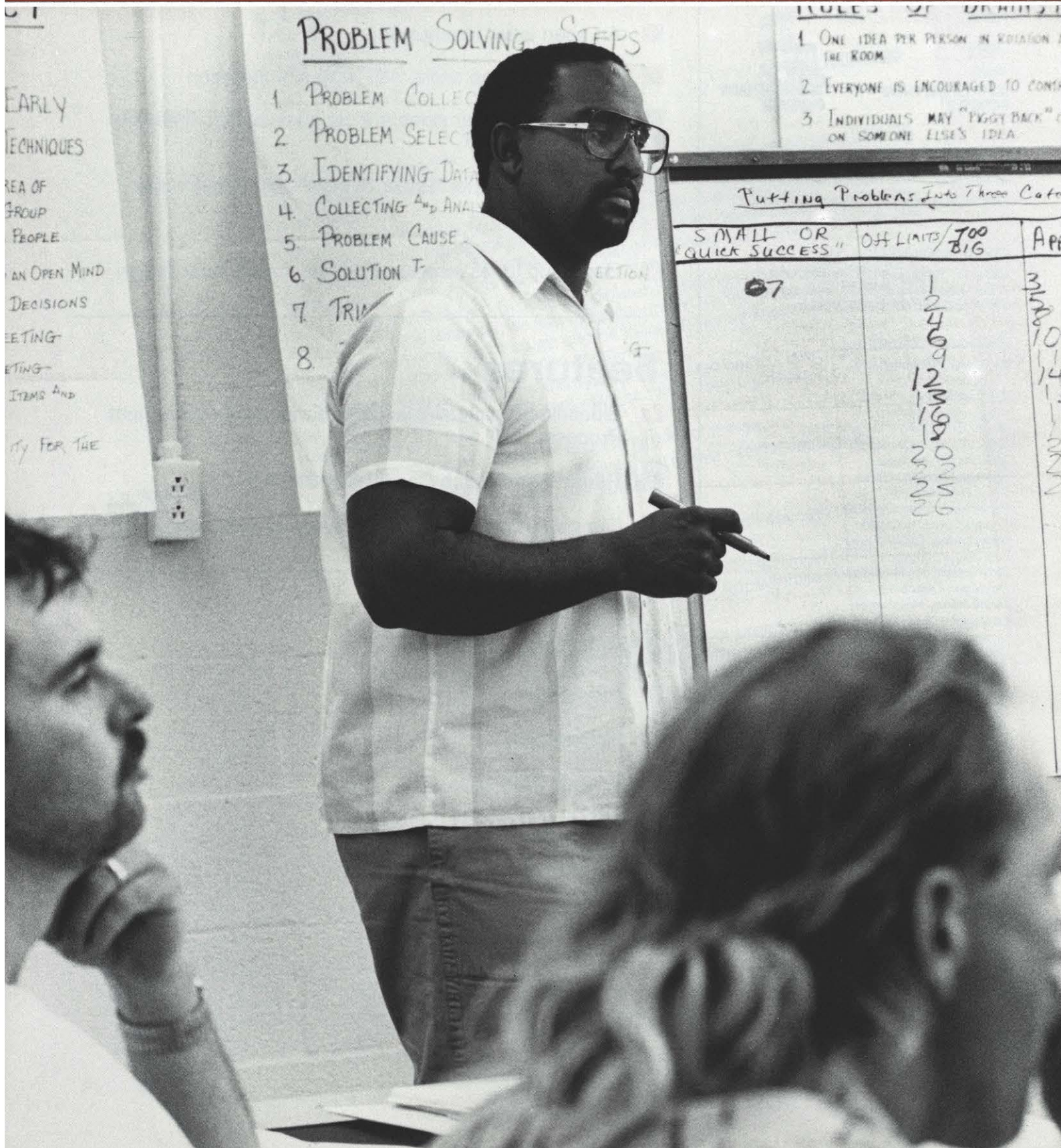


# ILLUMINATOR

*November 1990*



# The Inside Story

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## ILLUMINATOR

Vol. 41, No. 2, November 1990

Published for the employees of:



**APPALACHIAN  
POWER**



**KINGSPORT  
POWER**

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### About the cover:

Roger Puckett (left) and Bobby Hamilton listen attentively to John Coleman, leader of Bluefield Division's Line Achievement Team. See story on Bluefield's Employee Involvement Process on pages 4 and 5.

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# An open letter to employees

**Appalachian Power Company**  
PO Box 2021  
Roanoke, VA 24022-2121  
703 985 2300



Dear Fellow Employees:

"No operating condition or urgency of service can ever justify endangering the life of anyone."

That is our safety policy, stated as succinctly and as emphatically as we know how. But safety is more than a policy or a motto; it is the responsibility of each and every one of us. We have the responsibility for the safety of our fellow employees, as well as the responsibility for our own personal safety.

By the middle of October, 15 of our employees had experienced disabling injuries this year. In many respects, we have been fortunate — none of these 15 injuries has been life threatening. For that we can be thankful. Nonetheless, we have had 15 cases of pain and suffering due to accidents.

As I reviewed the list of injuries and their causes (listed below), I was reminded that we can be injured in many different ways and that these injuries can come our way regardless of our type of job.

I urge each and every one of us to do a number of things:

- (1) If you haven't done so within the last twelve months, read your safety manual from cover to cover.
- (2) Don't take shortcuts.
- (3) Take a moment before the beginning of each day and think about safety.
- (4) Remember that you are important to me; you are important to your families; and you are important to Appalachian Power. **We don't want you to be hurt!**
- (5) Remember: "No operating condition or urgency of service can ever justify endangering the life of anyone."

Sincerely,

A handwritten signature in black ink, appearing to read 'Joseph H. Viperman', written over a white background.

Joseph H. Viperman  
President

**J. H. Viperman**  
President  
703 985 2800

| Injury               | Cause                  |
|----------------------|------------------------|
| Strained back        | Fall from pole         |
| Fractured ribs       | Fall from pole         |
| Broken ankle         | Fall                   |
| Broken back          | Lifting                |
| Ruptured disc-neck   | Bumped head            |
| Broken heels and arm | Fall from equipment    |
| Broken wrists        | Fall                   |
| Broken toe           | Dropped object         |
| Broken nose          | Dropped hammer         |
| Broken leg           | Valve fell on leg      |
| Injured knees        | Fall                   |
| Sprained ankle       | Fall from pole         |
| Broken back          | Fall from bucket truck |
| Burns                | Flash                  |
| Burns                | Vapor explosion        |

# Bluefielders enthusiastic about

The machine operator in a large manufacturing plant watched from the corner of his eye as two young maintenance people probed, jiggled and studied parts on one of his machines. Finally, shaking his head in mock disgust, he walked over and quickly made the adjustments they were trying to set up.

He was demonstrating a basic fact of life and the motivating factor behind American Electric Power's employee involvement process (EIP) — The people who do a job every day know the most about it.

"It really just makes good sense," says James Snead, electrical engineer senior and leader of the Bluefield Division's engineering Achievement Team. "The people doing the work know what the real problems are, and they have a good feel for the proper solutions. Employees are motivated to help themselves. In effect, you're bringing in the experts."

The employee involvement process was formally announced in September and the initial demonstration phase is just really getting started. Besides the three Achievement Teams in Appalachian's Bluefield Division, problem solving groups are underway in Ohio and Kentucky Power. (For an overview of the program, see the September *Illuminator*.)

"I'm excited to be involved in the process as are most of the other guys," reports Mike Farmer, general servicer and member of the line team. "I think it's something we needed before now.

"Obviously, if you can fill three walls with problems, there are problems. I think it's good the company recognizes this and we're getting the means to solve them. I think it's going to be beneficial to everyone," he says.

The process is designed to allow employees to identify and select job-related problems that fall within their areas of expertise and responsibility. They then collect data, analyze causes, identify solutions, and conduct trial tests before presenting their solutions to management for approval and implementation.

"I don't think any of us realized how much would be involved in the process," says Mike Farmer. "Everyone can point out problems, but it takes a lot of work to solve them."

"It's a very structured process," reports Marsha Richardson, electrical engineer II and engineering team member. "The structure allows you to look into the problem in more and more detail and to get to the root causes. You see all kinds of things you don't think of before," she says, adding, "it's kind of fun."

According to John Coleman, line crew supervisor NE and leader of the line team, the system allows all problems brought before the group to be categorized into three areas — small or quick success, off-limits or too big, and appropriate.

"Quick success" items are problems not requiring the detailed attention of the EIP and are usually handled by individual group members. "Off limits or too big" problems are brought to management's attention and may be addressed later by multi-departmental task forces. From the problems deemed "appropriate," one is selected for action, though several "quick success" problems may be worked on at the same time. "All 'appropriate' problems remain on the list and we'll get back to them later," Marsha Richardson points out.

Decisions by the group are made by reaching a consensus of members (all of whom are volunteers selected by a random drawing by the steering committee).

"There's a lot of give and take," explains Mike Thornhill, station mechanic C and member of the station Achievement Team. "Sometimes you have to give, but sometimes the other person does, so it works real well."

Though the program is just gearing up and it will be a while before significant problems can be solved, the employees involved are enthusiastic.

Mike Farmer says, "At first, I was like everyone else, a little skeptical. After going through the training, I'm sold on it. It can be a benefit to the company and to employees."

"All (team members) are enthused about the process. They're excited to get the chance to have a say in solving their problems," reports James Snead. John Coleman says that "From day one, the members of the group were really enthused and that's carried on into our meetings."

"I think the employees who are kind of skeptical, once they see problems being solved, are going to want to volunteer, they're going to want to be part of the team," says Marsha Richardson.

Skepticism centers around manage-



Left to right are: Doug Hoosier, engineering technician senior; Bob Edwards, engineering technologist; George Filer, electrical engineer; Jim Cross, Price, Gibson and Associates; Russell Calfee, meter supervisor; and Jim Geswein, AEP training manager.

# Employee Involvement Process

ment acceptance of proposed solutions, group members say.

