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About the cover: Merry Christmas to our readers from the Illuminator staff.

SCC dismisses power line protestant's motion

Virginia State Corporation Commission Hearing Examiner Howard P. Anderson, Jr., last month denied a motion filed by opponents to dismiss Appalachian Power Company's application for a 765 kV transmission line.

The motion to dismiss Appalachian's SCC filing for a 765 kV transmission line to run from Oceana, West Virginia, to Cloverdale, Virginia, was filed by an attorney representing several protestant groups. The motion sought to have Appalachian's application dismissed "with leave to refile, or indefinitely continued."

The protestant's motion also asked the SCC to hold joint hearings with the West Virginia Public Service Commission. In denying the entire motion, Anderson's ruling stated, "I have previously ruled against holding joint hearings with the West Virginia Public Service Commission. I find no reason to change that decision."

Charles A. Simmons, vice president of Appalachian Power, said, "We are naturally pleased with the ruling. I think it supports our feeling all along that the motion by the protestants was nothing more than an unwarranted attempt to delay the procedure." □

APCo to redeem two series of bonds

Appalachian Power will redeem on January 1, 1993, the entire \$60,000,000 of its outstanding 9 3/4% first mortgage bonds due 2006 and the entire \$70,000,000 of its outstanding 9 1/2% first mortgage bonds due 2006.

The redemption price for the 9 3/4% series will be 103.75% of their principal amount plus accrued interest to the date of redemption, and for the 9 1/2% series will be 103.34% of their principal amount, plus accrued interest to the date of redemption. □

Mountaineer reaches safety goals



Employees at Mountaineer Plant were treated to breakfast in recognition of two safety milestones achieved in October. They reached 500,000 safe work hours on October 16 and celebrated one year without a disabling injury on October 31.

PUCO approves plan to install scrubbers at Ohio Power's Gavin Plant

The Public Utilities Commission of Ohio (PUCO) last month approved the Clean Air Act compliance plan of Ohio Power Company as prudent and the least-cost method of compliance.

Ohio Power will proceed with construction of flue gas scrubbers at the Gen. James A. Gavin plant in Cheshire, Oh., allowing the continued use of Ohio high-sulfur coal at the 2,600-megawatt plant. The company, following a PUCO request to keep the scrubber option open, has already committed more than \$117 million toward the scrubber project. Completion is expected in late 1995.

The PUCO also issued an order in a related fuel adjustment case. The order approves a stipulated agreement among Ohio Power, the Ohio Office of the Consumers' Counsel, and the PUCO's own staff. That agreement sets pre-determined prices for coal at four Ohio Power coal-fired generating plants and limits the cost of building scrubbers at Gavin at \$815 million.

"The commission's actions reaffirm our conclusion that building scrubbers at Gavin represents a crucial part of the long-term lowest-cost compliance strategy for the AEP System and our

customers," said Richard E. Disbrow, chairman and chief executive officer of both Ohio Power and American Electric Power.

Disbrow noted that the plan was developed as a least-cost measure for all seven operating companies of the AEP System.

A net present value analysis of compliance alternatives revealed that over 18 years, the AEP System's compliance plan—including scrubbing at Gavin—would cost about \$121 million less than the other major alternative, switching to low sulfur coal.

The Meigs mines have been restructured to supply about 75 percent of Gavin's 6.5 million tons of coal annually. That will preserve about 800 jobs at Meigs. The rest of the coal will likely come from other Ohio mines, preserving other mining jobs.

The decision to scrub at Gavin qualifies American Electric Power to receive SO₂ reserve emission allowances from the U. S. Environmental Protection Agency. Ohio Power has joined a pool agreement with other utilities applying for emission allowances, assuring about 75% of the reserve allowances will be available for the Gavin project. □

APCo donates, installs tower for Bluefield State College

Appalachian Power Company has donated, relocated, and installed a 50-foot steel tower on East River Mountain for Bluefield State College's microwave telecommunications system.

The tower facilitates the delivery of live educational broadcasts from college studios on the Bluefield campus to BSC sites in Lewisburg, Beckley, and Welch.

