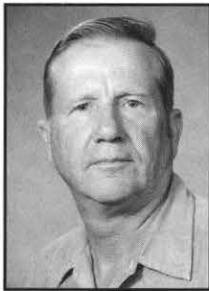


Jessica Johnson (center) chats with Appalachian President Joe Vipperman, left, and Accounting Manager George Laurey (right).

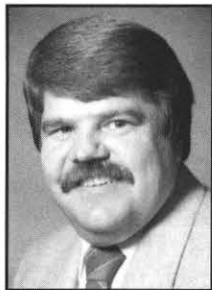
Three published in Operating Ideas



Hylton



Hughes



Bundy

Three employees in General Office Transmission & Distribution, Bluefield, had articles published in the June issue of *AEP Operating Ideas*.

Kenneth Hylton, transmission supervising construction representative, and Billy Hughes, transmission construction representative senior, co-authored an article on the use of steel storage racks to protect conductor reel. Some \$140 per reel site is saved every two years by the elimination of costs involved in maintaining or replacing wood blocking.

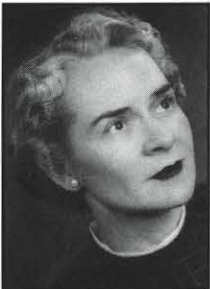
Hylton and Jackie Bundy, transmission special clerk, collaborated on an article describing the use of laminated plastic tags to provide durable outdoor identification of capitalized spare parts and regular transmission stock. □

GO Accounting treated to safety luncheon

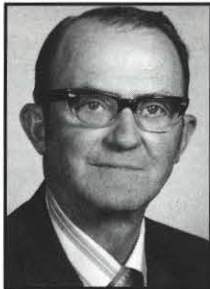


The 149 employees in General Office Accounting, Roanoke, were treated to a safety luncheon on August 1 in recognition of reaching 9,000,000 work hours without a disabling injury. Working safely for more than a quarter century, the department's record is unprecedented in the American Electric Power System.

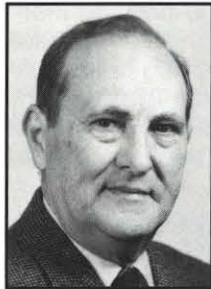
Friends We'll Miss



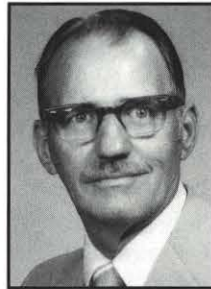
Hawkins



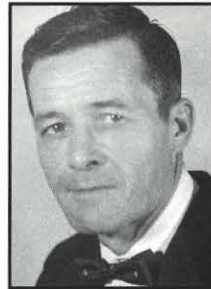
Pearl



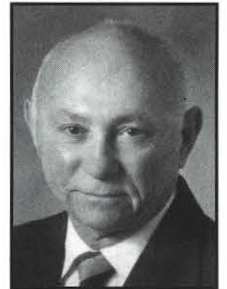
Campbell



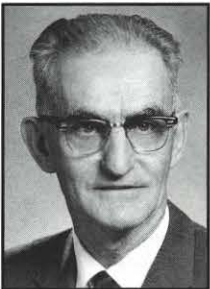
Evans



Bailey



Crist



LeMaster

Tida Long Hawkins, 83, retired work order accounting clerk, GO Accounting, Roanoke, died July 19. A native of Elliston, Virginia, she was employed in 1937 as a clerk and retired in 1971.

Joseph J. Pearl, 80, retired Logan station foreman NE, died July 18. A native of East Bernstadt, Kentucky, he was hired in 1927 as an electrician's helper in Roanoke and retired in 1974. Pearl is survived by his wife Lucille, 92 Hickory Mill Road, Hurricane, West Virginia.

Chester Harvey Campbell, 79, retired office services assistant, GO General Services, Roanoke, died July 25. A native of Burlington, Ohio, he began his career in 1934 as an addressograph operator in Huntington and retired in 1973. Campbell is survived by his wife Eileen, 3330 Fort Lewis Circle, Salem, Virginia; and one son.

Harry Keith Evans, 68, retired Beckley line construction and maintenance representative, died August 14. A native of Piedmont, West Virginia, he was employed in 1947 as a junior clerk and elected early retirement in 1984. Evans is survived by his wife Betty, 320 Mankin Avenue, Beckley, WV; two sons; four grandchildren; three sisters; and three brothers.

Okey S. Bailey, 72, retired hydro maintenance man, Kanawha Valley Power, died August 5. A native of Charleston,

West Virginia, he began his career in 1937 and retired in 1963. Bailey is survived by one son, six grandchildren, four great-grandchildren, one sister, and one brother.

Earl E. Crist, 66, retired Clinch River Plant maintenance mechanic A, died July 31. A native of Pratt, West Virginia, he was hired in 1953 as a laborer at Cabin Creek Plant and elected early retirement in 1986. Crist is survived by his wife Janice, Route 2, Box 236, Abingdon, Virginia; one son; two daughters; four grandchildren; one great-grandchild; and two sisters.

James Ernest LeMaster, 83, retired Huntington stationman B, died August 16. A native of Wayne County, West Virginia, he was employed in 1942 as a laborer at Kenova Plant and retired in

1972. LeMaster is survived by his wife Virginia, 1510 Poplar Street, Kenova, WV; three sons; and two daughters.

Philip C. Ray, 92, retired supervisor of accounting for the Radford Arsenal steam plant, died August 3. He joined the West Virginia Water and Electric Company, Charleston, in 1919 as a classification clerk in construction. He retired in 1963. Ray is survived by two daughters.

Ralph Echols, 90, retired electrical construction assistant, Smith Mountain Construction, died July 5. He joined Appalachian in 1926 doing construction and relay work in Bluefield Division and retired in 1965. Echols is survived by his wife Lee, 722 Thorn Hill Road, Lexington, Virginia; and one son. □

Births

Abingdon

Justin Nicholas, son of **Larry Thompson**, line mechanic C, May 28.

John Amos

Gabriel Eugene, son of **Jerry Jeffers**, equipment operator B, May 5.

Clinch River

Eric, son of **Leonard Summers**, equipment operator C, July 26.

General Office

Zachary Ronald, son of **Tommy Antill**, electrical engineer, GO T&D Station, Marmet, July 9.

Christopher Aaron, son of **Jeff Brubaker**, accounting staff assistant, GO Accounting, Roanoke, July 31.

Kyle Stewart, son of **David Barger**, engineering technologist, GO T&D Electrical Engineering, Roanoke, July 18.

Kingsport

Mitchell Pierce, son of **Harold Gillenwater**, safety and training coordinator, April 27.

Andrew Gregory, son of **Andrew Hall**, power engineer, May 22.

Logan-Williamson

Gregory Scott, son of **Scott Adams**, Logan meter electrician C, June 22.

Kyle Michael, son of **Dennis Sauriol**, Logan electrical engineer, July 16.

Stephanie Lee, daughter of **Guy Rudisill**, Williamson custodian, July 18.

Chelsie Elizabeth, daughter of **Eddie Adkins**, Williamson line crew supervisor NE, July 20.

Lynchburg

William Robert IV, son of **Kim Nash**, T&D clerk C, July 20.

Roanoke

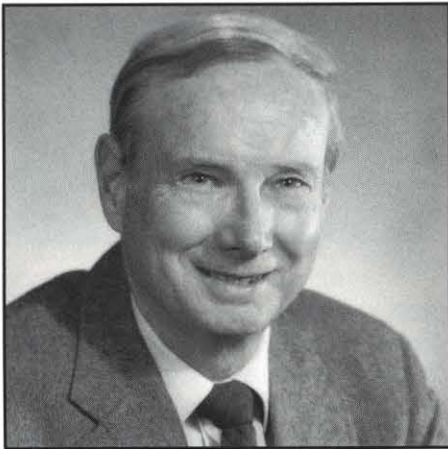
Tyler Alan, son of **Lynn Gurley, Jr.**, line mechanic A, July 2.

Philip Sporn

Casey Ryan, son of **Scott Harrison**, control technician, July 18. □

Retirements

George Briers



"When I started college, I didn't know whether I wanted to be a musician or engineer," recalled George Briers. "I went to the Shenandoah College and Conservatory of Music, and that's where I met my wife Durfee. But when I found out engineers made more money, I decided to go to West Virginia University. That's where everyone was going then because it had an excellent reputation as an engineering school.

"Bill Robinson (retired Mountaineer Plant manager) was in some of my classes," he said. "The school was loaded with veterans from World War II. They'd come to class wearing everything from bomber jackets to lieutenant stripes. It was a strange time."

George was a veteran then, too. He served in the Navy's amphibious force and made four major landings during the war.

"Before I graduated," he continued, "I had a job offer from Appalachian. I went down to Cabin Creek Plant and talked to Henry Skaggs, who was acting plant manager then. The first person I remember seeing was Jeanne Sheets (now at Kanawha River)."

George went to work in 1951 as a junior mechanical engineer and was a mechanical engineer, results engineer, and plant engineer before being named assistant plant manager in 1961. He was promoted to plant manager in 1969 and remained there until Cabin Creek was shut down on December 31, 1977. "Going through the shutdown, trying to find a job for everyone, was a traumatic

experience, there's no denying that," George said. "Although it may not have paid as much as they had been making, everyone had a job. The company was very fair in that. Some of the men elected not to take the jobs offered though."

George transferred to Ohio Power's Kammer Plant on January 2, 1978, as assistant plant manager and went to Clinch River Plant as manager in 1981.

One of the highlights of his career was the safety record set by Clinch employees — 8 years, 10 months and still counting. "I never thought we would get 8 years without a disabling injury," George admitted. "The first time I went to Columbus to get the safety trophy, I figured that was it, but I have been up there 8 times. I'm proud of our people and what they have accomplished."

George's normal retirement date was March 1 but he elected to stay on until September 1. "I'll be honest," he said. "As early as the first of this year, the thought of retirement made me half sick. But when it came February 28, I was sorry I had asked for six months' extension."

George and Durfee will continue to live in Lebanon because it's ideally located between their three children and six grandchildren. "It takes 3 hours to go to our daughter's house, 3 1/2 hours to one son's, and 4 1/2 hours to the other son," he said.

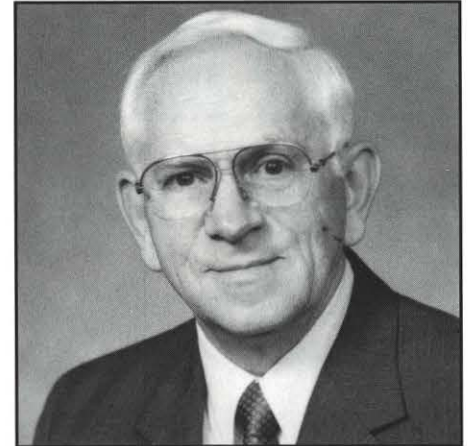
"We do plan a little traveling. Last year we took an 18-day bus trip out west, and last month we went to Nova Scotia. Next year we may go to Europe."

