

ILLUMINATOR

January 1991

Remember:
"Make



Safety
number
one in
'91"

The Inside Story

ILLUMINATOR

Vol. 41, No. 4, January 1991

Published for the employees of:



**APPALACHIAN
POWER**



**KINGSPORT
POWER**

Editorial Office: Public Affairs Department, Appalachian Power Company, P.O. Box 2021, Roanoke, Virginia 24022.

Articles may be reprinted with proper attribution.

We are equal opportunity employers.

Editorial Staff

Richard K. Burton, public affairs director

B. Don Johnson, public affairs information manager

Betty Lou Carter, editor of publications

Associate editors

Bill Roeser, Abingdon

Tom Cloer, John Amos

Ray Vest, Beckley

Dick Bowman, Bluefield

Metzel Turley, Central Machine Shop

Saybra Pearson, Centralized Plant Maintenance

Jack Shaver, Charleston

Charles Miller, Clinch River

Susan Doss, General Office

Randy Nicewonder, Glen Lyn

Barbara Collins, Huntington

Audra Pauley, Kanawha River

Leta Dingus, Kingsport

Jerry Greene, Logan-Williamson

Mel Wilson, Lynchburg

Janice Adkins, Mountaineer

Glenda Wohlford, Pulaski

Charles Echols, Roanoke

Chuck Mathews, Philip Sporn

IABC

International Association of Business Communicators

News

- 3 Disbrow elected president, CEO; White to retire end of '91
- 4 Update
- 6 Vipperman shares Company goals for 1991
- 8 Benefits: AEP introduces dependent long-term care plans plus referral service
- 10 EMF task forces aim to educate AEP's position on electric and magnetic fields

Features

- 11 Huntington hosts children's party
- 12 Mountaineers adopt needy children
- 13 Physical limitation doesn't hinder Lanham
- 24 Good children make Santa's day

People

- 14 Retirements
- 16 Promotions
- 17 Newcomers
- 18 Weddings
- 19 Who's News
- 21 Births
Friends We'll Miss
- 22 Service anniversaries
- 23 Hunters Score

Disbrow elected president, CEO; White to retire end of '91

Richard E. Disbrow, president of American Electric Power Co., Inc. since 1979, has been elected president and chief executive officer of the company, effective January 1.

W. S. White, Jr., who had been chief executive officer of AEP since 1976, relinquished that title at the December 12 meeting of the AEP Board of Directors. White, who turned 64 in December, will continue to serve as chairman of AEP and its subsidiary companies until his retirement from the company at the end of 1991.

Disbrow also was elected chief executive officer of the AEP Service Corporation, as well as each of the AEP System's eight electric utility operating companies and each of the other subsidiaries, all effective January 1.

In announcing the changes, White said that recently he had informed the board of his intention to retire at age 65. He said the board's action provides continuity to the company's management, allowing an orderly transfer of executive authority prior to his retirement at the end of the year.

The eighth president of AEP, Disbrow has spent his entire career with the System. He joined the Service Corporation in 1954 and has held a number of key posts in engineering, operations and finance.

He was elected controller in 1971, vice president later that year, senior vice president in 1973, executive vice president in 1974, vice chairman in 1975, president and chief administrative officer in 1979, and president and chief operating officer in 1985. He was elected a director of AEP in 1975 and its president in 1979.

Disbrow holds a bachelor of science degree in engineering from Lehigh University and a master's in engineering from New Jersey Institute of Technology. He also holds a master's degree in industrial management from the Massachusetts Institute of Technology.

He is a member of the Board of Trustees of the Ohio Foundation of Independent Colleges, a director of the Edison Electric Institute and BancOhio National Bank, and

a former director of the Columbus Area Chamber of Commerce. He received the Corporate Leadership Award from MIT and was named to the Achievement Honor Roll of the New Jersey Institute of Technology.

White has been with the AEP System his entire working career since his graduation from college in 1948, when he joined the Service Corporation in New York as an electrical

engineer. He was named assistant to the president in 1952, office manager in 1954, and administrative assistant to the operating vice president in 1958.

He transferred to Appalachian Power Company in 1961 and became manager of its Lynchburg Division the following year. He was named assistant general manager of the company in 1966, then elected assistant vice president in 1967, vice president in early 1969, and later that year, executive vice president and operating head of the company.

In 1972 White returned to New York and was elected senior executive vice president-operations of the AEP Service Corporation and a director of the parent AEP Company. In 1975 he was elected vice chairman-operations of the Service Corporation and, the following year, chairman and chief executive officer of all AEP companies.

In addition, White is president of Ohio Valley Electric

Corporation, a utility serving the U. S. Department of Energy's uranium enrichment facility at Piketon, Ohio.

A native of Norfolk County, Virginia, White is a U. S. Navy veteran of World War II and an electrical engineering graduate of Virginia Polytechnic Institute and State University. He holds a master's degree in industrial management from Massachusetts Institute of Technology.

White is chairman of the Greater Columbus Convention Center Board of Trustees, a trustee of Battelle Memorial Institute, a director of The Bank of New York, and a member of the National Academy of Engineering. □



President Richard E. Disbrow (right) has been elected chief executive officer of American Electric Power Company, Inc., effective January 1, succeeding W. S. White, Jr., who retires as chairman the end of 1991.

Universities to study environmental impact of proposed 765 kv line

Virginia Polytechnic Institute and State University and West Virginia University jointly will study and recommend the route of a proposed 110-mile, 765,000-volt transmission line in West Virginia and Virginia.

Joseph H. Vipperman, president of Appalachian Power, said that the two universities were selected to conduct a study that will prove to be one of the most intensive and detailed analyses ever conducted for a transmission-line project.

The proposed line will link APCo's Cloverdale substation outside Roanoke with its Wyoming substation near Oceana in southern West Virginia. The line is part of an overall project that will entail about 212 miles of new transmission lines and related substation improvements in both states.

"The new line will reinforce Appalachian's ability to meet our customers' future power requirements — as well as enhance our ability to assist other utilities and potential non-utility generators — through regional power exchanges," Vipperman noted.

The program's other major construction projects include an 88-mile, 500,000-volt line from APCo's Joshua Falls substation near Lynchburg, Va., to Virginia Power's North Anna substation, north of Richmond, and a 14-mile link at 500,000 volts from North Anna Station to Virginia Power's Ladysmith substation. Virginia Power will be responsible for those two line segments. Barring unforeseen delays, the actual construction of the project would require three or four years after approvals have been received.

Vipperman said the cost of the complete effort would range from \$430-\$450 million and that APCo will pay about 58 percent of the total and Virginia Power, 42 percent.

Vipperman said that the university staffs complement each other and that their combined efforts will assure objectivity in selection of the line's corridor.

"The proposed project requires very demanding and thorough analysis methods to assure that the route selected meets a rigorous set of regulatory, environmental, social and aesthetic criteria," he said.

The proposals offered by the two universities combine the experience of VPI staffers in the siting of transmission lines and WVU's expertise in sophisticated, computerized geographic information systems that are required to store and analyze the immense amount of data needed for the conduct of the study, he stated.

"In their work, the personnel of each university will put particular emphasis on points of potentially high environmental or aesthetic impact," Vipperman said. He noted that these points include the Cloverdale station site and routes to the west from Roanoke, the Jefferson National Forest in Virginia, the Appalachian Trail, the New River Gorge and the proposed scenic highway in West Virginia.

"Special attention is being given to these sites from the very start of the project, focusing mainly on the collection of data and beginning appropriate discussions with federal and state agencies concerning the creation of environmental impact statements or other regulatory requirements."

Vipperman said that the extensive reports, computer models and detailed maps produced by the study "will

Educational assistance tax-free in 1991

Congress has extended the tax-free status of educational assistance payments through December 31, 1991. The extension is retroactive to October 1, 1990, so there will be no tax payments in 1990 for undergraduate studies.

Effective January 1, 1991, educational assistance payments for graduate studies also are tax-exempt. □

themselves be an invaluable resource for economic-development agencies, local students and scholars." The data will be available to the public through the universities at the end of the project. □

Tidd PFBC Plant achieves milestone

The first combined-cycle generation of electricity from the Tidd pressurized fluidized bed combustion (PFBC) demonstration plant was achieved on December 7, a milestone toward full load operation of the facility.

The 70,000 kilowatt demonstration plant, considered the flagship project of the U.S. Department of Energy's clean coal technology program, is located at Ohio Power's Tidd Plant on the Ohio River at Brilliant, Ohio.

James Watkins, U.S. Secretary of Energy, said that, "The Tidd project will demonstrate one of the ways we can achieve greater energy security by using American coal while simultaneously improving the quality of the environment.

"It is particularly important that this significant new advance in coal-burning technology comes at a time when this nation is renewing its commitment to clean air," Watkins said. "I commend the employees of AEP and their subcontractors for turning a very promising drawing board concept into an equally impressive engineering reality."

AEP and DOE plan for the Tidd demonstration program to continue for three years once the plant becomes fully operational in early 1991. The Tidd PFBC facility will burn 30 tons of coal per hour at full load.

"We are confident that the Tidd Plant will prove the viability of PFBC technology," said W. S. White, Jr., AEP chairman. "However, we are evaluating the impact of the recently enacted acid rain legislation on our ability to continue with the commercialization of this promising technology." □

Social Security changes include cost-of-living increase

Changes in Social Security and Medicare benefits effective January 1, 1991, include — among other things — a cost-of-living increase of 5.4 percent monthly for Social Security recipients. Several changes to Medicare benefits also will take effect Jan. 1.

Cost-of-living increase

The 5.4 percent cost-of-living increase is based on a rise in the Consumer Price Index from the third quarter of 1989 to the third quarter of 1990. The maximum monthly benefit for a person retiring at age 65 in January 1991 will be \$1,022, compared with \$975 a year ago.

Taxable wage base up

The 1991 wage base subject to Social Security taxes will be increased to \$53,400 from the 1990 amount of \$51,300. That means an employee will be taxed on the first \$53,400 of earnings with no additional tax on earnings exceeding that amount.

New address, phone number for dental claims

Effective immediately, employees and dependents covered by American Electric Power's dental plan should send claims to a new address and call a new telephone number to have dental-claim questions answered. The new address and telephone number are:

Provident Life & Accident Insurance Company

P.O. Box 182524

Chattanooga, Tennessee 37422-7524

1-800-542-4AEP (4237)

Because the toll-free dental-claims number is a dedicated line exclusively for AEP, employees should obtain faster answers to their claims questions. The original dental-claims number — 1-800-843-8953 — also remains available for questions, if preferred.