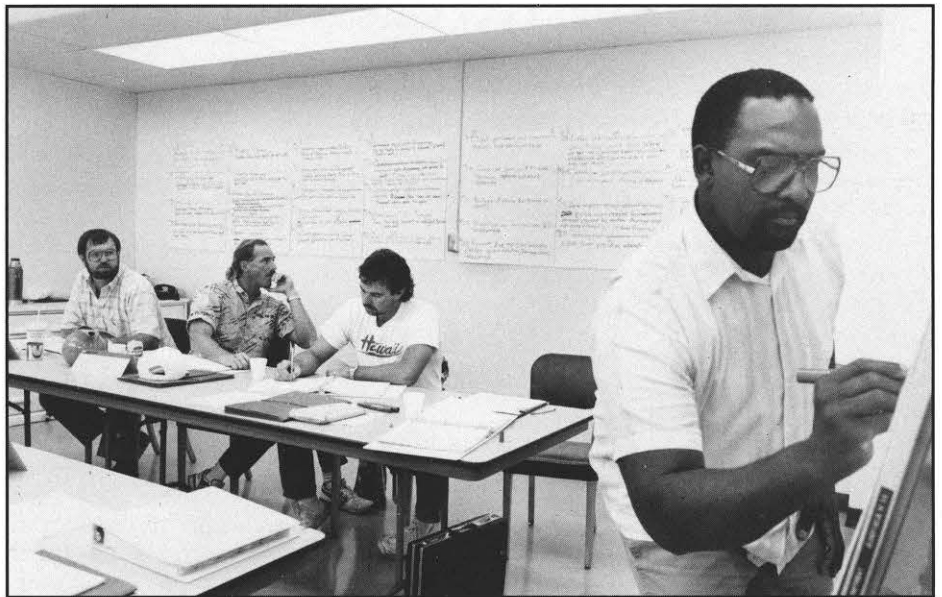
"There are still a lot of skeptics," admits James Snead. "People have a wait and see attitude. We in the group, though, know that when we finish the process, we will have hard facts to back up our solutions. We don't foresee any problem getting management acceptance."

According to John Coleman, "I'm really impressed with the support that management has given this process. I feel they see it is important. I feel that while we're not that far into the process, if we go by the guidelines and follow the steps, it will make a better work environment and a better organization. It's a tested process and I'm sure it'll work."

Mike Thornhill says, "It's going to take some time to see results. It's a slow process. But, a couple of years down the road, I think it will be better for everybody."

This is echoed by John Coleman who says, "I think it will help alleviate some of the problems we face daily, and I think that will boost morale. APCo will be a safer and more efficient place to work and the overall attitude will be better."

Mike Farmer says simply, "I can see why the process works. It draws management and employees closer to-



Left to right are: Terry Akers, line mechanic A; Bobby Hamilton, line mechanic A; Roger Puckett, line mechanic B; and John Coleman, line crew supervisor NE.

gether. We can try to understand each other's point of view."

Employees selected for the employee involvement process ask Bluefield Division employees in the engineering, line and station work groups to take their job-related problems to Achievement Team members. All problems will be brought before the group during their weekly meetings for possible action.

They also ask fellow employees to watch for solutions to their problems as they are implemented.

"When asked, I tell the group to be patient. It's going to take a while to see changes, but we're going to see them," says James Snead. "We have to, because we've got employees involved."

Bluefield Division employees involved in the Employee Involvement Process are:

## Steering Committee

Patricia Banks, Walter Belcher, Russell Calfee, Ben Donevant, Tobie Eaton, Bob Farley, Joe Johnson, Tammy Puckett, Gail Shaffer, Herman St. Clair, Isaac Webb, Ted White and Ed Whittaker.

## Achievement Teams

**Station:** Merve Anderson (leader), Mark Hartley, Tom Newberry, Mike Thornhill, and Floyd Wilson.

**Line:** John Coleman (leader), Terry Akers, Mike Farmer, Bobby Hamilton, Roger Puckett, and Rick Richmond.

**Engineering:** James Snead (leader), Bob Edwards, George Filer, Doug Hoosier, Joan Leftwich, Chris Myers, Jaime Patena and Marsha Richardson. □



Left to right are: Jim Snead, electrical engineer senior; Doug Hoosier, engineering technician senior; Bob Edwards, engineering technologist; George Filer, electrical engineer; and Jim Cross, Price, Gibson and Associates.

## ***In clean-air debate***

# **NAPAP says no crisis; AEP urges moderation**

The long-awaited final report of the National Acid Precipitation Assessment Program (NAPAP) makes one point very clearly: there is not an environmental crisis associated with acid rain.

Dr. James R. Mahoney, director of NAPAP, summarized the results of the 10-year, \$537-million, taxpayer-financed study by noting that acid rain should be viewed as a long-term problem. It is a problem, Mahoney said, in part, that should be resolved by permanent measures that are efficient in their use of our nation's economic and energy resources.



Dowd

"AEP has consistently said that Congress should not act until the NAPAP study was concluded in order to give lawmakers needed scientific evidence to guide their actions," said A. Joseph Dowd, senior vice president and general counsel for the AEP Service Corporation. "The study's conclusions indicate that a moderate approach to this non-crisis situation, consistent with the nation's economic capabilities, would be the prudent course."

Both the U.S. Senate and House versions of clean air legislation call for a 10-million-ton reduction in sulfur dioxide emissions, an objective that seems greater than truly necessary based on the NAPAP results.

"On the basis of NAPAP's findings, the difference in environmental benefits between an 8-million-ton reduction and a 10-million-ton reduction would be

imperceptible — almost invisible," Dowd said.

"Yet, using the U.S. Environmental Protection Agency's own figures, changing the proposed emissions reduction from 10 million tons to 8 million tons would cut the cost of legislation by 37 percent."

### **Burdening the Midwest**

Under the present Senate and House bills, the Midwest — and particularly the AEP system — would be hit with the heaviest cost burden. Electric rate increases across the seven-state AEP System would average 15 percent in order to comply with the proposed provisions, and the increases would range as high as 39 percent for some industrial customers.

"The NAPAP report states that environmental damage does result from acid rain, but once you delve into the report, the extent of that damage turns out to be meager indeed. Just 3 percent of lakes and 4 percent of streams — not nationally, but in sensitive regions only — are acidic due to acid rain. Only 2 percent of the Adirondack lake area is acidic from all causes," Dowd pointed out.

"A 50-percent reduction in acid deposition — roughly equivalent to a 10-million-ton reduction in SO<sub>2</sub> emissions — would result in improving only a small fraction of these acidic water bodies, which themselves constitute only a small fraction of all aquatic surface areas in these sensitive regions.

"The study shows that the nation's forests are healthy, with the exception of red spruce at high elevations," Dowd said. "It should be noted that this is a non-commercial species of tree located in a very limited geographic area and as to which acid rain is just one of a number of possible stresses.

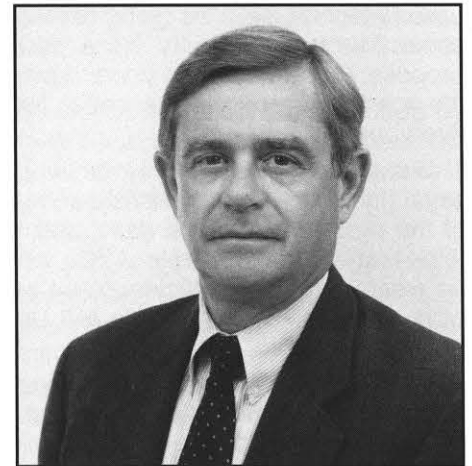
"With respect to agriculture, the final NAPAP report concludes that the long-range transport of acid rain does not harm crops.

"And with respect to buildings, the report does conclude that acid rain may contribute to materials damage. It is generally acknowledged, however, that

materials damage is an overwhelmingly local, urban problem. That is, it results from vehicular traffic passing right by the front door and from emissions from nearby low-level, stationary sources. Long-range transport of pollutants plays a very minor role."

Dowd said, "With the possible exception of acid aerosols, the effect of which is presently unknown, acid rain does not appear to be a health concern, according to NAPAP.

"As I read the NAPAP report," he noted, "probably the strongest case for an environmental benefit resulting from a

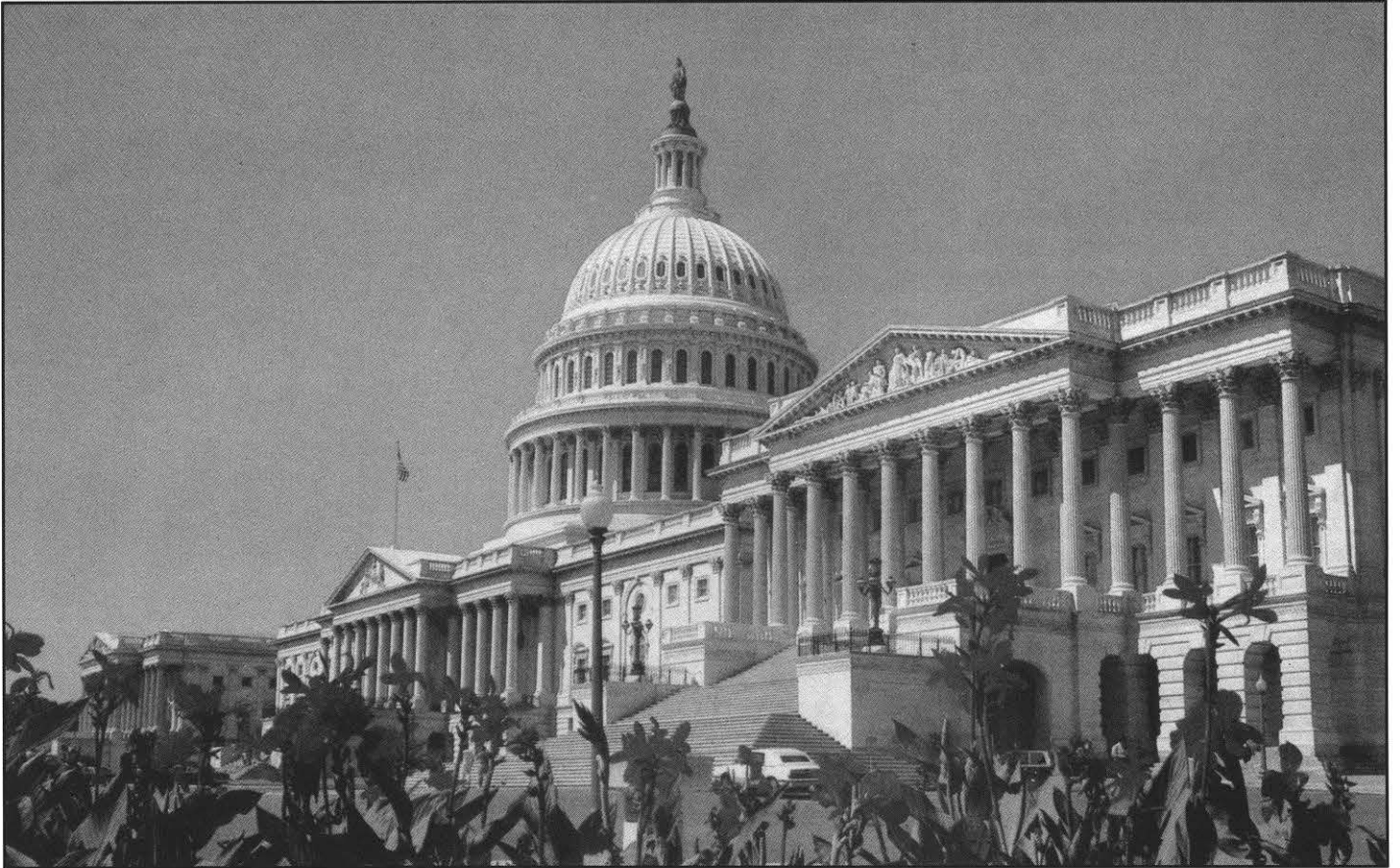


Beam

10-million-ton SO<sub>2</sub> reduction would be some improvement in visibility in the eastern United States. However, close scrutiny of the report reveals that visibility would be improved only 15 days per year, and that the improvement would be just barely noticeable.

