ILLUMINATOR

February 1991



ILLUMINATOR

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IABC

International Association of Business Communicators

About the cover:

Bernie Schmidt of Amos Plant works on one of his model train layouts. See story on back cover.

THE INSIDE STORY

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Cost reduction affects Illuminator

As a means to help Appalachian Power reduce its operating expenses, the *Illuminator* has been reduced to a 16-page, one-color publication beginning with this issue.

Since 8 pages were eliminated, it was necessary to make some tough decisions about what to omit and still keep employees as well informed as possible. We relied on our most recent readership sur-

vey, made in the fall of 1989, to retain those features which employees like best.

This is the first time in its 41-year history that the *Illuminator* has been affected by a cutback, but we all must do our part to curtail expenses so that earnings can return to a more acceptable level in 1991.

Your comments and suggestions are always welcome.

Betty Low Carter

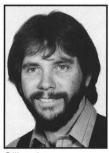
Editor of Publications



Six APCo men among top winners in annual Operating Ideas competition



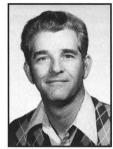






Rulen





Washington

Six Appalachian Power employees are among the 21 systemwide who will be rewarded with a total of more than 1.000 shares of AEP common stock worth about \$30,000 — for submitting the top 10 suggestions in the annual Operating Ideas awards program.

Judging is based on an idea's applicability, monetary benefit, and originality. Harold Rulen, manager, Central Ma-

chine Shop, will receive 30 shares for his article, "New Method of Checking Rotor Compatibility Reduces Outage Time," which appeared in the March 1989 issue.

Receiving 10 shares each will be Jim Elswick, distribution superintendent, GO T&D Distribution, Roanoke; Clifford Washington, Beckley station mechanic A; Dale Pittman, Beckley station mechanic B; Rick Gillespie, Beckley station mechanic D; and Dusty Gilbert, Beckley station mechanic C, who collaborated on an article entitled "Control Valve Stem Modified to Change Timing on DV Reclosers," which ap-

Flash Fill paves way to recycling power plant ash

A new filler material made from coal ashes promises to make road repairs quicker, cheaper — and a lot less bumpy. Developed in the civil engineering area of AEP's Dolan Engineering Laboratory, the new material blends two different classes of fly ash, one from Columbus Southern Power's Picway Plant and the other from Indiana Michigan Power's Rockport Plant. The two ash classes are mixed with water to produce a flowable product.

Called Flash Fill, the mixture will speed filling trenches (some of which, in actual road work, extend for 50 or more feet and are more than a yard wide and a yard deep) because it hardens enough in only four hours to support a top coating of asphalt.

Heavy traffic — including loaded 18wheelers — can begin rolling over the spot in less than an hour after the asphalt has cooled and hardened on top of the Flash Fill.

If the trench must be reopened, the backfill material can be removed with a backhoe since it does not become as hard as concrete. No drilling is needed. Flash Fill can be taken from around cables or pipes with picks and shovels,

Safety plaudits

Appalachian Power Company employees completed one million safe work hours on January 13. The last disabling injury occurred on December 5, 1990.

Employees of Appalachian Power's General Office Operating Department completed a quarter century without a lost time accident on January 17.

On November 12, 1990, Mountaineer employees reached one million work hours without a disabling injury. They also completed two accident-free years on December 3.

Pulaski employees began the new year by reaching the 500,000 safe work hour mark on January 1.

Employees in the following locations had no lost time accidents during 1990: John Amos Plant, Beckley Division, Glen Lyn Plant, Mountaineer Plant, Pulaski Division, GO T&D, GO Hydro, GO Operating, GO General Services, and Roanoke General Depart-

Abingdon to test fuel containing liquid coal

Appalachian Power Company will soon begin a pilot program using fuel that is made, in part, from coal. The company has contracted with Coal Technology Corporation (CTC) of Bristol, VA, to provide unleaded gasoline and No. 2 diesel fuel for use in its cars and trucks throughout Abingdon Division.

The fuel purchased from CTC will be a blend of about 90 percent petroleum and 10 percent liquid coal. It is anticipated that company vehicles in Abingdon will consume about 170,000 gallons

Tidd PFBC plant begins testing

America's first pressurized fluidized bed combustion (PFBC) generating plant is now in combined-cycle operation. AEP's Tidd PFBC Demonstration Plant will begin a three-year test program in February, concluding the construction process that began in April 1988. The 70,000-kilowatt facility is considered a flagship project of the U.S. Department of Energy's Clean Coal Technology program.

Key among the goals and objectives for the test project are:

- demonstrating PFBC's environmental superiority over conventional technology in combined sulfur-dioxide and nitrogen-oxide reduction;
- demonstrating the ability of the gas turbine to perform successfully;
- showing that the in-bed tube bundles will not be unduly damaged by wear; and
- investigating the potential uses of the ash by-products.

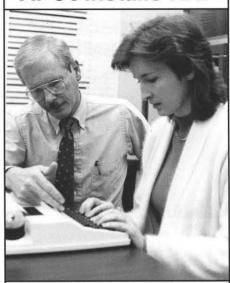
In addition, Tidd Plant will be testing several types of coal, dolomite, and limestone.

Neighbor fund exceeds \$195,000

In the first 12 weeks of this winter's Neighbor-to-Neighbor Program, Appalachian Power and its customers have contributed more than \$195,219 toward the payment of electric bills of needy families in the company's service area.

Some 12,951 contributors in Virginia and West Virginia have provided \$120,219 toward the program and the company has donated \$75,000 in matching funds.

APCo installs TDD



Telecommunications device for the deaf (TDD) is demonstrated to Gloria Greene, Roanoke customer services representative B, by Cecil R. Prillaman of the Virginia Department for the Deaf and Hard of Hearing. Appalachian has installed the device to enable its hearing impaired customers to discuss business or to report outages or other emergencies by telephone. The company can be reached by TDD users 24 hours a day by dialing toll-free 1-800-348-9602.

Zimmer reaches 1300 MW full load

The William H. Zimmer Generating Station reached its 1,300 megawatt full load of electrical generation during testing at 12:27 p.m. on January 13. The unit will continue to operate at various load levels for testing and adiustments.

Commercial operation of Zimmer Station, the world's first conversion from nuclear to a coal-fired unit, is expected in early spring.