According to Bluefield Division Manager Ted White, the tower was removed from the old 88 kV Bluefield Avenue-Switchback transmission line by General Office T&D personnel and reassembled at a site on East River Mountain selected by the college. The construction crew worked for two weeks preparing the site and foundations and for three weeks on the total project. The physical labor required to install the tower into the solid rock atop the mountain was significant.

BSC President Dr. Gregory Adkins noted, "This communications tower is a most meaningful gift. After visiting the site, I gained a deeper appreciation for the magnitude of the relocation and installation efforts of APCo personnel. Appalachian has done something for Bluefield State College that we could not have done for ourselves, and we are extremely grateful."

White concluded, "APCo is committed to



Pictured in front of the 50-foot steel tower Appalachian Power donated for Bluefield State College's microwave telecommunications system are, l. to r., Robert Farley, Jack Hagerman, and Clay Fletcher.

serving the community of Bluefield in general and Bluefield State College in particular by enhancing educational service in southern West Virginia." □

APCo donates flag pole for Tazewell County Visitors Center

Appalachian Power Company was one of three businesses which provided the Tazewell Area Chamber of Commerce with a flag pole and flags for its facilities, soon to become home to the Tazewell County Visitors Center.

Appalachian donated and erected a pole, McDonald's contributed American and Virginia flags, and Harry's Mobile Homes supplied a commemorative plaque.

The flags were raised by VFW Post 7136 during a ceremony held on Veterans Day. Afterwards, McDonald's sponsored a reception honoring Chamber of Commerce board members, the VFW, and representatives from the three businesses. □



Pictured with the flag pole Appalachian donated to the Tazewell County Visitors Center are: kneeling, Buck Cornwell. Standing, l. to r., Joe Johnson, Walter Graham, Tom Gentry, and Jack Hawks.

Cost-control program across Ohio operations announced

Work has begun on plans announced last month to combine operations of AEP's two Ohio utilities, Columbus Southern Power Company and Ohio Power Company, and to downsize operations at the AEP Service Corporation headquarters.

The major cost-control program could result in the elimination of as many as 500 jobs across AEP's Ohio operations. The program will be conducted in three staggered phases over 12 to 14 months.

Richard E. Disbrow, AEP chairman and chief executive officer, said, "We have entered a new era in the power business. For the first time in decades, the company does not have a new generating plant under construction. This requires that we examine the composite of work to be done and how we do it. This announcement reflects a planned examination of all aspects of our operations."

Disbrow said the evaluation will be directed by E. Linn Draper Jr., AEP president.

The effort to combine operations will focus on Columbus Southern Power's Columbus headquarters and Ohio Power's Canton headquarters, where the most potential for duplication of services exists. Ohio Power has about 700 employees on its headquarters staff based in Canton and Columbus Southern Power has about 600 employees in that category in Columbus.

The focus at the AEP Service Corporation will be on realignment or possible elimination of certain services provided to AEP operating companies.

A total reduction in employment of about 500 employees is anticipated once the program is completed. An approximation of the reduction in employees could involve 300 from the operating companies and 200 from the Service Corporation. Ohio Power presently has 4,400 employees, while Columbus Southern has 2,360 employees and the Service Corporation 2,150.

Operations of Ohio Power and Columbus Southern Power will continue to be directed by the companies' respective presidents, Charles A. Heller Jr. and Thomas A. McCaffrey.

Disbrow cited the modest growth in

demand for new electrical generation, strict environmental regulations and an increasingly competitive electricity market as reasons to re-examine its operational structure. "We must make sure that we remain a reliable, low-cost provider despite challenging economic times," he said.

"We intend to accomplish some staff reductions through attrition and previously improved retirement benefits. However, it also will be necessary to eliminate some positions," Disbrow said.

A severance package will be available for affected employees, but it will not include any further changes in the retirement plan since the company's early-retirement plan was enhanced last year.

In addition, the AEP System provides relocation assistance for employees who may be asked to accept a position in a different location.

Employee teams, representing Ohio Power, Columbus Southern and the Service Corporation, have already begun examining functions in their respective areas of expertise to combine operations and to identify cost-effective opportunities.

"No one knows our business better than our employees," Disbrow said. "They will play an integral role throughout the study."

Towers Perrin, an international management consulting firm, will assist the employee teams in the evaluation of work activities. Towers Perrin's general management consulting division was formerly named Cresap, McCormick and Paget, the consulting firm that conducted a detailed study of the AEP companies in 1987-88.