"Some damage is shown by the NAPAP study and some emission reductions, therefore, should take place," Dowd said. "But the NAPAP results certainly do not justify a 10-million-ton bill with its consequent heavy costs, its employment impact, its stringent Phase I deadline, and its Phase II deadline that may discourage the development of clean coal technologies.

"If the Congress had had the NAPAP results in hand when it started down this legislative road years ago, with the knowledge that there is no environmental crisis, I believe that a much



more moderate bill would have resulted in terms of emission reduction requirements and compliance dates," he concluded.

#### **AEP continues action**

"AEP representatives — and those from other electric utilities — have been meeting with members of Congress and their staffs in order to correct a number of inequities in the two pieces of legislation facing the Senate-House conference committee," said Bruce A. Beam, vice president-governmental affairs for the AEP Service Corporation. "The electric utility industry believes that the EPA made errors in calculating the SO<sub>2</sub>-emission levels from 1980-85. Our position is that actual emissions during that period were lower than the EPA's figures.

"As a result," Beam said, "the legislation would mandate SO<sub>2</sub>-emission reductions that would be 600,000 to 1.3-million tons greater than the 10-million-ton reduction being sought."

Correcting those errors, Beam pointed out, would save electric ratepayers

nationally \$450 million to \$975 million per year in Phase I of the legislation, and \$900 million to \$1.95 billion per year in Phase II.

Edison Electric Institute is urging the conferees to remedy the situation by distributing additional emission allowances through a "super reserve": a bank of emission allowances available for utilities' future growth. The concept — first proposed by AEP — has become the industry position.

One major difference in the versions of the legislation passed by the Senate and House is the latter's provision of additional unemployment benefits for coal miners and other workers displaced by the impact of the stricter emission standards.

"A number of recent developments have added new dimensions to the debate over clean air legislation," Beam pointed out. "Iraq's invasion of Kuwait has resulted in higher gasoline prices and raised questions about legislation that would curtail the use of domestic energy supplies.

"The economy has slowed and the cost of the savings-and-loan bailout has escalated. All of these raise additional concerns that the cost of clean air legislation could hasten the onset of a recession.

"We're asking members of Congress if this nation can afford such costly revisions in the Clean Air Act," Beam concluded, "particularly when a 10-year scientific analysis says that acid rain does not present an environmental crisis." □

# Off-system power sales are big business

What's happening in System Transactions?

For the 12 months ended September 30, 1990, the AEP System's sales of power to non-affiliated utilities jumped 56 percent to 32.4 billion kilowatthours from 20.8 billion kwh a year ago.

Revenues for those off-System sales for the same period were \$922.5 million, up 50 percent over the figure of \$613 million the year before.

Those represent whopping gains in a highly competitive market. What's going on?

"What's happening is that we have entered into and expanded our presence in markets that want big quantities of energy," said J. Craig Baker, manager-power marketing, System Transactions.

AEP this year has new contracts for a huge amount of power with three main purchasers. The first is Ontario Hydro of Canada, which has been taking 1,000 megawatts of power on a continuous, day-to-day basis since late last year. That contract has been extended to the end of the year.

The second is with the Allegheny Power System to supply the companies of the Pennsylvania-New Jersey-Maryland Power Pool with 900 megawatts. The third is Carolina Power & Light Company, which is committed to a long-term purchase of 250 megawatts from Rockport Unit 2.

Those are just the new long-term sales. AEP also sells on a short-term basis, supplying power from an hour to a week.

For the past several years, there has been a surplus of generating capacity in the East Central states, where the AEP System is located. Many of the companies interconnected with AEP have power to spare, and the competition among them to sell their surplus capacity has been fierce.

"To be able to sell those big quantities, you have to price your own product competitively. You have to know, or be able to guess closely, what other suppliers are going to offer the buyer in terms of price," Baker said.

Arriving at a close guess takes a lot of study and information, Baker notes.



(From left) Craig Baker, John Beachman, and Dick Crumley, senior power coordinator, monitor power sales in the System Operation Room.

The System Transactions Department, headed by Dr. Charles A. Falcone, vice president, brings together the System Operation, Interconnections and Power Marketing groups.

"There are huddles almost every day with Charles, Dave (J.D.) Wright, assistant division manager of System Operation, and myself to analyze the market and plan both long-term and short-term strategies," Baker noted.

"We monitor alternate suppliers constantly — how much they charge, what amounts of power are available. We study agreements filed with the Federal Energy Regulatory Commission, analyze reports given to state and other federal agencies and keep up to date on the price of oil, particularly now, when many sales are made to displace oil generation."

How are these deals done?

Suppose another utility wanted to buy 1,000 megawatts of power on a long-term basis. How does AEP go about meeting the competition?

"First, we evaluate what the customer's purchasing alternatives are," Baker said. "We know where the competition is likely to come from: Public Service of Indiana, the Allegheny Power System, Centerior Company (Toledo Edison and The Cleveland Electric Illuminating

Company), Central Illinois Public Service. On any given deal, the customer might receive from five to six offers."

The deal can be broken up into pieces, too, if each supplier cannot meet the full amount. The customer can get some from PSI, so much from CIPSCO, so much from Centerior, depending on who can offer it and depending on the season. Some companies might have capacity available in the spring and fall, others in the winter, spring and fall, Baker said, others all year 'round.

"We look at the buyer's own sources. They might be buying to meet capacity requirements or to displace oil, so we have to keep current on what they are paying for oil. We look at their capability, which of their plants are on line, which are scheduled for maintenance, if we know that much, in order to determine why they are buying."

The decision then rests on whether AEP should compete to supply the whole thing at or around a "market basket" price, which would be about the average price among a number of alternatives, or whether to take a piece of the action at a higher rate.

"The approach is based on which alternative provides the highest yield to AEP."

When power is sold for a shorter term,



# for American Electric Power

Baker explained, customers tend to buy only on-peak, around 16 hours a day, to meet their immediate needs at, say, a price that yields AEP five mills per kwh.

"Sales of longer-term power tend to be used around the clock. So if you can realize four mills per kwh for 24 hours a day, you're doing better."

Some years ago, providing "economy power" was the philosophy behind the sale of power to other utilities. It meant sharing the savings in generating costs and worked like this: if Utility A could generate at six mills per kwh and Utility B at ten mills, A would sell to B at eight mills, splitting the difference. That's no longer the case. The world has changed and both the buyer and seller are trying to get the major part of the savings.

"Now we have to optimize. We have to get as much as we can — for our customers' sake and our own."

"For example, the sale of 250 mw of Rockport Unit 2's energy to Carolina P&L. That means that we have been able to allow our customers to avoid the expense of nearly 20 percent of that unit, and that helps keep our rates down.

"Everybody in this department, all of us up here (on the 27th floor) and the guys downstairs in System Operation (on the fourth floor) work very hard at maximizing the yield from these transactions.

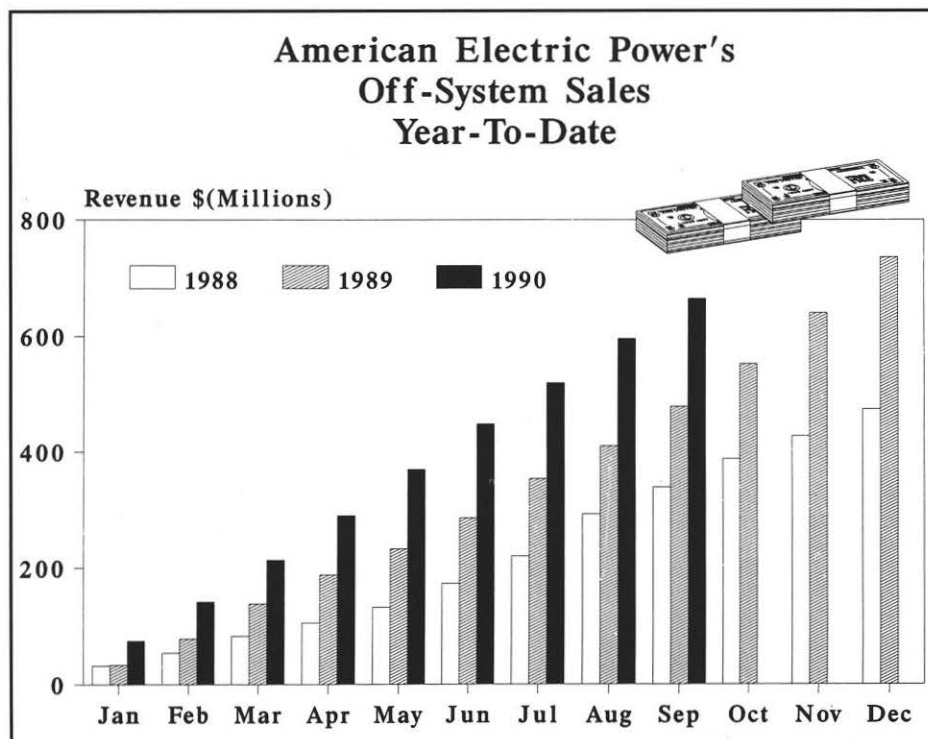
## The crew downstairs

In the System Operation room, three desks, each bearing three computer-screen consoles, face the 15-foot-tall by 39-foot-wide map showing the electrical state of the AEP System. It provides the instantaneous, "real time" condition of the entire AEP bulk-power transmission and generation system.