Employees from three Appalachian plants were on loan to Zimmer during start-up. On loan from Amos Plant were Bill Ernest, shift operating engineer: Fred Walker, plant engineer senior, Ven Acharya, plant engineer senior; and Larry Dye, control technician senior. From Mountaineer Plant were Grea Wooten, plant engineer II; Bob Jarrell, plant engineer II; Stuart Burton, plant engineer II; Larry Norvell, control technician senior; and Lee Gangwer, unit supervisor. Loaned from Philip Sporn Plant were Rick Williamson, control technician senior; Clarence Watt. control technician: and Scott Harrison, control technician.

APCo requests rate increase in WV

Appalachian Power Company last month asked the Public Service Commission of West Virginia for a \$43.9 million or 8.8 percent annual rate increase, effective February 4. The PSC subsequently suspended the rate increase until November 2. The proposed rates would result in a monthly increase of \$5.49 for residential customers using 1,000 kilowatt-hours of electricity a month.

Kingsport Power granted rate hike

The Tennessee Public Service Commission has granted Kingsport Power Company a \$500,000 or 1.8 percent annual rate hike, effective January 1. The new rates will result in an increase of \$1.13 for residential customers using 1,350 kilowatt-hours of electricity per month.



American Electric Power has reaffirmed its commitment to the environment by joining the Global Environmental Management Initiative (GEMI), a coalition of major corporations formed to foster environmental excellence by business worldwide.

Member companies include AT&T, Boeing, Dow Chemical, Duke Power, Eastman Kodak, DuPont, Florida Power & Light, IBM, Occidental Petroleum, Proctor & Gamble, The Southern Company, Tenneco, Union Carbide, and USX Corporation.

New benefits package offers long-term care

Devastating illnesses or severe injuries can strike any family, creating the need for long-term, custodial care. Because of this, the AEP companies are offering employees, parents of employees, and retirees an opportunity to enroll in a new Long-Term Care Plan, which becomes effective May 1. The plan will be administered by Aetna Life Insurance Company.

Although some employees assume that Medicare and/or the company's medical insurance plan will pay their long-term care bills, Medicare — the primary health program for people over 65 — primarily covers short-term acute care. Neither Medicare nor AEP's medical insurance plan covers custodial care.

Approximately 42 percent of the nation's long-term care expenses are paid for by Medicaid, a government health-insurance program for the poor. Sadly, about half the nursing-home residents receiving Medicaid did not qualify for it when they entered the nursing home. But they exhausted their resources by paying nursing-home bills and became poor enough to be eligible.

With costs for home health care averaging \$5,000 to \$10,000 annually and nursing-home charges averaging \$25,000 per year, long-term care coverage can protect employees from potentially catastrophic costs.

Who's eligible?

Employees or retirees of AEP compa-

nies may purchase coverage for themselves and a spouse. For active employees, coverage also is available for parents and parents-in-law. An employee must be enrolled in the plan before a spouse or parent is eligible to purchase the coverage. And, to cover parents-in-law, the spouse must be enrolled.

The enrollment period for active employees and their spouses will be March. The enrollment period for retirees and their spouses, as well as surviving spouses, will be March and April. The enrollment period for parents and in-laws also will be March and April.

An individual will be eligible for home health-care or nursing-care benefits if he or she is dependent on another person to perform at least two of the five activities of daily living. They are defined as walking or wheeling, transferring oneself from bed to chair, dressing oneself, eating and toileting. In addition, an individual diagnosed as suffering from an irreversible, organic mental disorder — such as Alzheimer's disease — which leaves a person in need of frequent supervision to protect his or her safety and health, will be eligible for benefits even if that person may be physically capable of performing all of the activities of daily living.

Three choices of daily benefits for nursing-home confinements are being offered — \$60, \$80 and \$100 per day.

Benefits payable for home health care will be one-half of the selected daily benefit amount — that is, \$30, \$40 or \$50 per day.

The home health-care benefit would be payable to an individual who is unable to perform at least two of the five activities of daily living, regardless of whether formal home-care services are purchased. In this way, the informal care-giving by a spouse or friend — which today provides 75 percent or more of all long-term care services — will be supported.

Benefits will be payable until the equivalent of five years of nursing-home benefits (or 10 years of home health care) have been exhausted. The average stay in a nursing home is less than five years.

Additional provisions

In order to protect against the possible erosion of benefits by inflation, the plan will permit participants to purchase (without evidence of insurability) additional coverage in \$10 increments every five years at rates based on their then attained age.

The coverage for active employees and their spouses automatically includes a provision whereby premiums are returned in the event of death. The coverage for retirees and parents does not offer this feature. Therefore, premiums for retirees and parents are less than for active employees at the same

Near-retirees' savings statements to include rollover information

Rollovers have important financial implications for employees nearing retirement. And in order to provide prospective AEP retirees important retirement-planning information, an additional line concerning rollovers will be added to the AEP System Employees Savings Plan statements of employees approaching retirement age.

The information, which will be added to the "Total Market Value" section of the statement, will indicate the amount of an employee's Saving Plan account balance that may be eligible for rollover treatment.

Internal Revenue Service rules state that, if certain requirements are met, distributions from qualified plans, such as the Savings Plan, can be received by an individual without incurring taxable income, as long as the distribution is placed or rolled over into another such plan or Individual Retirement Account within 60 days of the original distribution.

In most cases, retirees who elect to take a total distribution from the Sav-

ings Plan will be able to roll over the entire amount distributed, other than amounts originally contributed on an after-tax basis.

Since knowing the rollover amount can help in retirement planning, that amount will be listed on an employee's Savings Plan statement, beginning two quarters before he or she attains age 60. As with all tax matters, it is important for employees to contact their personal tax advisers when contemplating rollovers from the Savings Plan.

Examples explain long-term coverage

Long-term care coverage can play an important role in a family's ability to maintain its financial security and to provide needed care for an ill or injured person.

The long-term care provisions are designed to assist active employees, retirees, spouses, employees' parents, and employees' parents-in-law, as these brief, fictitious examples illustrate.

Ted Davies, a Service Corporation employee, is approaching retirement age. He and his wife, Ellen, decide to enroll in AEP's Long-Term Care Plan. Two years later, Ted suffers a stroke that paralyzes his left side.