"The operational combination of these two companies is a natural step," Disbrow said. "Columbus Southern was acquired by AEP in 1980. It has been restructured to be organizationally compatible with AEP's other operating companies. This leads to the obvious conclusion that greater efficiencies could be achieved by combining certain functions of Ohio Power and Columbus Southern.

"Columbus Southern and Ohio Power have rates among the lowest in the state of Ohio and well below the national

average," Disbrow said. "The combination of these two companies will help us to continue to provide reliable, low-cost service to our customers. However, we are sensitive to the economies of Canton and Columbus and expect to maintain a significant presence in both communities."

Disbrow said the AEP System has already taken steps to reduce costs through such means as budget cuts, a hiring freeze, and travel restrictions. In addition, the sale of the company's Martinka Mine, coupled with restructuring at the Meigs Mines and Lancaster headquarters, resulted in significant downsizing at AEP's Fuel Supply Department.

Although the focus of combining operations will be on the general offices of the two companies because of the largely duplicate business functions there, it is felt that the operating divisions and areas also offer potential for savings and will be studied.

For example, Ohio Power's Portsmouth Division and Columbus Southern Power's Chillicothe Division are in close proximity. Similarly, Columbus Southern Power's Athens Division is in close proximity with Ohio Power's Zanesville Division. And, in the central part of the state, Ohio Power's Newark Division and Columbus Southern's Columbus Division are virtually side-by-side.

These are examples of areas that will be examined outside the general offices.

Three general groups will not be participating in this process. The operating companies' power plants will not be participating inasmuch as plants already operate on an integrated basis. Division T&D operations within the scope of the planning and scheduling process are excluded. The AEP Fuel Supply Department is also excluded.

"The primary objective is to combine operations into a more efficient and effective organization," Draper said. "To do so, all available economies are to be identified and acted upon. These most likely will be found in redundant positions, facilities, management systems and work processes. The other important objective is to find the best ways to downsize, restructure and cut costs."

During the course of the next year, Draper indicated, the teams involved in the combination process will also develop a recommendation as to the optimum location or locations for general office functions.

"It is important to understand that all of these functions-- choosing a site or sites for the general office functions, looking at field operations and determining the most efficient approach to combining functions--will be conducted with an open mind. We also are not assuming that all general office functions have to be under the same roof or at the same location. Presently, we do expect to maintain a significant presence in both Columbus and Canton," he said.

AEP senior management is ultimately responsible for all major decisions in combining operations and in the cost-reduction process--decisions regarding structure and staffing arrangements, key appointments and major systems and processes.

The steering committee for this effort is made up of senior officers from AEP, Columbus Southern Power and Ohio Power. The steering committee includes Richard E. Disbrow, AEP chairman and chief executive officer; Draper; David H. Williams Jr., senior executive vice president-engineering and construction for the AEP Service Corporation; William J. Lhota, executive vice president-operations for the AEP Service Corporation; Peter J. DeMaria, executive vice president-administration and chief accounting officer for the AEP Service Corporation; Gerald P. Maloney, executive vice president and chief financial officer for the AEP Service Corporation; Thomas R. McCaffrey, president of Columbus Southern Power; and Charles A. Heller Jr., president of Ohio Power.

Both studies will be under the direction of Draper. Carl A. Erikson, AEP Service Corporation vice president and executive assistant to the president, has overall day-to-day responsibility for managing the AEPSC effort and combining functions at CSP and Ohio Power.

Additionally, Erikson will concurrently serve as project manager for the Service Corporation effort. Peter Splawnyk, CSP executive assistant, will serve as project manager for the Ohio Power and CSP

portion of the program.

In order to achieve a smooth combination of individual functional areas in the operating companies, 14 teams have been established to address specific departments. Each of these 14 teams will be comprised of at least three people: one person from the relevant function at Ohio Power; one person from that function at Columbus Southern Power; and one person from that function at the AEP Service Corporation.

There will be nine additional employee teams addressing the Service Corporation downsizing with members from each of the functions that are being examined.

Although the two sets of teams will work separately, their efforts will be coordinated to maintain consistency between related Service Corporation and operating company functions.