But it gives no hint of the look of the Roanoke Valley to the southeast, or the sharp, tree-crested ridges of West Virginia, the narrow streams and whitewater rivers, the broad Ohio, the cornfields sweeping west across the Buckeye state and into Indiana, or of Kentucky's hollows, where they pipe in the sunlight.

This place is all business.

The computer keys click like Chicklets



Revenue from the AEP System's sales of power to non-affiliated utilities has climbed steadily during the past three years.

being knocked together as John R. Beachman, manager-Power Control Section, pulls up an image on the computer. He wants to find out, at 8 a.m., who is selling and who might be buying power around a 10-state region.

"Not much going on around the interconnection this morning," Beachman said, pointing at the computer screen. "Now here's Chicago (Commonwealth Edison Company); they're selling today. Central Illinois is selling, Carolina is selling, Dayton didn't say they would be selling, but you call them hourly; sometimes they're selling. Michigan is often buying, Louisville Gas & Electric is selling."

It's a daily ritual. The companies call one another to report on whether they will want to buy or sell. Sales for the coming day are scheduled the night before. If companies want to buy, they furnish an "energy schedule," when they want to take it and how much at a time. On the next day, Beachman said, "the guy at the desk, the power coordinator, would confirm this arrangement with them.

He points again to the computer screen: "Michigan's buying. That's 300 (mw) from us and it started here, 0700 Sys-

tem time. The power coordinator will confirm it every hour.

"He'll call Michigan, give them the hourly rate and say: 'Do you still want that 300 or do you want to increase it?' And they'll say, 'yes' or 'no'. That's all there is to it."

Not quite all. How does the power get from AEP to Michigan?

First, the System Operation people increase AEP's generating output by 300 mw, using their computers to send the signal to bump up output to one or more of more than 50 generating units. Then Michigan lowers its own generating output by 300 mw and the power flows, seeking its own route over the interconnections to the buyer.

It just looks easy. □

# Sign-up begins for Power System Concepts Course

Bob Ruecroft knew little about the Power System Concepts Course when his supervisor selected him to attend this year, but the course graduate recommends the experience for any engineer in the AEP System. This fall — for the first time — engineers throughout the System will have the opportunity to request that they be considered to take the course designed to give them “the big picture” of how AEP runs.

“The concepts that were studied cannot possibly be experienced by any one engineer in a specific area,” notes Bob, an electrical engineer senior in Kingsport. “Many subjects that were covered I had no experience with. For instance, thermal power plant fundamentals, nuclear power, coal mining and processing, mechanical equipment such as stack gas heaters and pumps. When we toured the Gavin Plant, John Dolan Engineering Lab, and the AEP System Control Center, we got to see specific examples of these concepts.”

Bob, one of 47 course graduates, adds, “It was evident at the start that the AEP Service Corporation is made up of many professionals who are experts in their respective fields. The course gave me a general overview of the entire AEP System and how it operates.”

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**“It focuses on the electric-utility applications and concepts — which most university courses do not do — and covers many technical issues unique to AEP.”**

**—Louis S. VanSlyck**

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The 1991 course, which will run February through May, will consist of six sessions in Columbus; each 1½ days. Lectures, given by specialists within the company, will cover the fundamentals, planning, operation and analysis of power systems; power plants and fuel supply; transmission-system engineering and engineering economics. Lecturers are selected for their knowledge and experience in the subject as well as their teaching skills.

Several two-hour adjunct presentations on environmental and deregulation



Dave Williams (right) presents a graduation certificate to Bob Ruecroft.

concerns, pressurized fluidized bed combustion, quality assurance and issues facing the electric power industry will round out the curriculum. Tours of major facilities also are planned.

“We’ve put together a very broad course — one that’s not discipline-specific,” says Louis S. VanSlyck, chairman of the course’s 10-member organizing committee. “It focuses on electric-utility applications and concepts — which most university courses do not — and covers many technical issues unique to AEP.”

The third annual course is designed for engineers from all disciplines throughout the System who have a minimum of a four-year college degree and about three to seven years of experience. H. N. Scherer, Jr., senior vice president-electrical engineering, serves as course sponsor.

At this year’s graduation ceremony, David H. Williams, Jr., senior executive vice president-engineering and construction, praised the benefits the course offers.

“It provides learning experience both in the lecture series as well as the opportunity to interface with people from other aspects of engineering and the operating companies,” Williams told the graduates.

“It’s our intent to continue this program each year into the future so someday 100 percent of our engineers will have

had this opportunity.”

Participants from Appalachian Power in this year’s Power System Concepts Course were: John Boggess, Charleston energy services supervisor; Mark Booth, Huntington electrical engineer senior; Ken Brant, Roanoke power engineer; Dave Hoffman, Mountaineer plant engineer senior; and Paul Turner, electrical engineer senior, GO T&D Station, Roanoke.

Employees interested in obtaining more information or applying for the 1991 course should contact their supervisors this month. □

## APCo, KPCo sponsor Neighbor programs

Appalachian Power and Kingsport Power Companies again this year are sponsoring Neighbor-to-Neighbor Programs to assist people having financial difficulties in paying their winter electric bills.

Appalachian shareowners will match customer contributions up to \$37,500 each in Virginia and West Virginia. As in previous years, the disbursement of funds will be administered by the Virginia Department of Social Services and the West Virginia Department of Health and Human Resources/Bureau of Income Assistance, which also determine eligibility of the recipients.

Kingsport Power shareowners will match contributions up to \$2,500. The Kingsport Area Hawkins County Chapter of the American Red Cross will determine the eligibility of those who receive energy assistance, and the Kingsport Community Ministry will disburse the funds.

Brochures describing the Neighbor-to-Neighbor Program will be inserted in customers' electric bills beginning in November. A space will be provided on electric bills so that customers can indicate that they want to make a donation. The amount donated then can be added to their regular electric bill payment. Customers who want to make separate contributions may make their checks payable to the Neighbor-to-Neighbor Program and send them directly to the power companies.

Over the past eight years, more than \$1,610,340 has been raised through this program to help 26,805 families in Appalachian's service area. Kingsport Power's Neighbor Program has helped 864 Tennessee families by donations of more than \$79,239 over the past four years.

The power companies and the service agencies share the administrative costs of the program so that all funds go directly to help those in need.

As in the past, Deloitte & Touche has volunteered its services to audit the Neighbor-to-Neighbor Programs at their completion. □

## Ten safe years for GO General Services



The General Office General Services Department completed ten years without a disabling injury on July 23. To celebrate the occasion, a continental style breakfast was provided for the 70 employees in the department. GO General Services employees had worked 1,320,831 safe hours during those ten years. Pictured above are, l. to r., Brenda Kennedy, secretary-stenographer B; Gail Durham, fleet office supervisor; Joseph H. Vipperman, president of Appalachian; Doris Hendricks, senior clerk; Allen Crowder, clerk; and Margaret Whitlock, stenographer.

## Rhodes speaks at conference



Participants in an Energy Focus Group are addressed by H. E. "Butch" Rhodes, vice president-operations (standing at left), during a "Sustainable Economic and Environmental Development" conference at Hollins College near Roanoke. Rhodes discussed power production, conservation and other energy issues.

# Reese helps coach Capital City Striders

Like a tiny gazelle, 8-year-old Erica Reese can run with the wind. She recently competed in the National Amateur Athletic Union Junior Olympics held in Clearwater, Florida. "She finished tenth out of a group of 30 girls from all over the country," said her proud father, Sam Reese, stores attendant at John Amos Plant.

Erica competed in Florida as part of the Capital City Striders track team, of which Sam is a coach. Erica ran in both the 800 meter and the 1,500 meter races. "She's good in both, but the 1,500 is her better race," Sam said.

Last year, Sam's son Stevie competed in the nationals, and that inspired Erica to train hard so she could go to the championships this year. "She said to me, 'Daddy, I don't want to miss another national;' and, from that day on, she did everything to train hard," Sam said.

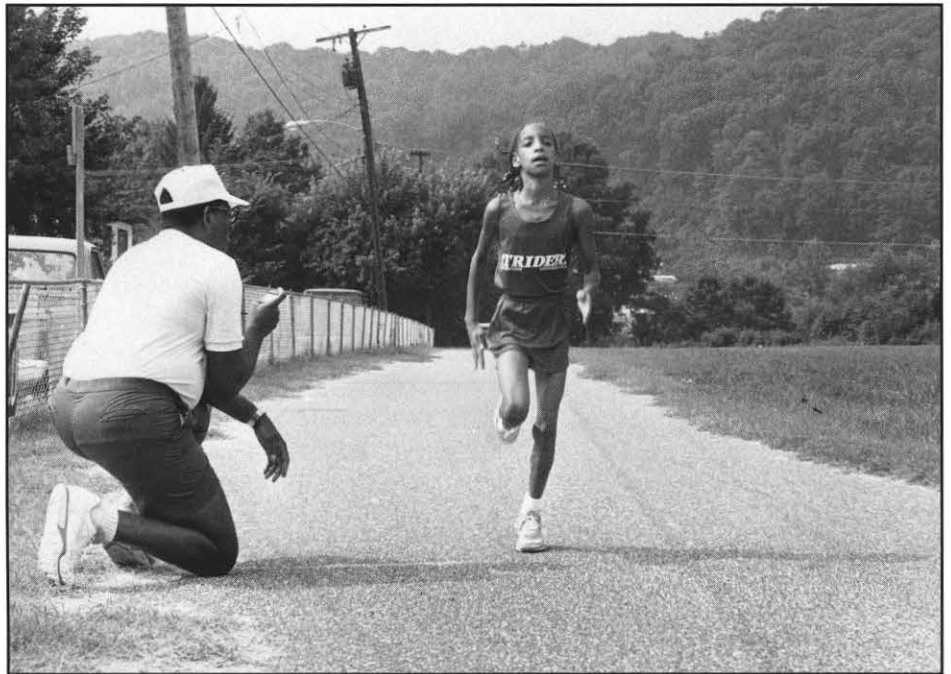
"She and her brother got up at 6:00 a.m. every morning to train. It used to be that I would have to get them up, but, as the championships approached, they started getting up on their own." They ran about three miles a morning, Sam said.