The paralysis confines Ted to a wheelchair. He needs help bathing, dressing, getting into bed and using the bathroom. At age 67, Ellen is physically unable to help him move from the wheelchair to the bed, so she hires an attendant, who comes to the house every day to help.

AEP's long-term care coverage helps them pay for the custodial care the attendant provides. Since Ellen can handle the rest of Ted's care by herself, he can stay at home rather than being confined to an expensive nursing home.

When Bill Perkins enrolls in AEP's Long-Term Care Plan, he also buys

coverage for his wife, Anna, and his mother, Mary, who lives with them. The following year, Mary is diagnosed with Alzheimer's disease.

As Mary's condition grows progressively worse, she begins to need help getting dressed and feeding herself, and doctors predict she soon will be unable to walk without help. Bill and Anna both work and become increasingly worried about her well-being, particularly when she is home alone.

Bill and Anna find a local adult daycare center where Mary can go during the day. AEP's long-term care benefit helps offset the cost.

Because she is only 29 years old and single, Sarah Jameson doesn't think she will need long-term care coverage. However, realizing that her premiums will be less if she enrolls now than if she waits a few years, she begins participation in the plan. Six months later, the injuries she suffers in a serious car accident leave her unable to walk or use the bathroom unassisted.

Because she has long-term care coverage, Sarah's parents, who both work full-time, can afford to place her in a nursing home, where she can receive professional care around the clock.

APCo smoking policy outlined



As an additional measure in providing a healthy workplace, Appalachian Power last month began to take steps to limit smoking. Smoking is no longer permitted in meeting rooms, customer contact areas, or in vehicles without the consent of all occupants.

The company will provide assistance to employees who enroll in a smoking cessation program. Appalachian will pay half of the initial cost of the program and the remaining half, up to a maximum of \$100, if an employee remains smoke free for 30 days.

Smokers are urged to practice consideration for non-smoking employees in order to avoid a more restrictive policy, which may well include a total ban.

Medical coverage change requests due this month

Federal tax law restricts when employees may change their medical-coverage elections, now that medical-plan contributions are made using beforetax dollars. As a result, employees are permitted only one time per year to voluntarily elect or terminate coverage, or to change the number of persons covered, effective March 1 each year. Employees who want to change their medical coverage effective March 1 should contact their Human Resources Department to complete appropriate forms by February 28.

If a change in coverage is not made prior to March 1, the level of coverage remains in effect for the 12-month period between March 1 and February 28 each year, except as explained below.

Federal regulations permit an exception to the above, and a change in coverage may be made throughout the year, if there is a change in family status, such as:

- marriage, legal separation, divorce or death of a spouse;
- birth, adoption or death of a dependent child;
- loss of a dependent child's eligibility due to age, marriage or loss of fulltime student status; or
- loss of medical insurance coverage provided through a spouse's employment.

If there is a change in family status at any time during the year, the Human Resources Department must be notified within 60 days of the change. All requests to add coverage effective March 1 and throughout the year may be subject to the medical plan's requirements for "evidence of insurability."

OWER PEOPLE



Charlie Young, Charleston meter reader, officially retired on January 1 after more than 12 years on long term disability leave.

"I went to work for the power company right after graduat-

ing from high school," Charlie recalls. "I enjoyed meeting and talking with people as I read their meters. I had good friends to work with over the years."

He adds, "LTD has been a great benefit for me. I don't know how I would have made it without LTD."

For the past five years, he has been living in Naples, Florida, where he enjoys the sunshine and good weather. As a hobby, he repairs old radios and TVs.

An Army veteran, Charlie has two daughters and one granddaughter.

□



"The first thing I plan to do after retiring is rest up a while," says John Moss, Charleston T&D clerk A. "Then by spring I'll start painting my house and putting up new guttering. Doris and I also expect to do

a little bit of traveling."

John began his career in 1953 as a timekeeper-groundman, following service with the U.S. Army during the Korean War. He had worked his way up to line foreman NE by 1970 and, following long term disability leave, returned to work in 1979 as a T&D clerk A.

"I liked outside work better," he admits, "but it gets exciting here in Emergency Services sometimes when the phones start ringing off the hook."

He concludes, "In 37 years, I've seen a lot of changes made and a lot of people come and go. I've enjoyed working here."

Retirements



Plant Office Supervisor Ruth Noe earned two distinctions during her 34 years at Clinch River — she was the first exempt female and the first female to retire.

"I was hired as a

junior clerk for AEP Construction while the plant was being built," she recalls. "In my current job I was in contact with most of the GO Departments in Roanoke as well as other plant office supervisors and folks in Columbus. I hope I made a lot of friends."

Ruth won't lack for things to do after her February 1 retirement. She is a member of Eastern Star Chapter 182, Abingdon; Russell County Home Demonstration Club; Lebanon Baptist Church; and secretary of the Lebanon Zoning Board of Appeals.

Ruth has one son, Douglas Jones, Jr., who works for Big Sandy Plant; one daughter; and four grandchildren. Her husband is retired from Pittston Coal.



Jim Haggerty, assistant shift operating engineer at John Amos Plant, elected early retirement on February 1 after 38 years' service.

"Of all the employees who transferred

here from Sporn, I'm the last one to retire," he says. "I had to learn all over again when I came because I was used to a 150 MW unit."

Jim will never forget one experience he had while at Sporn. "We had brought down a unit and were isolating, but I got on the wrong one and almost shut down a unit that was operating. I had a hard time living that one down!

"I've had a good, dependable job," Jim declares, "and the people I worked with are really good people. I'll miss them. Now I'm going to take it easy and take care of my wife Phyllis, who is ill. I'll go to the dog races once in a while, and the guys are trying to get me started playing golf again."

The Haggertys have one son, four daughters, and nine grandchildren. \square



After 2½ years on long term disability leave, Hubie Mc-Callister, Huntington line construction and maintenance representative, retired on February 1. "LTD is wonderful," he says. "You just can't

realize how good it is until you use it. I have nothing but praise for the company on our benefits package.

"I loved my job very much, and you wouldn't believe the water that ran down my face when the doctor told me I couldn't work any more. I was fortunate to have had the supervisors I did over the years, and I enjoyed each and every job I was in. I was always treated like family, and that is one of the reasons it was so hard for me to leave. I had the most wonderful relationship with the people I worked with that anybody could have.

"My wife Thelma has retired, and we want to travel some if I feel like it. I enjoy fishing and woodworking."