The evaluation of work requirements in the three companies and the combination of functions in the operating companies will take place in three phases. Each phase is expected to take three to four months to complete.

The first phase at Ohio Power and Columbus Southern Power, which has already begun, will review transmission and distribution; division and area offices; marketing and customer services; and purchasing and materials management.

At the Service Corporation, the first phase will study electrical engineering; T&D operations; system planning; marketing and customer services; mechanical engineering; fossil plant operations; plant maintenance; instruments and controls engineering; civil engineering; design; project management and construction; and purchasing and materials management.

The second phase in the operating companies will review accounting, planning and budgeting; rates and regulation; general services; and land management.

At the Service Corporation, the second phase will study controller's department; treasury; internal audits; tax; finance; system transactions; rates; information systems; and administrative services.

The third and final phase in the operating companies will review environmental; governmental affairs; legal; human

resources; and public affairs.

At the Service Corporation, the third phase will review environmental affairs; environmental and technical assessment; governmental affairs; legal; risk management; human resources; public affairs; nuclear operations; nuclear engineering; and quality assurance.

The work involved in combining one of the 14 functional areas, system operations, has virtually been completed, with the major result that the two Ohio operating companies' system operations functions will be combined at Groveport.

"Over the next 12 to 14 months, we will evaluate and question the fundamental assumptions under which we have been operating the AEP System," Draper said. "We'll be going back to square one and asking questions such as: What work needs to be done? How should the work best be done? How many people do we need to do a particular task or tasks? And what issues or roadblocks might prevent us from operating most effectively and efficiently?"

"During this 12- to 14-month process, opportunities to achieve economies and cost reductions will be implemented as they are identified, provided they are not dependent on any other areas where studies are still in progress," Draper explained.

"In the short term," he said, "our customers should see little, if any, indication of this program. They should continue to receive the same reliable service from their power company. Operating costs and rates will remain separate.

"A key to a successful study of the potential for cost reduction and combination of functions is employee participation," Draper concluded. "We will need employees' ideas, thoughts and assistance."

A special communications team is being organized to keep Ohio Power, Columbus Southern Power and Service Corporation employees informed and updated on the progress being made in combining the operating company functions and downsizing the Service Corporation. Employees of the three companies can expect to receive reports and updates on a continuous basis during the next 12 to 14 months. □

National Energy Policy Act means greater competition, mandated transmission access

President Bush's signing of the National Energy Policy Act of 1992 ushers in a new era for the electric utility industry which will include greater competition with independent power producers and mandated transmission access, AEP Chairman and Chief Executive Officer Richard E. Disbrow said last month.

The transmission access provisions of the new law, which was signed on October 24, could potentially pose some "significant problems" for AEP, Disbrow said.

"The independent power producers (IPPs) and others will apply to us for whatever their needs are to get their electricity to a targeted market, and we will initially negotiate with them," he explained. "If we can't negotiate a solution, then the two parties will go to FERC (the Federal Energy Regulatory Commission) for a solution.

"The one thing we have to be cautious about is maintaining the reliability of the transmission grid," Disbrow emphasized. "Transferring that responsibility, in part at least, out of utility hands and into the hands of regulators introduces some degree of risk that may not be warranted."

Beyond that, Disbrow said, "Where transmission capacity is not readily available, the new law allows FERC to require us to construct new transmission facilities to facilitate access--and that is not easily done. We've had some tough experiences in Virginia and West Virginia where our transmission needs have been immediate. Transmission to the east is constrained. If there is somebody to the east of us who desires to buy capacity from an IPP in Ohio, West Virginia or Kentucky, they want that capacity in a certain time frame. We won't know whether our company can build incremental transmission at all, and we won't know when it's going to be completed."

According to a synopsis of the new law prepared by the Edison Electric Institute, the language requires FERC to reverse such a wheeling order if, after a "good faith" effort, a utility cannot obtain government approvals for transmission facilities needed to fulfill the FERC order.



Disbrow

"The biggest plus for the IPPs in the new law is that they are not encumbered by the Public Utility Holding Company Act--they are exempt from the act," Disbrow pointed out. "And, indeed, so are we, in regard to any IPPs we might form as affiliates. The only qualifier is that, within our own service area, if we chose to establish IPPs, we would have to have prior state utility commission approval."

