

ILLUMINATOR

July 1991



Customer response to KPCo Neighbor fund highest ever

Customer contributions to Kingsport Power Company's 1990-91 Neighbor-to-Neighbor Program, which helps pay the winter electric bills of needy customers, were the highest since the program's inception in 1986.

Some 3,163 individuals and organizations in the company's service area contributed over \$22,800 during the 1990-91 program year. The company's stockholders added \$2,500 in matching funds to bring the program's total to \$25,300.

The Kingsport Area Hawkins County Chapter of the American Red Cross certified the eligibility of recipients, and funds were distributed to 268 families by the Kingsport Community Ministry Center.

Kingsport Power shared the administrative costs of the program with the Kingsport Area Hawkins County Chapter of the American Red Cross and First American National Bank so that all funds contributed went directly to assist those in need. □

Safety plaudits

Appalachian Power employees reached the 2,000,000 safe workhour mark on June 4. The sixth, and hopefully the last, disabling injury of 1991 occurred on April 5 in Logan.

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Abingdon Division employees completed one year without a disabling injury on June 11.

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Employees in General Office Transmission & Distribution completed four years without a disabling injury on May 21.

Beckley employees honored for safety



A dinner for Beckley Division employees and guests was held June 6 at the Raleigh County Armory in recognition of employees' working 4,000,000 hours without a disabling injury. This is the first APCo division in which employees have worked more than 11 years safely. Their record began December 6, 1979, and is continuing. Appalachian President Joseph Vipperman, left, presented a safety achievement award to Elizabeth Scott, stores clerk A. Looking on were, l. to r., Bunk Keatley, area servicer; Bill Wiseman, engineering technician senior; and Jean Lavender, customer services office supervisor.

Power System Concepts Course graduates 77

The 1991 Power System Concepts Course recently graduated the largest class in its three-year history, including five from Appalachian Power. Seventy-seven AEP System employees involved in various engineering disciplines completed the course, which ran from February through May and consisted of six 1½ day sessions in Columbus.

Graduates from Appalachian are: **Clifton Gordon**, performance supervising engineer, Philip Sporn Plant; **Bryan Mabe**, production assistant, Central Machine Shop; **Bill Rogers**, energy services engineer I, Huntington; **Andy Shaffron, Jr.**, electrical engineer senior, Charleston; and **Reid Strader**, plant engineer I, John Amos.

Lectures, given by specialists within the company, covered the fundamentals, planning, operation and analysis of power systems; power plants, fuel supply transmission-system engineering and engineering economics.

The curriculum also included several adjunct presentations on environmental concerns associated with air, water and solid wastes; pressurized fluid-

ized bed combustion; electric and magnetic field effects; transmission deregulation; and the future of the electric power industry.

To provide an appreciation for the size of equipment and the complexity of operating various aspects of an electric utility, course participants toured the John E. Dolan Engineering Laboratory, the AEP System Control Center, Smart House, Cardinal Unit 3 and the Tidd PFBC plant.

The course is designed so participants develop a better understanding of the responsibilities of each discipline in power system engineering and how each interfaces with the others. Minimum requirements for participation are a four-year technical degree and three years of engineering experience. Qualified employees are encouraged to ask their supervisors to consider them for participation. □

AEP files systemwide Clean Air Act compliance report

American Electric Power filed its systemwide Clean Air Act compliance report on May 31 with the Public Utilities Commission of Ohio. The PUCO on May 14 asked AEP to provide more information on complying with the 1990 amendments to the federal Clean Air Act to supplement the study of Ohio Power's Gavin Plant in Gallia County.

Gavin Plant represents 25 percent of the AEP system's total sulfur dioxide (SO₂) emissions and is crucial to the company's systemwide clean air strategy. The Commission said it needed systemwide information to put AEP's analysis of Gavin into context.

The Clean Air Act, amended last year, sets deadlines electric utilities must meet in 1995 and 2000 to reduce SO₂ emissions at power plants. AEP will implement programs to comply with the act at the lowest cost to its customers, the report says.

AEP's systemwide clean air study thoroughly explores four major options:

Case 1: Switch from high-sulfur coal to low-sulfur coal at Gavin Plant.

Case 2: Install scrubbers at Gavin to eliminate sulfur dioxide emissions, assuming that AEP can obtain needed "incentive" emission allowances which would allow the delay of Clean Air Act compliance until as late as 1997 while scrubbers are under construction.

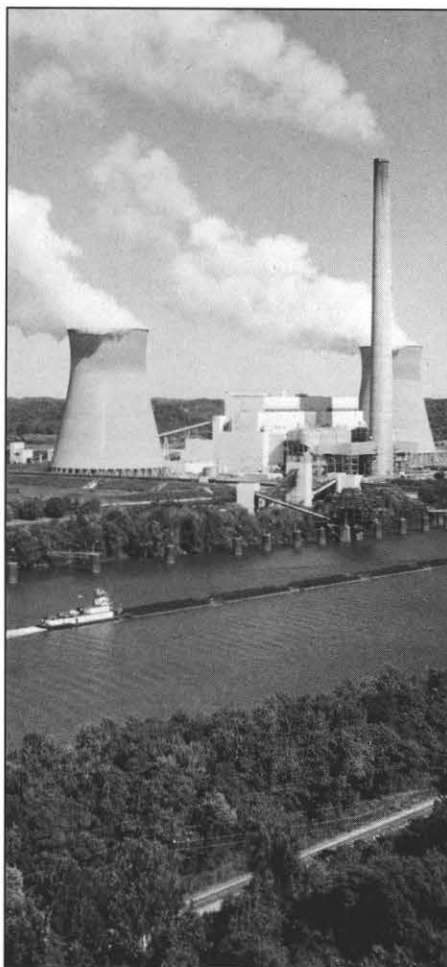
Case 3: Install scrubbers at Gavin without assuming incentive emission allowances will be available.

Case 4: Switch from high-sulfur coal to low-sulfur coal at Gavin to meet the Clean Air Act's 1995 Phase I deadline. Then return to high-sulfur coal and install scrubbers at Gavin to meet stricter SO₂ standards for the Phase II deadline in 2000.

AEP's latest study indicates that switching Gavin's fuel from high-sulfur Ohio coal to low-sulfur coal would allow the plant to meet new clean air standards by 1995 at the lowest cost to AEP customers.

Meanwhile, AEP has not dismissed the option of installing scrubbing equipment at Gavin Plant, especially if scrubbing becomes more practical in meeting the Phase II compliance deadline.

"Insofar as Phase I is concerned, we are attempting to keep the scrubber



Ohio Power's Gavin Plant is crucial to the company's systemwide clean air strategy.

option open until the conclusion of the PUCO's considerations of our report on our customers' long-term power needs, if possible," said Gerald P. Maloney, AEP executive vice president and chief financial officer. "We based our scrubber costs on early 1991 equipment prices and construction estimates. These prices and estimates may well change with market conditions or if an accelerated scrubber construction timetable becomes necessary to meet the Phase I deadline. An early conclusion is in the best interest of all parties.

"Unfortunately, it remains unclear when the U.S. Environmental Protection Agency plans to distribute incentive allowances for the installation of scrubbers, and how far those allowances would go to defraying the cost of scrubbers. While Phase I compliance alternatives are developed and presented in this report, a Phase II plan will not be

determined until later in the decade, when better information becomes available."

Maloney cautioned that the Phase II compliance assumptions used in the report should not be characterized as a Phase II Compliance Plan. "As Phase II options are evaluated in the future, the entire range of options will be considered, including scrubbers, fuel-switching, purchase of allowances and retirement of older units," he said.