The McCallisters have two sons, two daughters, and three grandchildren. \Box



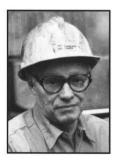
Sam Tawney, machinist 1st class at Central Machine Shop, elected early retirement on February 1 after 12 years' service.

Sam actually was a machinist for 42 years, working half

of that time in St. Louis, MO. Some time ago he returned to Roane County, WV, where he was born and raised.

"I've been all over the world," Sam declares. "I think I walked half of it during the four years I was in the Army." While at CMS, he traveled the seven-state AEP System, working in most, if not all, of its power plants.

Now Sam plans to put an addition on his house. "I started a long time ago, but they kept sending me on the road. Later on, I may work one day a week since a friend has offered me a job."



"I enjoyed the people I worked with and for; but, after 40 years, I won't miss the work," says Dale Brown. He was an instrument mechanic A at Glen Lyn Plant before electing early re-

tirement on February 1.

"The power company has been good to me," he adds. "It's fed me from the time I was a baby. My father, Harold Brown, retired from Glen Lyn as chief dispatcher in 1967.

"Now I want to slow things down and just take it easy," he says. "We have no travel plans. Mostly, we'll just stay at home because we like where we live."

A certified electronics technician, Dale services TVs and VCRs. He is chairman of the finance committee and member of the administrative board at Peterstown United Methodist Church and treasurer of the Peterstown Ruritan Club. He and his wife have one daughter. \square



"Your life sort of goes in phases, and I'm looking forward to the phase I'm beginning now," says Mary Manning. She was secretary in GO Marketing and Customer Services, Roanoke, before

electing early retirement on February 1 after 32 years' service.

"Now I hope Carlton and I can do some traveling and other things we enjoy. We're real active in a western square dance group and take short trips with them. We're also active in the Green Hill Church of the Brethren."

Mary first came to Appalachian right out of high school and worked 3½ years before quitting to raise three sons. "I worked with a lot of nice people and I've enjoyed it here. The savings plan is great," she concludes.



Cliff LaGrow, supervisor-regulatory and statistics, GO A c c o u n t i n g, Roanoke, elected early retirement on February 1, ending a 35-year utility career. Seventeen of those years were at Appalachian.

"Most of my activities were in the areas of rate making and regulatory reporting. While perhaps the most challenging and certainly the most interesting type of work, I'll not miss the job pressures or the regulatory climate that have developed over the past few years," he said.

"We have no extensive travel plans, but we hope to see our daughter, her husband, and two grandsons, who live in St. Louis, more frequently. I'll be spending more time with our oldest son, who was disabled in an automobile accident, and see if I can make him more independent. There are always things to be done around the house and time to devote to hobbies. There may be writing and study along the line. I really don't expect boredom to be a problem."



"I think I'll miss working — for the first few days," says Lynchburg Collector Clinton McDaniel about his retirement on February 1. Cutting customers off for non-payment sometimes resulted in

threats or being called names, but Clinton took it all in stride.

"Once I get rested up, maybe the wife and I will do a little traveling. We visit our daughter and grandchildren in Baltimore quite often, and now maybe we can get out to California to see our son and his children."

A member of the Altha Grove Baptist Church, Clinton hopes to do hunting in his spare time. "The company's benefits are very good," he concludes, "but the savings plan is outstanding. I recommend that young employees take advantage of it."



"I was born and raised in the power company, and this place has been good to me," says Huntington Service Supervisor Jiggs Back, who elected early retirement February 1.

"My career started back in 1928, the year I was born. My father was station operator at the Guyandotte Station, and we lived in a company house on the property. I helped him take load readings, keep the station spotless, and whatever else needed to be done. During the '37 flood, I went with him in a johnboat, and we kept the power on at the station."

Jiggs and his wife enjoy traveling and this month will visit the Smoky Mountains and then Utica, NY, to see their oldest son. Jiggs is active in St. Ann's Catholic Church, Chesapeake, OH. "I still love to roller skate and dance," he says. "It keeps me young."



"The people who work for you can make or break you, and I really appreciate my group," says Al Croy, distribution superintendent, GO T&D, Roanoke. "I've really enjoyed working with them, and I

particularly enjoyed working outdoors with the physical people. What you remember most are the emergency situations such as the ice storm of '79 and Hurricane Hugo."

After his February 1 retirement, Al plans first to paint the inside of his house. Then when his wife retires in April, there'll be time for traveling. He enjoys hunting, fishing, and woodworking and is quite active in the Blue Ridge Mountains Council, Boy Scouts of America. He is a member of the Vinton Lions Club and Thrasher Memorial United Methodist Church.



"If everything goes well, we hope to hit the road," says Lynchburg Meter Reader Supervisor Andy Crews, who elected early retirement February 1. "Vivian and I plan to join the Mobile Missionary Assistance

Program (MAPP), comprised of retired Christians, who travel in recreational vehicles. It is a volunteer group and you're asked to serve on at least four projects — about three weeks each — at churches, camps, missions, and the like during the year.

"We enjoy camping and meet friends at various places from year to year to do things together."

Andy enjoys working with flowers and shrubbery, hunting, and fishing. He sings in the choir at Madison Heights Christian Church.



It brings out the best in all of us.

United Way

Across Appalachian and Kingsport Power Companies, employees contributed generously to local United Way campaigns.

In addition to donations, employees served on United Way boards and in other capacities in community campaigns throughout the System. Kingsport Power was a pacesetter company, and Appalachian Power

was a pacesetter company in the Abingdon, Beckley, and Bluefield community campaigns.

The campaign results are:

Abingdon — 86% of employees, including General Office personnel, pledged \$17,102. Pete Montague, division manager, is a member of the Washington County United Way board of directors. Members of the Small Business Committee were Bob Heil, human resources supervisor; Bill Roeser, administrative assistant; Ron Gill, stores and garage supervisor; Randy Cooper, marketing and customer services advisor; and Don Linkous, GO communication supervisor.

Jim Farmer, Lebanon area supervisor, is vice president of the United Way of Southwest Virginia. Gary McGhee, Gate City area supervisor, and Gary Watson, line and station superintendent, are members of the board of directors.

Knox Worde, Marion area supervisor, is a member of the board of directors of the United Way of Marion.

Amos Plant — 65% of employees pledged \$22,431.