Employees are encouraged to call Provident whenever they have questions about the status of dental claims. Both lines are open Monday-Friday from 8 a.m. to 4:30 p.m., except holidays. □

Medicare base higher

The Omnibus Budget Reconciliation Act of 1990 has created a separate, higher wage base for Medicare purposes beginning in 1991. The 1991 Medicare wage base is \$125,000.

The tax rate on earnings will remain at 7.65 percent, which is 6.2 percent for Social Security and 1.45 percent for Medicare. The maximum employee tax in 1991 is \$5,123.30 (\$53,400 x 6.2

percent, plus \$125,000 x 1.45 percent), which will be matched by an equal amount from the company.

Earnings test for benefits

The Social Security "earnings test" is pegged to national average earnings. The test measures the level of earnings allowed by recipients before they would experience a reduction in their benefits. The old and new limits on earnings are:

	1990	1991
Under age 65	\$6,840	\$7,080
Ages 65-69	\$9,360	\$9,720
Age 70 and over	Unlimited	Unlimited
Medicare		
Part A (hospital expenses)	1990	1991
Deductible for inpatient hospital services	\$ 592	\$ 628
Part B (medical expenses)		
Deductible	\$ 75	\$ 100
Coinsurance (paid by individual)	20%	20%
Monthly premium (paid by individual)	\$28.60	\$29.90

1990 OIP savings exceed \$7.6 million

Appalachian Power Company's Operations Improvement Program (OIP) generated 252 proposals during 1990, resulting in savings of \$7,638,793 or 166.6 percent of goal.

Pacesetter awards, presented annually to the locations which have the best overall performance in the OIP, went to John Amos Plant, Beckley Division, and General Office Accounting.

The top OIP coordinators for the year were awarded shares of AEP stock — 18 shares for first place and 14 shares for second. The winners are: Division — first place, Kevin Standifur of Bluefield; second place, Fred Staunton, III, of Charleston. Plant — first place, Dave Martin of Central Machine Shop; second place, Reid Strader of Amos Plant. General Office — first place, Jim Thrasher of GO Hydro, Roanoke; sec-

ond place, Robert Cooper of GO General Services, Roanoke.

Employees who submitted the top OIP proposals for the fourth quarter of 1990, and their prizes, are: Division — first place, 10 shares, Jim Farmer of Lebanon; second place, 3 shares each to Richard Gillespie and Clifford Washington of Beckley. Plant — first place, 10 shares, Ed Roush of Mountaineer Plant; second place, 5 shares, Kevin Dennis of Mountaineer Plant. General Office — first place, 5 shares each to Norris Belcher and Gilbert Smith of GO T&D; second place, 3 shares, Raymond Totten of GO Accounting, Roanoke.

Safety proposals — \$50 bond to Tom Wells of Huntington; \$50 bond to Roy Hoffman of Mountaineer Plant; and \$12.50 each to Paul Askew and Ken Stump of GO Hydro. □

Vipperman shares Company goals for 1991



Dear Fellow Employee:

As you probably have guessed, we have just completed what turned out to be a disastrous financial year for Appalachian Power Company. While many of the reasons for this poor performance were clearly beyond our control, such as increased taxes, lack of rate relief for new plant placed into service and the effects of general inflation, the end result was that we were unable to produce earnings equal to our required dividend payment to AEP.

It is most important that this not happen again. In order to make sure it doesn't, we have given considerable thought to ways in which we can ensure better results for 1991. The purpose of this letter is to share with you some of our plans and objectives for the coming year.

We have identified seven goals which, if achieved, will go a long way toward making this a better year for the Company, those of us who work for it, our customers and our shareowners. These goals and some of the actions we believe will help us reach them are:

Help each employee recognize that safety is a personal issue and ask for a rededication to working safely.

I ask you to again read your Company-provided safety manual and to take a few moments at the beginning of each day to remind yourself to work safely. You are important to us and we need you.

Instill a greater customer consciousness throughout the Company. We each must recognize that our customers are vitally important to us and should be provided the best service that our resources allow.

Good customer service is the responsibility of each and every one of us, not just customer service representatives and line mechanics. Customers are the reason we are in business. We must be courteous and responsive, treating them as we want to be treated.

Maintain a productive, cost effective work force and provide employees with good working conditions and a good work environment.

There are many factors involved in achieving this objective. Only a few of the things we plan to do are described here.

We hope in 1991 to extend the Employee Involvement Program so that employees in at least five more

divisions and two plants can be involved. This will help us better utilize our most important asset — our employees.

Your management is determined to provide an environment that will enhance two-way communications throughout the Company. We owe you as much information as possible regarding Company policies, successes and failures. We also will create an atmosphere which encourages constructive criticism of our corporate actions and decisions.

As we gain a better mutual understanding of the direction in which we need to take the Company, you will see a greater delegation of authority and accountability downward into the organization. This will help us become more efficient and will reduce the time needed for us to respond to our customers' needs and requests.

While our resources will be limited in 1991, we will re-evaluate and improve the level of training available to many employees.

Another important way we can all help is for each of us to continually re-evaluate the need for reports, procedures and routine tasks which may have outlived their usefulness.

Return our earnings to a more acceptable level and provide for a three percent a year growth in earnings.

Our 1990 earnings did not equal our dividend requirement to AEP. To cover the dividend we had to supplement 1990 earnings with those retained from prior years. Obviously, that procedure cannot be repeated on an ongoing basis, since only a limited amount of prior years' retained earnings exists.

Payment of dividends and growth in earnings are important for a number of reasons. One of them is that periodically we need to obtain investment dollars from AEP to build new facilities and acquire other expensive items. AEP, like any investor, expects its investments to yield adequate returns.

Most of us can view the need for dividends on a more personal level. While we are employees, through our savings plan we also are owners of AEP stock. (Collectively, we own approximately 5% of the Company.) We depend on AEP dividends and its earnings growth to increase our own personal savings. In turn, AEP depends on its companies to provide the dividends it

needs to pay us as employee-owners of the Company. If Appalachian is to be able to pay its fair share of dividends this year, we must hold our budgeted expense levels at essentially the same level as in 1990 (we are budgeting only a 1.4% increase). Holding our total expenses essentially flat, while wages and other costs continue to rise, means that we must curtail other expenses. To help achieve this result, the following actions are planned.

- Except for currently outstanding job offers, we are implementing a 90-day hiring freeze.
- We will reduce the amount being spent on contributions and memberships.
- We will reduce the number of contract line crews.
- We will reduce expenditures for our right-of-way maintenance program.
- We will defer other important maintenance functions.
- Our advertising will be prudently limited to messages related to safety and essential marketing programs.
- We will consider a limited deferral of the opening of the T & D transportation-station maintenance facility at the John W. Vaughan Center in Roanoke.
- Travel expenses will be limited to those that are considered essential.

Efforts also will be devoted to a re-evaluation of our strategic marketing and economic development efforts to ensure that we are targeting the kinds of sales that will best contribute to the Company's overall results. As mentioned earlier, we also will continue to evaluate practices and procedures to determine how best to achieve the greatest possible efficiencies.

Enhance our already fine reputation as a low cost provider of reliable electric service.

Despite our efforts to control costs, we will from time to time find it necessary to seek rate relief. We will avoid doing so whenever possible, however, because increased rates make us less competitive and hamper our efforts to attract businesses and jobs to the communities we serve. When we do have to ask for higher rates, we can reduce opposition by having a record of providing good service and by making sure that our customers view us favorably.

Our Company has long practiced a number of activities which have effectively helped us in this regard. We want to continue and expand those activities wherever practical. You may be one of the many outstanding

Appalachian employees involved in civic, volunteer, religious or government activities within the local communities. In doing so, you are not only helping your community, but you are also helping the Company by demonstrating that it is an involved and concerned corporate citizen. We applaud those who are presently involved and encourage others to join in.

Our Company, through you, provides a Speakers Bureau service to a wide range of organizations, as well as supplying educational resources to public schools. This activity has many beneficial results. It helps educate and inform the public; it helps demonstrate our involvement; and hopefully, it helps you grow and develop. We will focus additional attention on this facet of our public and customer relations activities in the coming year.

In the political arena, in both states, we will periodically meet with our representatives to relate issues of concern to us. We encourage you to keep abreast of those issues and to communicate directly with your representatives, when appropriate.

Achieve solid Affirmative Action results.

There are numerous good business reasons for achieving higher levels of affirmative action. To begin with, it is just morally right. Furthermore, the mixture of our customers and employees includes all aspects of the overall population. If we are to grow as a Company, we must utilize all of the resources available to us. We can do that best by employing qualified people, regardless of race, sex or ethnic background, and then by developing each employee to the fullest potential.

That's the kind of Company I want to work for and I believe it's the kind of Company you want, too.

I know we will have your support and I look forward to working with you as we forge a better Company and a better future.

Sincerely yours,



Benefits

AEP introduces dependent, long-term care plans plus referral service

The AEP companies are introducing two new employee benefit plans, a new service, as well as a number of improvements and changes in existing benefits for 1991.

The new programs include:

- a Dependent Care Plan, incorporating a pretax spending account, effective March 1
- a Long-Term Care Plan, effective May 1
- and a Dependent-Care Referral Service, effective February 1.

"These new plans and the new service represent our new Modern Family Issues program," said Robert A. Strahan, assistant vice president-compensation and benefits for the Service Corporation.

"They are designed to provide employees with services to meet changing family needs," Strahan said. "They address the fact that most families today have two wage earners and that many employees today are part of what some have termed 'the sandwich generation.' That is, they find themselves taking care of both elderly parents and children."

Dependent-Care Referral Service

Effective February 1, the new Dependent-Care Referral Service will provide employees professional advice regarding child-care or elder-care services.

"This counseling and referral service provides assistance on a national basis, makes certain that any referred organization is licensed by the appropriate authorities, and provides a follow-up with the employee to evaluate results," Strahan said. Dependent Care Connection of Westport, Conn., will administer the new service.

Dependent Care Plan

Enrollment will be held later this month for the new Dependent Care Plan, which will be administered by Aetna Life & Casualty.

With this plan, employees may elect to have money withheld from their earnings for the purpose of paying dependent-care expenses using pretax dollars. Employees will enroll later this month for a March 1 effective date.

Funding dependent care using pretax dollars should provide a cost savings for employees who must pay for child-care or elder-care services. (See examples on page 9).