He added that the humid weather in West Virginia helps his daughter and other members of the Striders build endurance. "When we went to Florida, it was hot, but not a humid hot. It felt like a different type of heat — the hot weather here was an advantage."

Out of the 23 Striders who went to Florida, seven received medals. Considering the size of Charleston and going up against national talent in track and field, the seven medals are an excellent record, Sam said.

The toughest competition at the nationals came from kids from the western states, said Sam. "The kids out west can run year round because of the weather." When comparing the times of the kids from the east and west, it's as "different as day and night," he said. Sam believes that being able to train more outdoors is a factor in their success.

As for Erica, she said that she enjoyed competing in the national tournament. "I like the running and training, and I'm looking forward to next year's champi-



Erica Reese, 8, is timed by her father, Sam Reese, during a morning training session.

onships. I like the 1,500 the best," she said. Coach Sam also had high praise for other Striders members who competed in the championships. One placed second in the shot put and discus and another finished fifth in the 400 meter race.

Sam ran in the same track events when he was a student at West Virginia State. "I never dreamed that one day my kids would be running. They are a lot better now than I was."

"I made a promise that if my kids wanted to get active in sports, I would be right there to help them. So I gave up being a boxing coach to coach track when they got involved.

"It's hard to be a coach and father, but I try to separate it. You want your kids to do more, and you might fuss at them. You sometimes forget that there are other kids that need attention, too. I tell them not to call me Daddy at the track," he said laughing.

Sam stresses academics and a strong work ethic, not only with his own children but with other members of the Striders. "When you make up your mind to do something, with hard work, it will pay off. Erica has a good work ethic. If you want to be good at something, you have to work at it — if you don't work, you won't be there."

Sam credits the Striders' head coach, Al Strader, for his coaching philosophy. "He's my mentor," he said.

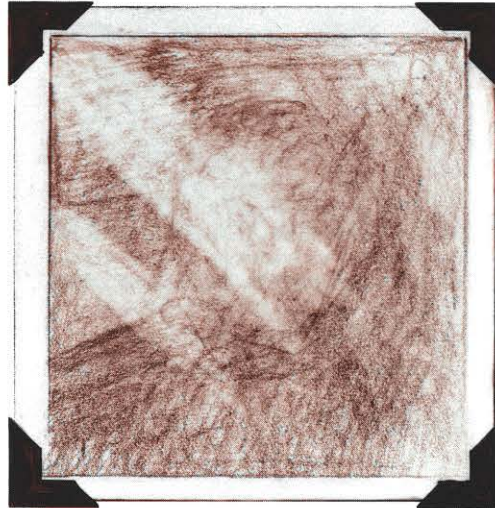
Sam hopes the success of his children will motivate other parents to get involved. "There's nothing like kids being involved in an activity that will bring a community together."

Beyond all the hype that surrounds athletics these days, Sam believes that academics is still the bottom line. "I stress academics. If you don't have the grades, in the long run, you won't amount to anything. You need something to fall back on," he said.

Sam hopes the Capital City Striders can host the regional championships at Laidley Field next year. He wants the success of his children to serve as an inspiration to other parents and children — to help them strive to be the best they can be in life. □

*Adapted from story by Ben Calwell, Metro West.*

# OUR PHOTO CONTEST MIGHT IMPROVE YOUR EXPOSURE



**Photo Contest Winner  
Best Overall**

Start snapping those shutters, folks. It's time to enter *The Illuminator's* second annual photo contest.

The competition is open to all Appalachian Power and Kingsport Power employees and retirees who do not take photos professionally. GO Public Affairs employees are not eligible.

**Here's all you have to do to enter:**

- Select your favorite photos or slides — black and white or color — that fit any or all of these categories: People, \*Animals/Wildlife, Scenery/Nature, or General.

- A contestant may not submit more than two entries in each category.
- Photos can be shot expressly for this contest or can be selected from photos shot previously. Photos submitted must be your own.
- Prints must be no larger than 8x10 inches.
- Fill out the entry form below and affix it to each entry. If you are entering more than one photo or slide, make as many copies of the entry form as you need.

Each category may have a first place

(\$75 bond) and a second place (\$50 bond) award. One photo, judged to be the best of show, will win a \$100 bond. Each person entering will receive a roll of film.

Entries will be judged by a professional photographer, and the judge's decision is final.

The deadline for entries is January 1. Photos received after that date will not be included in the contest. Winning photos will be featured in the March issue of *The Illuminator*.

All entries will be returned.

## Official Entry Form — *Illuminator* Photo Contest

- Active
- Retired

Name \_\_\_\_\_

Work Location \_\_\_\_\_ Job Title \_\_\_\_\_

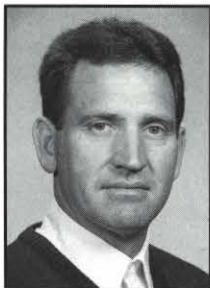
Retiree's Address \_\_\_\_\_

Photo Title \_\_\_\_\_

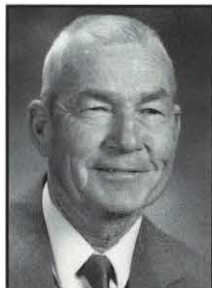
Photo Category \_\_\_\_\_ Film size \_\_\_\_\_

Send entries to: Betty Lou Carter (outside mail)  
GO Public Affairs P.O. Box 2021  
Roanoke (via pony) Roanoke, VA 24022

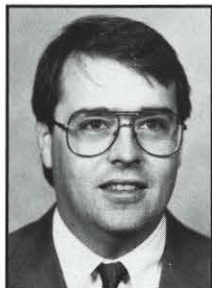
# Promotions



Mitchell



Hager



Aaron



Grubb



Duncan

**Rickey R. Mitchell**, line crew supervisor nonexempt, was promoted to line crew supervisor exempt in Pineville on September 1.

**Bill Hager**, area supervisor, was promoted to Christiansburg area superintendent on August 1. He holds a bachelor of science degree in agricultural engineering from Virginia Polytechnic Institute & State University.

**Ted Aaron**, Pulaski electrical engineer senior, was promoted to Christiansburg line crew supervisor on September 1. He holds an associate in science degree in business administration from New River Community College and a bachelor of science degree in electrical engineering from Tennessee Technological University.

**Debbie Grubb**, customer services representative A, was promoted to Pulaski customer services office supervisor on October 1. She holds a bachelor of arts degree in health and physical education from Emory and Henry College.

**Mark S. Duncan**, performance engineer senior, was promoted to plant engineer at John Amos Plant on September 1. He holds a bachelor of science degree in mechanical engineering from West Virginia Institute of Technology.

## Abingdon

**D. W. Hensley** from line mechanic D to line mechanic C, Gate City.

## Bluefield

**J. K. Cook** from line mechanic D to line mechanic C, Pineville.

**S. D. Gregory** from line mechanic B to line mechanic A, Pineville.

**J. E. Williams** from line mechanic D to line mechanic C.

## Charleston

**Charles Ross** from line mechanic C to line mechanic B.

**Ronnie Meadows** from line mechanic C to line mechanic B.

**Elisa Russell** from customer services representative D to customer services representative C.

## Clinch River

**Connie Helbert** from plant clerk B to plant clerk A.

## General Office

**Lloyd Mikels, Jr.**, from engineering technician senior to relay specialist, GO T&D Relay, Bluefield.

**Judy Emery** from hydro clerk B to hydro clerk A, GO Hydro, Roanoke.

## Glen Lyn

**Nate Brim, Jr.** from utility worker B to utility worker A.

## Huntington

**Tim Mays** from drafter C to drafter B.

**Peggy Harbour** from customer services representative B to customer services representative A.

**Bob Osburn** from engineering technician to engineering technician senior.

**Dallas Finley** from engineering technician to engineering technician senior.

## Kingsport

**Ricky Tunnell** from engineering technician to engineering technician senior.

## Pulaski

**John Buckner** from station mechanic D to station mechanic C.

## Roanoke

**David Purdy, Jr.**, from department assistant-marketing and customer services to marketing and customer services advisor.

**Clyde Bernard** from line mechanic C to line mechanic B, Rocky Mount.

**Roxie Hurt** from junior clerk to area T&D clerk C, Rocky Mount.

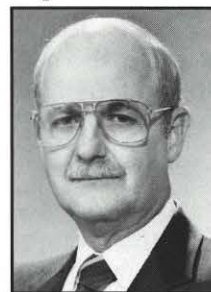
**Greg Barton** from line mechanic D to line mechanic C.

**James Larry** from line mechanic D to line mechanic C.

**Carolyn Gordon** from engineering technician senior to engineering technologist.

**Tim East** from automotive mechanic B to automotive mechanic A, Fieldale. □

## Knapp named associate system operation manager



**Michael H. Knapp** was named associate system operation manager, GO Operating, Roanoke, effective September 16. He will be promoted to system operation manager upon the retirement of Edsel Johnson on March 1, 1991.

A native of Albany, New York, Knapp holds an associate in applied science degree in construction technology from the State University of New York and a bachelor of science degree in electrical technology (power option) from Bradley University. He also has attended the AEP Management Program at Ohio State University College of Administrative Science.

Knapp joined Columbus Southern Power in 1967 as a substation design engineer. He was promoted to supervisor substation design section in 1968, substation field engineer in 1973, assistant manager substation department in 1976, manager system operations in 1977, and division T&D superintendent in 1984. He has been managing consultant for AEP Energy Services' WAPDA/USAID project in Pakistan since 1987. □

# Retirements

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**Hobert Byrnside**



"After 38 years of shift work, it would be nice to stay in bed for a week," laughs Hobert Byrnside. An equipment operator C at John Amos Plant, he retired on November 1 after 10 years' service.

"I worked at Avtex for 28 years," Hobert says. "When the plant shut down, I was lucky enough to get on here. I've enjoyed being with the people.

"Now we're just going to enjoy life — whatever comes. Dorothy and I'll do a little traveling. Our oldest daughter has a house in Hilton Head (SC) so we may spend some time there. I intend on playing golf and fishing some, too."

The Byrnsides have two daughters, one granddaughter, and one grandson. "The grandson plays T-ball, and we go to his games," Hobert adds. "Now that I'm retired, we'll probably spend more time with the grandchildren."