"Scrubbers, developing pollution-removal technology or allowance trading could also provide us with options for compliance in Phase II that may turn out to be lower cost." However, the company's report to the PUCO concluded that installing scrubbers at Gavin still appeared to involve higher costs for the company and, therefore, higher rates for its customers.

The AEP systemwide study analyzed the company's 50 generating units at 20 coal-fired plants. The company's analysts explored each plant's available environmental compliance options. Then the team ranked the options from lowest cost to highest cost in their effectiveness in curbing SO₂ emissions. That ranking formed the basis for the selection of systemwide compliance strategies for Phase I and, on a much more tentative basis, for Phase II.

Beyond the fuel switch strategy for Gavin, the study identified probable changes at nine other AEP generating units located at five plants in Phase I:

- A switch from high-sulfur coal to low-sulfur coal at Ohio Power's Muskingum River Unit 5.
- A switch from high-sulfur coal to medium-sulfur coal at Ohio Power's Kammer Units 1-3 and Indiana Michigan Power's Tanners Creek Unit 4.
- A switch from high-sulfur coal to natural gas at Columbus Southern Power's Conesville Units 1-3 and its Picway Plant.

"Our analysis indicates that this set of compliance actions would provide flexibility and result in the company delivering the lowest-cost electricity to our customers while complying with stringent federal environmental laws in Phase I," said Maloney. □

Disbrow expresses his views

Employees' involvement — both on the job and as spokespersons for the company's point of view — is essential if the AEP System is to prosper in the 1990s and into the next century, according to AEP President and Chief Executive Officer Richard E. Disbrow.

"It's felt, perhaps, that people like the chairman and I run the company," Disbrow said in an interview with the *Illuminator*. "That's not true. We help guide it.

"Who runs the company? Every employee runs this company, and each one has to participate in his or her fair way to make this company what we want it to be," he emphasized.

"We've recently embarked on an employee involvement program, and I have high hopes that our employees will come forward and help us find new ways of doing business. I would challenge them to consider their jobs and how we can make it easier for them to do their work.

"There are many, many people in this company who spend corporate dollars for operation and maintenance expenses, capital projects and so on," Disbrow pointed out, "and the challenge to all of them is to get more bang out of the buck.

"Another important thing that employees can do is to spread the word about the needs of the company and where the self-interest of this company and the general public come together.

"We all have to be public spokespeople. If our employees can understand our circumstances, some of the issues of the day and talk to their friends and neighbors, it would certainly be to our advantage. Public support is essential, and Washington listens closely to public opinion. We've got to make that effort, and every employee can be a contributor in that direction. If we are going to prosper for the next 10 years and into the next century, we simply have to be more public affairs, governmental affairs, and regulatory affairs oriented."

Disbrow applauded the work being done by the speakers bureaus in the AEP System's operating companies and Fuel Supply Department. "I certainly commend those people — they do a splendid job, they do it on a volunteer



Richard E. Disbrow, AEP president and chief executive officer, says, "Every employee runs this company."

basis, and they do it on their own time. But we need to do even more in terms of getting our story across.

"Most of these issues are activities that are external to the company," Disbrow noted. "For example, we've been testifying in Washington and elsewhere that environmental matters are very important. We have one environment, and only one, but we have to recognize that there are other national priorities.

Balancing the three E's

"We've been stressing that we need to balance the three E's — the environment, economic vitality and energy — all of which are important to our society. We cannot merely be single-purposed people and focus on just the environment to the exclusion of everything else."

Issues of transmission access, independent power producers (IPPS) and proposed reform of the Public Utility Holding Company Act (PUHCA) are interrelated, he explained. "One of the reasons some parties want to amend the PUHCA is to facilitate the introduction of these new generating entities called IPPS. We will not take a position

either for or against amending the act. What we're saying is that if the PUHCA is amended, it must be amended in a certain fashion so that we're allowed to compete on a level playing field.

"One of the principal reasons for the PUHCA, which was enacted back in 1935, was that certain excesses had developed in the electric utility industry through the 1920s and the 1930s, not the least of which was heavy debt leverage," AEP's chief executive officer pointed out. "Now we have a contemporary situation with debt leverage — you know what's happening in the retail area and many other businesses with junk bonds and so on.

"Congress saw fit to promulgate the Holding Company Act to redress those kinds of circumstances. We're required as an electric utility, registered under the Holding Company Act, to have a very conservative capital structure.

"Interestingly, the new IPPs are going back to the practices that led to the 1935 Act," Disbrow said. "They're going to very heavy debt leverage, and several tiers of leverage are possible. So there's very little equity investment.

on AEP's future challenges

They can control power production facilities and make a very handsome return on that limited equity. Of course, our credit is really what supports that heavy debt. I can't understand why what was considered bad public policy in 1935 is now considered good public policy.

Transmission tug-of-war

"If you get into competitive bidding for generation, that leads to the question of what do you do about transmission access. The transmission system is an entirely different animal than the water, gas pipeline, or railroad systems. It operates on entirely different principles; it follows the laws of physics rather than the dictates of contracts.

"If we were to allow all these IPPs access to transmission, if it became a major element in our business, there would be a severe and serious threat to the reliability of service," he cautioned. "Now, to some, reliability to service is considered a dodge behind which we hide, but let me assure you that the public doesn't give much attention to reliability until it isn't there, and then they become irate. So we have to guard against overuse of the transmission system."

AEP is planning to extend its own transmission system by constructing 110 miles of 765,000 volt line between Appalachian Power Company's Wyoming Station near Oceana, WV, and its Cloverdale Station near Roanoke, VA.

"It's an essential extension of our transmission network," Disbrow affirmed. "There are two ways to get power into that part of the System. One is through transmission, and the other is to locate a new power plant in that region.

"We'd love to have a power plant on the eastern end of the System. Unhappily, that is not really feasible because there is not enough water in the area to support a power station. We could provide a large cooling lake, but the environmental impact of that would be enormous. Furthermore, there already is controversy with the national parks in Virginia in regard to visibility. So I really don't think that coal-fired generation — or indeed, any generation — in that area of Virginia is really viable.

"That means we have to transmit elec-

tric energy in from the Ohio River Valley and, because we see load growth in that area of Virginia and West Virginia, it's clear that our existing facilities will become inadequate in the not-too-distant future. They need to be reinforced through the extension of that line."

State governments in both Virginia and West Virginia "have encouraged us to build this facility, but that doesn't mean we will not have opposition," Disbrow said. "I think the line will be built, but what it tells us is that we need much more lead time for transmission facilities in the future than we needed in the past."

"We all have to be public spokespeople."

— Richard E. Disbrow

Disbrow had many good words for employees' efforts in successfully converting the Zimmer Generating Station from nuclear to coal-fired operation. "Our engineering staff deserves great credit for taking that nuclear facility and fashioning it into a 1,300-megawatt coal-fired station," he said. "Early reports indicate that it's running very well.

"There's no doubt that each of the three companies that owns Zimmer needs the capacity for its own requirements. On a stand-alone basis, Columbus Southern Power Company, even with its 330-megawatt entitlement from Zimmer, will still be deficient in terms of not having enough generating capacity to meet peak demands.

"One little known fact is that we, the AEP Service Corporation, undertook the conversion and did not make a nickel on it," Disbrow noted. "We only charged our costs.

"On April 2, Columbus Southern filed a rate case for \$202.5 million, of which \$174 million relates to Zimmer. We must recover the costs of Zimmer, but this rate case probably will not be decided until early 1992. That's called regulatory lag; and, in the interim, we face the problem of carrying all those costs.

"We did apply to the Public Utilities Commission of Ohio for an accounting order to allow us to defer those costs pending the outcome of the rate case," he said. "We got half a loaf: they allowed us to defer some, but we must absorb some. Consequently, there will be a negative impact in 1991 of approximately 13 cents per share as a result of Zimmer going into commercial operation."