George claims to be retired from his hobby of motorcycle riding — "With both my legs and my arms," he laughed. "However, if I could get my wife talked into it, I'd probably buy a motorcycle tomorrow and take off for Florida. Ray Lively (retired Kanawha River operations superintendent) and I made several trips on our Harley Davidsons when we were both active employees.

"My hobby now is collecting wood-working tools but not necessarily using them. When people see the nice tools in my basement workshop, they think I am a skilled carpenter, but I am the world's worst. I do have a garden to tend although Durfee plans it and tells

me what to do. Trimming, spraying, and cutting around my 32 fruit trees will keep me busy, too." □

Bob Simmons



In 1944, Bob Simmons got his best Christmas present the day after — a job with Appalachian Power. "I started at 67 1/2 cents an hour, and on January 1 we got a holiday. I thought I was in hog heaven," he said with a laugh.

"I hired on as a rodman, and back then you got to do a little bit of everything from cutting brush to measuring the coal pile at Glen Lyn Plant.

"I have enjoyed most every hour I have worked for the power company. The company has been fair to me, and I have tried to be fair to it. For the most part, the people have made it a pleasure to work. Most of the bosses I ever had treated me in a manner so that I wanted to do the best I could for them."

Bob was Bluefield stores supervisor before electing early retirement on September 1. His future plans include traveling and playing golf. "The wife and I covered every state in the union except nine, and I'm going to catch the rest of them. I'm trying to work up a trip with Sam Burchette (retired transmission superintendent, GO T&D, Bluefield) to Australia this winter.

"I like to fool around in the flower garden, and I'll have plenty of time to do that now. I'll keep my home here and maybe lease a place in Myrtle Beach during the winter." □

Dick Baumgardner



"I came to work on September 1 and will retire on September 1 — an even 40 years," said Dick Baumgardner, Huntington line mechanic C.

"I liked line work and being outside. I don't believe I could have worked on a machine in the corner of a plant. In this job you're always going from place to place, and it makes you familiar with the Tri-State area. You get to see what is being built and what businesses are going in. You talk to and meet a lot of people."

No longer able to get out in the bright sunlight, Dick has been on long term disability leave since 1988. "I have a shady place in the country, and I go out there and fool around and shoot my guns. Later on, I'll build a summer place. Since my wife is still in real estate, I do a few things around the house. When the sun starts going down, I get outside and take care of the lawn. In the fall, I enjoy squirrel hunting."

Dick served two years in the U. S. Army following graduation from high school. He and his wife Nat have one son in Florida, whom they try to visit once a year, and one daughter, who lives close by. □

Bob Bragg

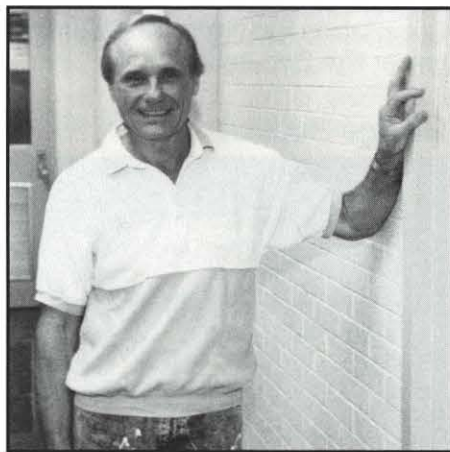
When Bob Bragg retired from Sporn Plant as instrument mechanic A on September 1, he was sure of just one thing — life will be a bit more relaxed for him in the years ahead.

Both his son and daughter live in South Carolina; and, until now, he had been

visiting them on the average of once every 6 weeks. Now he can see them more often. Bob and his wife Mildred enjoy fishing and taking their 21-foot boat out on the Ohio and Kanawha Rivers.

Bob's hobbies are restoring old cars and metal detecting. He's currently working on a 1964 Thunderbird. Bob emphasized that he is not a mechanic, that his expertise lies in doing the body work on the vehicles.

Bob has found metal detecting a relaxing, quiet hobby. His biggest finds to date are an 1894 dime, a World War I Good Conduct Medal, and a number of tokens. Even if he doesn't have a pro-



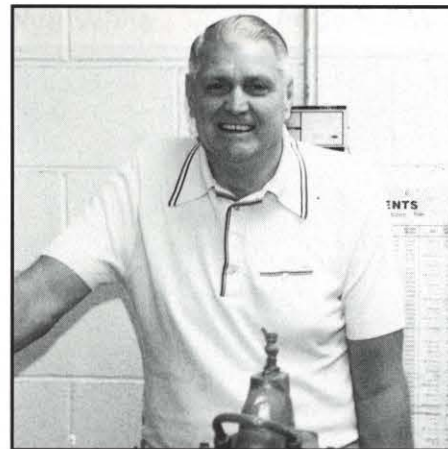
ductive day, it's fun and just good exercise.

A native of Gallipolis Ferry, WV, Bob served with the U. S. Navy at Pearl Harbor from 1943 to 1946. He returned to West Virginia and worked in the composing rooms of the Point Pleasant and Parkersburg newspapers until 1969, when he was hired at Sporn as a utility man B. He advanced to coal handler in 1970, barge attendant in 1971, instrument helper in 1972, instrument man C and B, both in 1973, and instrument mechanic A in 1977.

The Braggs reside at 2109 Lincoln Avenue, Point Pleasant. They are members of the Point Pleasant United Methodist Church. □

George Nash

As Sporn Plant's George Nash turned 60, one of his goals was to make it to 50



— and he's going to use his retirement to do it.

George retired September 1 as a maintenance mechanic B after nearly 37 years' service. One of his goals is to complete visits to all 50 states. He has only two to go. Last month, using the last of his vacation time, he headed for Alaska. Hawaii will come later.

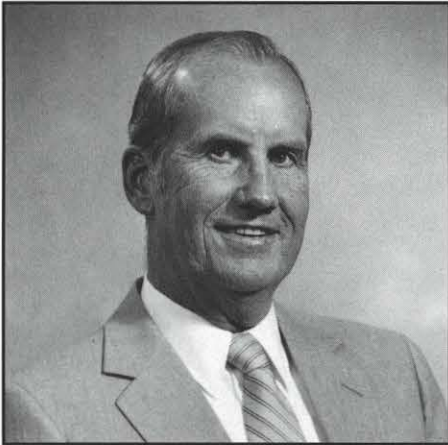
George noted that on this and future trips he will experience a luxury he never had before — traveling without an eye on the calendar. Other travel plans include heading toward Florida this winter and to Nova Scotia next year.

When not on the road, George figures on keeping busy with gardening, fishing and work around the house. He also plans to remain active in the Gallipolis Christian Church, where he is an elder.

A native of Middleport, Ohio, George served with the U. S. Marines during the Korean War. After discharge in 1953, he moved to Iowa to work as a plumber's helper, but his dreams at the time involved going to work for generous wages in the oil fields of Saudi Arabia. It never happened. George came home, met and married a local girl. (Martha worked at Sporn and resigned in 1962 to raise a family.)

George has no regrets about never fulfilling his youthful dreams of working in Saudi Arabia. The plant career has been good to him. "I am appreciative of the fact that it has been a steady job, and everything I own 'Sporn Dollars' bought," George said. □

Silas Plybon



As the third employee hired in the Rocky Mount office, Silas Plybon has been in a good position to watch the growth of Appalachian Power in that area over the past 43 years.

"Warren Holland and Raymond Martin were the only ones here when I came," Silas recalled, "and we had one pickup truck. There was one little hydro plant, and one little bank of transformers fed the whole town. Every day, including Saturdays, Sundays, and holidays, we would have to go by that substation and that hydro plant. It's amazing how important those two things were then and how insignificant they became as the company and the area grew. The hydro was retired in the 60's, and now there are 6 substations feeding the area. We have 33 employees in the Rocky Mount office and over 18,500 customers.

"We did everything the hard way when I came," Silas added. "I climbed poles and ladders for more than 30 years. I'm thankful that things have changed. I've told some of the employees that part of my career was blood, sweat, and tears. I enjoyed it though because it was challenging and there never was a dull moment. I never knew when I came to work what I would do that day even though we might have made plans the night before."

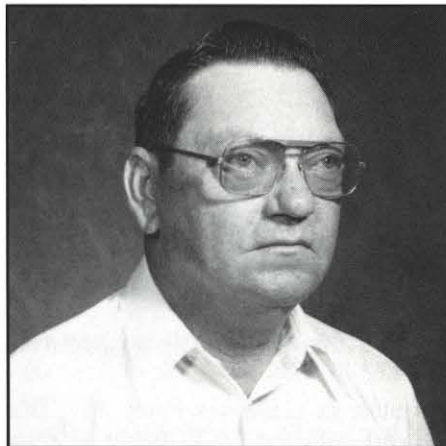
Silas continued, "Everybody has been good to me, and I really appreciate it. I'm thankful for the company and grateful to Warren Holland for asking me if I wanted to come to work for Appalachian." Silas retired on August 1 as a

line mechanic A.

Asked about retirement plans, Silas replied, "I think if I can just do what is pleasing to the Lord that will be sufficient. Two of our 5 children are out of state, and we're going to see them more often. We hope to do some other traveling, too. I like fishing, hunting, and golfing, but I don't know whether my legs will carry me to do much of that."

Silas served in the U. S. Army's 35th Infantry Division during World War II and was in two major battles. He is a deacon and former Sunday School teacher at Franklin Heights Baptist Church. He also has served as a member of the Franklin County Planning Commission and the Rocky Mount Volunteer Fire Department. □

George Hudson



"I went to work for Appalachian because different people recommended it as a good company to work for," recalls George Hudson. The years since have proved that to be true he says.

George was hired in 1963 as a farm operator. The Smith Mountain Project was under construction then, and much land had been bought for the reservoir areas. George remembers that his duties included fixing fences, bushhogging fields, performing maintenance work, and sometimes helping the survey crews. His job title was changed to reservoir groundskeeper senior in 1976.

George enjoyed the people he worked with and appreciates the fact that the company has been good to him. He

has been on long term disability leave since 1984 and officially retired on September 1.

George and his wife Margaret make their home in Garland, North Carolina. They have one son and five daughters. □

Sam Williams



"When I went to work for Heironimus (department store), I took the place of a boy who was leaving to come to work at Appalachian. Two years later, when he told me he was leaving Appalachian and there was an opening on the switchboard, I took his place again," recalled Sam Williams, Jr. He retired on August 1 as a T&D clerk A in Roanoke.