The couple plan to become more active in their church, Hurricane's First Baptist. He is a member of the Masonic Lodge in Hurricane. □

**Dallas Spraker**



Worrying about hurricanes and high water is a thing of the past for Byllesby Hydro Plant Supervisor Dallas Spraker, who retired November 1.

He says, "About the scariest I've ever been was during Hurricane Hugo. We lost all our power and couldn't generate. The lights were out, and we were hanging onto the bridges, trying to get things buckled down."

Dallas joined Appalachian in 1967 as a junior maintenance man at Byllesby. "Before that, I worked at National Carbide in Ivanhoe, which closed down. Appalachian needed a man at Byllesby and contacted Carbide to see if they had someone they could recommend. Red Newland (retired Pulaski personnel supervisor) came down and asked if I wanted a job, and I've been here ever since. I have enjoyed working with all the men and know I will miss them. They are a good bunch!"

Dallas expects to do a little farming and gardening during retirement and take a vacation once a year. "My wife Beulah and I generally go to Myrtle Beach," he notes.

Dallas served with the Army occupation forces in Korea following World War II. He is a member of Masonic Lodge No. 235 at Ivanhoe and attends Mt. Zion Methodist Church. He has one son, one daughter, and two grandchildren. □

**Jack Whitenack**



"It's been a very pleasant place to work," says Jack Whitenack about his 42 years with Appalachian. He was a customer accounting clerk A, GO Accounting, Roanoke, before electing early retirement on November 1.

"I came to work right out of Jefferson High School," Jack recalls. "In fact, I came to work the year before the headquarters building was finished."

Jack was hired as an addressograph operator junior and, during his career, also worked as a bill printing addressing operator, machine operator A, and system and procedures analyst.

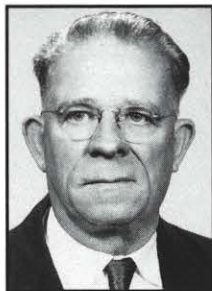
Jack has no plans for retirement since his wife Ann won't be retiring from GE for another two years. "We'll just take a day at a time. Since Ann works in the evening, though, we'll be free to do what we want during the day. We expect to spend more time at our house trailer on Philpott Lake."

Jack served four years in the Naval Reserve. He is a member of the Elks Lodge and enjoys playing golf, bowling, and boating. The Whitenacks have two sons and two grandchildren. □

# Friends We'll Miss



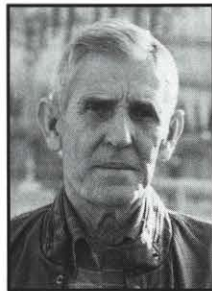
Lawless



Marshall



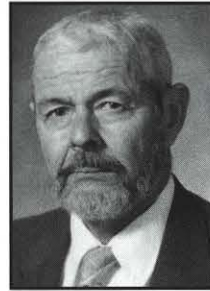
Bailey



Shelton



Barns



Armstrong

**Dorothy W. Lawless**, 66, retired Welch secretary-stenographer A, died October 8. A native of Keystone, West Virginia, she was employed in 1942 as a cashier and elected early retirement in 1984. She is survived by two nephews.

**Lester R. Marshall**, 85, retired Clinch River Plant maintenance foreman, died September 20. A native of Allisonia, Virginia, he began his career in 1934 as a maintenance man at Cabin Creek Plant and retired in 1970. Marshall is survived by his wife Ella, Box 727, Lebanon, VA; one son, James Marshall, Clinch River stores attendant; one daughter; ten grandchildren; 17 great-grandchildren; and three brothers.

**Chalmers M. Bailey**, 86, retired Bluefield right of way supervisor, died September 25. A native of Bluefield, West Virginia, he joined Appalachian in 1927 as a draftsman and elected early retirement in 1966. He is survived by one niece and one nephew.

**Thomas "Jack" Shelton**, 64, retired Fieldale line crew supervisor, died October 13. A native of Patrick County, Virginia, he was employed in 1947 as a laborer and elected early retirement in 1986. Shelton is survived by his wife Mary, 110 Ridge Road, Collinsville, VA; two daughters; three grandchildren; one sister; and two brothers.

**John A. Barns**, 84, retired Welch electrical engineer, died October 18. A native of Tazewell, Virginia, he began his career in 1930 as a troubleman and retired in 1971. Barns is survived by his wife Elva, The Maples, 1600 Bland Street, Bluefield, West Virginia; one daughter; five grandchildren; five great-grandchildren; and three brothers.

**James B. "Barney" Armstrong**, 62, Kanawha River Plant maintenance mechanic A, died October 17. A native of Coalburg, West Virginia, he was em-

ployed in 1953 as a maintenance man and had been on long term disability leave since February of this year. Armstrong is survived by his wife Lois,

Box 185, Cabin Creek, WV; two sons; two daughters; one grandchild; and his mother. □

## Leave the pack behind

Join the Great American Smokeout on November 15. Millions of smokers across the country will take a break and try not to smoke for 24 hours. How about you? Or, if you don't smoke, adopt a smoker for the day and promise to help that friend get through the day without a cigarette.

The American Cancer Society offers these suggestions to help smokers break the habit:

- Hide all ashtrays, matches, etc.

- Lay in a supply of sugarless gum, carrot sticks, etc.
- Drink plenty of liquids, but pass up coffee and alcohol.
- Tell everyone you're quitting for the day.
- When the urge to smoke hits, take a deep breath, hold it for 10 seconds, and release it slowly.
- Exercise to relieve the tension.
- Try the buddy system and ask a friend to quit, too. □



# GREAT AMERICAN SMOKEOUT

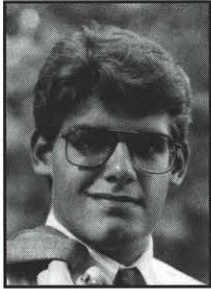


Leave the pack behind — Thursday, November 15.



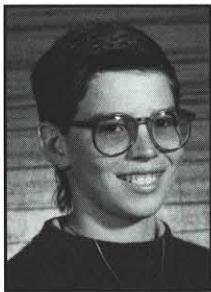
# Who's News

## Bluefield

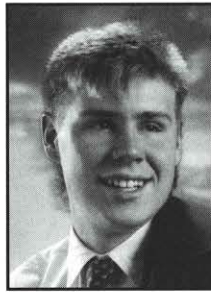


Jim, son of James England, Welch area servicer, was named a 1991 National Merit Scholarship semi-finalist. A senior at Mount View High School, Jim is state secretary of the West Virginia District of the

Key Club International.



Mike



Jay

Bluefield may be the only place in professional baseball where the official scorers are younger than the players. **Mike** and **Jay**, sons of Libby Lester, junior clerk, have been filling out the reports for Howe Sportsdata for each night's Baby Birds game. The Bluefield Orioles, better known as the Baby Birds, are the Appalachian League baseball farm organization of the Baltimore Orioles. Mike is starting his junior year at Bluefield High School; Jay is a sophomore at West Virginia University. □

## Abingdon

**Tracy**, son of R. D. Gill, stores and garage supervisor, won the 1990-91 Food Country USA scholarship. The \$1,000 award is presented to a second year Virginia Highlands Community College student who is majoring in business administration, accounting, or management.

The Abingdon Division annual golf tournament was held at the Graysberg Hills Golf Course. The format for this year's event was a two-person captain's choice team. The winners were: first place — **Carl Abshire**, Bartlett Tree Experts, and **Kevin Sigmon**, line construction and maintenance representative; second place — **Charlie Edmonds** and **Don Jonas** of Clinch

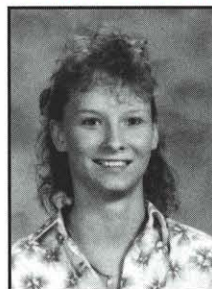
River Plant; third place — **Haze Clark**, Lebanon meter reader, and **Bill Bacchus**, GO Operating, Abingdon. **Kevin Sigmon** had the longest drive on the selected hole. **Don Linkous**, GOT&D Communication, Abingdon, had the shot closest to the pin on the selected hole. □

## John Amos



**Joe**, son of Dan Wolfingbarger, control technician senior, placed second in fighting in the 9-10 year old novice division in the West Virginia State karate championship tournament. He trains under Ernie Boggs of Nitro, WV, who recently attained the world title in jujitsu in the middleweight division. □

## Centralized Plant Maintenance



**Katrina**, daughter of Dave Adams, maintenance mechanic B, completed the summer scholars program at Rio Grande College with a 3.66 average in three courses. A senior at Buckeye Hills-North Gallia High School, Katrina is a member of the Beta Club, Business Professionals of America, Teens In Action, student senate, PRIDE (Program Review For Improvement Development), Expansion of Vocational Career Education and Guidance; and *Who's Who Among American High School Students*. She al-

so is advisory committee secretary and National Honor Society treasurer. □

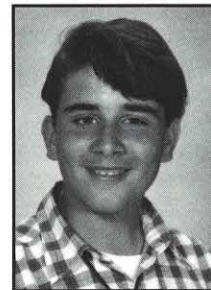
## Charleston

**Jack Shaver**, administrative assistant, was reelected an elder on the session of the First Presbyterian Church in Charleston. □

## Central Machine Shop

**Kathy**, wife of Ron Taylor, machinist 3rd class, has been promoted to clinical nurse manager of the cardiovascular intensive care unit at Charleston Area Medical Center, Memorial Division. □

## Huntington



**Jason**, son of Ron Hill, Hamlin line crew supervisor NE, was elected president of the Junior National Honor Society at Hamlin High School.

**Bryan Ridgeway**, professional team manager, senior public relations representative, and product manager for Tracker Designs, Ltd. (a skateboard company) in Oceanside, California, completed a month-long tour in Europe with five professional skaters. Demonstrations were performed in 23 cities in eight countries. Bryan is the son of Ray Ridgeway, meter reader. □

## Philip Sporn

**Dawn**, wife of Tony Kopec, performance superintendent, was elected president of the Salem Center Elementary PTO.

**P. J.**, son of Paul Chadwell, utility worker A, placed 13th out of 117 runners at the Rio Grande High School Cross Country Run. The course covered 3.1 miles, and 21 schools participated. Meigs placed third. □

## Roanoke



Bill Johnson, marketing and customer services advisor, was presented a pen and pencil set in appreciation of his outstanding contributions to the Roanoke Regional Home Builders Association.