Earnings a challenge

That, of course, comes after a 1990 financial performance in which AEP's net earnings declined by 21 percent from 1989 levels. Earnings per share amounted to \$2.65 in 1990, down from \$3.25 the previous year.

"Our 1990 earnings were very disappointing to us," Disbrow commented. "Obviously, we have to be as aggressive as we can in terms of getting cost-justified rate increases in the fastest timetable possible. In the final analysis, of course, that's in the hands of the various commissions.

"We've reinforced our marketing efforts, and we hope they will bear fruit. Over the past four or five years, we also have refinanced a lot of long-term debt that was at high interest rates, as well as preferred stock. In the aggregate, that has saved us about \$80 million a year, but that's largely behind us now, and we can't look to that source for additional help in 1991 and beyond."

Wholesale sales of electricity declined sharply in the last quarter of 1990, contributing to last year's decrease in earnings. "Two new nuclear units were recently completed in Canada, and that has reduced their need for purchases," he explained. "And on the East Coast, some nuclear units that were troubled have come back on line. Also, what remains of the market on the East Coast has become terribly competitive. People are selling at prices that are very close to cost, and that reduces the profitability.

"Our wholesale sales are limited in terms of market and pricing for the near term. That should improve, we hope, by year's end or into 1992."

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Disbrow

(continued from page 5)

In order to improve earnings, Disbrow emphasized: "We also have to revisit all of our expenses. We have to decide whether what we're doing today needs to be done tomorrow — whether our approach to our work is appropriate, whether we can change the way we do business to some extent in order to limit this sharp, upward spiral in our operating expenses.

"We've always been concerned about cost control," he acknowledged, "but we're going to have to do even more in the future than we've done in the past.

Hiring on delay

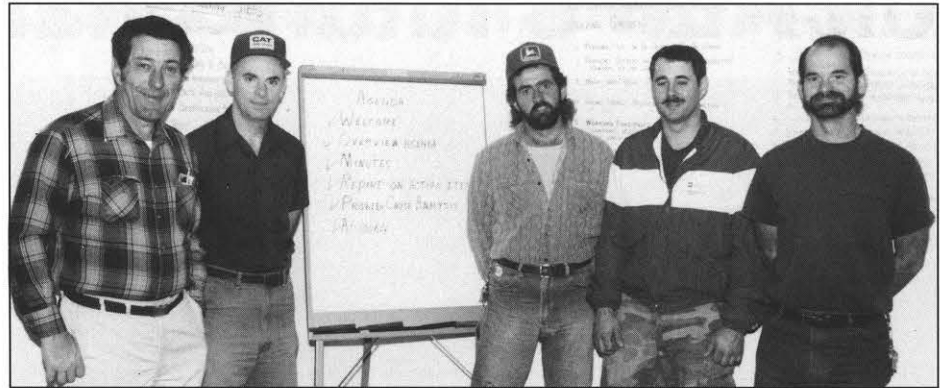
"We've put in a system of delay in terms of employment — if someone leaves, there's a 90-day delay before a new hire can be considered.

"Why was that done? Our payroll now is about \$800 million a year and rising. We need to find ways of doing with fewer employees and getting the same level of work done. If an employee leaves and we can reallocate the work to the remaining employees for 90 days, maybe we really don't need to replace that employee.

"Furthermore, when we reallocate the work, we ought to look at it carefully and decide whether it's something that really needs to be done or whether it's something that can be eliminated. And I think our employees know that better than I do.

"In terms of our personnel, we have a very able workforce," Disbrow concluded. "In terms of physical plant, I think we have no peers. We have all the basic ingredients for success. What we need is economic growth, and we'll hum right along with it. But that's the big 'if.'

"I believe that, with determination and dedication on everyone's part, AEP will continue to be a leader, if not **THE** leader in the electric utility industry." □



Members of the Station Achievement Team are, l. to r., Merve Anderson (leader), Tom Newberry, Mike Thornhill, Mark Hartley, and Skip Wilson. Not pictured are Russell Calfee and James Snead, facilitators.

Bluefield Station Team solves first appropriate problem through Employee Involvement Process

Just five months after the Employee Involvement Process was instituted in the Bluefield Division, members of the Station Achievement Team have found a solution to their first "appropriate problem": supervisors and dispatchers have difficulty in contacting crews by radio while crews are working outside of vehicles. The solution: installation of an alarm system for selected station vehicles. The alarm is activated by an encoder at the dispatch center, and a call lamp remains on in the vehicle after the alarm has sounded.

While work was being done to resolve the "appropriate problem," the Station Team also handled many "quick success" items — problems not requiring the detailed attention of the EIP but handled by individual group members.

For example, an electric starter was installed on the 16 hp portable generator to replace the old rope start. An eye protection warning sign was installed in the Station Shop area. A metal apron was fabricated for the dump truck bed to spread gravel more evenly. Tie-down hooks were welded in the bed of the dump truck to secure equipment.

According to Human Resources Assistant Russell Calfee, one of the EIP facilitators, employees have been encouraged not only by management's support of the EIP but also by

management's willingness to work on many problems that were judged "too big" or "off limits" for team members. "It has brought supervision and employees into a better working relationship," Russell said. "One of the things that impresses me the most is the seriousness that all team members display. They really are serious about trying to do a good job and solve work-related problems. They approach this in a professional manner."

Russell reports that the other Achievement Teams in the division, Line and Engineering, also are nearing solutions to their first major problems.

Division employees in the engineering, line and station groups can take their job-related problems to Achievement Team members, and they will be brought before the group for possible action during their weekly meetings. The "appropriate problems" to be solved are selected through a detailed problem evaluation process. All "appropriate problems" remain on the list for possible future action.

Members of the Station Achievement Team are Merve Anderson (leader), Mark Hartley, Tom Newberry, Mike Thornhill, and Floyd Wilson. Besides Calfee, James Snead is also a facilitator. □

Miracle reunites twins with their mother

Danny Richardson, Glen Lyn Plant equipment operator B, believes in miracles. There's no other way to explain the strange circumstances that reunited him and his twin brother, Sam, with their natural mother from whom they were separated at birth.

Danny is emotional when he talks about how they found their natural mother, Louella Ramey, in a rural home near Pedro, Ohio.

He relates, "We knew that we were born at Van in Boone County, West Virginia, and immediately given to Doris Burgess, who had legal guardianship. Until the age of four we lived in that area, and I assume we went under the name of Burgess. Doris always told us that she was our stepmother. When we moved away from Van, our name was changed to Richardson, which was our real mother's name. We lived in many places throughout our life and eventually settled in the Giles-Monroe County area."

The amazing set of events which led to the reunion began in November of last year when a Boone County minister, Clyde Lee, walked into the Giles County car dealership where Sam was working. Sam mentioned that he was born in Boone County in 1955 and asked Lee if he knew a Louella Richardson up there.

"My wife is real nosey about things like that," Lee said. "Give me your card; and, if I find out anything, I'll let you know." Several days passed, and Sam received a telephone call from Lee. He had secured the telephone number of a Louella Richardson who still lived in Boone County. Sam dialed the number, and it turned out to be another Louella Richardson. Hope turned to frustration.

Sam received a second call from Lee on the Thursday before Christmas. This time Lee reported he had learned of a woman named Glenna Athey whom he thought knew Sam's mother. Sam went to Danny's house that night and called Mrs. Athey. "She was very open," Danny said. "She said she knew that Danny and I were delivered by a midwife and put on pillows in a dresser drawer after we were born. We knew then we were on the right track." She then gave Sam a telephone number in Pedro. The brothers later learned that their mother at one time was married to Mrs. Athey's brother and that Mrs. Athey had lived across the street from the house where they were born.