"I went to work for Appalachian on August 22, 1955, and got married three days later. They put me on the switchboard from midnight until 8 a.m., and I could hear every creak and sound. We had no security guards then, and I had a fear of working in a building by myself. When the coordinators moved to the third floor, that fear seemed to leave me.

"One evening while working I could hear sirens go by, and I thought what if an ambulance would hit the building. All of a sudden it did. The ambulance ended up in the window.

"Before I came to work at Appalachian, I also had put in an application at the railroad. They called me, but I decided to stay with Appalachian and I'm glad I did. Appalachian has been my life. I'm proud of the company, and it has helped me buy my home and raise my family — 3 sons and 1 daughter.

"I wish I was not retiring but just applying for a job. I regret that heart trouble came to me at age 31 and a stroke at 44. That is when I went on long term disability leave.

"Walking is part of my therapy; and, although I'm required to do at least 3 miles a day, sometimes I get in from 5 to 12. I just do as I can. Landscaping and genealogy are my hobbies. I enjoy swimming and sing in the choir at the Mormon Church. Kathleen and I hope to travel out west sometime." □

Harold Carrico

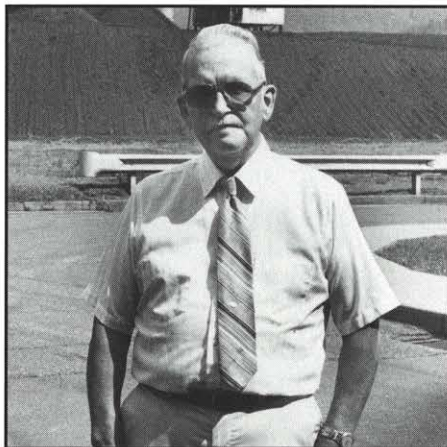


Harold Carrico, a 40-year veteran, retired on July 1. He was a maintenance supervisor at Cabin Creek Plant when he went on long term disability leave in 1975.

A native of Scott County, Tennessee, Harold began his utility career in 1950 as a laborer at Cabin Creek. He was promoted to mechanical maintenance helper in 1953. He transferred to Charleston in 1959 as a groundman and became an auto repairman helper the following year. He was promoted to auto repairman A in 1964 and returned to Cabin Creek in 1966 as a mechanical maintenance man. He was promoted to maintenance supervisor in 1970.

Harold served in the U. S. Navy during World War II. He and his wife Imogene have three daughters and five grandchildren. They will continue to make their home in Marmet, West Virginia. □

Jim Warden



"When I joined Appalachian Power in 1966, it was the most important move in my life," declared Jim Warden. "I met and worked with some wonderful people I'll never forget."

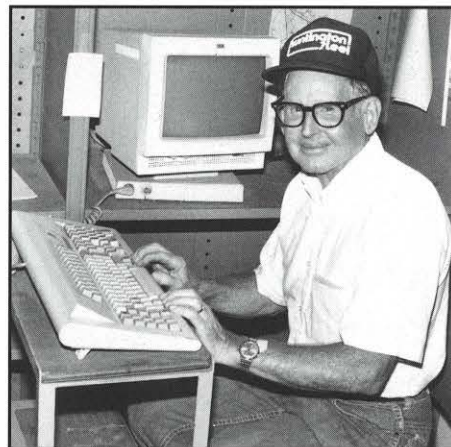
Jim began his career as a results maintenance man at Cabin Creek Plant and was promoted to master maintenance man in 1971 and maintenance supervisor in 1976. He transferred to Kanawha River in 1978 and has been on long term disability leave since 1981.

Jim added, "I was always a workaholic because I enjoyed it. Working in more than one department gave me an advantage of understanding a lot more about the operation. The company has been really good to me, and I've missed not being able to work. The LTD benefit has been great. I don't know what I would have done without it."

Jim's wife Paula recently retired as postmaster at Cedar Grove, West Virginia. They plan to take one day at a time but will be making some short trips. They have two sons, one daughter, and five granddaughters.

Jim, a graduate of Coyne Electrical School in Chicago, attended the AEP Management Program at the University of Michigan Graduate School of Business Administration. He served in the U. S. Army during World War II. Jim is a member of the Masonic Blue Lodge at Montgomery and the Shriners in Charleston. □

Nye White



"Other than farming, working for Appalachian was the only fulltime job I ever had," said Nye White. "I tried for years to get on with other companies and couldn't because of the disability I have.

"I kept going over to Amos Plant; and, one day when I got to the gate, I was told that Bill Dean at Central Machine Shop wanted to see me. Bill told me what he had to offer, and I accepted and have been happy ever since."

Nye started out as a custodian at CMS in 1976 and later that year was promoted to utility worker B. He was made a tool crib attendant in 1977 and stores attendant in 1981. He elected early retirement on September 1.

"I'll miss the boys when I leave," Nye said, "but I'm looking forward to retirement. Betty and I hope to do some traveling. We have been out west once and would like to go again."

Nye's success at gardening is well known to his co-workers. One year his crop included a 177-lb. pumpkin.

Nye enjoys passing time in the evenings and on weekends by hunting for coins with his metal detector.

Nye is a charter member of the Culloden Lions Club and a charter member and past fire chief of the Culloden Fire Department. He is a former member of the Cabell County Planning Commission and former secretary of the Southern West Virginia Firefighters Association. He is a member of Steele Memorial United Methodist Church in Barbourville. □

Bernie Coley



"Being here 40 1/2 years is enough. It's time to do something else," said Bernie Coley. He was communication supervisor in GO T&D Communication, Roanoke, before electing early retirement on August 1.

Traveling is high up on his list of priorities for the future. "Boots and I both like to travel," he said. "We particularly love cruising and island hopping. We're thinking about flying to Puerto Rico and going around the Caribbean either this fall or early spring. We'd like to spend a month or two in Florida during the winter. We're also thinking about a trip out west to California and seeing the points of interest in between. And we'd like to go back to Seattle and up into Canada."

Bernie likes sports, woodworking, camping, and fishing and sings with a couple of local choruses. He is active in the Church of Jesus Christ of Latter Day Saints.

Bernie attended Virginia Tech for a couple of years before joining Appalachian in 1949 as a junior radio engineer in the old Roanoke District. He served two years in the U. S. Army during the Korean War and returned to work in 1953 as a radio engineer. He was promoted to electrical engineer in 1962, communications-engineer supervisor in 1969, and communication supervisor in 1980.

The couple has one son, three daughters, and two grandchildren. □

Mabel Fulp



Following in the footsteps of her father, Mabel Fulp chose a career with Appalachian when she was looking for a job back in 1951.

"My father, Shearl Ferguson, was hired in 1944 as a groundman at age 42," Mabel said. "The younger men were in World War II then. Dad was real excited when APCo hired him. He operated the first hole-digging truck in Roanoke."

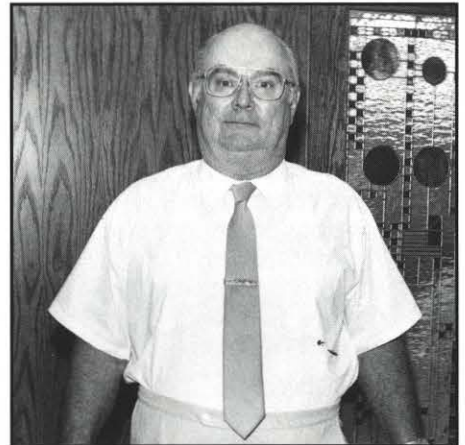
Mabel met her future husband, Otey, through his brother Larry, a co-worker of Mabel's in GO Accounting. "Larry remarked that he was going to introduce Otey to the next old maid down the aisle, and I was the one," she said with a laugh. "Otey, a confirmed bachelor, was 37 when we married, and I was 25."

Mabel worked in all three sections of Electric Plant during her 39-year career and retired September 1 as an electric plant clerk A. She has been on long term disability leave since November 1988.

"I have missed the people since I've been off, and I guess I have missed the work, too. When you work so long, it's just second nature. I appreciate the benefits Appalachian has, especially LTD. I don't know what I would have done without it."

Mabel and Otey, a retired postal worker, hope to do some traveling. They visit regularly for the Church of Jesus Christ of Latter Day Saints and also visit shut-ins at local nursing homes. They enjoy walking when health permits and working on their genealogy hobby. □

Bill Lineberry



"I really appreciate being hired by the power company at a time when I needed financial security for my family," said Bill Lineberry. "I was making \$75 a month on the farm and went to work for Appalachian making \$75 a week. And I can't say enough about the benefit program. Without it, we couldn't have survived. Both my wife and I have had major illnesses over the years."

Bill was hired as a groundman at Pearisburg in what was then the Bluefield District and was promoted to truck driver-groundman in 1960. He was promoted to meterman C in 1966, meterman B in 1967 and meter electrician A in 1970. He has been on long term disability leave since 1978 and officially retired on August 1.

Bill and his wife Hope enjoy traveling and have visited all 50 states as well as Europe and the British Isles. He and another Pulaski retiree, Buddy Smith, recently returned from a three-week trip to England to visit Buddy's son.

"I'm very interested in family history," Bill said, "and enjoy looking up some of my ancestors in my collection of history books. I fish a lot, and now I have two grandchildren to play with."

Bill is chairman of the board at Dublin United Methodist Church and a member of the Pulaski Elks Club.

"I've missed the employees," he added, "and really enjoy going to the Coffee Club at the Ranch House Restaurant in Dublin, which gives me some association with other people." □

Weddings

Cooke-Wyatt



Davenie Jo Wyatt to **Ronnie Len Cooke**, Lynchburg engineering technician, July 20.

Lane-Perdue



Susan Perdue to **Jim Lane**, Pulaski line construction and maintenance representative, June 21.

Graybeal-Van Dyke



Tanya Michelle Van Dyke to **Philip Lee Graybeal**, July 7. Philip is the son of Sherry Bevins, classification and accounts payable clerk A, and stepson of James Bevins, property records accounting coordinator, GO Accounting, Roanoke.

Ferrell-Freeze



Sherry Freeze to **Timothy Ferrell**, June 23. Timothy is the son of R. E. Ferrell, regional dispatcher, GO Operating Abingdon.

Chapman-James



Stephanie James to **Walter Chapman, III**, June 23. Walter is the son of Patty Chapman, St. Albans customer services representative B.

Payne-Dickerson

Nancy Dickerson, secretary-stenographer B, GO Marketing & Customer Services, Roanoke, to **J. Sherman Payne**, Roanoke meter electrician supervisor, June 15.

Kennedy-Holley

Jeff A. Kennedy, Roanoke station mechanic C, to Sara Kaye Holley, June 2.