He is serving for the second year on the Associate Advisory Council and continues to contribute to the organization's success by serving as program chairman and 50/50 chairman while serving as a charter member of the Ambassador Committee.

The team of **Tim Earhart**, GO T&D; **Jon Williams**, Roanoke M&CS; **Mark Lynch**, Roanoke M&CS; and **Kim Wright**, Roanoke T&D, won the end-of-the-year APCo League Captain's Choice Golf Tournament. **Jon Williams** was closest to the pin on both par 3 holes on the front nine. □

## Pulaski

**Renee**, daughter of Shirley Moon, customer services representative B, studied at the University of Angers, Angers, France, this summer. She is a senior at Radford University.

**Kirk**, son of Linda Jennings, human resources assistant, was elected to the House of Delegates of the American Legion Boys' State.

**Kevin**, son of Donna Smelser, Wytheville customer services representative B, won junior showmanship and first place pen during the sheep show at the Virginia State Fair.

The Pulaski County Board of Supervisors passed a resolution in September honoring the late **Kelly Buckland**, former T&D clerk senior. The resolution was for Buckland's service to the county with the Farm Bureau, Clean Community Council, and the Back Creek Watershed Association. He had served as president of these three organizations. □

## Roanoke Golf League champions



The winning team in the Roanoke Division/General Office Golf League for 1990 was composed of, l. to r., Rick Johnson, engineer II, GO Operating; Mike Thacker, hydro reservoir superintendent, GO Hydro; Tim Earhart, engineer senior, GO T&D Civil Engineering; and Calvin Sisson, operations analyst A, GO Operating. The league played at Countryside Golf Course, Roanoke.

## General Office



**Ashli**, daughter of Bud Jones, electrical engineering superintendent, GO T&D, Roanoke, won five ribbons and a trophy out of six categories at the Pine Spur Hunt Club Show. She won a first

place ribbon and trophy in the championship pleasure class on her horse, Brigadier's Winter Rose, and a second place, two fourth places, and a fifth place on her 3-gaited mare. Ashli and her horse have been competing for only one year.



**Richard Northup**, vice president-West Virginia, has been elected chairman of the West Virginia Chamber of Commerce. The Chamber is the largest, broad-based business advocacy organization in the

Mountain State and has a membership of 1,000. □

## Glen Lyn team places second in relay

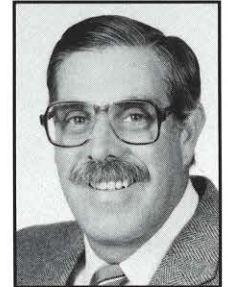


This team from Glen Lyn Plant placed second in the Industrial Division of the annual Giles County Road and River Relay Race. Members are, l. to r., Vincent Scott, Jr., chief chemist; Barry Lilly, maintenance mechanic D; Jeffrey Wiegand, performance engineer; Rick Ould, Jr., maintenance mechanic B; and David Moulder, maintenance mechanic C. The race consisted of four legs totalling over 25 miles — a 12-mile biking leg, a 3.8 mile running leg, an 8-mile canoe leg, and a 1.6-mile running leg. The team completed the race in 2 hours, 37 minutes, and 19 seconds.

## Two receive PE certification



Blair



Downie

John D. Blair, Philip Sporn Plant performance supervising engineer, and Allen Downie, Mountaineer Plant ash supervisor, have been certified as professional engineers in the State of West Virginia.

Blair holds bachelor of science degrees in mechanical engineering and secondary education from West Virginia University. He was employed in 1984 as a performance engineer at Sporn and promoted to performance engineer senior in 1987 and performance supervising engineer in 1988.

Downie, a civil engineering graduate of Ohio University, began his career as a civil construction assistant II at Ohio Power's Mitchell Plant in 1971. He transferred to OPCO's Gavin Plant later that year and was promoted to civil construction assistant I at Mountaineer in 1974. He was named assistant chief civil construction in 1979 and ash supervisor in 1980. Downie also is certified as a professional engineer in the State of Ohio. □

## 289 game

Sandy Pennington, Glen Lyn plant manager, experienced a bowler's thrill of a lifetime on September 25. Bowling for the Glen Lyn team in the Princeton Industrial League, Pennington began his quest for a perfect game (300) by throwing 10 consecutive strikes, only to have a 7-pin stand on his 11th ball. His final score of 289 is the second highest game ever bowled at the Green Valley Bowling Center. Pennington went on to finish the night with a handicapped series of 728.

A sidelight to this remarkable feat is the fact that Pennington had been experiencing shoulder and elbow problems, which limited the amount of bowling he had done to date. □

## Floral thanks



When small children visit the Point Pleasant office, they look forward to receiving gummed stickers or a hand stamp from Belle Martin, customer services representative B. Recently one of the children, Brandon Roush, gave Belle a rosebud to show his appreciation.

# Weddings

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## Payne-Fernatt



Kimberly Fernatt to Teddy Payne, August 24. Kimberly is the daughter of Artie Fernatt, Kanawha River Plant utility worker.

## Waters-Watson



Kellie L. Watson to Gregory L. Waters, August 11. Kellie is the daughter of Ami Watson, Lynchburg customer accounts representative A.

## Walburn-Roush



Guyla Rae Roush, Philip Sporn Plant secretary, to Jeffrey A. Walburn, June 16.

## Webb-Taylor



Amy Taylor to Randall E. Webb, September 8. Randall is the son of Wayne Webb, meter electrician A, GO T&D Meter, Roanoke.

## Walton-Bradley



Christina D. Bradley to Jeffrey Walton, September 14. Christina is the daughter of Roger Bradley, Lynchburg general servicer.

## Whedbee-Jackson



Tammie D. Jackson to James Edwin Whedbee, July 26. Tammie is the daughter of Andy Jackson, Pulaski customer services representative B.

## Robertson-Hunt



Denise Rene Hunt to G. A. Robertson, Roanoke line mechanic A, August 25.

## McKnight-Wallace



Aileen Wallace to Terry McKnight, Kanawha River Plant maintenance mechanic C, July 28.

## Hall-Trent

Susan R. Trent, Mountaineer Plant equipment operator A, to David R. Hall, Mountaineer Plant assistant shift operating engineer, September 14.

## Igleheart-Simmons

Janet Simmons, Mountaineer Plant coal equipment operator, to Joseph Igleheart, August 9.

## Johnson-Price

Benita Marcia Price to James R. Johnson, Jr., July 8. James is the son of James R. Johnson, Sr., Pulaski collector.

# Four couples celebrate golden anniversaries



Paul and Virginia Whittaker celebrated their 50th wedding anniversary at the Kellysville Church of God. They have three sons, one daughter (deceased), ten grandchildren, and two great-grandchildren. Paul retired from Glen Lyn Plant as a maintenance helper.



Woody and Helen Champe celebrated their 50th wedding anniversary with a reception at the Emmanuel Baptist Church, given by their children and grandchildren. Woody is a retired Charleston general servicer.



Lauren and Marie Himes celebrated their 50th wedding anniversary on September 20 with a reception at the home of their daughter. They have two children and five grandchildren. Lauren is a retired office services supervisor, GO General Services, Roanoke.



Ray and Della Phillips celebrated their 50th wedding anniversary on October 10. A dinner in their honor was held at the Homeplace, Catawba, Virginia, followed by a reception at the home of a son, given by their children and grandchildren. The couple has three children and five grandchildren. Ray is a retired station mechanic B in Roanoke.

## Births

### Beckley

Tyler Woodson, son of **Woody Ball**, human resources supervisor, October 2.

### Bluefield

Lindsey Nicole, daughter of **Scott Christian**, Tazewell line mechanic A, September 18.

Erin Grey, daughter of **Johnny Odham**, line mechanic A, September 17.

Jessica Kathleen, daughter of **Tony Mitchell**, engineering technician, August 24.

### Central Machine Shop

Kayla Danielle, daughter of **Dan Bilak**, winder 2nd class, September 14.

### Charleston

Michael Phillip, son of **Cindy Gates**, human resources clerk B, September 14.

Breanna Crystal, daughter of **Milford Zeigler**, meter reader, August 27.

### General Office

Henry (Trey) Norman, III, son of **Trish Brogan**, meter clerk, GO T&D Meter, Roanoke, September 27.

### Huntington

Phillip Matthew, son of **Monnie Heldreth**, Point Pleasant line construction and maintenance representative, September 30.

### Lynchburg

Chelsey Lynne, daughter of **David Burnette**, meter reader, September 28.

### Pulaski

Rachael Jean, daughter of **Ed Mahler**, administrative assistant, September 23.

### Roanoke

Jordan Mitchell, son of **Reginald Gardner**, line mechanic A, October 7.

### Philip Sporn

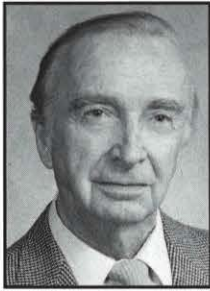
Alexander Julius, son of **L. Michael Pasquale, Jr.**, maintenance mechanic A, July 18.

Cody Allen, son of **Larry Johnson**, control technician senior, July 24.

Kayla Dawn, daughter of **Richard Payne**, control technician senior, September 19.