It was 9 p.m. when Sam dialed the number. Joe Ramey, Louella's present husband, answered the phone. Joe was standoffish at first, Danny remembers. "He said that our mother had had four heart bypasses and was very weak. He said that we had three half-brothers, a stepbrother and a stepsister we didn't know about. He didn't let Sam talk to our mother, but Sam gave him a telephone number where he could be reached."

The following day Danny left for Richmond, Virginia, to visit his sister-in-law. That evening, Joe Ramey called Sam and said, 'Your mother wants to see you and wants me to tell you she loves you.' Arrangements were made for the twins and members of their families to go to Ohio on Christmas Day. "I just broke up when Sam called me with the news," Danny remembers.



Danny Richardson, left, with his mother and stepfather, Louella and Joe Ramey, and twin brother Sam.

Danny and his wife Barbara; his children, Roseann and Richie; Barbara's mother; Sam and his wife Linda; and niece Stacy Robertson piled into a van for the 250-mile trip. "They told us to call when we got to Ironton," Danny says. "Sam was so nervous he wanted to turn around and go home so I made the phone call. I spoke to Bobbie Joe, one of my half-brothers. It was an odd feeling, knowing he was my brother and I was talking to him but had never met him. He told us to come up the road, and he would be sitting in a white pickup.

"When I pulled up and got out of the van, I was in tears. It was a very emotional time," Danny recalls. "Bobby Joe and Joe Danny got out of the pickup, walked over and said, 'Boys, you're not going to believe this, but there is another fellow in the pickup who looks just exactly like you. They hollered and said, 'Woody, come here.' When Woody got out and walked toward us, I felt like I was looking in a mirror. The tears just started over again.

"They said, 'Boys, there's a woman up the hollow who wants to meet you. She's been waiting for many years.' We all got back in the van and went up to the house. I believe that was the hardest door catch I ever tried in my life! I let my children go in front. Mother was in a recliner, and she stood up and said, 'Boys, I'm so sorry.' That started everything all over again.

"As soon as we were introduced to everyone, it seemed as if we had known them all our lives. We don't have step-relatives. They're just plain brothers and sister to us."

Sam and Danny visit their mother at every opportunity. "Now that we've found her, we aren't going to lose her again. She had been trying to find us, too, without success." □

Beckley

Keith Von Scio, marketing and customer services advisor, was elected president of the Beckley/Raleigh County Jaycees for 1991-92.

Dave Kendrick, marketing and customer services manager, was a judge in the statewide Armed Forces essay contest for West Virginia high school seniors. □

Centralized Plant Maintenance

Dave Somerville, maintenance mechanic B, rolled the second 300 game of his bowling career. He rolled his game in the league championship roll-off, leading his team to its third consecutive league title. His other games were 236 and 181 for a 717 total series. Dave's series was the eighth 700 series of the year. His season average was 209. □

Charleston

Line Crew Supervisor **Don Hundley**, a member of the Charleston Holley Strength Systems powerlifting team, set three American records in the United States Powerlifting National Masters Championships in High Point, NC. He set records for his age and weight group with a 507 lb. squat (old mark, 458), 573 lb. deadlift (old mark, 518), and 1,311 lb. total (old mark, 1,268). In previous years, Don set two world records, a 666 lb. deadlift and 611 lb. squat for his age and weight group. □

General Office

Raymond Totten, tax accounting supervisor, has been elected president of the Roanoke Chapter of the Administrative Management Society for 1991-92. □

Glen Lyn

James and Mona Oxley celebrated their 50th wedding anniversary in April with a reception given by their children in the Kellysville Church of God fellowship hall. Jim is a retired chemist assistant. The Oxleys have four children, five grandchildren, and two great-grandchildren. □

Who's News

Logan-Williamson

Division Manager **Sonny White** and Human Resources Supervisor **John Skidmore** were elected president and vice president, respectively, of the United Way of Logan. □

Pulaski

Scotty and India MacLeod celebrated their 50th wedding anniversary in April with a reception at the Dublin United Methodist Church. He is a retired station man A. □

Roanoke

Joe Higgins, Fieldale area manager, was elected to the board of directors of Danville Industrial Development, Inc.

Bill Johnson, marketing and customer services advisor, was named "ambassador of the month" of the Roanoke Regional Home Builders Association.

Susan Lind Wheeler, department assistant-marketing and customer services, was selected as an Outstanding Young Woman of America for 1991 in

recognition of outstanding ability, accomplishments, and service to the community.

Doyle and Helen Austin celebrated their 50th wedding anniversary in April with a surprise reception at Waverly Place Baptist Church hosted by their children and grandchildren. Doyle is a retired customer services representative.

Melvin and Juanita Brown celebrated their 50th wedding anniversary in May with a reception hosted by their children at the Fieldale United Methodist Church. The Browns have four sons and six grandchildren. Melvin is retired Fieldale customer accounting supervisor. □

Philip Sporn

Winners of the spring fishing tournament are **James Gilmore**, maintenance mechanic B, 22 1/2" bass, and **Phillip King**, maintenance mechanic B, 12" crappie. □

Kingsport employees walk for charity



Twenty-six Kingsport Power employees and family members participated in the five-mile March of Dimes Walk America, raising \$910 for the organization.

Congratulations, employee graduates

Robin Lambert, human resources clerk B, GO Human Resources, Roanoke, bachelor of science in human resource development, Averett College.

Dennis Cox, Pulaski area T&D scheduler, bachelor of science in business management, Pacific Western University.

Roger O'Dell, Milton customer services office supervisor NE, bachelor of science in business administration, Ohio University.

David Atkins, payroll clerk B, GO Accounting, Roanoke, bachelor of business administration in accounting, National Business College (summa cum laude).

Jackie Scruggs, human resources assistant, GO Human Resources, Roanoke, master of arts in liberal studies, Hollins College (cum laude).

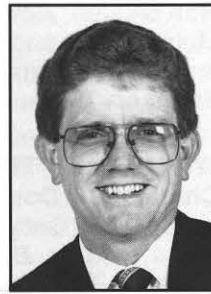
Charlene Bell, payroll clerk B, GO Accounting, Roanoke, associate in applied science in accounting, Virginia Western Community College (magna cum laude).

Linda Rice, electric plant clerk A, bachelor of business administration in accounting, National Business College (summa cum laude).

Lisa Persinger, bachelor of business administration in accounting, National Business College (summa cum laude). □



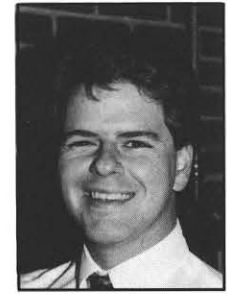
Lambert



Cox



O'Dell



Atkins



Scruggs



Bell



Rice



Persinger

Friends We'll Miss



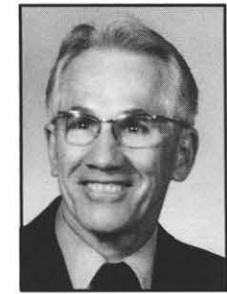
Munsey



Lee



Surratt



Combs

Service

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representative B; Stuart. **Deborah Adams**, customer services representative B, Fieldale. **Jon Williams**, marketing and customer services supervisor. 5 years: **Brian Martin**, electrical engineer II. **Jerone Mabe**, line mechanic C, Fieldale.