Washington-Woods



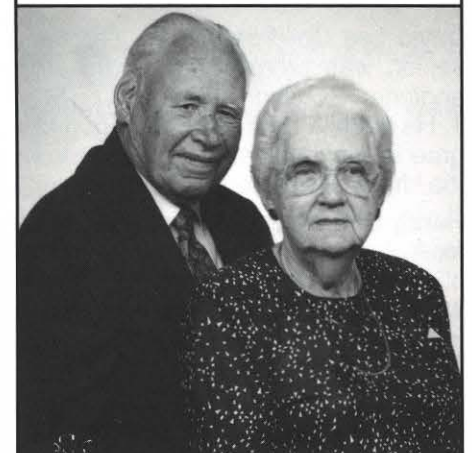
Sherry Woods to Tim Washington, March 31. Sherry is the daughter of C. C. Woods, Kanawha River Plant equipment operator B.

Gill-Sandoe



Jenna Sandoe to **Tracy Gill**, July 1. Tracy is the son of Ronnie Gill, Abingdon stores and garage supervisor.

Wed 50 Years

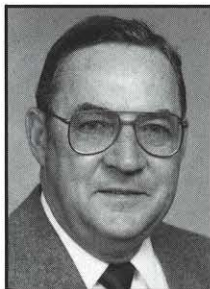


Stonewall and Hazel Fannin celebrated their 50th wedding anniversary with an open house at the Camp Creek Freewill Baptist Church, Lavalette, West Virginia. They have two sons and five grandchildren. Stonewall is a retired truck driver-groundman in Huntington.

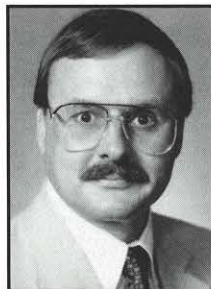
Promotions



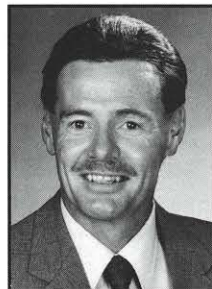
Painter



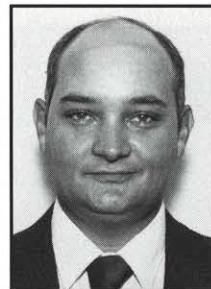
Perfater



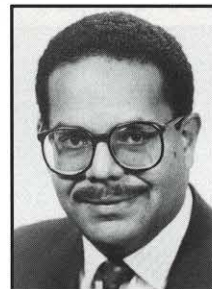
Childress



Crawford



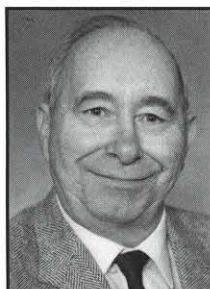
Weaver



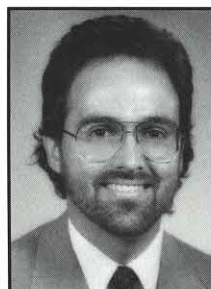
Sullivan



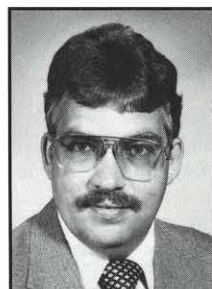
Hall



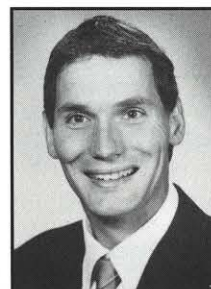
Chilman



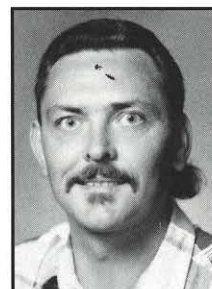
Eubank



Snyder



Blankenship



Conner

Sheila L. Painter, Lynchburg human resources supervisor, was promoted to Charleston human resources supervisor on September 1. She holds a bachelor of science degree in business administration from Radford University. She has attended the AEP Management Program at the Ohio State University College of Administrative Science. Painter is accredited as a professional in human resources (PHR).

Glen A. Perfater, buyer, was promoted to senior buyer in GO Purchasing & Stores, Roanoke, on June 1.

David Lee Childress, hydro engineer senior, was promoted to hydro staff engineer, GO Hydro, Roanoke, on May 1. He holds a bachelor of science degree in mechanical engineering from the University of South Carolina.

Randy S. Crawford, equipment operator A, was promoted to unit supervisor at Mountaineer Plant on July 1. He attended Marshall University.

Charles R. Weaver, maintenance mechanic A, was promoted to maintenance supervisor at Centralized Plant Maintenance on August 1. He attended Rio Grande University.

James E. Sullivan, Jr., Charleston human resources supervisor, was promoted to personnel services manager of Columbus Southern Power Company, Columbus, Ohio, on August 1.

He holds a bachelor of science degree in business administration from Virginia Polytechnic Institute & State University. He has attended the AEP Management Program at Ohio State University College of Administrative Science.

David R. Hall, unit supervisor, was promoted to assistant shift operating engineer at Mountaineer Plant on July 1.

George W. Chilman, communication specialist, was promoted to communication supervisor, GO T&D Communication, Roanoke, on August 1.

Ronnie S. Eubank, electrical engineer, was promoted to electrical engineer senior in Lynchburg on July 1. He holds a bachelor of science degree in electrical engineering from Virginia Polytechnic Institute & State University.

Clarence A. Snyder, engineering technician senior, was promoted to engineering technologist, GO T&D Communication, Huntington, on May 1. He holds an associate in applied science degree in electronics from New River Community College.

Roger L. Blankenship, engineering technician senior, was promoted to engineering technologist, GO T&D Communication, Marmet, on May 1. He holds an associate degree in electrical engineering technology and mining

technology from the West Virginia Institute of Technology.

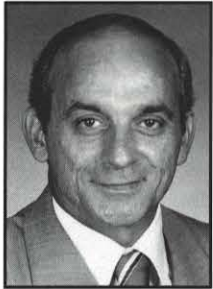
Grover C. Conner, engineering technician senior, was promoted to engineering technologist, GO T&D Meter, Roanoke, on May 1. He holds an associate in science degree in electrical engineering technology from Virginia Western Community College.

James R. Tate, maintenance mechanic A, was promoted to maintenance supervisor at Mountaineer Plant on July 1. He attended the West Virginia Institute of Technology.

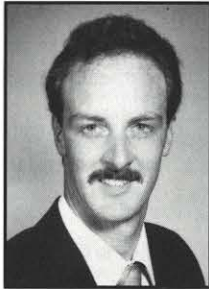
Chris A. Lefevre, electrical engineer, was promoted to station engineer senior, GO T&D Station, Huntington, on April 1. He holds an associate in science degree in pre-engineering and a bachelor of science degree in electrical engineering from Michigan Technological University.

R. Curtis Tatum, right of way maintenance coordinator, was promoted to right of way coordinator senior, GO T&D Distribution, Roanoke, on April 1. He holds a bachelor of science degree in forestry and wildlife from Virginia Polytechnic Institute & State University.

Michael V. Granata, industrial hygienist associate, GO Human Resources, Roanoke, was promoted to industrial hygienist, Columbus Southern Power,



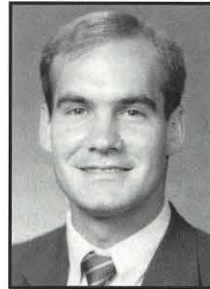
Tate



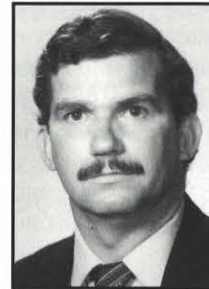
Lefevre



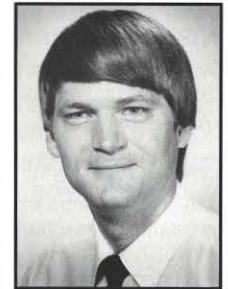
Tatum



Granata



Dingess



Canterbury



Thomason



Massey

Columbus, on September 1. He holds a bachelor of science degree in industrial hygiene from Ohio State University.

Paul Dingess, machinist 1st class, was promoted to production supervisor at Central Machine Shop on July 1.

Shane Lee Canterbury, engineering technician senior, was promoted to engineering technologist, GO T&D Communication, Marmet, on May 1. He holds an associate in science degree in electrical engineering technology from the West Virginia Institute of Technology.

Stuart Thomason, Princeton area T&D clerk A, was promoted to Bluefield stores supervisor on August 1.

Gregory Wayne Massey, production superintendent-operations, is being promoted to operations superintendent at John Amos Plant on October 1. He holds a bachelor of science degree in mechanical engineering from the West Virginia Institute of Technology.

Les K. Okes, engineering technician senior, was promoted to engineering technologist, Roanoke, on August 1. He holds an associate in applied science degree in engineering from Virginia Western Community College.

Wentz named asst. manager at CRP



Ronald E. Wentz, operations superintendent at John Amos Plant, is being promoted to assistant plant manager of Clinch River Plant, effective October 1.

A native of Putney, West Virginia, Wentz attended the American Electric Power System Management Program at the Ohio State University College of Administrative Science.

Wentz began his utility career in 1953 as a guard at Ohio Valley Electric Corporation's Kyger Creek Plant. He was promoted to maintenance helper and auxiliary equipment operator in 1955 and assistant control operator in 1956. He moved to Clinch River Plant in 1958 as a unit foreman and to Ohio Power Company's Cardinal Plant in 1966. He was promoted to shift operating engineer at Amos Plant in 1970, production supervisor-operations in 1973, production superintendent-operations in 1977, and operations superintendent in 1978. □

Abingdon

J. D. Tipton from line mechanic B to line mechanic A, Gate City.

John Amos

Charles Morgan from maintenance mechanic B to maintenance mechanic A.

Stephen Erwin from utility worker to maintenance mechanic D.

Jerry Hager from utility worker to maintenance mechanic D.

Donald Stanley from utility worker to maintenance mechanic D.

Daniel Justice, Jr., from utility worker to maintenance mechanic D.

Beckley

Darrell Akers from automotive mechanic B to automotive mechanic A.

Butch Ellison from meter electrician B to meter electrician A.

Tom Warner from meter electrician B to meter electrician A.

Robert Day from customer services representative D to meter reader.

Janet Snyder from customer services representative D to customer services representative C.

Central Machine Shop

Anita Deem from plant clerk C to plant clerk B.

Ruby King from plant clerk C to plant clerk B.

Deloris Williams from stores clerk C to stores clerk B.

Charleston

Leonard Hudson from line mechanic C to line mechanic B.

Andy Chapman from line mechanic C to line mechanic B.

Glen Sizemore from Montgomery meter reader to St. Albans collector.

David Kessler from engineering technician to engineering technician senior.

Leonard Casdorff from line mechanic C to line mechanic B.