According to the Internal Revenue Service, dependent care work-related expenses that may be paid through a spending account include:

- Wages paid to a baby-sitter or elder-care companion in or outside the home. These expenses are not covered, however, if the person providing the care is someone claimed as a dependent.
- Services of a day-care center and/or nursery school, if the center complies with all state and local laws.
- Costs for care at facilities away from home, such as family day-care or adult day-care centers, as long as the dependent spends at least eight hours a day at home.
- Wages paid to a housekeeper for providing care for an eligible dependent.

Eligible dependents include a dependent child under age 13, and any other person living with the employee, claimed to the IRS as a dependent, and physically or mentally incapable of self-care.

Regulations require that account balances be maintained on a "use-it-or-lose-it" basis, meaning that employees forfeit any money left in their accounts at the end of the year.

A minimum salary reduction of \$10 per month will be required. The maximum salary reduction in a calendar year will be the IRS-imposed maximum of \$5,000 for individuals and married couples filing jointly and \$2,500 for married couples filing separately.

Employees will be able to file two claims per month to Aetna for reimbursement of dependent-care expenses, but a \$50 minimum submission per claim will be required.

Another important tax-planning consideration is that any amount an employee puts into his or her pretax dependent-care account will reduce the amount of expenses eligible to be claimed in computing the dependent-care tax credit. Therefore, employees

should compare the potential savings from a spending account to the tax credit.

Long-Term Care Plan

Enrollment for the Long-Term Care Plan, which also will be administered by Aetna, will be held early in 1991. By implementing this program, AEP becomes one of the few companies nationally to recognize and deal with this growing need by offering such a plan to employees.

"Long-term care insurance helps pay the cost of care when you, your spouse, your parents or your in-laws suffer a chronic, long-lasting disease or disability that leaves that person unable to carry out a number of the normal activities of daily living. You decide who — a home health-care agency, a nursing home, a family member or friend — should provide the necessary care," Strahan said.

Active employees and their spouses are eligible for coverage, as are parents of active employees and their spouses, and retirees and their spouses. The plan will be funded on a level-premium basis solely by voluntary employee premiums.

The plan will offer three benefit amounts for nursing home confinements: \$60 per day, \$80 per day, and \$100 per day. Benefits for care other than in an institution, such as home health care, will be provided at half the selected daily benefit option.

In order to protect against the effects of inflation, employees who choose to participate in the Long-Term Care Plan will be able to purchase additional insurance every five years. Additional details about the plan will be provided in a future issue of the *Illuminator*.

Dependent Life Insurance

Dependent Life Insurance coverages have been improved, effective January 1. Spouse coverage has been increased from \$5,000 to \$10,000, and dependent-child coverage has been boosted from \$1,000 to \$5,000. The monthly premium increased from \$1.20 to \$1.60.

AEP Savings Plan

Effective January 1, the one-year service eligibility period for new employees to participate in the AEP Savings

Plan has been reduced to six months, and the age-20 eligibility requirement has been eliminated. Employees of any age will be eligible to participate in the plan after six months of employment.

Also effective January 1, 1991 retirees are permitted to make annual withdrawals from their accounts, and will be able to retain their accounts beyond age 70½. IRS regulations, however, require plan participants to make at

least an annual withdrawal after age 70½. (Previously, if a retiree who retained money in the savings plan wanted to make a withdrawal, the retiree had to withdraw the entire account. The plan also required a total distribution of a retiree's account at age 70½.)

Employee Stop-Loss

Effective January 1, the 100 percent benefit after the \$1,000 out-of-pocket

maximum (employee stop-loss) will be limited to only the calendar year in which the stop-loss occurred. The 100 percent benefit no longer will apply for the second year. This change will not affect those claimants who reached their \$1,000 out-of-pocket maximum in 1990. They will retain the 100 percent coverage in 1991 after the deductible is satisfied. □

Examples explain dependent-care spending accounts

A dependent-care account allows an employee to set aside pretax dollars to pay child-care or elder-care expenses. By paying these expenses with pretax dollars, you save money. "Pretax dollars" means that spending-account deposits come out of your pay before federal and state taxes are computed. Consequently, you pay less in taxes.

Here's how it works. Lisa and Jim Thompson have two children. Their son David is in first grade; Lisa is on maternity leave from AEP after giving birth to their daughter.

When Lisa goes back to work, the baby will go to a local day-care center during the day, and a sitter will stay with David after school. The day-care center and the sitter will cost Lisa and Jim about \$3,500 per year.

So, when she returns to work, Lisa establishes a dependent-care spending account for \$3,500. If Lisa earns \$30,000 a year, her savings will look like this:

Consequently, Lisa and Jim save \$793 per year in federal taxes by using the dependent-care spending account. The savings will be even greater if state and local taxes where Jim and Lisa live also are reduced as a result of using the dependent-care spending account.

Parents and spouses can become dependents in need of care, too. Therefore, employees can establish a dependent-care spending account to meet those expenses, as well.

Let's suppose that Mike Harper is an Appalachian employee who lives with his wife, Nancy, and her mother, Louise. When Louise falls and breaks her hip, she is confined to a wheelchair.

The doctor says the healing process will take at least six months, after which Louise will need to use a walker. During those six months, however, she will need help bathing, dressing and using the bathroom. Mike and Nancy realize that Louise needs more care than they are able to give her themselves.

After carefully considering the options, Mike and Nancy find an adult day-care center nearby. Louise goes there during the day, staying with Mike and Nancy at night. The center's fees amount to \$30 per day. Since Louise is considered Mike's dependent, he can use the dependent-care spending account to pay these expenses.

So as soon as Mike is eligible, he establishes an account for \$3,600. That's the cost of the day-care center, five days a week, for six months. The actual cost may be a little higher, but Mike knows that if he doesn't use all the money in his account, he will lose it. So he underestimates by a few dollars. He then requests reimbursement from his account during the year as he pays Louise's care costs.

And because the \$3,600 is the pretax amount, Mike and Nancy save on their annual income tax.

Of course, any amount an employee puts into a pretax dependent-care account will reduce the amount of expenses eligible to be claimed in computing the dependent-care tax credit. Therefore, employees should compare the potential savings from the two approaches before establishing a pretax dependent-care account. □

	With Spending Account	Without Spending Account
Salary	\$30,000	\$30,000
Pretax contribution to dependent care account	\$ 3,500	\$ 0
Total taxable income	\$26,500	\$30,000
Estimated federal income tax	\$ 3,975	\$ 4,500
Social Security tax	\$ 2,027	\$ 2,295
Total take-home pay	\$20,498	\$23,205
After-tax day-care payments	\$ 0	\$ 3,500
Total spendable income	\$20,498	\$19,705

EMF task forces aim to educate

A task force to follow the issue of electric and magnetic fields (EMF), including the company's responses to employees and customers, has been formed at the AEP Service Corporation. Similar EMF task forces also have been established at the operating companies, which have long been committed to assisting those with questions about EMF exposure.

In addition, an EMF Policy Committee, composed of members of AEP senior management, is establishing policy for the AEP System.

Proper perspective

Over the past several years, a number of studies have examined the possibility of health effects resulting from electric and magnetic fields, which are found whenever there is electricity.

While a few studies have shown a statistical association between EMF exposure and illness (such as cancer), the vast majority of research has shown no association. In addition, no studies have found a cause-and-effect relationship between EMF and illness.

Nevertheless, this issue continues to experience fragmented coverage in the popular media, causing some concern.

One of the goals of the Service Corporation Task Force is to produce communication tools for System-wide use to educate the public about this highly complex technical and medical issue. Brochures and other materials will be designed to place individual studies in proper context and provide a balanced, comprehensive overview of the scientific evidence.

Research is key

Electric utilities agree that more research is needed before conclusions can be drawn about EMF and health effects. AEP is involved in a livestock study with Bonneville Power Administration and other utilities. It is hoped that this research will help answer questions regarding potential health effects from EMF exposure as related to human beings.

"Although the evidence leads us to believe that EMF exposure is not linked with health effects, the electric utility industry agrees that the question de-

serves further research," said Brendan J. Ware, division manager, Electrical Research & Equipment, and chairman of the Service Corporation EMF Task Force.

"The scientific evidence to date makes us confident that EMF exposure poses no significant health risk," Ware said. "However, we intend to monitor and support further research because any issue that concerns our employees or our customers is certainly of concern to AEP."

Service Corporation Task Force members are: William E. Irving, director-personnel services, Human Resources; Marshall O. Julien, vice president-communications, Public Affairs; John B. "Jack" Shinnock, assistant general counsel & assistant secretary, Legal; Sarah F. Schmitt, issues coordinator, Public Affairs; and Ware, who chairs the task force.

AEP's position on electric and magnetic fields

A number of scientific studies in the past several years have looked at the possibility of health effects from electric and magnetic fields (EMF), which are found everywhere there is electricity. While some of the studies have indicated some association between exposure to EMF and health effects, the majority of studies have indicated no such association.

Significantly, the research has not shown any casual relationship between EMF exposure and cancer, or any other adverse health effects. Additional studies, which we hope will foster a better understanding of the subject, are presently under way.

This is a highly complex subject with potentially widespread implications for our modern society. Electric and magnetic fields are everywhere. Virtually all human beings in industrialized countries are exposed to them most of the time. Electric and magnetic fields are produced by household wiring and appliances, as well as all other electrical equipment.

Insofar as electric-utility service is concerned electric and magnetic fields are created by electric lines. Therein

Members of the Policy Committee are: A. Joseph Dowd, senior vice president and general counsel; Luke M. Feck, senior vice president-public affairs and chairman of the committee; William J. Lhota, executive vice president-operations; Ronald A. Petti, senior vice president-human resources; and Ware.

Appalachian Power's Task Force members are: Rex Cassady, T&D manager, GO T&D, chairman; Dick Burton, public affairs director, GO Public Affairs; Jim Perry, labor relations manager, GO Human Resources; Tim Mallan, staff environmental specialist senior, GO Environmental; and Paul Turner, engineer senior, GO T&D.

Kingsport Power's Task Force members are: Bill Valley, T&D director, chairman; Carl Bacon, executive assistant; Andy Hall, power engineer; and Harold Gillenwater, safety and training coordinator. □

lies the challenge for us. Our modern society depends on electricity. AEP is obligated to meet its customers' needs by providing service that is not only reliable and economical but safe as well. We must design and operate our electric system in a manner consistent with all of these obligations.