IPPs, Disbrow stressed, have a major advantage in their flexibility of financing, and they do not have the obligation to serve that traditional electric utilities bear. "If the situation becomes unprofitable, the IPP can simply shutter its doors and walk away," he said. "If the total capacity that you're buying is greater than your spinning reserve, you're at risk. It's not the same as having control over your own destiny."

Will AEP establish an IPP in a region outside its seven-state service territory? "We'll certainly consider it," Disbrow said. "A lot of it will depend on how the individual state commissions implement these IPP analyses. If the competition is going to build the cheapest possible plant, I don't think this company would take the responsibility for producing or operating that kind of facility.

"That doesn't mean we're going to gold-plate everything, but we're more inclined to build on the basis of long-term durability and life-cycle costs. If those factors would be recognized, we would like to be a

participant, but if they were not recognized, I don't think we'd want to be involved."

Disbrow said that if AEP were to establish an IPP outside its service area, it "would be more inclined to look for an area where there were multiple needs," rather than building one IPP facility in one state, one in another state, and one in a third state.

"However, I don't see this (the regulation permitting AEP to establish IPPs elsewhere) as a substitute for running our own IPP affiliate here in the seven-state area we serve," Disbrow said. "I'd much rather build here than in Montana."

Provisions in the law which streamline the process of licensing a new nuclear generating facility "are viewed as favorable changes by the utility business in general and the nuclear business in particular," Disbrow said. "But, having said that, the near-term impact is likely to be minimal. People have not been ordering nuclear plants for a variety of reasons in addition to the licensing issue."

The true impact of the new National Energy Policy Act won't be known until specific rules, regulations and interpretations have been issued, Disbrow noted. "The impact of the law will be a function of how it's implemented--it could be very punitive, or it could be rather neutral to beneficial.

"We obviously are going to work within the parameters of the law and are going to do our best to protect our customers from any adverse consequences arising from the law." □

EMF research--the state of the science

Brendan J. Ware, manager, Electrical Research and Technical Services, and chairman of AEP's EMF Task Force, was asked to update readers on the present state of EMF (electric and magnetic fields) research. A debate has centered on whether these fields--which are produced by electric power lines, equipment and appliances--could be associated with an increased incidence of illness, particularly cancer.

ILLUMINATOR: What type of EMF research is being conducted?

WARE: Three main types of studies are being conducted. 1) Laboratory studies examine electric and magnetic field effects on cells, tissue samples, animals and humans. Although many hypotheses have been tested, laboratory studies have not shown a clear mechanism by which EMF could lead to any illness. 2) Exposure assessment studies focus on a better understanding of the levels and sources of field exposure. At this time, it is not known what levels or aspects of exposure are important, if any. 3) Epidemiological studies, the most publicized type, look for a statistical association between disease occurrence and electric and magnetic fields. To date, no association has been found to substantiate a causal relationship.

ILLUMINATOR: What are the scientific questions that are currently being pursued?

WARE: Research into whether electric or magnetic fields could be associated with adverse health effects has taken place throughout the world for over 30 years, without the establishment of such a link. Research has recently focused on magnetic fields, instead of electric fields. While most scientists seem to believe that magnetic fields do not initiate cancer, some question whether the fields--in concert with various other factors--could play a role in cancer progression. Significant research is also being conducted to determine if intermittent, rather than uninterrupted, exposure to fields is important. And besides cancer, research is looking into whether EMF could be associated with miscarriage, mental depression, delayed motor responses and a number of other



Brendan Ware is chairman of AEP's EMF Task Force.

illnesses. To date, research results are inconclusive and sometimes conflicting.

ILLUMINATOR: In our last interview you explained that AEP has been involved in EMF research for more than 30 years. Has the company been involved in any EMF research lately?

WARE: AEP has been a co-sponsor of the Ostrander livestock study, coordinated by the Bonneville Power Administration. AEP contributed \$200,000 for two phases of the study which examined levels of the hormone, melatonin, in sheep living under a 500-kv line. It has been suggested, but not proven, that melatonin is a cancer inhibitor. Project researchers concluded that melatonin levels were not affected by EMF exposure.