Clinch River

Larry Hicks from utility worker A to coal handler.

Michael Sims from coal handler to utility coal attendant.

Clarence Prater from maintenance mechanic C to maintenance mechanic B.

General Office

Lorena Terry from human resources assistant senior to compensation assistant senior.

Aubrey Whitlow, Jr., from communications engineer to communications engineer senior, GO T&D Communication, Roanoke.

Ronald Campbell from computer graphics technician C to computer graphics technician B, GO T&D Engineering Graphics, Roanoke.

Debra Crouch from station clerk C to station clerk B, GO T&D Station, Roanoke.

Cindy Jimenez from centralized cash operator junior to centralized cash operator, GO Accounting, Roanoke.

Glen Lyn

Daniel Nester from maintenance mechanic D to maintenance mechanic C.

Huntington

Susan Bauer from human resources clerk C to human resources clerk B.

Michael Newman from line mechanic D to line mechanic C.

David Derenberger from line mechanic D to line mechanic C, Point Pleasant.

Deborah Hickel from T&D clerk B to T&D clerk A, Point Pleasant.

Billie Holtz from stores clerk B to stores clerk A.

Tommie Johnson from T&D clerk B to T&D clerk A.

Belle Martin from customer services representative C to customer services representative B, Point Pleasant.

Sherry Matheny from customer services representative B to customer services representative A, Ripley.

Nancy Bailey from customer services representative B to customer services representative A.

Eloise Baker from customer services representative B to customer services representative A.

Barbara Chinn from T&D clerk C to T&D clerk B.

Deborah Greene from T&D clerk C to T&D clerk B.

Anna Hall from customer services representative B to customer services representative A, Point Pleasant.

Kanawha River

Steven Peay from maintenance mechanic B to maintenance mechanic A.

Kingsport

Brenda Moore from junior clerk to clerk.

Leta Dingus from human resources clerk A to secretary NE.

Lynchburg

Kaye Mitchell from station mechanic B to station mechanic A.

Steve Burnette from line mechanic A to line crew supervisor NE.

Ann Wade from customer services representative C to customer services representative B.

Pulaski

David Williams from line mechanic B to line mechanic A.

Jim Palmer from area servicer to line crew supervisor NE.

Roanoke

Sandra Herdman from customer services representative D to customer services representative C.

Philip Sporn

L. M. Pasquale, Jr., from control technician junior to maintenance mechanic A.

S. J. Hawley from plant clerk B to plant clerk A.

C. E. Saunders from plant clerk B to plant clerk A.

L. M. Kauff from junior clerk to plant clerk C.

A. K. Payne from junior clerk to plant clerk C.

L. L. McKown from plant clerk C to plant clerk B.

D. A. Carpenter from utility worker A to tool crib attendant.

C. R. Jeffers from plant janitor to utility worker B.

J. L. Knight from utility worker B to utility worker A.

M. L. Hager from utility worker B to utility worker A.

J. C. Thorne from utility worker B to utility worker A.

R. P. Crush from utility worker B to utility worker A. □

Ad campaign warns customers to avoid "The End"

Fifty power-line accidents that occurred in American Electric Power's service territory within a year prompted the company to prepare a series of television commercials. The ads are aimed at workers and homeowners alike in an effort to reduce what Joseph I. Sharlip, manager-advertising, AEP Service Corporation Public Affairs, described as "an alarming rate of injuries last year."

"The Service Corporation prepared an analysis in 1989 of the types and occurrence of such incidents," Sharlip said. "This report served as the impetus for the formation of a Public Safety Steering Committee and the development of a new, aggressive advertising campaign that would significantly enhance awareness of safety around outdoor power lines."

Leonard G. Zawodniak, director-Risk Management, chairs the Systemwide steering committee, which provided consultation during the campaign's development.

The 15-second spots dramatically show what can happen when a power line is struck while digging fencepost holes, trimming trees, erecting antennas, using a ladder or touching a downed line. As the spots note, it can mean "The End." Each spot is coupled with another commercial that offers a free safety brochure.

The spots began appearing across the System in the spring and are being repeated this summer, when homeowners are working outside. A series of print ads with similar messages also have been running in newspapers across the System. □



Never go near a downed power line. If one contacts your car, stay inside until help arrives. But if you must evacuate the car, jump clear to avoid contact with the car and ground at the same time. You'll find more life-saving facts in our free safety booklet. Call us.

Who's News

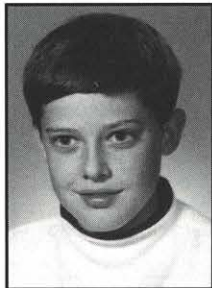
Charleston

Tracie Dziecichowicz, line construction and maintenance representative, was appointed by the City of St. Albans to serve in an advisory capacity on the city's urban tree committee.



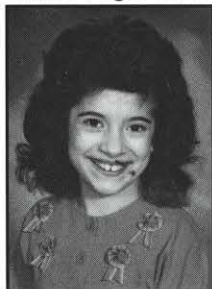
Wendy, daughter of Gloria Hall, customer services representative C, was selected for inclusion in *Who's Who Among American High School Students* for 1989-90.

A senior at South Charleston High School, she is manager of the girls' softball team and a member of the school choir. She also is a Rainbow and member of Community Natural Helpers and her church choir.

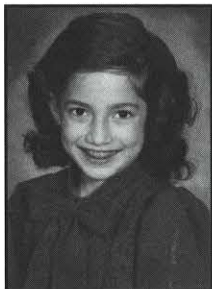


Paul, son of Brenda Dunn, St. Albans customer services representative C, won first place in the one-on-one competition for his age group at the West Virginia University basketball camp.

He is 13 and a ninth grader at Hayes Junior High School.



Agina



Karla

Agina Kay Schnell placed second in math competition at the ACSI West Virginia Annual Academic Fair. A fourth grader at Living Word Christian School, she won third place in the school's annual penmanship contest and received honor ribbons for the highest average in her class in math, history, language and spelling. **Karla Vanessa Schnell**, a third grader at the school, placed first in poetry competition at the Academic Fair. She placed second in her school's annual penmanship contest and received honor roll certificates

for superior work in all of her subjects. She also received a ribbon and a high standard of excellence achievement certificate in the President's Physical Education Challenge. They are the daughters of Meter Reader Charles Schnell.

Mattie Goolsby Day, meter clerk C, was mistress of ceremony for the Washington High School homecoming reunion.

Mo Ahangardezfooli, Montgomery area supervisor, was elected chairman of the Montgomery Rotary Club public relations committee.

The Charleston Division 4-person scrambles golf tournament was held at Sandy Brae Golf Course, Amma, WV. The team of **Mike LaScola**, marketing and customer services advisor; **Mike Stephens**, engineering technician; **Haskel Jones**, electrical engineer senior; and **Gary Hedrick**, GO relay engineer senior, Marmet, won the tournament when LaScola sank a 9 foot putt on the 9th hole in a sudden death playoff. The other team in the two-way tie 2 under par score consisted of **Joe Perdue**, line mechanic C; **Jim Hicks**, line mechanic A; **Tex Baker**, retired electrical engineer; and **Charles Dabney**, department assistant-marketing and customer services. □

Pulaski

Cliff, son of Nancy Phillips, junior clerk, received the Star Greenhand Award as a ninth grader in the Pulaski County High School FFA program during the 1989-90 school year. He represented the school as a livestock judging team member during this year's state FFA convention.

Mark McGlothlin, meter reader, is a member of the "Nuthin Fancy" band which won the top prize of \$2,000 in the Country Music Expo at the New River Valley Fairgrounds.

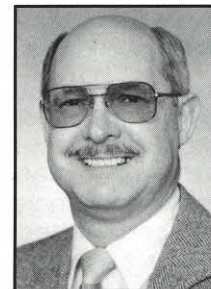
James, son of Jerry Smith, custodian, was promoted to Petty Officer Third Class as a radioman in the U. S. Navy. He is stationed aboard the USS Philippine Sea GG58 which has a port base at Mayport, FL.

Wesley, son of Darrell Taylor, line mechanic A, was selected for inclusion in *Who's Who Among American High School Students* for 1989-90. At Pulaski

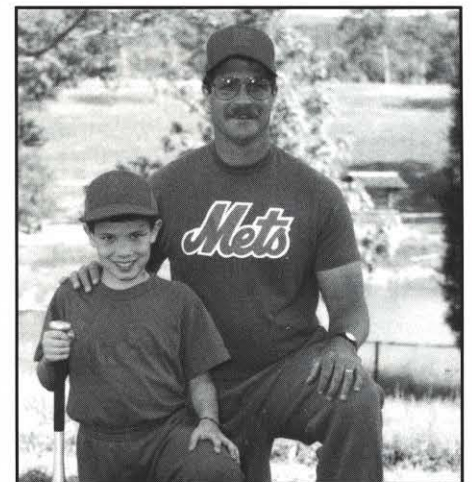
County High School, he earned a year-book editor pin and the most valuable student award.

Pat, wife of Dan Tickle, Hillsville area supervisor, was a member of the golf team which placed first in the American Cancer Society Ladies Golf Tournament for Division 2. □

Roanoke

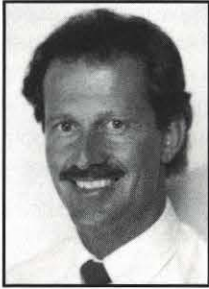


George Bronson, engineering technician supervisor, was named "layman of the year" for 1990 at the Church of God's annual convention and award banquet for his work with the laity of his church in such activities as Men of Action program, Men's Fellowship program, Laymen's Retreat, and Senior Adult Retreat. He has been on the Virginia State Laymen's Board for three years and served as chairman for the past two. He has served his local church as Sunday School superintendent for 14 years, teacher, and member of the church and pastor's council and new building committee.



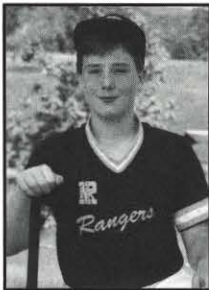
Matthew, I., and Mick deSimone

Matthew, son of Mick deSimone, station mechanic C, was the leading home run hitter (11) for the North Roanoke T-ball Mets, National Division champions. Coached by Mick, the Mets finished with a 12-4 record.



Anthony Amos, meter reader, was selected one of the "Outstanding Young Men of America" for 1989, an honor that recognizes professional achievement and community

service. A charter member of the Vinton Breakfast Lions Club, he has been president of the Vinton Dogwood Festival.