We are carefully following current scientific and technical EMF research. We agree that additional scientific research is needed before conclusions can be reached, and we are involved in this research effort. We are providing information to our customers and employees about electric and magnetic fields.

Our overall responsibility remains to continue providing electric service to our customers, and this necessitates maintaining existing — and constructing new — transmission and distribution facilities.

We are committed to working to find the answers to the question of electric and magnetic fields and health effects. In the meantime, we are committed to do our very best to provide our customers with safe, reliable service. □

Huntington hosts children's party

For a number of years, participation in the Jaycees' Christmas party for underprivileged children marked the official start of the holiday season for some Huntington employees.

The children were carefully chosen based on financial need, and the party included lunch, entertainment, and a visit from Santa with several gifts for each attendee.

As Huntington employees aged out of the Jaycee organization, they decided to continue the tradition of providing Christmas for children in need. The first such party was held in 1989.

"It was one of the most heart warming and soul filling experiences I ever had in my life," said Bob Osburn, engineering technician senior. "These kids had very little at home and some perhaps had never sat on Santa's lap. It brought tears to your eyes to see their faces beam and eyes light up."

Heartened by this success, employees began planning early in 1990 for the second annual party. Santa's elves were busy all year making stuffed bears, tables and chairs, and other items that the children had asked Santa to bring.

A local businessman provided some funding, and other area businesses contributed both money and gift items. Collection barrels for aluminum cans were set up in Huntington Division canteen areas, and the money made from recycling the aluminum also was used to purchase supplies and special gifts.



Bob Osburn, left, chaired Huntington's party for underprivileged children. Mike Barbour, right, did the artwork for collection cans.

The Huntington City Mission selected 84 children to attend the party, held the Saturday before Christmas. In addition to toys, each child received articles of clothing; food sack with full Christmas dinner, including a turkey; fruit basket donated by a local food chain; and personal hygiene items such as soap, shampoo, toothbrush, and the like.

Bob Osburn chaired this year's party, assisted by Janie Cross, Barbara Rider, Joyce George, Carla Mallory, Scott

Mann, April Adkins, Greg Wood, Judy Shafer, Bill Rogers, Jon Atchley, Lisa Napier, and Brian Sarrett. Also, Susan Bauer, Jeff Perry, Barry Mosser, Mike Barbour, Tim Mays, Peggy Harbour, Mark Young, Loyd Hudson, and other volunteers, including Joe Haynes of Amos Plant. Cliff McElroy, a local disc jockey, played the role of Santa.

All agreed with Osburn who commented, "The look in those kids' eyes is what Christmas is all about." □



Bill Rogers, left, and Loyd Hudson cut out pieces for wooden tables and chairs.



Making stuffed bears are l. to r., Barbara Rider, Joyce George, Lisa Napier and Janie Cross.

Mountaineers adopt needy children



Wrapping Christmas presents for the needy children adopted by Mountaineer employees are, l. to r., Pam Simpkins, Julie Winters, Adalee Hart, Rhonda Wood, Janice Adkins, Shirley Durfee, Diana Carpenter, Brenda Hamm, Brenda Blackston, Mary Grimm, and Debby Tygrett.

Thanks to the generosity of employees at Mountaineer Plant, several needy children in Mason County, West Virginia, and Meigs County, Ohio, had a bright holiday season. Some \$1,100 was raised for the project by pancake breakfasts and hot dog lunches prepared by employees and held at the plant throughout the year. Names of needy children in the upper end of Mason County were secured through the Mason Elementary School's Share-a-Christmas Program, and a family with four children was selected through the Cooperative Parish of Meigs County, Ohio.

"There is no chairman for this annual project," said Secretary Janice Adkins. "All who help have a voice in what happens. The selection of whom to adopt also is a joint decision."

Since Mountaineer employees live in both Ohio and West Virginia, care is taken to ensure that the recipients come from both states. During the past eight years, the names of individuals to be helped have come from the Ripley Adopt-A-Family program, Ohio Social Services, West Virginia Social Services, Mason County Schools, Meigs County Ministerial Association, the Gallipolis Children's Home, and an angel tree at a local business.

Shirley Durfee, stores clerk B, helped deliver wrapped packages to the families adopted last year. She commented, "We were very excited. It was as if we were getting the presents ourselves. As we unloaded the bags of gifts and carried them up to the door, we could see the excitement building in the parents. They were not expecting all that they received. We in return all received a blessing in the spirit of Christmas." □

Fieldale employees send care package to soldiers in Saudi Arabia

Darin Bussey, stationed with A Battalion, 2nd of the 18th Artillery, 212th Army Brigade in Saudi Arabia, received a surprise package from Fieldale employees shortly before Christmas.

Mike Pitches, line construction and maintenance representative, spearheaded the effort to raise \$103 to send three boxes of fruit and nuts so that Darin could share with other members of his company.

The fruit and nuts were purchased through Sears, Roebuck, which was offering a special promotion for servicemen and women involved in Operation Desert Shield. Shipped by special transport from Florida, the fruit arrived overseas in just two days.

While on three-day R and R leave, Darin called his father, John Bussey, Fieldale meter technician A, to express his appreciation. □

Physical limitation doesn't hinder Lanham

Like many young men his age, 13-year-old Richie Lanham has a passion for football. He's played in various midget leagues for six years and joined the Dunbar Junior High squad this past season, with his prowess earning him a starting defensive position.

Richie, son of Rick Lanham, Kanawha River Plant equipment operator C, is a typical junior high school football player — with one exception. He was born with one arm permanently shorter than the other but hasn't let that get in the way of his pursuit of an active sports career.

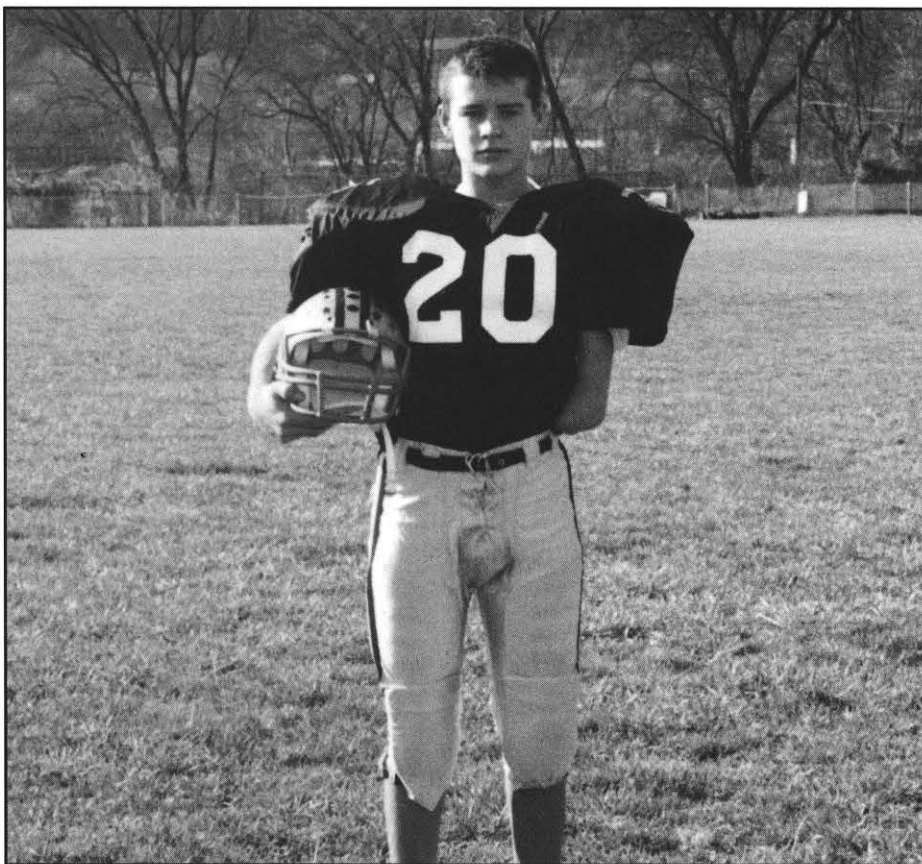
Bullpup coaches Scott Monty and Mike Arbogast, obviously proud of Richie's gridiron success, call him an "inspiration" to other students, particularly those with disabilities.

"We had a home game on school time, and the students from our physically handicapped class were all lined up in their wheelchairs watching," Arbogast said. "The next day I was on cafeteria duty, and one of the kids in a wheelchair came up and said, 'Who's that guy with one arm? He's great — he really did a good job.' About that time Richie came in, and I introduced them," he continued. "I tell you that kid's face lit up like the sun . . . from a handicapped perspective, (Richie) must really set an example and give them something to strive for."

Lynda Gilkeson, principal of Dunbar Junior High, also paid tribute to the example Richie is setting for all of his fellow students. "This really helps students to learn that there are no limits except what they place on themselves," she said. "Each of us is different, and we have our own strengths and weaknesses. I think kids can accept each other on their own merits."

Coaches Monty and Arbogast made no special adjustments in their coaching technique for Richie, saying his natural athletic abilities helped him to excel. "He's just one of those athletically inclined kids — he's got it, one arm and all," Arbogast said.

Monty added, "Everything we did in practice, he could do. As far as drills and exercises, everything we did as a team, he did. He gives you 110 percent. He's the best seventh grader I've



Dunbar Junior High football coaches describe Richie Lanham as a hard hitter. Richie, a seventh grader, didn't let the fact that he has full use of only one arm get in the way of becoming a first-string defensive player for the Bullpups this past season.

seen out for football in a long time," he said.

Richie, who played cornerback for the Bullpups, was part of a successful first team defensive squad. They ended the season with a 7-1 record and tied with DuPont for the Kanawha Valley Single A conference championship.

"He'd sacrifice his body for a hit," said Monty with a laugh. "He got dazed at times during drills where he hit so hard . . . some of (the other players) didn't want to mess with him."

On offense, Richie played second team running back. Although it's a position that requires much handling of the ball, this proved to be no problem for him.

"He can catch the ball and run . . . there are kids out there with two arms that hurt us worse than he does," Monty said.

Despite not having the full use of both arms, Richie said he didn't have to develop any unusual techniques for

playing football. "I just went up there and started playing, throwing the ball with one arm and catching it," was Richie's explanation of his gridiron style. "I just put my arms out so I won't spear them or anything."