Philip Sporn

15 years: **Connie Staats**, filter plant operator and sampler. **Patricia Laudermitl**, plant janitor. **Victor Counts**, maintenance mechanic A. **David Sayre**, maintenance mechanic B. **Randy Stanton**, unit supervisor. 10 years: **Clifton Gordon**, performance supervising engineer. **Sandra Hawley**, plant clerk A. 5 years: **Billy Joe Garnes**, control technician. **Randy Montgomery**, control technician. **Thomas Ragan**, control technician. **Lori McKown**, plant clerk B. □

Jimmie Wayne Munsey, 53, regional chief dispatcher, GO Operating, Tri-State Regional Dispatch Center, died May 28. A native of Montcalm, West Virginia, he was employed in 1956 as a system utility helper. Munsey is survived by his wife Ferne, 410 Parkway Drive, Huntington, WV; three daughters; four grandchildren; two sisters; and one brother.

Lloyd B. Lee, 75, retired Bluefield division superintendent, died May 3. A native of Colonial Beach, Virginia, he began his career in 1936 as a district serviceman and retired in 1975. Lee is survived by three daughters, one step-daughter, eight grandchildren, ten great-grandchildren, and a half brother.

Benjamin Frank Surratt, 91, retired Pulaski T&D clerk senior, died June 10. A native of Carroll County, Virginia, he was employed in 1923 as a carpenter and retired in 1965. Surratt is survived by one son, two grandchildren, four great-grandchildren, two sisters, and one brother.

Walter H. Combs, 78, retired data processing supervisor, GO Accounting, Roanoke, died May 21. A native of Jackson, Kentucky, he was hired in 1936 as a laborer for Kentucky Power at Hazard and retired in 1976. Combs is survived by his wife Nancy, 3428 Stonehenge Square, Roanoke, Virginia; two sons; one daughter; two grandchildren; and one brother. □

Golf Scramble attracts 168

One hundred sixty-eight employees and retirees from 12 locations across the AEP System participated in the third annual AEP Combined Operations Spring Golf Scramble at Riverside Golf Course, Mason, West Virginia. Winners divided \$2,570 in prize money.

"A" flight winners were: first — **Craig Harrison, Frank Fetty, Danny Cox,** and **Don Anderson,** Gavin Plant; second — **Bart Taberner, Clarence Snyder, Jon Pullen,** and **Don Watts,** Huntington; third — **Paul Ayers, Ken Wood, Terry Tucker,** and **Bill Frishette,** Gavin.

"B" flight winners were: first — **Scott Chambers, Mike Reed, Jeff Hutchinson,** and **Rick Cornwell,** Huntington; second — **Kenny Williams,**

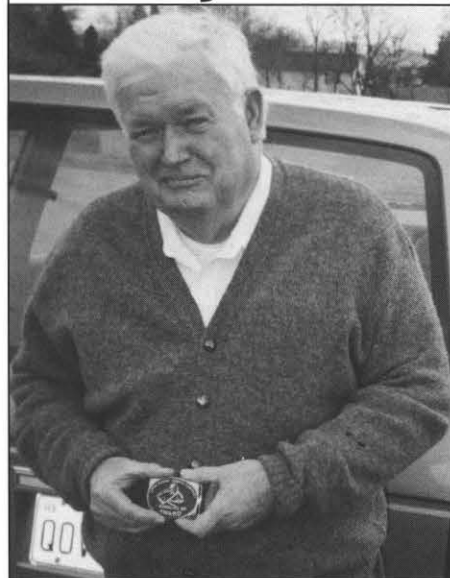
Ron Quillen, Jim Pitts, and **Nick Hill,** Mountaineer; and third — **Lee Harris, Jeff Collier, Troy Tucker,** and **Roy Johnson,** Gavin.

"C" flight winners were: first — **Ron Williamson, Mike Bayes, Herb Charles,** and **Doug Jones,** Big Sandy; second — **Gary Richards, Ralph Ross, Marlo Bush,** and **Charlie Towner,** Philip Sporn; third — **Santo Libertore, Charlotte Roush, Jeff Harbrecht,** and **Terry Reavis,** River Transportation.

Closest to the pin winners were: #4, **Ralph Ross,** Sporn; #7, **Bruce Jenks,** Big Sandy; #9, **Mike Hudnall,** Sporn; #11, **Randy Young,** Mountaineer; #12, **Bart Taberner,** Huntington; and #14, **Ralph Life,** Amos.

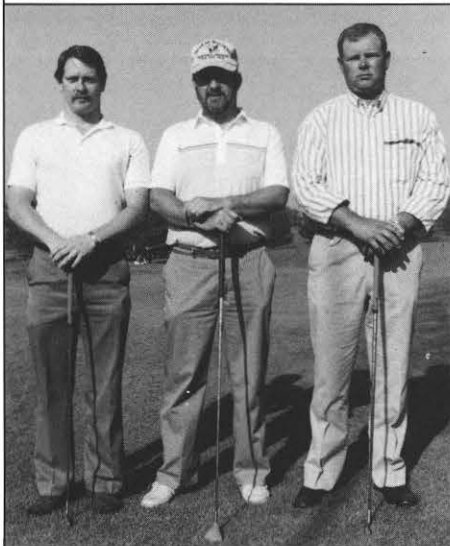
Skin winners were: #8 Eagle, **Lee Harris, Jeff Collier, Troy Tucker,** and **Roy Johnson,** Gavin; #15 Eagle, **Mike Nester, Ken Ratliff, Ralph Thomas,** and **Bub Stivers,** CPM; #16 Eagle, **Scott Chambers, Mike Reed, Jeff Hutchinson,** and **Rick Cornwell,** Huntington; and #18 Eagle, **Jim Amsbury, Chuck Stanley, Steve Price,** and **Rick Penn,** Mountaineer. □

Safety award



Kenneth Higginbotham, who retired February 1 as Lynchburg line construction and maintenance representative, received an "I Buckled Up" award after being involved in an automotive accident last December. An employee is eligible for nomination for the award if he is involved in a nonpreventable vehicular accident and is wearing a seat belt which reduces and/or prevents serious personal injury.

Bluefield golf winners



Thirty golfers participated in Bluefield Division's annual employee/guest spring golf tournament at Wolf Creek Golf and Country Club. Employee winners were, l. to r., **Bob Gruver,** stores assistant, third place, first flight; **Phil Arrington,** line mechanic A, second place, third flight; and **Joe Johnson,** line mechanic A, first place, second flight. Gruver also won the prize for being closest to the pin on the par 3 #9 hole. Not present when photo was made were: Retiree **Jim Harmon,** first place, first flight; **Chester Smith,** line construction and maintenance representative, second place, first flight; and **Jim Snead,** electrical engineer senior, third place, second flight.

High Ballers win Huntington League



Members of the High Ballers team, which won the Huntington Division Bowling League this year, are, l. to r., **Mike Reed,** stores attendant A; **Ruth Gibson,** mother-in-law of Dave Gillilan, line mechanic A; **Wes Fizer,** line mechanic A; and **Karen Fizer,** Wes' wife.

Retirements

Bob Davenport



Lynchburg Division Manager Bob Davenport, who elected early retirement on July 1, says he's looking forward to different activities and a change of pace.

"I've been around here 35 years," he says in referring to his utility career. "I haven't necessarily enjoyed every minute of it, but I certainly enjoyed it on balance, and I'm glad I stayed with the power company. I've been treated well, and I hope I treated the people who worked with me fairly. I always attempted to."

Bob continues, "The power company has instituted so many good programs and benefits for its employees that a young person working for Appalachian now ought to be very thankful. There's a great deal of stability in the power company, the pay is fine, the benefits second to none, and the savings plan is one of the best in the industry. All in all, it's a great place to work."

Bob adds, "The thing that has made my career most interesting is the opportunity to work with great people, both in Lynchburg and other locations to which I have been assigned. But I must say that the employees in Lynchburg are the cream of the crop. I'll miss the friends and associations I've made over the years, but that is part of the change you go through at retirement. And, frankly, I'm looking forward to the change."