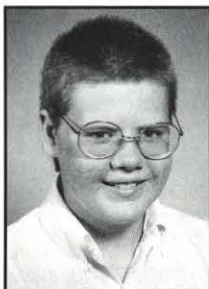
Jason, son of Brian Sheetz, station mechanic A, was pitcher and short stop and batted .645 for the North Roanoke Rangers. The Rangers were the North Roanoke Dixie Youth Majors American Division champions and also

won the league championship with a record of 16-2. Brian was an assistant coach for the Rangers. □

Huntington



Becky, daughter of Bob Osburn, engineering technician, has been selected for inclusion in *Who's Who Among American High Schools*. She is a junior at Barboursville High School.

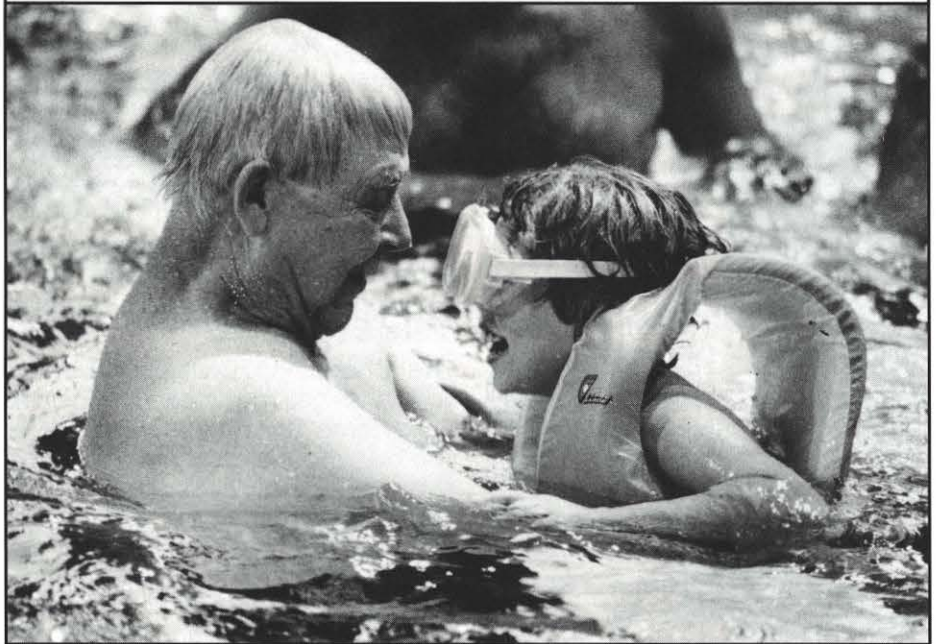


Michael, son of Mike Barbour, drafter B, received several awards from Barboursville Middle School. He had the highest grade point average (3.96) in the eighth grade.

Michael also received science and language arts awards for having a 4.0 average in those subjects. He received a certificate of merit recognition for academic excellence and the Presidential Award for Academic Fitness.

Cliff, son of Meter Supervisor Don

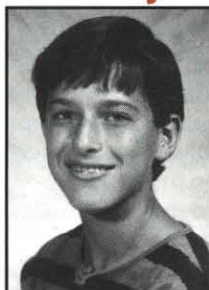
Smith is Special Olympics volunteer



This photograph of Dick Smith, retired Huntington building supervisor, and a Cabell County Special Olympian appeared on the front page of the *Huntington Herald-Dispatch*. The photo was taken during a swimming event at the Marshall University Cam Henderson Center pool. Smith; Joe Kovich, retired electrical engineer senior; and Oscar Fowler, retired engineering technician senior, volunteer each year for the Special Olympics as members of American Legion Post #16, Huntington. The American Legion presented a framed copy of the photo to Smith, with the name of the event engraved on the frame.

Haddox, is a participant in the Health in Teen Theater, an education project of the Youth Health Center of Huntington. The actors perform for schools, churches, and community groups in an effort to teach teens about health issues in a non-threatening, non-technical way. Issues include AIDS, substance abuse, teen pregnancy, and self-esteem. □

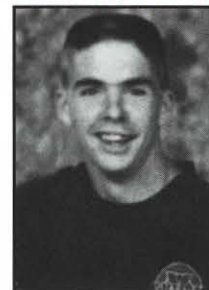
Glen Lyn



Jeremy, son of Dreama Young, plant clerk B, played soccer for the Princeton Seahawks, 14 and under, which went undefeated in the 1990 season and won the Mercer

County title. They also captured first place in the Beckley YMCA Spring Classic. □

Kanawha River



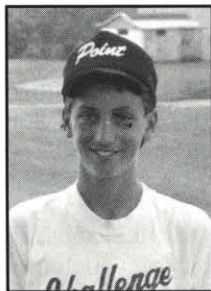
Gregory, son of the late Terry Wolfe, former unit supervisor, was named to the All-Kanawha Conference baseball first team and the Big League baseball All-Star team. He also

placed eighth in the 135 lb. weight class in the West Virginia state wrestling tournament. □

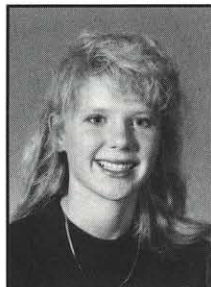
Centralized Plant Maintenance



Tara, daughter of Paul Williams, welding supervisor, was named Miss Jackson County and the 1990 Black Walnut Festival Queen. She will reign over the Black Walnut Festival in October, the third Miss Jackson County to hold the title in the history of the festival. Tara is a member of the National Honor Society at Ripley High School, Student Action for Education, Order of Rainbow for Girls, and Blue Persuasion show choir. She is the 1990-91 West Virginia state Juniorette director and 1990 Juniorette of the Year.



Joey, son of Don Gritt, maintenance mechanic B, was a member of the Point Pleasant Youth Soccer Under-14 team which claimed the challenge cup '90 state championship.



Michelle, daughter of Vernon Samms, maintenance mechanic A, has been inducted into the National Honor Society at Buffalo-Putnam High School. She is a member of the Student Council, Science and Math Clubs, and SADD. She represented Buffalo High at the Hugh O'Brian Youth Foun-

ation Leadership Seminar in March and was a finalist in the 1989 Miss West Virginia National Teenage Pageant. She was selected for inclusion in *Who's Who Among American High School Students*. Michelle participated in several academic competitions, including TEAMS (Test of Engineering Aptitude, Mathematics, and Science), SCORES (Search Committee on Recruitment of Excellent Students) sponsored by Marshall University, Math Field Day, and was a member of the Academic Challenge team. She plays alto saxophone in the school band and is a member of the color guard. She also participates in basketball and track. She received an award for having the highest grade point average among sophomore athletes (4.0). □

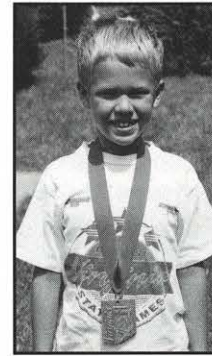
Chris and Gary Ronk, left, and Scott and Bill Mashburn

General Office

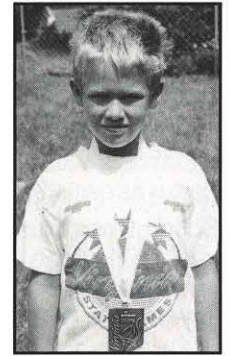


Chris and Gary Ronk, left, and Scott and Bill Mashburn

Chris Ronk and Scott Mashburn were members of the North Roanoke "A's" baseball team which finished the season as overall league champions with a 20-1 record. Both were selected to be on the North Roanoke American League All-Star team. Chris is the son of Gary Ronk, operations analyst, GO Operating, Roanoke. Scott is the son of Bill Mashburn, marketing and customer services training assistant, GO Marketing & Customer Services, Roanoke. Gary and Bill served as coaches for the "A's" and the All-Star teams.

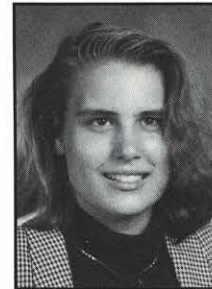


Johnny



Bobby

Johnny Blanding and Bobby Blanding won gold and silver medals, respectively, in the 800-meter run, sub-bantam division, in the Virginia State Games. They are the sons of Tom Blanding, industrial engineer senior, GO T&D Distribution, Roanoke. Over 4,300 athletes participated in 27 different sports in the four-day Virginia State Games competition in Roanoke.



Upon completion of the ninth grade at Northside Junior High School, Stephanie Smith was recognized for being one of 17 students to maintain an A-B average throughout junior

high. She maintained the average while taking all advanced courses. She also received certificates of achievement in academics for five consecutive years, the Presidential Academic Fitness Award for five years, and outstanding attendance award. The daughter of Doris Cox, centralized cash assistant, GO Accounting, Roanoke, Stephanie is vice president of her Sunday School class at Victory Baptist Church. She was a member of the Greenridge Baptist softball team which won the sportsmanship award.



Kara Norcross was a member of the Vinton Starlings girls' softball team which won the regular season championship. She was chosen for the Vinton Angles All-Star team, which

was first runner-up in the Dixie Youth District Tournament. Kara is the daughter of Wanda Norcross, load research data processor, GO Rates & Contracts, and Pete Norcross, clerical supervisor, GO Accounting, Roanoke. Pete was assistant coach of both teams.

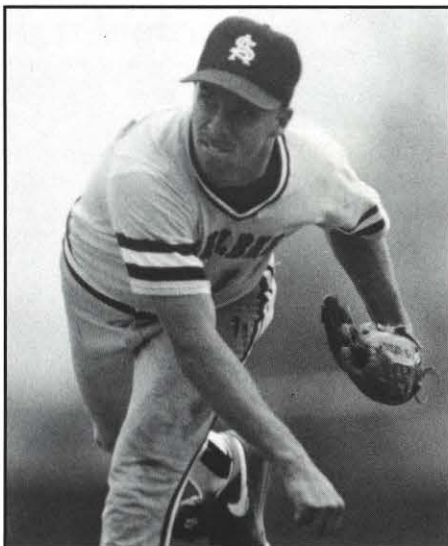
Susan Doss, human resources assistant, GO Human Resources, Roanoke, is assistant chaplain of the Roanoke Jaycees for 1990-91. □

Philip Sporn

Tammy, daughter of Carl Cline, assistant shift operating engineer, won a Mountain State scholarship to the University of Rio Grande. She also was selected for inclusion in *Who's Who Among American High School Students* for the third consecutive year.