Beckley — \$12,600 was pledged to the United Way by 84% of the employees. **Bob Shiflett**, line mechanic A, is a member of the board of directors of the United Way of Southern West Virginia.

Bluefield — More than 78% of the employees, including General Office personnel, pledged \$20,905. Tobie Eaton, division manager, is president of the United Way of the

Virginias. Roger Jones, is a member of the nominating committee and board of directors and chairman of the budget committee. Isaac Webb, engineering supervisor, and Bob Farley, line superintendent, were cochairmen of the construction division. Dick Bowman, administrative assistant, was the APCo corporate gift coordinator. Solicitors included R. W. Edwards, engineering technologist I; J. W. Snead, electrical engineer senior; E. L. Leef, electrical engineer II: Don Muncy, marketing and customer services representative senior; J. G. Griffith, eneray services engineer II: H. W. Lanter, general line crew supervisor; Nick Comerose, Princeton area supervisor; F. D. Nichols, II, energy services supervisor; and Rodger Woodrum, marketing and customer services manager.

Central Machine Shop — More than 58% of the employees pledged contributions of \$8.143.

Charleston — 87% percent of employees pledged \$29,659.

Clinch River — campaign report was incomplete at press time.

Glen Lyn — 57.5% of employees pledged \$1,465.

Huntington — 60% of employees, including General Office personnel, pledged \$24,795. Kevin Vass, marketing and customer services assistant, was a loaned executive, and Jon Atchley, administrative assistant, was a campaign coordinator for the United Way of the River Cities.

Kanawha River — 72% of employees pledged \$6,098.

Kingsport — \$8,248 was pledged by 99% of the employees.

Logan-Williamson — 83% of Logan employees pledged \$10,562. 95% of Williamson employees pledged \$4,457. The Boone County campaign has not yet been held.

(please turn to page 11)

Promotions







Holland



Keaton



Graves



Taylor



Cox



Trigg



Payne

Tom S. Jobes, manager-administration, AEP Fuel Supply, Lancaster, will become administrative assistant to the president of Appalachian Power on February 16. He holds a bachelor's degree in accounting from Pace University. He also has attended the American Electric Power System Management Program at Ohio State University.

Gregory T. Holland, meter reading supervisor, was promoted to customer services coordinator, GO Marketing & Customer Services, Roanoke, on October 1. He holds a bachelor of science degree in business administration from Roanoke College.

Stephen F. Keaton, transmission station crew supervisor NE, was promoted to transmission station supervisor, GO T&D Station, Bluefield, on June 1.

Bennie M. Graves, hydro mechanic A, was promoted to hydro crew supervisor NE, GO Hydro, Roanoke, on November 3.

Mike R. Taylor, Lynchburg energy services engineer, was promoted to energy services coordinator, GO Marketing & Customer Services, Roanoke, on October 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

Jimmy R. Cox, plant clerk A, was pro-

moted to plant office supervisor at Clinch River Plant on February 1.

Rudy S. Trigg, St. Albans area supervisor, was promoted to Charleston division engineering supervisor on January 1. He holds an associate of science degree in engineering technology and a bachelor of applied science degree in electrical engineering technology from Bluefield State College and a master of science degree in engineering from the West Virginia College of Graduate Studies.

J. Sherman Payne, meter electrician supervisor NE, was promoted to Roanoke meter supervisor on January 16.

Beckley

Bob Jarrell from line mechanic D to line mechanic C.

Susie Hall from station mechanic D to station mechanic C.

Dusty Gilbert from station mechanic C to station mechanic B.

Central Machine Shop

B. J. McGrew from machinist 2nd class to machinist 3rd class.

Charleston

Marcia Summers from customer services representative D to customer services representative C.

Mike Young from line mechanic B to line mechanic A.

Paul Slack from area T&D clerk A to area T&D scheduler, Montgomery.

Keith Shahan from stores attendant B to area T&D scheduler, St. Albans.

General Office

Lisa Lackland from secretary-stenographer B to senior clerk, GO General Services, Roanoke.

Sheryl Pugh from engineering technician assistant to engineering technician, GO Operating, Roanoke.

Robert Cooper from intermediate clerk to senior clerk, GO General Services, Roanoke.

Kevin L. Dooley from transmission mechanic B to transmission mechanic A, GO T&D Transmission, Roanoke.

Steven A. Ellison from transmission station mechanic D to transmission station mechanic C, GO T&D Station, Bluefield.

David L. Hacker from transmission station mechanic D to transmission station mechanic C, GO T&D Station, Turner.

Jodie M. Neuse from custodian, GO General Services, Roanoke, to hydro mechanic D, GO Hydro, Roanoke.

Linard D. Moore from hydro mechanic D to hydro mechanic C, GO Hydro, Roanoke.

Donald A. Reeves, Jr., from transmission mechanic D to transmission mechanic C, GO T&D Transmission, Roanoke.

Cathy R. Montgomery from stenographer to secretary-stenographer B, GO Purchasing, Roanoke.

Carla M. Bradley from station drafter D to station drafter C, GO T&D Engineering Graphics, Roanoke.

Randy J. English from associate buildings engineer to building construction administrator, GO General Services, Roanoke.

Huntington

Timothy R. Hamlin from station mechanic D to station mechanic C.

Lois J. Durst from customer services representative C to customer services representative B, Ripley.

Logan-Williamson

Drema Cadd from junior clerk to T&D clerk C, Logan.

Barry Hainer from line mechanic D to line mechanic C, Logan.

Greg Bowen from line mechanic D to line mechanic C, Williamson.

Donna Price from customer services representative C to customer services representative B, Logan.

Sonjia Sharp from junior clerk to T&D clerk C, Logan.

Charlotte Bell from customer services representative C to customer services representative B, Madison

Steve Phillips from line mechanic C to line mechanic B, Williamson.

Darren Porter from line mechanic D to line mechanic C, Williamson.

Lisa Smith from customer services representative B to customer services representative A, Williamson.

Kevin Bates from line mechanic D to line mechanic C, Logan.

Lynchburg

Lynwood Doss from meter reader to customer servicer.

Pulaski

Danny Dickerson from station mechanic D to station mechanic $\mathsf{C}.$

Linda Chrisley from customer services representative C to customer services representative B, Wytheville.

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

Patra Armbrister from T&D clerk A to secretary.