Jared Paul, son of **Danny Bloxton**, maintenance mechanic B, September 22. □

# Service Anniversaries



**John Kahle**  
power eng. sr.  
Abingdon  
45 years



**Chris White**  
plt. clk.-spec. (LTD)  
John Amos  
40 years



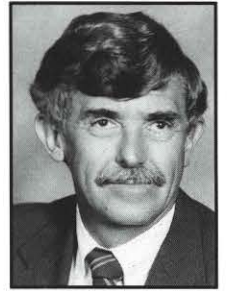
**Don Haynes**  
cust. serv. clk. A  
Bluefield  
35 years



**Lloyd Jackson**  
unit supervisor  
Glen Lyn  
35 years



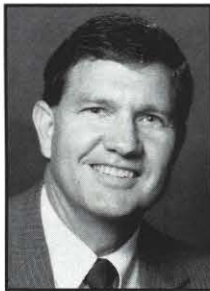
**Willie Gardner**  
line crew supv. NE  
Hillsville  
35 years



**Mike Pitches**  
line con. & maint. rep.  
Fieldale  
35 years



**Jim Nickols**  
line crew supv. NE  
Marion  
30 years



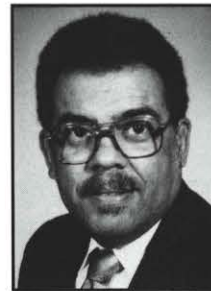
**Tom Puckett**  
senior buyer  
GO-Roanoke  
25 years



**John Moore**  
meter elec. A  
Abingdon  
25 years



**Harold Lanter**  
gen. line crew supv.  
Bluefield  
25 years



**Charles Botts**  
records supervisor  
Huntington  
25 years



**John Davidson**  
records supervisor  
Bluefield  
25 years



**Denver Gibbs**  
maint. mech. A  
Philip Sporn  
25 years



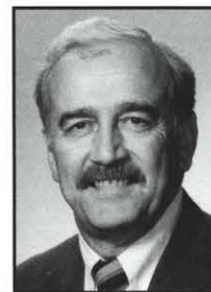
**Billy Neal**  
coal equip. op.  
Glyn Lyn  
20 years



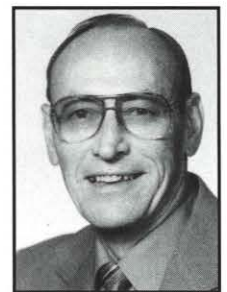
**John Speaks**  
custodian  
Huntington  
20 years



**Dan Adams**  
division supt.  
Abingdon  
20 years



**Jerry Bowen**  
maintenance supv.  
John Amos  
20 years



**Carl Worley**  
production supv.  
CMS  
20 years



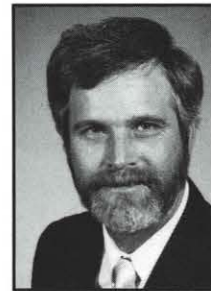
**O. E. Lewis**  
maint. mech. C  
Kanawha River  
20 years



**Herman Ohlinger**  
control tech. sr.  
Mountaineer  
20 years



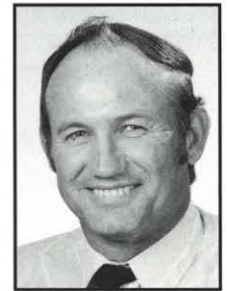
**Dave Hall**  
asst. shift op. eng.  
Mountaineer  
20 years



**Mike Runyon**  
line crew supv. NE  
Huntington  
20 years



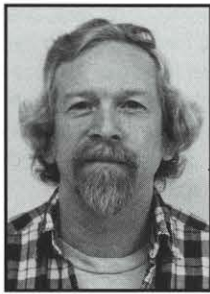
**Wayne Mullins**  
general servicer  
Kingsport  
20 years



**Ed Roush**  
maint. mech. A  
Mountaineer  
20 years



**Roy Spencer, Jr.**  
human res. supv.  
Philip Sporn  
20 years



**Bob Arms**  
inst. mech. A  
Philip Sporn  
20 years

### John Amos

10 years: **Jerry Rollins**, custodian. **Norris Clark**, custodian. **Hovert Byrnside**, equipment operator C.

### Beckley

5 years: **Bill Lewis**, meter reader.

### Bluefield

15 years: **Ronnie Cantrell**, line crew supervisor NE, Grundy. 5 years: **Rick Nowlin, Jr.**, building supervisor.

### Charleston

10 years: **Joe Jones**, marketing and customer services supervisor. **Mattie Day**, meter clerk C. 5 years: **Merrel Sankoff**, electrical engineer. **Rick Davis**, station mechanic C.

### Clinch River

25 years: **Billy Duty**, instrument mechanic A. 10 years: **Ralph Huffman**, coal equipment operator, **Jeffery Fuller**, maintenance mechanic C. 5 years: **Terry Stone**, utility worker A.

### General Office

30 years: **Nelson Lam**, classification supervisor, GO Accounting, Roanoke. 20 years: **Larry Haston**, classification and accounts payable clerk A, GO Accounting, Roanoke. 10 years: **Tom Bailey, Jr.**, systems and procedures supervisor, GO Accounting, Roanoke. **Charlie Hubble**, engineering technologist, GO T&D Communications, Abingdon. **Joseph Pielocik**, engineering technician senior, GO T&D Meter, Roanoke. 5 years: **Michael Seaton**, engineering technician senior, GO T&D Meter, Charleston. **Cathy Montgomery**, stenographer, GO Purchasing, Roanoke.

### Glen Lyn

15 years: **Larry Wiley**, maintenance mechanic B. **Linda Shepherd**, equipment operator A. **Marshall Dunn**, equipment operator A. **Nancy Riddle**, maintenance mechanic B. **Carrlee Payne**, equipment operator A. 10 years: **David Moulder**, maintenance mechanic C. **Theresa Bowles**, equipment operator B. **Richard Blankenship**, equipment operator B.

### Huntington

15 years: **Tom Wiseman**, energy services supervisor. 10 years: **Charlie Boggess**, line mechanic A, Point Pleasant.

### Kingsport

5 years: **Marcella Knox**, executive secretary.

### Mountaineer

15 years: **Wayne Cooper**, equipment operator B. 10 years: **Mike Hudson**, maintenance mechanic D.

### Pulaski

10 years: **David Jackson**, line mechanic B, Wytheville. 5 years: **Mary Ann Capp**, marketing

and customer services advisor, Christiansburg.

### Roanoke

10 years: **Jay Sherertz**, meter reader, Rocky Mount. **Bill Walker, Jr.**, engineering technician senior. 5 years: **Donna Switzer**, secretary-stenographer B.

### Philip Sporn

10 years: **Barrett Lanier**, maintenance mechanic A. **Paul Grimm**, equipment operator B. **Roger Barnett**, equipment operator B. **Randy Meaige**, barge handler. 5 years: **Jerry Fields**, utility worker A. **Russell Phillips**, equipment operator C. □

## Newcomers

### Bluefield

**Gary Cunningham**, area T&D clerk B, Princeton.

### Centralized Plant Maintenance

**John Nibert, Jr.**, maintenance mechanic B. **Valerie Porter**, maintenance mechanic B. **Michael Pethtel**, maintenance mechanic B.

### Charleston

**James Reveal**, electrical engineer.

**John Neal**, electrical engineer.

**Vicky McGhee**, junior clerk.

**Dennis Cavender**, energy services engineer.

**Daniel McNeal**, line mechanic D, Montgomery.

### Clinch River

**Cindy Kiser**, utility worker B.

### General Office

**Steven Murphy**, transmission mechanic D, GO T&D Transmission, Kenova.

**Robin Hagy**, meter electrician C-GO, GO T&D Meter, Roanoke.

**Jill Meninger**, assistant programmer, GO Accounting, Roanoke.

**John Riddle**, transmission mechanic D, GO T&D Transmission, Kenova.

**Richard Perkins**, station operator C, GO Operating, Roanoke.

**Christy Penn**, junior clerk, GO General Services, Roanoke.

### Kingsport

**William Brooks**, building attendant.

### Lynchburg

**Marjorie Robinson**, customer services representative D.

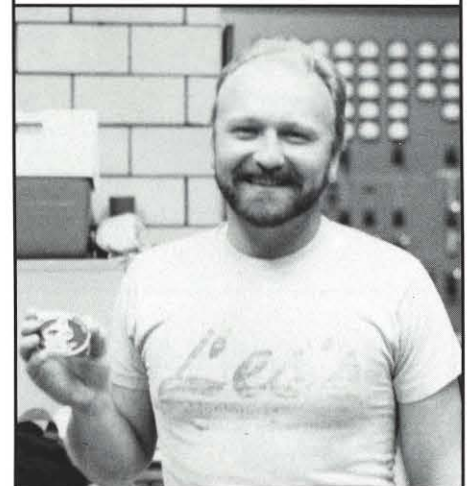
### Pulaski

**Eric Strock**, engineering technician.

### Roanoke

**Thomas Smith**, engineering technician. □

### Anderson buckles up for safety



Tom Anderson, Philip Sporn Plant unit supervisor, is the recipient of an "I Buckled Up" award from Appalachian Power. An employee is eligible for nomination for the award if he or she is involved in a non-preventable vehicular accident and is wearing a seatbelt which reduces and/or prevents serious personal injury. The company vehicle in which Anderson was riding was struck in the rear side by a passing truck when the driver cut over too soon.

# Operating Ideas increases prizes, unveils new design

Stressing his belief in the key role employee contributions have made to AEP's technological leadership, W. S. White Jr. has announced bigger cash awards for ideas printed in *Operating Ideas* magazine, which also is sporting a new slogan and a new look.

AEP's chairman and chief executive officer announced increases for three award categories (see sidebar) in an editorial printed in the fall issue of *Operating Ideas*. The last increases took place in 1976.

"We seek ideas from every department and area of the AEP System," White said in the editorial, "because we know that winning ideas everywhere save time as well as money while making our work safer and more productive."

The increased awards, separate from any given at the

operating-company level, are reserved for those ideas that pass corporate-level review en route to publication in the program's quarterly magazine. Since its inception 61 years ago, *Operating Ideas* magazine has distributed a total of \$201,000 in cash prizes for publication and 17,000 shares of AEP stock for annual winners in recognition of 5,000 ideas published in 600 issues.

*Operating Ideas* also unveiled a new design with the fall issue. A new slogan, "Winning Ideas At Work," is incorporated into the magazine's new logo, designed by Kenneth R.

Johnson, senior graphics specialist, Public Affairs, Columbus Southern Power Company. Johnson worked for the Service Corporation as a designer in the Architectural Design Section

until his move to CSP in September.

"We worked with Ken and Elsie (Thomas)



in Technical Illustration to re-

vamp the magazine's overall design," said Richard R. Tarantelli, staff editor, AEP Public Affairs, who produces the publication with Rachel T. Baker, editorial assistant. "We're excited about our magazine's new appearance and hope it encourages employees to take a fresh approach to the *Operating Ideas* program," Tarantelli said.

Employees interested in participating in the *Operating Ideas* competition may start the process by presenting their ideas to their supervisor for review.

In his editorial, White emphasized the need for employee participation in *Operating Ideas*.

"Our employees' contributions in this respect," he said, "are even more important today, as our company and our service area compete in the new global economy." □



*Winning Ideas At Work*



*Operating Ideas* introduced a new slogan and logo in its fall issue.

## Operating Ideas Cash Award Increases\*

| Award Category | From  | To    |
|----------------|-------|-------|
| Standard       | \$ 60 | \$150 |
| Merit          | 120   | 250   |
| Exceptional    | 300   | 500   |

\*Effective October 1990

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