Paul Chadwell, utility worker A, placed 53rd overall and 6th in his class out of 343 runners in the Parkersburg Road Run. His son **P. J.**, placed 2nd in his class and 76th overall. □

John Amos



Marc, son of Bob Gilbert, training coordinator, was named shortstop on the West Virginia Class AAA All State baseball team. He also was honored as the *Charleston Daily Mail's* 1990 Kanawha County player of the year. His statistics include: .452 batting, .964 fielding, 22 of 23 stolen base attempts, and 21 RBI. As a pitcher, he was 4-1 with a 1.12 ERA. He has signed with Davis and Elkins College. □

Team 4 is Fun-O-Limp-Ics champion



Four teams from Appalachian Power were among the 36 participants from area corporations and businesses who competed in the 1990 Huntington Fun-O-Limp-Ics. Team 4, pictured above, was overall champion of the sporting event. Members were, l. to r., Jon Pullen, Danny Ross, Gregg Smith, Mike Dawson, Scott Chambers, Brian Stevens, Trudy Conley, Maxie Finnigan, Tina Michallas, Becky Gibbs, Rick Hammons, Captain Brian Sarrett, and event officials presenting the award. Not pictured were team members Dave Bush, Ewell Fykes, and Polly Given. Team 3, captained by Bob Osburn, placed fifth; Team 2, captained by Tom Kincaid, placed tenth; and Team 1, captained by Brent Bias, placed 11th.

Beckley

Harold Lilly, retired area servicer, was elected state coordinating chairman of the West Virginia Chapter of Mothers Against Drunk Driving (MADD).

Keisha, daughter of Walter Leach, area servicer, was elected queen of the 19th Debutante Cotillion sponsored by the Epsilon Delta Omega Chapter of Alpha Kappa Alpha Sorority.

Lee Venable, electrical engineer, scored a hole-in-one on the par 3, 139 yard, 7th hole at Grandview Country Club. Lee scored the ace with a nine iron. His playing partners were **Phil Wright**, Oak Hill area supervisor, and **Jim Elswick**, line and station superintendent.

Brian, son of Ray Vest, administrative assistant, captured first place in the fourth flight of the ninth annual BNI Golf Tournament. A field of 120 golfers competed over 3 days on the Glade Springs, Twin Falls State Park, and Grandview Country Club golf courses. □

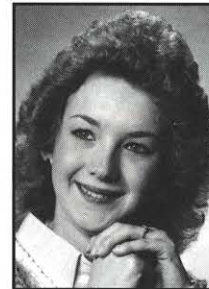
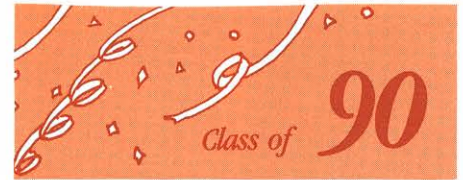
Abingdon

Children of several employees were members of Little League, Junior League, and Senior League All-Star teams. They are: **Lance**, son of Bob McGlocklin, general servicer, Glade Spring 9/10 year olds; **Jason**, son of Russell Fields, automotive mechanic A, Glade Spring 11/12 year olds; **Cory**, son of Randy Forrester, line mechanic A, Damascus 11/12 year olds; **D.J.**, son of Don Frye, stores attendant A, Abingdon 11/12 year olds; **Paul Wesley**, son of Paul Baker, line crew supervisor NE, Abingdon alternate 11/12 year olds; **Michael**, son of Gus Croft, customer services supervisor, Abingdon Junior League (13 year olds), who advanced to state competition, and Abingdon Senior League (14 year olds). Also, **Randy Forrester**, line mechanic A, coached the Damascus 11/12 All-Stars. During the year, **Jim Cook**, station mechanic A, was president of the Abingdon Little League program; **Gus Croft** was vice president of the Senior League; and **Don Frye** was vice president of the Little League.

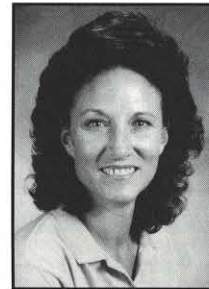
In the Lebanon Little League, **Josh**

Fields was selected for the 10/11 year old and the 11/12 year-old All Stars. The 11/12 year olds advanced to state competition. **Justin Fields** was selected for the 9/10 and 10/11 year old All-Stars. They are the sons of Randy Fields, Lebanon line crew supervisor

NE. **Randy** coached the 10/11 year-old All Stars, who won the District 11 championship. Also in the Lebanon Minor League, **Beth**, daughter of Buzzy Jenks, line mechanic A, was named to the 9-year-old All Stars. □



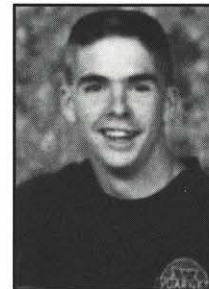
Bethany Blaine, daughter of Michael Blaine, CPM maintenance mechanic B, licensed practical nurse, Hocking Technical School.



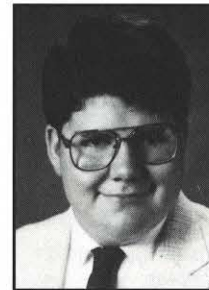
Janet Gillenwater, wife of Harold Gillenwater, Kingsport safety and training coordinator, master of education, East Tennessee State University.



Lori Susanne Kelly, daughter of Tom Kelly, Beckley station mechanic B, Oak Hill High School.



Gregory Wolfe, son of the late Terry Wolfe, former Kanawha River Plant unit supervisor, DuPont High School.



Cliff Haddox, son of Don Haddox, Huntington meter supervisor, Barboursville High School □

Wrecking Crew wins Fun-O-Limp-Ics



The Appalachian Power Company "Wrecking Crew" captured first place in the annual Corporate Stars Fun-O-Limp-Ics sponsored by the Raleigh County Chapter of the American Cancer Society. Pictured are: front row, l. to r., Betty Pacolba, American Cancer Society; Evelyn Martin, drafter C; and Doris Persinger, T&D clerk B. Back row, l. to r., Charlie Dillon, R/w agent; Jeff Rogers, electrical engineer; Tom Almond, drafter C; Jack Groseclose, general line crew supervisor, Randall Robertson, engineering technician; and Jeff Vest, son of Ray Vest, administrative assistant. Not present when photo was made was Bob Kilgore, former Beckley division manager.

Hunters Score

Bluefield

Ocal Smith, line crew supervisor NE, 14 lb. jake gobbler and 20 lb. gobbler.

Bob Edwards, engineering technologist, 14 lb. gobbler.

Charleston

Corky Brown, engineering technician, 15 lb. gobbler.

General Office

Gary Johnson, hydro, mechanic B, GO Hydro, Claytor, 16 lb. and 14 lb. gobblers.

Huntington

Ivan Benson, Jr., son of Custodian Ivan Benson, 15 lb. turkey.

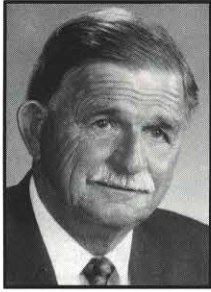
Philip Sporn

Tom Beck, equipment operator B, 20½ lb. turkey.

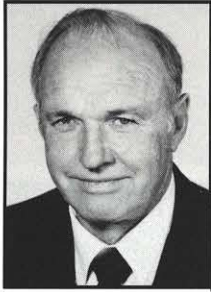
John Halstead, equipment operator A, turkey.

John Hill, shift operating engineer, turkey. □

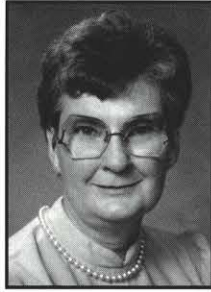
Service Anniversaries



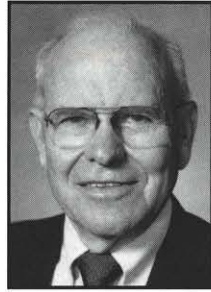
Sam Snyder
trans. line crew supv.
GO-Abingdon
40 years



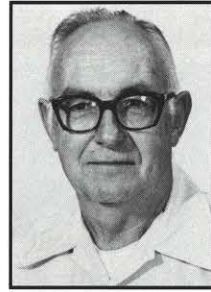
Felix Porter
line crew supv.
Charleston
40 years



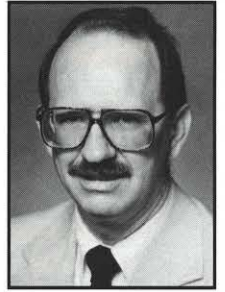
Mary Manning
secretary
GO-Roanoke
35 years



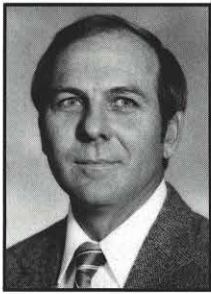
Al Croy
distribution supt.
GO-Roanoke
35 years



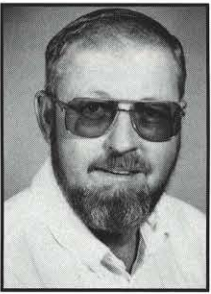
George Evans
performance eng. sr.
Glen Lyn
35 years



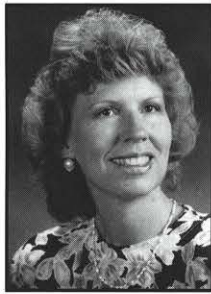
Bob Staton
R/e & R/w supt.
GO-Roanoke
30 years



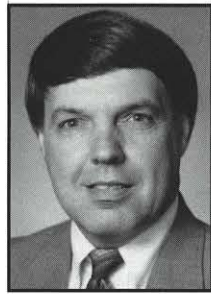
Nick Nichols, Jr.
area supt.
Fieldale
30 years



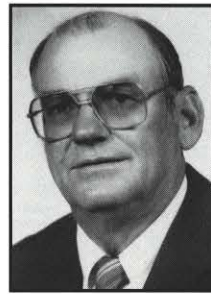
Carl Dunham
area servicer
Point Pleasant
25 years



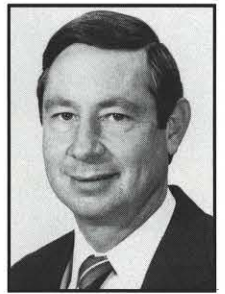
Kitty Byrd
cust. serv. rep. A
Christiansburg
25 years



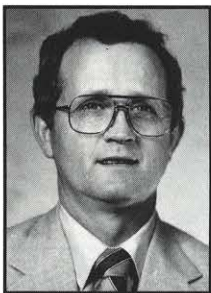
Jim Bevins
prop. rec. acct. supv.
GO-Roanoke
25 years



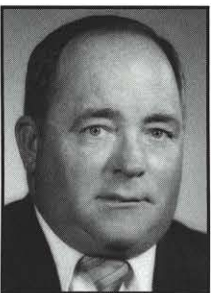
Ralph Jones
line crew supv. NE
Pulaski
25 years



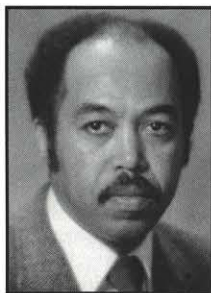
Fairley Long
operations supt.
Glen Lyn
25 years