Roanoke

Rosemary Barger from visitors center attendant to senior visitors center attendant.

Philip Sporn

Ronald Robinson from utility worker B to utility worker A. □

Vipperman heads Roanoke Valley bond drive



Joseph H. Vipperman, president and chief operating officer of Appalachian Power Company, has accepted appointment as chairman of the 1991 Savings Bonds Campaign for the Roanoke

Valley. He will work with top business executives, bankers, and community leaders to encourage participation in the Savings Bonds Program through payroll deduction plans and the purchase of bonds at banks and savings institutions.

United Way (continued from page 9)

Lynchburg — This is the only division which had 100% employee participation. The amount pledged was \$16,060. For having one of the best giving records in the entire United Way campaign, employees were rewarded with a breakfast.

Pulaski — 95% of employees, including GO Hydro employees at Claytor and Byllesby-Buck, pledged \$25,908 to their Benevolent Associations. Of this amount, \$10,389 will go to United Way campaigns. Chuck Talley, line superintendent, was co-chairman of the Pulaski County United Way.

Roanoke — Nearly 99% of Roanoke

and General Office employees, plus 64 retirees, pledged \$94,677 to the Roanoke Valley United Way. In addition, \$23,819 was earmarked to non-United Way agencies.

Employees in Fieldale, Stuart, and Rocky Mount pledged \$5,338 to the United Way campaigns in their areas. Lynn Short, Stuart area supervisor, is president of the Patrick County United Way.

Charles Echols, administrative assistant, was a loaned executive to the Roanoke Valley United Way. Claude Reynolds, administrative assistant, was chairman of the commercial division.



Huntington Division Manager Dave Bush, left, agreed to serve breakfast to employees if they met their assigned goal for the United Way. Going through the serving line are T. W. Kincaid, Jr., station crew supervisor NE (center), and M. W. Fortner, station mechanic C.

Five more employees called to active duty

Five more employees have been called to active military duty. Serving in Saudi Arabia as a part of Operation Desert Storm are:

Willie Noble, Bluefield meter electrician A, who is an E6 with the Army Reserve's 304th Military Police Company.

Jackie Thornton, Glen Lyn Plant maintenance mechanic A, who is a sgt. with the Army Reserve's 304th Military Police Company.

Jake Kirby, transmission crew supervisor, GO T&D Transmission, Bluefield,

who is an SSG with the Army Reserve's 304th Military Police Company.

Jack Peavely, Philip Sporn Plant maintenance supervisor, who is a sgt. with the 146th Medical Company AA.

Stationed at the Naval Amphibious Base, Little Creek, Virginia, is Harry Gailey, Roanoke automotive mechanic A. He is a construction mechanic 2nd class with the Navy's Amphibious Construction Battalion 2, Detachment 106.

Service Anniversaries



Lorena Terry comp. asst. sr. GO-Roanoke 40 years



Sam Saunders line crew supv. NE Point Pleasant 35 years



Morris Wolfe performance tech. sr. Mountaineer 35 years



Ivy Layman, Jr. customer servicer Roanoke 35 years



Joe Burnside, Jr. operation coord. GO-Roanoke 35 years



Leon Poskas sta. supt⊬div. Pulaski 25 years



Ernest Sutherland supv. drafter A Abingdon 25 years



Marion Davis line crew supv. Logan 25 years



Fred Wagner eng. tech. sr. Logan 25 years



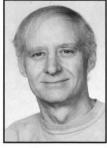
Frank Reynolds maintenance supv. Philip Sporn 25 years



Charlie Jones trans. mech. A GO-Abingdon 25 years



Bud Jones eng. supt. GO-Roanoke 25 years



Larry Dent area servicer St. Albans 25 years



Randy Camden asst. shift op. eng. John Amos 25 years



Doug Barker maint. mech. C Kanawha River 20 years



Woodrow Sagraves maint. mechanic A Kanawha River 20 years



Randy Humphreys, Jr. plant manager Philip Sporn 20 years



maint. mech. A Philip Sporn 20 years

Tim White stores attend. sr. Kanawha River 20 years

Abingdon

5 years: Frederick Miller, electrical engineer II. Claude Branch, station mechanic C.

John Amos

15 years: Mary Fizer, stores attendant. Charles Winter, maintenance mechanic B. Charles Swisher, equipment operator B. John Owens, unit supervisor. John Woyan, equipment operator B (LTD).

Bluefield

15 years: Mark Justice, meter reader, Pineville. 10 years: George Filer, Jr., electrical engineer II. Joe Magyar, line mechanic A. 5 years: Tim Brammer, electrical engineer I. Chris Myers, electrical engineer I. Johnny George, automotive mechanic A, Welch. Allen Anderson, line mechanic B, Grundy.

Central Machine Shop

15 years: Gary Adkins, winder 1st class. Clayton Lovejoy, machinist 1st class. Robert Neel, winder 1st class. Robert Robinson, winder 1st class. Jack Cobb, NDE inspector 1st class. Phyllis Bails, winder 1st class.

Charleston

5 years: Joe Perdue, line mechanic C.

Clinch River

20 years: Larry Perry, maintenance mechanic A. 15 years: Jimmy Akers, chemist assistant.

General Office

35 years: Tom Fowler, Jr., transmission mechanic A, GO T&D Transmission, Bluefield. 15 years: Archie Phlegar, Jr., engineer senior, GO T&D Station, Huntington. Jerrold Zwart, engineer senior, GO Hydro, Roanoke. Debbie Landis, secretary-stenographer A, GO Purchasing, Roanoke. Gary Jones, stores assistant, GO Purchasing, Roanoke. 10 years: Pat Graham, classification and accounts payable clerk B, GO Accounting, Roanoke. 5 years: Tom Simmons, engineer II, GO T&D Meter, Roanoke. Alan Mizeras, industrial hygienist senior, GO Human Resources, Roanoke. Mary Gill, centralized cash operator, GO Accounting, Roanoke. Bryon Joyce, station operator B, GO Operating, Roanoke.

Huntington

5 years: Scott Mann, energy services engineer I. Butch Wells, electrical engineer I. Candy Rulen, stenographer. David Dunn, line mechanic C.

Kanawha River

15 years: Bernard Balser, unit supervisor. 10 years: James Hoffman, plant engineer senior.

Kingsport

15 years: Roy Trent, Jr., line mechanic A.