When watching Richie practice with fellow teammates, it was difficult to distinguish him from any other player on the field. He rushed at the opposition full steam ahead, relying on his upper body strength to help make blocks and tackles. Both arms are used equally to help bring his opponent down to the turf, a task which he accomplished more often than not.

"He's going to be a good one for us," Monty said with satisfaction. Although Richie is the first player with a physical limitation that Monty and Arbogast have coached, both said they would be glad to have more players like him. □

Story courtesy Gazette-Mail MetroWest, Kanawha edition.

Retirements

Chris White



"I want to say to Appalachian Power Company and its people, past and present, thanks for the memories. I have some good ones," says Chris White, who retired January 1 as a plant clerk-special at John Amos Plant. "Anyone who gets a job with the power company today is lucky, and he should know it. Our benefits are excellent, and I'm tickled to death with my retirement. My only regret is that my service was not continuous."

Chris adds, "Some of the best people I ever met in my life, whom I really love, were with the power company. There's just too many to mention by name. And some of the best times I ever had were with the Kilowatt Bowling League."

She recalls, "I first started working for Cabin Creek construction in 1943. From there I went to Philip Sporn construction, Kanawha River construction, Charleston District, Amos construction and, finally, Amos personnel and performance departments. There are no two ways about it. I loved it all. The work was always challenging and rewarding. I liked construction work real well; but, out of everything I ever did, the thing I enjoyed the most was the writing and photography I did for the *Illuminator* and other things. That was my first love. If there is reincarnation, I hope I get to come back to work on the *Illuminator!*" Chris concludes, "When I used to do orientation for new hires, I would always tell employees that LTD is one of the best benefits we have. Little did I know that I'd ever use it. I hate to admit it; but, since going on LTD in 1983, I've

gotten hooked on soap operas. I love listening to music, country and western especially, and have a little keyboard I play around on. I've also gone back and read the classics that I loved in school. My life now centers around my family — my husband Bob, my daughter and three grandchildren, my mother, and other relatives." □

Willie Mae Jones

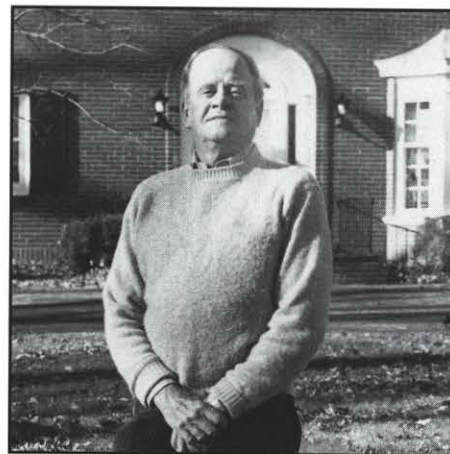


At age 54, when many people are anticipating retirement, Willie Mae Jones took on yet another job — that of parttime maid in Appalachian's Wytheville office. She already was working at the local country club and operating a catering business.

Promoted to parttime cook in 1974, Willie Mae's culinary skills are well known throughout the Pulaski Division and by other company employees who had the good fortune to eat one of the hundreds of meals she prepared at Byrd Lodge (training center). Willie Mae claims she gained all her expertise as a good cook after leaving home. "Mama never let me touch a pot — except to wash it," she said with a smile.

Willie Mae continued catering for a while after leaving the country club ten years ago. And on October 1, she ended a 22½ year career with Appalachian. "I liked it all," she said about her years with the company. "I met many fine people and made a lot of friends." Now, at age 77, Willie Mae finally is ready to enjoy retirement. "I watch television, read, and visit a little bit," she said. She has one daughter and one grandson and attends Franklin Street Methodist Church in Wytheville. □

Felix Vasser



Felix Vasser, Roanoke reservoir groundskeeper, retired January 1 after what may be the shortest Appalachian Power career ever — 6 years and 10 months.

"I was a tobacco farmer all my life," Felix explains. "But, after my seven children left home, that made the labor part more difficult so I started looking around for something else to do. I was real lucky to get on with Appalachian, and I enjoyed it."

Felix's job varied with the seasons. "In the summer, I took care of the Leesville picnic area," he says. "I enjoyed being down there on weekends when big crowds came. I also worked on the lake, getting debris and logs out, and around the grounds at Pennhall (training center)."

Felix will stay busy during retirement with his farm at Gretna and looking after 50 head of cattle. "My wife Annie helps me fence and do other things around the farm," he says. "She'd rather do that than work in the house." The couple spends many evenings attending senior citizen dances in nearby communities. "Other than that, I enjoy hunting and running my coon hounds," he says.

Felix doesn't expect to travel since his children and grandchildren live nearby. He jokes, "I've told them that I wish they'd move somewhere so I would have the opportunity to visit." □

Bob Griffith



"I was raised during the Depression and I wanted to work for a company I thought would survive," recalls Bob Griffith. "It worked out that way, too, because I haven't missed a payday in 41 years."

Griff, who retired January 1 as Charleston division superintendent, claims, "I've never had a job I didn't like. Probably the most interesting was when I was area supervisor at Oak Hill. One incident that stands out in my mind was the snowstorm of October 20, 1961. They called me out of bed at 3:30 on Friday morning, and I could tell by the trees in my yard that we were in big trouble. All the power in the area was off, and it took until the following Thursday to get it all back on."

Griff's wife Mary is a former home economist in Beckley. The couple has three sons and four grandchildren.

Griff is treasurer of the Kanawha Valley Emergency Planning Council and a member of the Charleston Lions Club. "We don't have any definite plans," he says, "although we may travel some. I have a garden and yard to take care of, and I'll help my sons who live nearby if my health holds up."

Well known for his ability to spin stories and write poems, Griff penned this one about his retirement:

When you look at the dates, I have
been here so long
But the time went so fast I wonder
where it has gone.
Working one job at a time, the days
have all went
Most of my days allotted have with
this company been spent.

Things that were accomplished have
made a satisfied life,
I've treasured the good, I've
accepted the strife.
I will always think of the friends who
have been won;
I hope to be remembered by the job
I have done. □

Pete Jimison



Christmas 1947 always will be remembered as a special time by Pete Jimison, Logan meter electrician A. Returning home after 22 months' service with the Navy as part of the occupation forces in Japan, he not only got married but began a career with Appalachian Power as well.

"All my 42 years have been in the Meter Department," says Pete, who elected early retirement on January 1. "It was an exciting job, no question about it. I was out in the field 90 percent of the time, and it kept me busy both mentally and physically."

"My wife Billie retired in August, and we don't have a lot of plans. We went an awful lot when we were young, but now we make one or two trips a year. But, of course, you never know what you will do when you retire. Since we have relatives in South Carolina and Florida, we have plenty of places to go."

Pete enjoys fishing, hunting, golfing, and archery. Active in the Episcopal Church, he has sung in the choir, been a member of the vestry, and now is chief maintenance man. He retired from the West Virginia Army National Guard as an E8.

The Jimisons have one son and three grandchildren. "Our granddaughter plays basketball in high school, and we

have a grandson coming up so we'll stay around here and watch them play." □

Mike Kohari



Mike Kohari, Williamson equipment service advisor, officially retired on October 1 after 15 years on long term disability leave.

"I miss working very much," he says. "Logan-Williamson used to be part of the Huntington Division. Appalachian provided insurance contracts on heat pumps in those days, and we serviced heat pumps in Huntington, Logan, Williamson, Madison, Chapmanville, and Martin County in Kentucky. Since we were the only ones who provided that service, it was a day and night job."

"I don't know what I would have done without the LTD benefit. I used to work in the coal mines, and my pay was just about double what I made at Appalachian. I thought strongly about giving up my job and going back; but, after thinking about the good benefits, retirement plan, and paycheck every two weeks, I chose to stay and it's a good thing I did. Back then there were not too many companies offering any type of disability insurance. Had I been in any other profession, I probably would have been ruined."

An ordained minister, Mike has not pastored a church since going on LTD. "Now I spend my time visiting hospitals and nursing homes and that type of ministry. I enjoy flower gardening and in the winter I make fishing lures."

Mike and his wife Jewell have one son, one daughter, and two grandchildren. □

Promotions

James R. Nisbet, Logan-Williamson marketing and customer services manager, was promoted to Kingsport marketing and customer services director on December 1. He holds an associate in science degree in electrical engineering from West Virginia Institute of Technology, an electrical engineering degree, and a masters degree in business administration from the West Virginia College of Graduate Studies.

Mark A. Lynch, Roanoke energy services supervisor, was promoted to Logan-Williamson marketing and customer services manager on January 1. He holds an associate in electrical engineering degree from the West Virginia Institute of Technology and an electrical engineering degree from International Correspondence Schools.

Darrell Bradley, Lynchburg general servicer, was promoted to line crew supervisor NE on October 20.

P. Scott Icard, governmental affairs representative, was promoted to governmental affairs manager, GO Executive, Charleston, on August 1. He holds a bachelor of science degree in economics from West Virginia University and a doctor of jurisprudence degree from the WVU College of Law.

Ron G. Hill, Hamlin line crew supervisor NE, was promoted to Huntington service supervisor on December 1.

Don Meadows, electrical engineer, was promoted to electrical engineer senior in Logan on October 1. He holds a bachelor of science degree in electrical engineering from the West Virginia Institute of Technology.

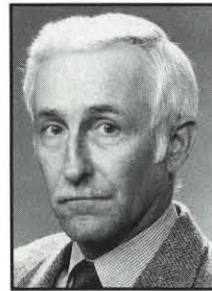
John W. Ohlinger, maintenance mechanic A, was promoted to maintenance supervisor at Philip Sporn Plant on October 1.

Jeffrey A. Huffman, equipment operator B, was promoted to unit supervisor at John Amos Plant on October 1. He attended Marshall University and Morris Harvey College.

Mark D. Skeen, marketing and customer services system project administrator, AEPSC, Columbus, was promoted to Huntington customer services office supervisor on January 1. He holds a bachelor of arts degree in economics and business from Emory & Henry College.