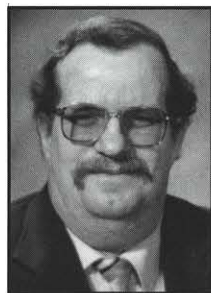
Bob Woolwine
station mechanic A
Pulaski
25 years



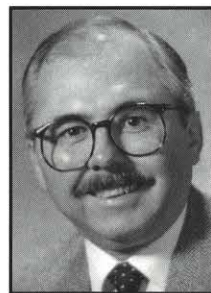
John Thomas
hydro plt. crew supv.
GO-Reusens
20 years



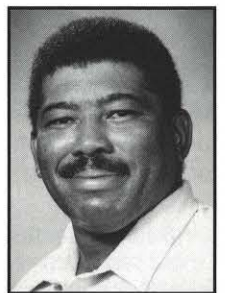
K. C. Moore
maint. mechanic B
Kanawha River
20 years



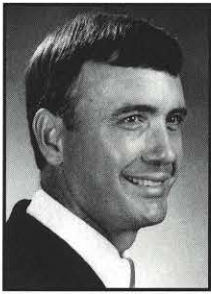
Glenn Dahlin
unit supervisor
Kanawha River
20 years



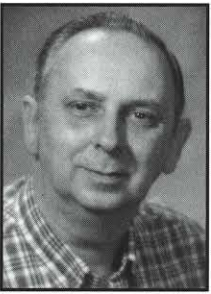
George Williamson
utility supervisor
Kanawha River
20 years



Bernard Lewis
trans. mechanic A
GO-Bluefield
20 years



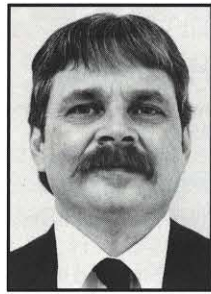
Ray Proffitt
maint. mechanic A
Mountaineer
20 years



Joe Schilling
unit supervisor
Kanawha River
20 years



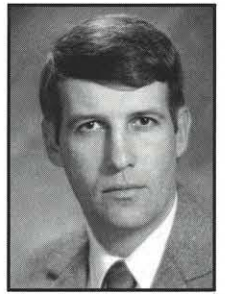
Artie Fernatt
utility worker A
Kanawha River
20 years



Ray Sisk, Jr.
asst. yard supt.
Philip Sporn
20 years



Skip Brown
station crew supv. NE
Bluefield
20 years



Phil Martin
senior chemist
Kanawha River
20 years

Abingdon

15 years: **Ronald Rose**, T&D clerk A. **Warren Lindsey**, line mechanic A.

John Amos

15 years: **John Milbee**, equipment operator B. 10 years: **Dwight Kidd**, performance engineer senior. **Vicky Terry**, braker. 5 years: **Franklin Hayes**, maintenance mechanic C.

Beckley

5 years: **Tom Almond**, drafter C.

Bluefield

20 years: **Ron Bruffey**, line crew supervisor NE. 15 years: **Bill Waldron**, meter electrician A, Welch. 5 years: **Melinda Presley**, marketing and customer services advisor. **Dana Ashley**, customer services representative C, Pineville.

Central Machine Shop

15 years: **Scott Ash**, machinist 1st class.

Centralized Plant Maintenance

10 years: **B. A. Stewart**, maintenance mechanic A. 5 years: **R. L. Young**, maintenance mechanic B.

Charleston

15 years: **Sharon Drake**, custodian. 10 years: **Roberta Russell**, transportation clerk B. **Greg Bird**, electrical engineer. 5 years: **John Hughes**, line mechanic C, St. Albans.

Clinch River

25 years: **Landon Vance**, maintenance mechanic A. 15 years: **Ruby Lawson**, maintenance mechanic B.

General Office

30 years: **Dale Beaty**, classification and accounts payable clerk A, GO Accounting, Roanoke. 15 years: **David French**, hydro mechanic B, Kanawha Valley Power. **Jake Divers, III**, property representative assistant, GO Land Management, Roanoke. **Towanda Penn**, customer accounts clerk B, GO Accounting, Roanoke. 10 years: **Grover Ham**, custodian, GO General Services, Roanoke. **Glenn Echols**, operation engineer senior, GO Operating, Roanoke. **Jon Steinmetz**, meter engineer senior, GO T&D Meter, Charleston. **Christopher Mills**, electrical engineer, GO T&D Station, Roanoke. **Leo Tingler, Jr.**, right of way administrator, GO T&D R/e & R/w, Roanoke. **Mike Neal**, hydro operations superintendent, GO Hydro, Roanoke. **Emmett Lawrence**, survey-instrument, GO T&D Civil Engineering, Roanoke. 5 years: **Kathleen McDaniel**, communications engineer, GO T&D Communication, Roanoke. **Margaret Whitlock**, stenographer, GO General Services, Roanoke.

Glen Lyn

10 years: **Vincent Scott, Jr.**, chief chemist.

Huntington

15 years: **Ruth Ferguson**, custodian.

Mountaineer

10 years: **Barry Marshall**, barge handler. **Jim Straight**, maintenance mechanic B. **Bryan White**, maintenance mechanic B. **Cliff Ashley**, maintenance mechanic C. **Ed Ramsburg**, maintenance mechanic C. 5 years: **Rhonda Wood**, plant clerk B.

Pulaski

10 years: **David Ogle**, line mechanic D, Galax.

Newcomers

Abingdon

Stanley Bryant, meter reader (part-time).

James Blevins, meter reader, Marion.

John Amos

Tascia Genson, junior clerk.

Joe Day, Jr., engineering technologist.

Donald Bihl, stores administrator.

Jimmy Adkins, control technician junior.

Beckley

Robin Hildebrand, customer services representative C, Oak Hill.

Jacqueline Arthur, customer services representative D.

Ronald Carte, line mechanic D, Oak Hill.

James Johnson, engineering technician.

Todd Norris, engineering technician.

James Crouse, engineering technician.

Gregory Shamblin, engineering technician.

Gwenlyn Ward, junior clerk.

Alice Humphrey, customer services representative D.

Bluefield

Laura Cecil, meter reader (part-time), Princeton.

Charleston

James Fawcett, department assistant-marketing and customer services.

Carol Sue Kisamore, junior clerk.

General Offices

James Bledsoe, civil engineer, GO T&D Civil Engineering, Roanoke.

Charles Williams, transmission mechanic D, GO T&D Transmission, Bluefield.

Richard Cornwell, engineering technician, GO T&D Communications, Huntington.

Charles Lowe, Jr., transmission mechanic D, GO T&D Transmission, Bluefield.

Kathe Buchanan, customer services representative B, Pearisburg. **Don Abernathy**, area supervisor, Pearisburg.

Roanoke

15 years: **Michael Lawson**, line mechanic A, Fieldale. 5 years: **Sandra Herdman**, customer services representative D.

Philip Sporn

20 years: **Dallas Edwards**, instrument mechanic C. □

Larry Shovely, custodian, GO General Services, Roanoke.

Kenneth Perdue, hydro mechanic D, GO Hydro, Roanoke.

Dennis Smith, engineering technician, GO T&D Communication, Marmet.

Harlan Cox, Jr., transmission mechanic D, GO T&D Transmission, Bluefield.

Timothy Clemons, engineering technician, GO T&D Transmission, Bluefield.

A. J. Chisom, Jr., transmission mechanic D, GO T&D Transmission, Bluefield.

Huntington

Viki Giammerino, electrical engineer, Point Pleasant.

Robert Rowe, line mechanic D.

Kanawha River

Betty Ann Hudnall, utility worker.

Martha Sue Foster, utility worker.

Sandra Brown, junior clerk.

Lynchburg

Eva Forrest, customer services representative D.

Warren Bailey, meter reader.

Addison Lee Mason, Jr., meter electrician C.

Mountaineer

Mark Hall, Jr., performance engineer.

Pulaski

Nancy Phillips, junior clerk.

Kelvin Lee, custodian.

Tony Alderman, meter reader, Christiansburg.

Roger Nance, meter reader, Christiansburg.

Philip Sporn

Timothy Cox, performance engineer.

Michael Walker, plant janitor.

Carl Jeffers, plant janitor.

Abingdon employees help rescue accident victim

Five Appalachian Power employees in Abingdon were involved in various ways in the rescue of a 16-year-old accident victim in mid-July.

Larry Houston, communications specialist, GO T&D Communication, was on his way home from work and arrived at the scene right after the accident occurred. He relates what happened for the Illuminator.

"It had been raining that day, and the roads were a little slick. I was going out Jonesboro Road; and, just as I topped the crest and looked down, I could see traffic beginning to stop. I could see a car against a tree, but I couldn't see anyone in it at first. I jumped out of the truck and hollered to a fellow standing there that I had a two-way radio and could call for help if an ambulance was needed. He said yes, so I got on the company radio and asked Jim Hardwick (assistant regional chief dispatcher, GO Operating) in Dispatch to call an ambulance and the police.

"While I was at the truck, I could see someone's head moving in the vehicle. I went over to see the extent of the injuries. The boy was bleeding pretty badly from his head. About that time, Charlie Puckett (meter reader) arrived.

"I got a package of compression bandages out of the first aid kit in the truck and started back over to the accident scene to start treatment. Charlie got latex gloves out for me and helped me put them on.

"The accident victim was going in and out, and we were all trying to calm him down because he was moving around a lot. After a while, I finally got a couple of bandages on the wound and the bleeding stopped.

"By that time Bill Roeser (administrative assistant) and Buddy Snodgrass (former APCo employee) showed up. Buddy had a mobile car radio and called his wife Lana, who is a registered nurse. They live close by so she got there pretty quickly. The back glass was completely broken out, so we helped her up on the bumper and into the car."

Bill said, "The boy mumbled something about being hot and that he was having difficulty breathing. Several of us



Larry Houston (left), communications specialist, GO T&D Communication, and Charlie Puckett, Abingdon meter reader, were two of the five Appalachian Power employees who assisted in the rescue of an accident victim recently.

grabbed the sun roof and ripped it off to get more air circulation."

Larry continued, "The boy's sister had gotten there by that time, and she was going out of her mind. I asked Bill to get her off to the side and try to keep her from going into shock. When the parents came, Charlie tried to keep them calm until the ambulance arrived. The mother was hysterical and screaming and crying, and the father went through periods of panic and disbelief.

"Mike Stevens (station mechanic A), who is with the Abingdon Volunteer Fire Department, was one of the emergency people who arrived and took over. It took more than two hours to get the boy out of the vehicle, which was wrapped around the tree."

Bill concluded, "It gave me a good feeling to know that not only were our people willing to get involved but they knew what to do. Through their efforts, they were able to minimize the boy's injuries and ensure his well being." □

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