Bob claims also to be looking forward to circumstances that will allow him to take it easy, but he still intends to remain very active in the community. He is chairman of the board of CentraHealth, the corporation which owns the two hospitals in Lynchburg;

chairman of the Industrial Development Authority in Lynchburg; an elder in the Presbyterian Church; and active with Daily Bread, an organization which feeds the hungry. He enjoys playing tennis, working in the yard, and refinishing furniture.

Bob concludes, "We have done some traveling and will do more. The next time we go across the water, it probably will be to Italy. And, if the situation in the Middle East clears up, I'd like to go to Israel. □

Sally Hedrick



Sally Hedrick, who describes herself as a 'people person', worked with the public throughout her entire career with Appalachian. Hired as a cashier in the Bluefield District in 1947, she advanced through several positions in the Clinch Valley District and Pulaski Division before being promoted to Pearisburg customer services office supervisor in 1977.

"As far as I am concerned, Appalachian is the only place to work," says Sally, who elected early retirement on July 1. "I enjoyed the challenge of each day and working with all the employees. I've had too many experiences to recount here, but 99 percent of them were pleasant. And I think we have wonderful management at Appalachian."

Sally and her husband George, who is a farmer, enjoy traveling and plan to go West this fall. "I'm interested in art, reading, and classical music," she adds. Sally is a member of the Pleasant Hill Methodist Church and the Giles County Chamber of Commerce. □

Art Slusher



When Tool Crib Attendant Art Slusher retires this time (on July 1), he intends to stay that way. Before joining Centralized Plant Maintenance in 1979, he had retired from Foote Mineral as a maintenance foreman.

Although Art worked only eight years at CPM before going on long term disability leave, he says he enjoyed working for the power company.

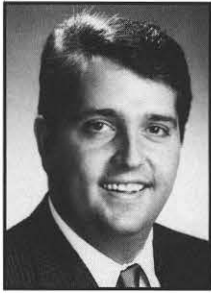
Art and his wife Edna enjoy collecting antiques, and their home in Pomeroy, Ohio, is filled with antiques of every size, shape, and description. He has repaired clocks and guns for years and in recent months has tried his hand at oil painting.

Art is a 32nd degree Mason and a member of the York and Scottish Rites and Aladdin Shrine. The couple has two daughters, six grandchildren and two great-grandchildren. They plan to travel as Art's health permits. □

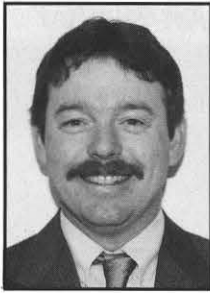
Correction

Leonard Adams, whose retirement was in the June issue of the *Illuminator*, was incorrectly identified as a Navy veteran. He served two years in the Army.

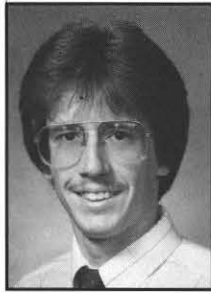
Promotions



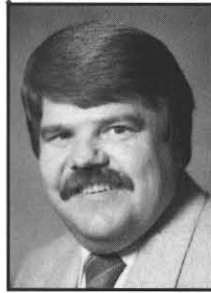
Wooten



Riley



McMillion



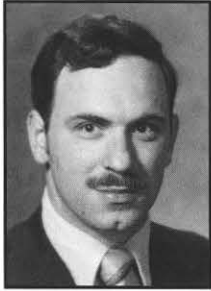
Bundy



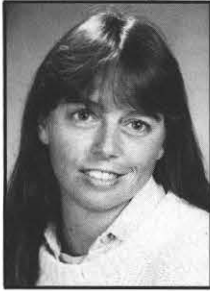
Fisher



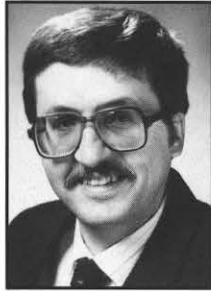
Richardson



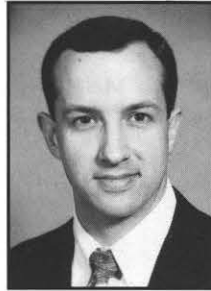
Tinnel



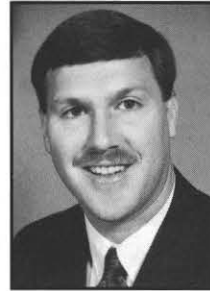
LeMaitre



Burton



Rogers



Eldridge



Napier

Greg Wooten, plant engineer II, was promoted to plant engineer I at Mountaineer Plant on March 1. He holds a bachelor of science degree in electrical engineering from Ohio University.

John Riley, coal equipment operator, was promoted to assistant yard superintendent at Philip Sporn Plant on April 1.

Brent McMillion, energy services engineer II, was promoted to energy services engineer I in Bluefield on June 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

Jackie Bundy, transmission special clerk, was promoted to T&D office supervisor, GO T&D Transmission, Bluefield, on April 1.

Bill Fisher, engineering technician senior, was promoted to engineering technologist I in Bluefield on May 1. He holds an associate of science degree in electrical engineering technology from Bluefield State College.

Marsha Richardson, electrical engineer II, was promoted to electrical engineer I in Bluefield on June 1. She holds a bachelor of science degree in electrical engineering from Virginia Polytechnic Institute & State University.

Allen Tinnel, maintenance superintendent, was promoted to operations su-

perintendent at Kanawha River Plant on June 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

Michelle LeMaitre, plant engineer II, was promoted to plant engineer I at Mountaineer Plant on March 1. She holds a bachelor of science degree in electrical engineering from the University of Virginia.

Stuart Burton, plant engineer II, was promoted to plant engineer I at Mountaineer Plant on March 1. He holds a bachelor of science degree in education from Bluefield State College and a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

William Rogers, energy services engineer II, was promoted to energy services engineer I in Huntington on June 1. He holds a bachelor of science degree in electrical engineering from Virginia Military Institute.

Kent Eldridge, energy services engineer II, was promoted to energy services engineer I in Point Pleasant on June 1. He holds a bachelor of science degree in industrial technology from Morehead State University.

Lisa Napier, energy services engineer II, was promoted to energy services engineer I in Huntington on June 1. She

holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

Curtiss Matheny, maintenance mechanic A, was promoted to maintenance supervisor at Philip Sporn Plant on April 16.

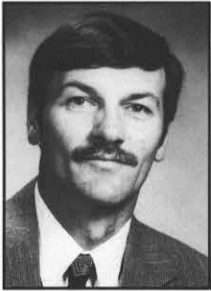
Eric Leef, electrical engineer II, was promoted to electrical engineer I in Bluefield on June 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

Thomas Hevener, electrical engineer II, was promoted to electrical engineer I in Bluefield on June 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

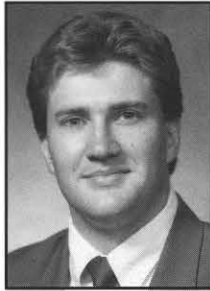
Rodney Lively, energy services engineer II, was promoted to energy services engineer I in Beckley on May 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

Stevie Meadows, energy services engineer II, was promoted to energy services engineer I in Beckley on June 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

Kevin Lemasters, electrical engineer II, was promoted to electrical engineer I in Beckley on June 1. He holds a