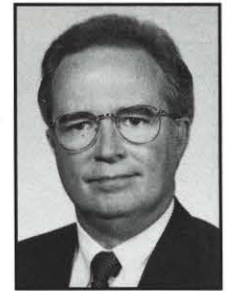
Nisbet



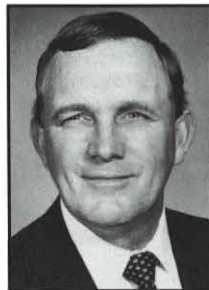
Lynch



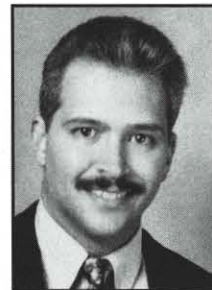
Bradley



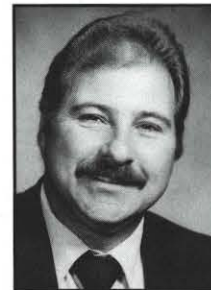
Icard



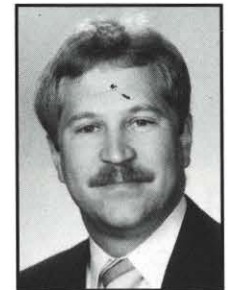
Hill



Meadows



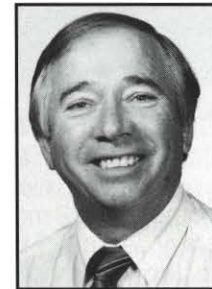
Ohlinger



Huffman



Skeen



Elswick

James E. Elswick, Beckley line and station superintendent, was promoted to distribution superintendent, GO T&D Distribution, Roanoke, on January 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

John Amos

Cassandra Jackson from plant clerk C to plant clerk B.

Kenneth Chapman from equipment operator C to equipment operator B.

Kelly Kidd from equipment operator C to equipment operator B.

Rubert Sayre from utility worker to equipment operator C.

Rondal Godfrey from utility worker to equipment operator C.

Roger Moore from maintenance mechanic C to maintenance mechanic B.

Mark Gibson from maintenance mechanic C to maintenance mechanic B.

Lionel Egnor from maintenance mechanic C to maintenance mechanic B.

Robert Guerrant, Jr., from maintenance mechanic C to maintenance mechanic B.

James Parsons, II, from maintenance mechanic C to maintenance mechanic B.

Richard Miller, Jr., from coal equipment operator to car dumper.

Earnest Igo from barge handler to coal equipment operator.

John Reid from braker to barge handler.

Ronald Catersino from coal handler to braker.

Jameal Joseph from utility worker to equipment operator C.

Centralized Plant Maintenance

Dave Adams from maintenance mechanic B to maintenance mechanic A.

Charleston

Ruby Wright from customer services representative D to customer services representative C, Montgomery.

General Office

Norman Johnson from engineering technician to engineering technician senior, GO T&D Communication, Roanoke.

Mike Seaton from engineering technician to engineering technician senior, GO T&D Meter, Charleston.

Pat Caldwell from transmission station mechanic B to transmission station mechanic A, GO T&D Station, Roanoke.

Tony Parks from transmission mechanic B to transmission mechanic A, GO T&D Transmission, Bluefield.

Mark Boles from hydro mechanic B to hydro mechanic A, GO Hydro, Roanoke.

Cecil Hill from associate distribution coordinator to distribution coordinator, GO T&D Distribution, Roanoke.

Charlie Hubble from engineering technician senior to engineering technician I, GO T&D Communication, Abingdon.

Huntington

Greta Keefer from T&D clerk C to T&D clerk B, Point Pleasant.

Lynchburg

Jacky Giles, Jr., from line mechanic A to general servicer.

Michelle Arthur from tracer to drafter C.

Cheryl Bennett from T&D clerk C to T&D clerk B.

Pulaski

David Ogle from line mechanic D to line mechanic C, Galax.

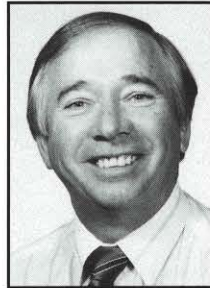
Philip Sporn

Kelly Hawk from barge handler to tripper operator.

Timothy Burnette from coal handler to barge handler.

Robert Workman from tripper operator to tractor operator. □

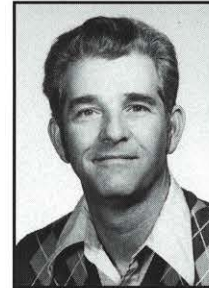
APCo employees are published in Fall issue of *AEP Operating Ideas*



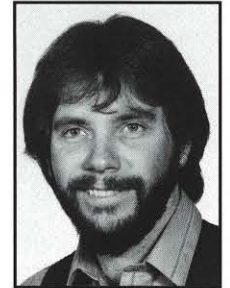
Elswick



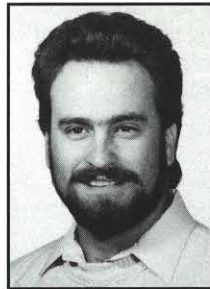
Washington



Pittman



Gillespie



Gilbert

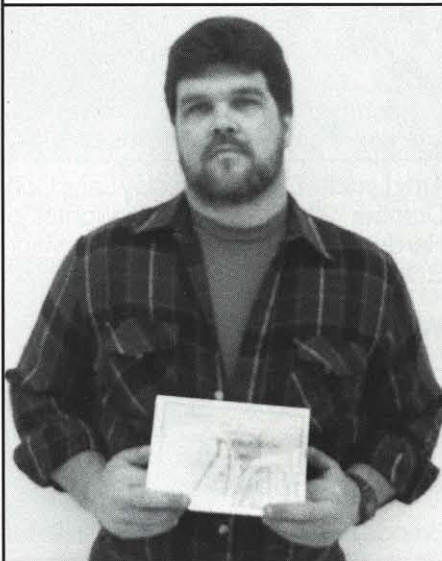
Five Beckley employees are among those who had articles published in the Fall issue of *AEP Operating Ideas*.

Jim Elswick, line and station superintendent; Clifford Washington, station mechanic A; Dale Pittman, station mechanic B; Rick Gillespie, station mechanic D; and Dusty Gilbert, station mechanic C, collaborated on an article entitled "Control Valve Stem Modified to Change Timing on DV Reclosers."

To change the coordination of circuit protection strategy, the timing of 45 DV reclosers had to be changed from the B-curve configuration to the D-curve. Since the manufacturer would not supply the control valve as a separate replacement item, the company faced the prospect of purchasing time-delay units at \$265 each. Instead, employees fabricated a die which allowed them to change the timing without replacing the time-delay unit.

The manufacturer now offers control valve stems and associated parts for \$50 per set. Thus the timing on 405 DV reclosers in Appalachian can be changed at a savings of \$87,087. □

Wise Owl



Charles Ross, Charleston line mechanic B, has been awarded membership in the Wise Owl Club of America, sponsored by the National Society to Prevent Blindness. He was using a screwdriver to get grip started off #2 twist secondary when the screwdriver slipped and struck his safety glasses.

Newcomers

Abingdon

Debra Vukelich, parttime customer services representative D.

Beckley

David Myles, line mechanic D.

Bluefield

Belinda Fox, customer services representative D, Pineville.

Charleston

Angela Dolin, junior clerk.

Edna Hamm, junior clerk.

Sherry Cochran, junior clerk.

Judy Taylor, tracer.

General Office

Timothy Amos, transmission mechanic D, GO T&D Transmission, Bluefield.

Terry Cassity, junior clerk, GO General Services, Roanoke.

David Oliverio, building construction assistant, GO General Services, Roanoke.

Joan Bradley, junior clerk, GO T&D Meter, Roanoke.

Denise Henderson, centralized cash operator junior, GO Accounting, Roanoke.

Brenda Koch, transmission station mechanic D, Marmet.

Huntington

Carl Manns, stores attendant B.

Charlotte Ray, parttime customer services representative D.

Pulaski

Jessica Park, electrical engineer III.

Roanoke

Gregory Curry, department assistant-marketing and customer services. □

Weddings

Hall-Carter



Vivian Kay Carter to Kevin Neal Hall, October 19. Kevin is the son of David Hall, Kanawha River Plant maintenance mechanic A..

Morris-Harvey



Robin Denise Harvey to Adam Morris, November 16. Robin is the daughter of Kelly Harvey, transmission line crew supervisor, GO T&D Transmission, Bluefield.

DeWees-Gibbs



Stephanie Gibbs to Jeffrey DeWees, September 1. Stephanie is the daughter of Denver Gibbs, Philip Sporn Plant maintenance mechanic A.

Boyd-Porter



Mitzi Porter to Steven Boyd, Charleston engineering technician, July 21. Mitzi is the daughter of Felix Porter, Charleston line crew supervisor.

Gregory-Richards



Carol Richards to Daniel Gregory, August 18. Daniel is the son of Jim Gregory, operation engineering superintendent, GO Operating, Roanoke.

Goff-Davis



Amy Lynette Davis, to Wesley Lane Goff, October 20. Amy is the daughter of Harden Davis, station crew supervisor, GO T&D Station, Roanoke.

Rice-Likens



Jonna Likens to Olin Rice, Philip Sporn Plant maintenance mechanic C, October 6.

Hash-Backus



Cheryl Backus to Jim Hash, Charleston meter reader, November 3.

Waggoner-Lifford

Chantale Lifford to David Waggoner, Amos Plant control technician senior, November 29.

Matheny-Roberts

Brenda Roberts to Todd Matheny, Amos Plant utility worker, September 15.

Who's News

Abingdon

Jim Hughes, marketing and customer services manager, was elected chairman of the council of the board of deacons, Abingdon Baptist Church. He also serves on the board of directors of the Washington County Chamber of Commerce. He has been named to another five-year term on the board of trustees of Bluefield College.

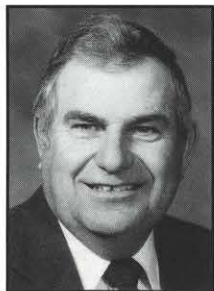


Cathy Cook, left, is crowned "Miss Lonesome Pine 1991."

Cathy, daughter of J. L. Cook, station mechanic A, was chosen "Miss Lonesome Pine." She received a \$1,000 scholarship, a clothing allowance, numerous gift certificates and the opportunity to compete in the Miss Virginia Pageant. Cathy is a junior at James Madison University.



Teresa, daughter of S. E. O'Dell, Marion customer services office supervisor, was named to the All-Region Chorus. She is an eighth grader at Marion Middle School.