Logan-Williamson

15 years: Gary Hall, meter service mechanic A, Williamson.

Lynchburg

5 years: Kim Brinn, T&D clerk C.

Pulaski

15 years: Fran DeBellis, engineering supervisor. Emory Felty, collector, Wytheville.

Roanoke

15 years: Donna France, customer services representative B, Fieldale. 5 years: Sandra Carr, customer services representative C. Judith Hale, customer services representative C. Bernard Byrd, meter reader, Fieldale. John Motheral, electrical engineer II. James Knox, electrical engineer II. David Cecil, line mechanic C. Mark Stegall, line mechanic C.

Philip Sporn

20 years: Michael Plymale, maintenance mechanic B. 5 years: Gene Smith, utility worker A.

Three published in Operating Ideas

Three Appalachian Power employees have articles published in the January/February issue of *AEP Operating Ideas*.

Sam Canode, station supervisor engineer, and Cecil Martin, station mechanic A, both of GOT&D Station, Roanoke, collaborated on an article

entitled, "Pressure Relief Mechanism Protects Transformer Tank During Oil Filling."

Richard Stocker, Mountaineer Plant maintenance mechanic B, wrote "Jig Supports 600-Volt Power Breaker During Maintenance."

Manuel saves baby's life



You could call it a Christmas miracle. Because of first aid training he received on the job, Roger Manuel, maintenance supervisor for Centralized Plant Maintenance, was able to save the life of a neighbor's 11/2-year-old granddaughter in December.

Roger relates, "We were out in the front yard putting up lights, and my neighbor came out and hollered he needed help. I went across the road, and he handed the baby to me. She was hot to touch and gasping for breath. I checked her airway, but there was no obstruction. All at once she quit breathing. I gave her two puffs of breath, and she came back around. In the meantime, my wife had called the rescue squad.

"Later on, the doctor called from the hospital and asked what had happened. He told me that the baby had such a high temperature that she went into convulsions. He told me I had done a real good job."



Onherty

Doherty becomes U. S. citizen

John Doherty, head custodian, GO General Services, Roanoke, has been naturalized as a United States citizen. A native of Freetown, Sierra Leone, West Africa, John began to dream about coming to the U. S. — and Virginia — after hearing about the state from a Peace Corps volunteer while he was in high school.

John came to Roanoke by way of Washington, D. C., and Owensboro, KY. He holds an associate in applied science degree from Virginia Western Community College, where he majored in radio and TV production technology.

"Because of the economy and the political ups and downs back home, I decided I wanted to become a citizen," John says. "One of the first things I did was get my voter registration card. My vote counts — that's my contribution. The next thing I did was get a passport because I like to travel."

Who's News

Abingdon

Tony Adkins, electrical engineer, has earned a private pilot's license.

Linda Kegley, customer services clerk A, was elected recording secretary for the Southwest Chapter, Professional Secretaries International.

Clifford Hawley, retired building services supervisor, was featured in Johnston Memorial Hospital's newsletter, *The Heartbeat*, for becoming a ninegallon donor to the Blood Bank.

Beckley

Joe Mullins, customer services supervisor, was reelected treasurer of the Beckley-Raleigh County Chamber of Commerce.

Charleston

Wayne Pugh, marketing and customer services manager, was elected secretary of the Home Builders Association of the Greater Charleston area. He is serving his fifth consecutive year on the association's board of directors.

Jim Crane, retired building supervisor, was elected vice president of the Smoot Ruritan Club.

Jack Jones, retired engineering technician senior, and his wife Mary have celebrated their 50th wedding anniversary. They have a son, daughter, two grandchildren, and two great-grandchildren.

Rather than exchange gifts among themselves, Charleston Customer Services employees provided a Christmas meal and presents to a needy family consisting of mother, father, and four children.

General Office

Glenn Echols, electrical engineer senior, GO Operating, Roanoke, was assistant coach of the Strikers soccer team which placed first in the North Roanoke County Instructional League with an 8-1-1 regular season record. The team finished fourth in the Pulaski District Invitational Tournament.

Steve Jamison, compensation and benefits manager, was elected to a three-year term on the board of directors of Big Brothers/Big Sisters of the Roanoke Valley.

Kanawha River



Jean, left, and Ray Lively

Jean and Ray Lively, retired operations superintendent, were awarded a three-day, two-night stay at Twin Falls State Park for taking first place in a VIPP competition for their photo album scrapbook on West Virginia's state parks, forests and events. The Very Important Parks Person (VIPP) program gives special recognition to guests who visit and support state recreational areas. To become a VIPP, one must visit 20 different state recreational areas. Stars are awarded for each additional round of 20 visits. The couple will soon receive a third star. Mary and Lanty Coulter, retired maintenance mechanic, often accompany the Livelys. Each person receives a windbreaker with a VIPP logo and certificate when entering the program. For further information, write the State Parks Office at WV VIPP Program, Department of Commerce, 1900 Washington Street, East, Building 6, Room B-451, Charles-

Logan-Williamson

The Logan-Williamson Division Fall Fishing Classic at Summersville Lake attracted 25 fishermen in 12 boats. The total catch was 41 3/4 lbs. with the minimum length of 12 inches. The winning team consisted of Willie Hatton, Logan customer servicer, and Don Wickline, guest, with a weigh-in of 11 lbs. 10 oz. Don Wickline had the largest smallmouth bass at 5 lbs. 10 oz. Second place was captured by Randy Thompson, Williamson station mechanic A; Leonard Bird, guest; and Todd Helsel, Williamson line mechanic A. Third place went to Bud Walls, Logan station crew supervisor, and Roby Stacy, guest.

Pulaski



Jerry Whitehurst, retired division manager, was named a Paul Harris Fellow by the Pulaski Rotary Club. This is the highest honor bestowed on individual Rotarians.

Frank Crockett, economic development consultant, is serving on the Pulaski County Chamber of Commerce board of directors.

Bob Kilgore, division manager, is serving on the advisory board of Sovran Bank, Pulaski.

Philip Sporn

Doug Draper, operations superintendent, was elected president of the New Haven Rotary Club. Ron Robinson, utility worker A, was elected secretary-treasurer.

Rusty and Connie Saunders, plant engineer II and plant clerk A, respectively, won first place in a lighting contest sponsored by Gallipolis Merchants.