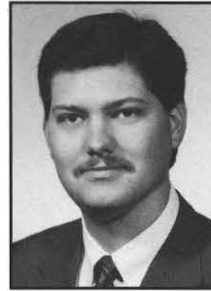
Matheny



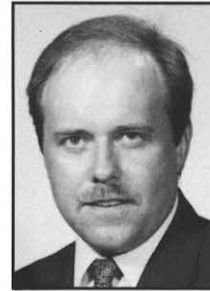
Leef



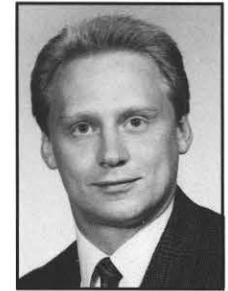
Hevener



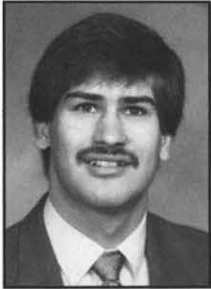
Lively



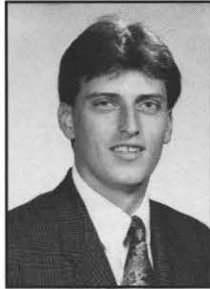
Meadows



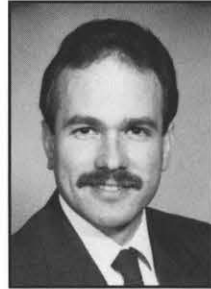
Lemasters



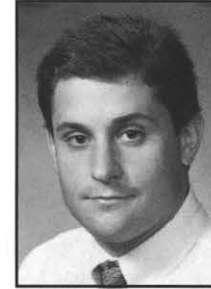
Galatic



Maynor



Myers



Griffith

bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

John Galatic, energy services engineer II, was promoted to energy services engineer I in Roanoke on June 1. He holds a bachelor of science degree in electrical engineering from West Virginia University.

Jeffrey Maynor, electrical engineer II, was promoted to electrical engineer I in Beckley on June 1. He holds a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

John Myers, Point Pleasant marketing and customer services representative, was promoted to marketing and customer services supervisor in Logan-Williamson Division on June 1. He holds a bachelor of science degree in marketing from Ohio State University. He has attended Marshall University Graduate School of Business.

John Griffith, energy services engineer II, was promoted to energy services engineer I in Bluefield on June 1. He holds a bachelor of science degree in electrical engineering from Virginia Polytechnic Institute & State University.

Abingdon

Ronald Gilbert, II, from line mechanic D to line mechanic C, Clintwood.

Dean Murray from line mechanic D to line mechanic C, Marion.

John Amos

Carl Handley, Jr., from maintenance mechanic C to maintenance mechanic B.

Gregory Cochran from maintenance mechanic C to maintenance mechanic B.

Timothy Pennington from maintenance mechanic C to maintenance mechanic B.

Paul Gunnoe from maintenance mechanic C to maintenance mechanic B.

Bluefield

Tony Mitchell from engineering technician to engineering technician senior.

Charleston

Lisa Hudson from customer services representative B to customer services representative A.

Karen Hively from customer services representative D to customer services representative C.

General Office

Tim Clark from customer accounting clerk C to customer accounting clerk B, GO Accounting, Roanoke.

Ray Fisher from engineering technologist I to electrical test specialist, GO T&D Station, Roanoke.

Huntington

Patrick Hurst from station mechanic C to station mechanic B.

Rhonda Lucas from customer services representative D to customer services representative C.

Lynchburg

James Mann from custodian to senior custodian.

Karen Kennedy from department assistant-marketing and customer services to marketing and customer services advisor.

Mountaineer

Dick Dixon from control technician to control technician senior.

Chuck Stanley from control technician to control technician senior.

Mark Miller from utility worker to coal handler.

Mitch Barnette from utility worker to coal handler.

Pulaski

Timmy Coomes from line mechanic C to line mechanic B, Hillsville.

Emily Thomas from station mechanic D to station mechanic C.

Teena Myers from customer services representative D to customer services representative C.

Tom Trotter from engineering technician to engineering technician senior, Christiansburg.

Roanoke

Susan Wheeler from department assistant-marketing and customer services to marketing and customer services advisor.

Joyce Carter from T&D clerk B to T&D clerk A.

Cathy Kibler from T&D clerk B to T&D clerk A.

James Thompson from customer services representative B to T&D clerk B, Fieldale.

Philip Sporn

Rick Sanders from coal equipment operator to crane operator.

Micheal DeHart from plant janitor to utility worker B.

Jerry Johnson from barge handler to coal equipment operator.

Perry Kennedy from coal handler to barge handler.

Steven Kinzel from utility worker A to tool crib attendant.

Olin Rice from maintenance mechanic C to maintenance mechanic B.

Marlene Johnson from maintenance mechanic C to maintenance mechanic B.

Mark Kearns from barge handler to coal equipment operator.

Jerry Fields from coal handler to barge handler.

Gene Smith from utility worker A to coal handler. □

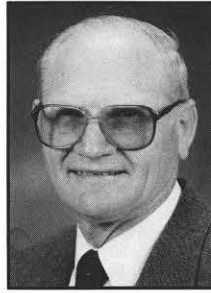
Service Anniversaries



Jack Pickens
shift op. engineer
Philip Sporn
35 years



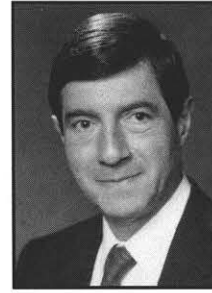
Pat Stowers
gen. rec. supervisor
GO-Roanoke
35 years



Herbert Lewis
station operator A
GO-Kingsport
35 years



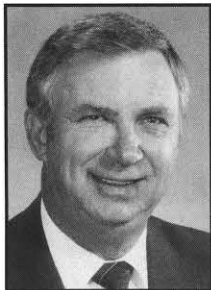
Norma Lou Davis
cust. acctg. clk. A
GO-Roanoke
35 years



Bill Haddad
regional dispatcher
GO-Roanoke
35 years



Doris Young
rate analyst
GO-Roanoke
35 years



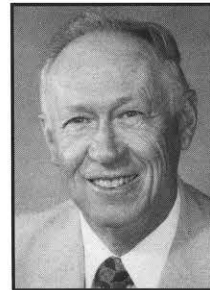
Bill Bacchus
reg. chief dispatcher
GO-Abingdon
35 years



Clarence Haas
staff asst.-eng.
GO-Roanoke
35 years



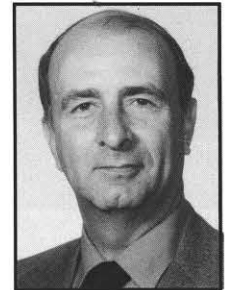
Hazel Camden
secretary-steno. A
GO-Roanoke
35 years



Jim Hardwick
asst. reg. chief disp.
GO-Abingdon
35 years



Arnie Nester
maint. supervisor
Clinch River
35 years



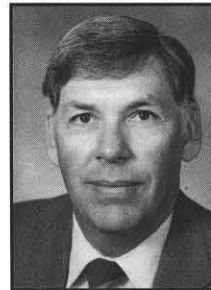
Larry Bausell
instructor-op. trg.
GO-Amos
30 years



Bobby Daniel
cler. supv.-el. plt.
GO-Roanoke
30 years



George Doak
asst. shift op. eng.
John Amos
30 years



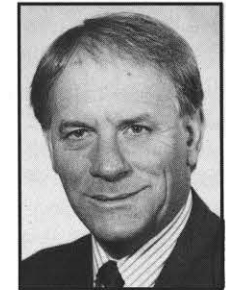
Bob Bower
station crew supv.
Roanoke
25 years



Ron Osborne
prod. supt.-maint.
Clinch River
25 years



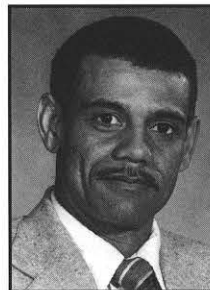
Glenda Wohlford
administrative asst.
Pulaski
25 years