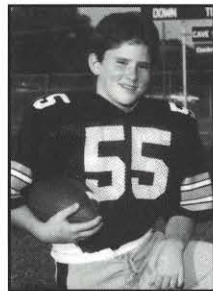


John Blankenship, station mechanic A, received the 100 percent President's Award from the International Association of Lions. The award was presented for his outstanding achieve-

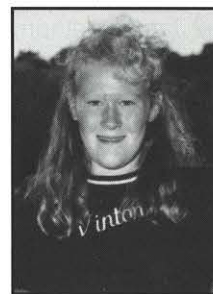
ment while he was president of the Abingdon Lions Club. John is the second president of the club to receive the award and the only president in District 24-F to receive the award during the 1989-90 year. □

General Office

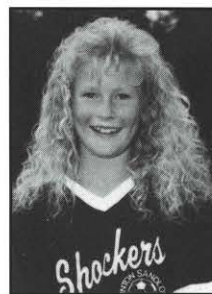
Josie Brown, custodian, GO General Services, Roanoke, won a \$500 shopping spree at J. C. Penney's, Valley View Mall. The store gave Christmas ornaments to early shoppers on the Friday after Thanksgiving. Josie was the fourth person to enter the store, and her ornament contained a \$500 gift certificate.



Jonathan, son of Ralph Poff, hydro technologist supervisor, GO Hydro, Roanoke, was a member of the Cave Spring Lions team which won the Division 1, National Sandlot Super Bowl championship. He played center on offense and left tackle on defense.



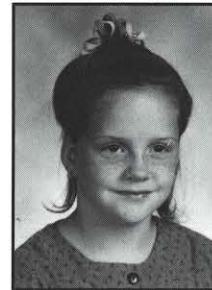
Kelli



Kara

Kelli Norcross is a member of the Vinton 10-12 year-old soccer cheerleading squad which won second place in the Junior Division's 3rd annual Roanoke County cheerleading competition. **Kara Norcross** is a member of the Vinton Division I Shockers soccer team which was first runner-up in the pre-season Gus Nicks Shootout Tournament. Finishing the regular season undefeated and as Division I champs, the Shockers went on to win the Roanoke County League and playoff championship. They ended the season by placing third in the Southwest Virginia District

Tournament in Pulaski. Kelli and Kara are the daughters of Pete Norcross, clerical supervisor, GO Accounting, Roanoke, and Wanda Norcross, load research data processor, GO Rates & Contracts, Roanoke.



Mika Short's chalk drawing, "My Dream," was chosen to be exhibited in the Roanoke County Elementary Art Show. The show was exhibited at the Roanoke County Board of Education office in Salem and

the Roanoke County Administration offices. Mika, a second grader at Roland E. Cook Elementary School, is the daughter of Pat Short, engineering clerk A, GO T&D Electrical Engineering, Roanoke.

Kimberly, daughter of E. A. Hensley, regional dispatcher, GO Operating, Turner, was featured in the 24th annual edition of *Who's Who Among American High School Students*. A senior at Nitro High School, she received the honor of being in the top five percent of high school students across the nation.

Ray Mullen, data processing operator A, GO Accounting, Roanoke, won \$1,022 in the Virginia lottery. He picked five out of six numbers right.

Sherri, daughter of R. J. Pinnell, communication supervisor, GO T&D Communication, Marmet, has passed the West Virginia state bar examination. She graduated from the West Virginia University College of Law with a doctor of jurisprudence degree.

Mark, son of Tom Puckett, senior buyer, GO Purchasing, Roanoke, was named to the 1991 edition of *Who's Who Among American Colleges and Universities*. A senior at Davidson College, Mark is co-editor of the college newspaper and has won several writing awards, including the R. Windley Hall Freshman Writing Award, the Vereen Bell Award for fiction, and the Charles E. Lloyd Award for non-fiction. He also is a Stella and Charles Guttman Honor Scholar and captain of the water ski team. □

Beckley



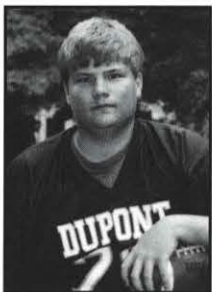
Cindy, daughter of Paula Goddard, records supervisor, was selected by the West Virginia Secondary Schools Activities Commission as the winner of the Peabody Academic Achievement Award. The program recognizes the top male and female student in the categories of band, athletics, and cheerleading. Cindy, who also won the award last year, was again named top female band student.

Ray Vest, administrative assistant, was selected by the West Virginia Secondary Schools Activities Commission to officiate one of the final games of the 1990 high school football championships.

Larry Gearhart, division manager, was elected to the board of directors of Raleigh County Sheltered Workshop, Inc., and to a three-year term on the board of directors of United Way of Southern West Virginia, Inc.

Bob Dyke, Oak Hill area servicer, was installed as president of the Oak Hill Civitan Club. **Emory McGuffin**, collector, was installed as president-elect. □

Charleston



Ron, son of James Hall, automotive mechanic A, was a starting 6', 230 lb. tackle for the DuPont Junior High School Panther Cubs football team which won the Kanawha Valley Single A championship. □

Philip Sporn

New officers of the New Haven Rotary Club include **Doug Draper**, operations superintendent, president, and **Ronald Robinson**, utility worker B, secretary/treasurer. □



The following employees have been called to active military duty:

Jerry Hager, John Amos Plant maintenance mechanic C, who is an SSG with the West Virginia Air National Guard 130th Tactical Airlift Group.

Jim Thrasher, engineer II-hydro, GO Hydro, Roanoke, who is a captain in Company B, Fourth Combat Engineer Battalion, Fourth Marine Division, FMF Roanoke. □

Logan-Williamson



E-2 James Anthony Maynard, a medical specialist in the 86th Evac Hospital with the 101st Airborne, Fort Campbell, Kentucky, was honored as soldier of the month in September. He received his wings

upon graduation from air assault school in July. His unit has been deployed for Operation Desert Shield. James is the son of Mary Maynard, parttime meter reader in Williamson. □

Roanoke

Johnny, son of Clarence Moore, retired energy services engineer, has received a Ph.D. in American history from the University of Virginia. An AEP educational award winner in 1971, Johnny is an assistant professor of history at Radford University. □

Huntington

Debby Hickel, Point Pleasant T&D clerk B, was elected state president of Lambda Chi Omega Sorority. She also is president of the local chapter in Point Pleasant.



Sue, wife of David Straley, meter electrician supervisor NE, was chosen 1990 associate member of the year for the Tri-State Homebuilders Association. She also was awarded the West Virginia State

associate member of the year for 1990. Sue, CEO and administrator for Design Connexion in Huntington, also has been elected to serve the State of West Virginia as the associate member director to the National Association of Homebuilders.

An Appalachian bowling team composed of **Judy Shafer**, secretary stenographer B; **April Adkins**, meter clerk C; **Bill Joseph**, photographer and reproducer; and **David Radcliff**, meter reader, raised \$43 in the Junior Achievement Super Bowl 1990.



Carla, left, and Adam Mallory

Carla Mallory, T&D clerk C, coached the Under 12 soccer team which won first place in its league. The team went on to place second out of 16 teams in the Southern District Governor's Cup Semi-finals. Her son, Adam, is a member of the team. The team presented Carla with a sweatshirt with "Coach Mallory" on it. □

Pulaski

Jessica, daughter of Ted Aaron, Christiansburg line crew supervisor, was honored recently as "student of the month."



Marc, son of Jon Fitzwater, energy services engineer, won first place in both kata and junior weapons in the Eagle Classic at Moorehead, KY. He also won first place in both kata and fighting in the Superstars karate championships in Reidsville, NC. Marc has studied Shotokan for three years and has attained the rank of green belt. He has had 17 wins in two years as a member of the competition team. □

Wed 50 years



Glenn and Dortha Paul celebrated their 50th wedding anniversary at Gatlinburg, Tennessee. They have four children and three grandchildren. Glenn is a retired meter service mechanic A, Charleston.

Births

Abingdon

Nathan Russell, son of Kevin Sigmon, line construction and maintenance representative, October 28.

John Amos

Cody Allen, son of Jerry Hager, maintenance mechanic D, November 12.

Chrissy Brooke, daughter of Timothy Echols, stores attendant, October 4.

Bluefield

Corey Matthew, son of Joseph Turner, meter electrician C, November 20.

Central Machine Shop

Charles Cody, son of Charles Schuler, Jr., production supervisor, November 16.

Centralized Plant Maintenance

Joseph D., son of Robert Roush, maintenance mechanic A, September 25.

Anthony M., son of Michael McCutcheon, maintenance supervisor-engineer, October 19.

Charleston

Allison Kaye, daughter of Terry Tucker, Montgomery line mechanic A, November 28.

Clinch River

Jeremy Andrew, son of Larry Cantrell, coal handler, December 2.

General Office

Emily Anne and Steven Tyler, twin daughter and son of Steven Williams, engineering technician, GO T&D Communication, Roanoke, November 6.

Kayla Paige, daughter of Mary Jo Stevers, electrical engineer, GO T&D Relay, Roanoke, September 23.

Kristyn Elaine, daughter of Eddie Francisco, data processor B, GO Rate & Contracts, Roanoke, and Terry Francisco, Roanoke customer services representative C, November 16.

Huntington

Daniel J., son of Arnold Mitchell, Jr., Ripley line mechanic D, November 23.

Mountaineer

Lian Marissa, daughter of Dave Hoffman, plant engineer senior, November 22. □

Wed 60 years



Augusta and Loyd Smith celebrated their 60th wedding anniversary on November 26. They have one son, two grandsons, and one great-granddaughter. Loyd is a retired administrative assistant, Lynchburg.

We'll Miss



Jones

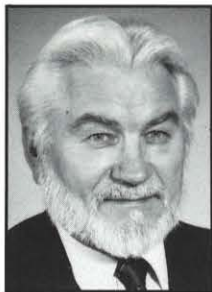


Bucklen

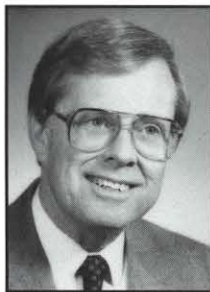
Edward M. Jones, 68, retired Kingsport station mechanic B, died November 26. A native of Clinchport, Virginia, he was employed in 1947 as a laborer and elected early retirement in 1983.