Two receive master's degrees





Jones

Cooper

Tanya Leigh Jones, Huntington marketing and customer services advisor, has earned a master of business administration degree from Marshall University.

Randel G. Cooper, Abingdon marketing and customer services advisor, has earned a master of arts degree in applied organizational management from Tusculum College.

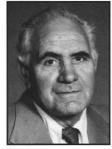
Friends We'll Miss







Arnold



Stamper



Hoffman





McCoy





Nash

Hercie Kenneth Spears, 80, retired Logan area T&D clerk, died December 25. A native of Gill, West Virginia, he was employed in 1953 as a lineman A and retired in 1973. Spears is survived by his wife Alka, Box 191, Henlawson, WV; and one son.

Keith Eugene Arnold, 73, retired Philip Sporn Plant shift operating engineer, died December 30. A native of Waterloo, Ohio, he began his career in 1936 as a vacation relief person at Philo Plant and retired in 1979. Arnold is survived by his wife Mary, P.O. Box 254, New Haven, West Virginia; one son, Gerald Arnold, Mountaineer Plant utility supervisor; five grandchildren; four great-grandchildren; three sisters; and two brothers.

Ray Stamper, 73, retired Clinch River Plant coal equipment operator, died December 28. A native of Charleston, West Virginia, he joined Logan Plant in 1945 as a utility operator C and retired in 1981. Stamper is survived by his wife Esther, Box 71, Cleveland, Virginia; one son, David Stamper, Clinch River Plant coal equipment operator; two grandchildren; and one sister.

James E. "Whitey" Hoffman, 68, retired Kanawha River Plant maintenance supervisor, died December 19. A native of Charleston, West Virginia, he was hired in 1945 as an engineer junior B at Cabin Creek Plant and elected early retirement in 1983. Hoffman is survived by his wife Eva, 5803 Starling Drive, Charleston; one son, James Hoffman, Kanawha River Plant performance engineer senior; one daughter; five grandchildren; and one great-grandchild.

Harold R. Russell, 58, Philip Sporn Plant assistant yard superintendent, died January 4 in a tractor accident at his home. A native of West Columbia, West Virginia, he began his career in 1952 as a laborer. Russell is survived by his wife Betty, Box 67, West Columbia, WV; two sons; one daughter; four grandchildren; seven sisters; six brothers; and his stepmother.

Hensel M. McCoy, 78, retired Radford Army Ammunition Steam Plant coal conveyor operator, died December 15. A native of Pulaski County, Virginia, he was hired in 1951 as a utility man and retired in 1973. McCoy is survived by his wife Virginia, P.O. Box 6, Parrott, VA; one son; one daughter; nine grandchildren; five great-grandchildren; two sisters; and three brothers.

Samuel C. "Dick" Morris, Jr., 61, retired Charleston meter electrician A, died January 10. A native of Charleston, West Virginia, he was employed in 1948 as a laborer and elected early retirement in July 1990. Morris is survived by his wife Joanna, Route 6, Box 235, Charleston, WV; two sons; two grandchildren; and his father.

Jov J. Nash, 85, retired Roanoke sales display arranger, died December 21. A native of Glasgow, Virginia, she was employed in 1927 as a clerk and retired in 1964.

Mary Archer Murphy, 91, retired system transmission record clerk junior. GO T&D Transmission Line, Bluefield. died January 4. A native of Roanoke, Virginia, she began her career in 1934 as an authorization clerk and retired in 1959. Murphy is survived by two daughters, five grandchildren, and six great-grandchildren.

Albert S. Boston, 93, retired Philip Sporn Plant guard, died January 16. A native of Letart, West Virginia, he was hired in 1951 and elected early retirement in 1961. Boston is survived by one

Roanokers earn Wise Owl awards



Fochtman



Loope

Mary Fochtman, Roanoke station mechanic A, and Bill Loope, Roanoke station crew supervisor NE, have been awarded membership in the Wise Owl Club of America, sponsored by the National Society to Prevent Blindness.

Fochtman and Loope were replacing a damaged 12 kv bus insulator when a line to ground fault caused an electrical flash, resulting in facial burns to both employees. Because they were wearing safety glasses, their eyes were

I've been working on the railroad

As a performance engineer senior in yard operations at John Amos Plant, Bernie Schmidt spends three-quarters of his time on the tracks. So what does he do to unwind when he goes home in the evening? Work on his model train layout, of course.

Bernie says, "I was born and raised in Clarksburg, West Virginia, where the B&O Railroad had a large roundhouse and yard. I used to watch the trains while I was growing up.

"I got my first train — an American Flyer Pacific steam engine — for my fourth birthday," he recalls. "I made several American Flyer layouts while I was still at home. When my parents moved to Charleston in 1966, there wasn't any room for my trains so I took them to Cleveland a couple of years later and sold them.

"About that time I started collecting N gauge trains, which my brother took to New England in 1978. About five years ago, he started sending me all the trains back in the mail. But in the meantime I had gotten started on HO gauge because it is cheap and my kids wanted something to play with."

He continues, "I bought the HO mainly for my kids, but it sorta got out of hand. I spent more money on them than I should have. The HO layout, which I recently sold to a CSX employee, was L shaped with 150 feet of track and 32 turnouts. The HO track was made from brass; and, if it set for four weeks, I had to clean it. The track got especially dirty since I have a fireplace in the room



Bernie Schmidt

where I had the layout."

Bernie continues, "I started building my present N gauge layout after my brother sent back my trains. It's 12 feet long, 32 inches wide, and has 250 feet of track with 35 turnouts.

"Actually, I like building track. I don't care if I ever run trains. You have to be a carpenter and know electricity and electronics. You've got to be able to take DC motors apart and put brushes in them. There's always something to do, but you don't have to work unless you want to. The train tables will set there. All I have to do is clean the rails months later.

"I like trains," Bernie says. "I like the peace and quiet because everyone leaves me alone when I'm working on them. Mostly I work on layouts in the winter because in the summer I spend time on my Golden Wing motorcycle. Jeanne and I like to ride in the mountains, usually on 150 to 350 mile trips."

He concludes, "When we're not doing that, I enjoy riding steam trains. I rode the old 1218 to Columbus for the Ohio State Fair and twice went on fall train rides to Hinton. The steam engine on that train was used in the movie, *Matewan.*"

ILLUMINATOR



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