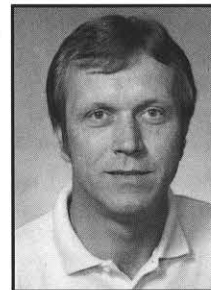
Eddie Stone
customer servicer
Charleston
25 years



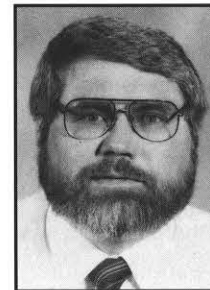
Bo Waldon
line crew supv. NE
Charleston
25 years



Pete Anderson
utility supervisor
Mountaineer
25 years



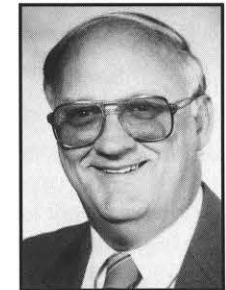
Dan Bird
control elec. A
GO-Roanoke
25 years



Maynard Handy
eng. technologist I
Fieldale
25 years



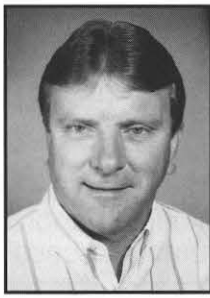
Brenda Simpson
associate buyer NE
GO-Roanoke
25 years



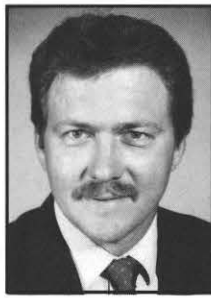
Ron White
records supervisor
Charleston
25 years



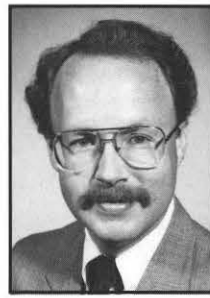
Gail Durham
fleet office supv.
GO-Roanoke
25 years



Gary Bailey
line mechanic A
Huntington
20 years



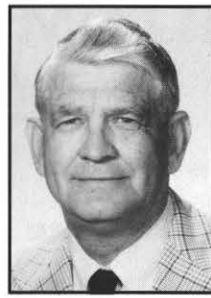
Jim Johnson
station crew supv.
Huntington
20 years



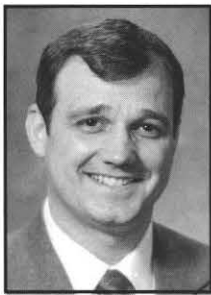
Mike Barbour
drafter senior
Huntington
20 years



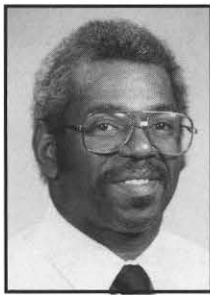
Janice Adkins
secretary
Mountaineer
20 years



Harold Saunders
maintenance supv.
John Amos
20 years



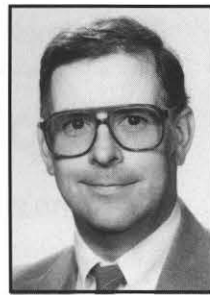
Eugene Webb, II
maint. supervisor
Kanawha River
20 years



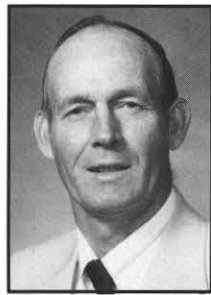
Doc Holliday
general servicer
Welch
20 years



Randy Hensley
station mechanic A
Huntington
20 years



Melvin Miller, Jr.
asst. yard supt.
John Amos
20 years



Buck Cornwell
line crew supv. NE
Tazewell
20 years



Dianna Gwinn
cust. serv. off. supv.
Oak Hill
20 years

John Amos

20 years: **Robert Ringel**, stores attendant. 10 years: **Sandra Manning**, stores clerk B. **Raymond Linkenauger**, control technician. **John Hamilton, Jr.**, control technician.

Beckley

15 years: **Jim Dunford**, stores attendant A. **Dave Reeves**, meter reader, Oak Hill. **Tom Massey**, T&D clerk A.

Bluefield

15 years: **Shirley Honaker**, custodian. **Stuart Thomason**, stores supervisor. **Mike Farmer**, general servicer. 5 years: **Robert Nelson**, custodian.

Central Machine Shop

15 years: **Carol Kosa**, power equipment mechanic 1st class. **Zeg Minner**, stores attendant. 10 years: **Don Jones**, equipment inspection superintendent.

Centralized Plant Maintenance

5 years: **Saybra Pearson**, field clerk B.

Charleston

15 years: **Scott Brogan**, line mechanic A. 5 years: **Fred Staunton**, electrical engineer 1.

Clinch River

20 years: **Samuel Amos**, assistant shift operating engineer. 10 years: **Gayle Miller**, chemist assistant. 5 years: **Ricky Watts**, filter plant operator and sampler.

General Office

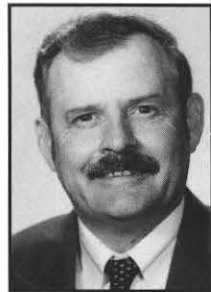
15 years: **Mark Vinson**, staff engineer, GO T&D Meter, Roanoke. **Charles Rowe**, engineer senior, GO T&D Station, Roanoke. **Larry Dudley**, transmission mechanic A, GO T&D Transmission, Bluefield. **Larry Myrick**, engineer senior, GO T&D Transmission, Bluefield. 10 years: **Carl Huff**, computer graphics supervisor, GO T&D Engineering Graphics, Roanoke. **George Keller**, staff engineer, GO Operating, Roanoke. 5 years: **Ronnie Campbell**, computer graphics technician B, GO T&D Engineering Graphics, Roanoke. **Eric Witt**, tracer, GO T&D R/e & R/w, Roanoke. **Tim Parsons**, transmission station mechanic C, GO T&D Station, Kenova.

Glen Lyn

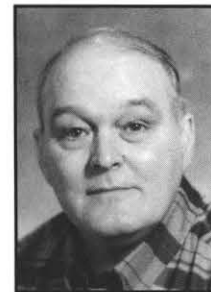
15 years: **Lynn Morgan**, instrument mechanic C.

Huntington

10 years: **Kent Eldridge**, energy services engineer I, Point Pleasant. **Donna Watson**, marketing and customer services representative, Point Pleasant. 5 years: **Tom Glusich, Jr.**, electrical engineer I. **Bill Rogers**, energy services engineer I. **Regina Cardwell**, customer services representative C, Milton.



Norman Sowards
harbor boat operator
John Amos
20 years



Gary Smith
unit supervisor
Kanawha River
20 years

Mountaineer

15 years: **Steve Jenkins**, performance technician junior. 10 years: **Sam Hartman**, human resources supervisor. **Charlie Knotts**, equipment operator B. **Chuck Stanley**, control technician senior. **Steve Price**, equipment operator B.

Pulaski

10 years: **Mark McGlothlin**, meter reader.

Roanoke

15 years: **Michael Dudding**, line mechanic A. 10 years: **Gail Cassidy**, customer services repre-

(please turn to page 9)

THE INSIDE STORY

ILLUMINATOR

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Jill LaValley, Philip Sporn

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through Employee Involvement Process

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About the cover:

Ted Greer, Stuart line mechanic A, added authenticity to the Patrick Bicentennial Frolic on June 15, celebrating the county's first 200 years. His outfit was crafted true to the time of the "long-hunters," the early explorers named for their long hunting trips. Ted is affiliated with the Big Lick Long Rifles Club in Floyd, Va., a part of the National Muzzle-Loading Rifle Association. For several years he has been attending both primitive weapon shooting matches and "rendezvous," encampments for early American era enthusiasts. Photo courtesy Bull Mountain Bugle, Stuart.

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