Larrie L. Bucklen, 60, Wytheville marketing and customer services representative senior, died December 12 of a heart attack. A native of Tazewell County, Virginia, he was employed in 1956 as an area sales representative-agricultural engineer at Abingdon. Bucklen is survived by his wife Mary, 880 North 20th Street, Wytheville, VA; one son; one daughter; two step-daughters; three step grandchildren; four sisters; and four brothers. □

Service Anniversaries



Lee Hodges
line crew supv.
Huntington
35 years



Bob Davenport
division manager
Lynchburg
35 years



Jimmy Ferguson
shift op. eng.
John Amos
30 years



Charles Julian
maint. superintendent
John Amos
30 years



Hale Terry
eng. technician sr.
Stuart
30 years



Valorie Shepard
cent. cash supv.
GO-Roanoke
25 years



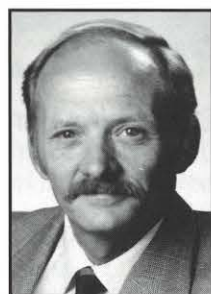
Raymond Totten
tax acctg. supv.
GO-Roanoke
25 years



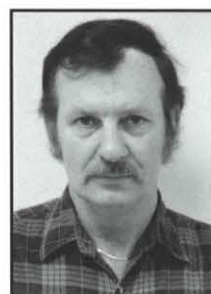
Frank Young
cler. supv. - T&D
Pulaski
25 years



Glenn Johnson
maint. supervisor
Philip Sporn
25 years



Ron Neal
operations supt.
Mountaineer
20 years



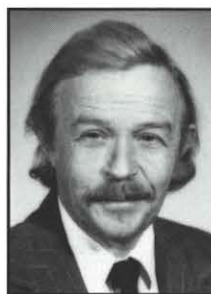
Keith Harper
maint. mechanic A
Philip Sporn
20 years



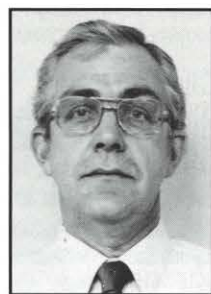
Beryl Wilson
asst. shift op. eng.
Mountaineer
20 years



Sheris Serry
engineer senior
GO-Bluefield
20 years



Millard Callicot
custodian
Huntington
20 years



James Stewart
asst. shift op. eng.
Philip Sporn
20 years

Abingdon

10 years: **Katherine Widener**, customer services representative B, Marion. **Pat Emerson**, drafter C, Marion.

John Amos

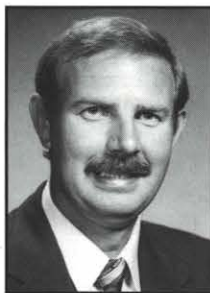
15 years: **Diana Smith**, performance technician senior. **Gary Berry**, maintenance mechanic B.

Beckley

15 years: **Ron Cruise**, customer services office supervisor NE, Rainelle. 10 years: **Dave Anderson**, line mechanic B. 5 years: **Rick Gillespie**, station mechanic C.



Wayne Hopkins
equip. operator A
Glen Lyn
20 years



Anthony Fields
maint. supervisor
Philip Sporn
20 years



Jack Peavley
maint. supervisor
Philip Sporn
20 years



Joe Spencer
stores attendant sr.
Glen Lyn
20 years

Bluefield

10 years: **Jaime Patena**, drafter C. **Keith Reese**, line mechanic A, Peterstown. **Dewey Hill**, line crew supervisor NE, Peterstown.

Central Machine Shop

15 years: **Paul Roberts**, winder 1st class. **Dwight Martin**, machinist 1st class. 5 years: **Bob Marks**, production coordinator.

Centralized Plant Maintenance

15 years: **E. H. Martin**, maintenance supervisor.
(please turn to page 23)

168 participate in golf scramble

The fifth annual Fall AEP Ohio River Valley Combined Operations Scramble was held at Riverside Golf Course, Mason, West Virginia. One hundred sixty-eight golfers from Amos, Big Sandy, CPM, Gavin, Huntington, Kyger Creek, Mountaineer, Muskingum River, Pomeroy, Point Pleasant, AEP River Transportation, Philip Sporn and Zimmer competed for prizes and bragging rights in three flights.

"A" flight winners were: first — Gene Weaver, Dave Reed, Robin Phalen and Ron Bachtel, Kyger Creek; second — Craig Harrison, Danny Cox, Frank Fetty and Don Anderson, Gavin Plant; third — Jim Amsbary, Steve Price, Chuck Stanley and Rick Penn, Mountaineer; and fourth — Arnold Bailey, Tom Jenks, Bruce Jenks, and Frank Smith, Big Sandy.

"B" flight winners included: first — Buddy Peaytt, Olin Rice, Rusty Saunders, and Bill Wallace, Philip Sporn; second — Kenny Williams, Ron Quillen, Nick Hill, and Jim Pitts, Mountaineer; third — Jim Musgrave, Mike Reed, Scott Chambers, and Jeff Hutchison, Huntington; and fourth — Arnold Marcum, Mike Rabusky, Tony Sayers, and Rhonda Wood, Mountaineer.

"C" flight winners were: first — John Capocefalo, Duane Phlegar, Jim Bays, and Roger Gautier, John Amos; second — John Scott, Dave Swain, Ray Oliver, and Mark O'Dell, Gavin.

Closest to pin winners were Jim Amsbary, Mountaineer; Gene Weaver, Kyger Creek; Paul Massie, John Amos; Jeff Hutchison, Huntington; Dan Morrow, Mountaineer; and Jerry Myers, Kyger Creek.

Skin winners were Weaver, Reed, Phalen and Bachtel of Kyger Creek; Bailey, Jenks, Jenks, and Smith of Big Sandy; and Bragg, Dye, Weaver, and Raines of CPM.

The winners divided \$2,556 in prize money. All participants enjoyed refreshments and hot dogs during play and a meal at the conclusion of the tournament.

The third annual spring outing will be held sometime in May 1991. Some interest has been expressed in a golf outing for senior employees and retir-

ees. For more information, contact Jerry Arnold at Mountaineer Plant. □

Service

(continued from page 22)

General Office

15 years: Veda Young, secretary-stenographer B, GO Executive, Charleston. Shelia Peters, general records clerk A, GO Accounting, Roanoke. 10 years: Jim Williams, computer operation supervisor senior, GO Accounting, Roanoke. 5 years: Mike Sampson, engineering technician senior, GO T&D Communication, Marmet.

Huntington

5 years: April Adkins, meter clerk C.

Kanawha River

15 years: Charles Woods, equipment operator B.

Lynchburg

15 years: Kenneth Eagle, station mechanic A.

Mountaineer

10 years: Jim Shiltz, equipment operator B.

Roanoke

15 years: Barbara Hill, meter reader. Lynn Short, area supervisor, Stuart. Glenn Mullins, station mechanic A. 5 years: John Maynard, automotive mechanic A. Ryan Perry, line mechanic C, Fieldale.

Philip Sporn

20 years: David Stout, maintenance mechanic A. 10 years: Jeffrey Atkinson, plant staff engineer. 5 years: Robert Duckworth, maintenance mechanic C. □

Hunters

Bluefield

Jeff Whittaker, automotive mechanic A, 12 lb. turkey; 14 lb. turkey; spike buck; and 8 pt. buck.

Paul Dalton, transportation supervisor, 12 lb. turkey and 6 pt. buck.

Rick Nowlin, building supervisor, 4 pt. buck.

Nick Comerose, Princeton area supervisor, 7 pt. buck.

Kevin Standifur, electrical engineer II, 3 pt. buck and 8 pt. buck (with bow); 7 pt. buck; and 5 pt. buck.

Kanawha River

Artie Fernatt, utility worker, 150 lb., 6 pt. buck (with bow); 180 lb., 6 pt. buck; and 110 lb. spike buck. □

Toys for tots



Appalachian Power's Roanoke headquarters office served as a pickup point for donations made by employees and customers to the annual U. S. Marine Corps Reserve's annual Toys for Tots campaign. Pictured, l. to r., are Helen West, human resources assistant; Rob Glenn, energy services supervisor; and Sgt. Debbie Foley, Company B, Marine Combat Engineers.

Amos workers help needy



Amos Plant employees contributed gifts of toys, food and clothing through the Putnam County Community Action Council so that some needy families in the area could have a merry Christmas. Pictured with some of the toys are Diana Smith, performance technician senior (left), and Becky Roush, plant clerk A.

Good children make Santa's day

When you are trying to convince children you're the real thing, it helps to have a thick, white beard, a full paunch, and a twinkle in your eye.

Not that most kids need convincing when you're dressed in a red and white plush suit, surrounded by bright lights and elves and planted in the middle of the Charleston Town Center.

Okey Turley, retired transmission mechanic A, GO T&D Transmission, Turner, has just completed his second season as one of Santa's helpers, and he said it was all he expected and more.

Okey was solicited in 1989 by a friend, a Santa's helper who needed help. "I called him back and told him I'd help him out and try it," he said. "I really didn't know that much about what it entailed or how tough it might be, but I wanted to do something for the kids," he added.

Okey said children are, after all, what Christmas is about. "I love children and I love working with them — the differences in them that you see sort of tends to amaze you. Some can be so happy to see Santa Claus and run up to you. Then they stop all of a sudden and start squalling.

"But my favorite ones are the ones that come up with a big, happy face, and you feel all the love in the world coming from their wide open eyes. That really tears you up, even though it's directed at Santa Claus, because you feel like it's partly directed at you, too."

Okey said he hopes to continue working during the holiday seasons as Santa's helper, but his health may not allow that. He had been on long term disability leave for four years prior to his retirement in April 1990.

At the time of this interview, Okey was planning to work until 5 p.m. on Christmas Eve, then working a little longer in costume at his brother's home. Since his own family, including two grown children and grandson, usually celebrates the holiday on Christmas Eve, the day was to be a long one for Okey.

At the mall, a few skeptical children, especially those with



Eight-year-old Angie Gates, daughter of Cindy Gates, Charleston human resources clerk B, talks with Santa Claus (GO retiree Okey Turley) at the Charleston Town Center.

older siblings, tell him as they sit on his lap and eye his bushy gray beard that Santa doesn't exist. But he has developed a response guaranteed to quiet even the most querulous youngster.

"I say, 'Look here. You feel this beard. You look at all this (clothes). Your brother thinks there's no Santa Claus. Well, I'm the real Santa Claus.'

"They usually go, 'Yeah, you're the real Santa Claus, all right.' " □

Story adapted from article by Karen Klein, Charleston Daily Mail.

ILLUMINATOR



Post Office Box 2021
Roanoke, Virginia 24022

DO NOT FORWARD
ADDRESS CORRECTION REQUESTED
RETURN POSTAGE GUARANTEED

Bulk Rate
U. S. POSTAGE
PAID
Roanoke, Virginia
Permit No. 241