AEP also conducted research which examined "wire coding"-- a measure of exposure used in several residential studies. Wire coding is a system developed by EMF researchers in 1979 as a substitute for actual field measurements. Our research showed that certain high wire code classifications were associated with greater residential mobility (frequency of relocating) and that this factor could have biased the results reported in earlier studies. This work was presented at the First World Congress for Electricity and Magnetism

in Biology and Medicine.

ILLUMINATOR: What do wire codes seem to be revealing?

WARE: Wire codes remain controversial. Three separate studies--Wertheimer/Leeper (1979), Savitz (1988) and London (1991)--have reported an association between high wire codes and childhood cancer. However, an association was not found when magnetic fields have actually been measured. Researchers are baffled by this. If a true association is established between high wire codes and childhood cancer, scientists are pondering whether wire codes actually reveal important lifestyle or other factors such as smoking in the home, traffic density, etc. that contribute to the increased risk.

ILLUMINATOR: What is the status of the U. S. Environmental Protection Agency's (EPA) draft evaluation of EMF and carcinogenicity?

WARE: The EPA's draft report generated much publicity and controversy when it was released in 1990. Since that time, several government review boards have criticized the report for drawing unduly alarming conclusions that are not supported by the report's scientific data. Among the boards recommending the draft be significantly rewritten are the EPA Science Advisory Board's

Nonionizing Electric and Magnetic Fields Subcommittee, and the federal Committee on Interagency Radiation Research and Policy Coordination.

ILLUMINATOR: What have foreign researchers recently concluded?

WARE: In 1991, Sir Harry Gibbs reported on behalf of the government of New South Wales, Australia, that although it has not been scientifically established that electric or magnetic fields are not harmful, it has also not been established that fields initiate or promote cancer or any other harmful effects on humans. In 1992, Sir Richard Doll of the United Kingdom's National Radiological Protection Board concluded that, "In the absence of any unambiguous experimental evidence. . .the findings to date can be regarded only as sufficient to justify formulating a hypothesis for testing by further investigation."

ILLUMINATOR: What about the two epidemiological studies recently published in Sweden?

WARE: A residential and an occupational study of EMF have recently been released by Swedish investigators. The residential study looked at people living within 300 meters of transmission lines between 1960 and 1985. Most of the aspects observed, such as actual magnetic field measurements, produced no significant association with cancer. However, a statistically significant association was observed between calculated exposure and childhood leukemia in some, but not all, of the population studied.

The results of this study are of great interest to all of us who follow international EMF research. However, they raise several questions. Why would an association only be shown with an exposure method based on calculations and not with actual measurements? Why were the positive results only observed between 1975 and 1985 and not during the 1960-74 time period? Why was an association found for children living in single-family homes but not for children living in apartments? Although this study provided some support for an association between power lines and childhood leukemia, the reason for this association is clearly not evident.

The occupational study looked at 1,632 men in central Sweden, 511 of whom had

contracted leukemia or brain tumors. The results were inconsistent for brain tumors. However, the researchers concluded that, compared with other men, more leukemia patients had higher occupational exposures to EMF. Several nationally respected epidemiologists feel there are inconsistencies which make this association questionable. For instance, previous studies have suggested an association between acute myelogenous leukemia (AML) and occupational exposure. The Swedish study found no association with AML, but did observe an association with chronic lymphocytic leukemia. Can the several types of cancer and leukemia involved be viewed as one disease, or are they so different in origin and progression that they should be considered separately?

At about the same time the Swedish studies were released, results from a Danish study were also published. These results appear to contradict findings in the Swedish residential study in that no association with childhood leukemia was observed. However, an association with lymphoma was reported. Again the question is raised regarding the relevance of associations between EMF and different types of cancer.

ILLUMINATOR: What would you tell employees about these latest studies?

WARE: Quite frankly, I feel that we do not have enough in-depth knowledge to make extensive comments. We are soliciting the assessment of medical experts regarding the studies and working with scientists and government and technical experts to try to fit these new pieces into the comprehensive EMF research puzzle. As part of the previous ILLUMINATOR interview, I commented in some detail about an occupational study by Dr. Genevieve Matanoski of Johns Hopkins University because we anticipated that this research would be of great importance to employees. However, the study has never actually been published or peer reviewed and, therefore, has not made a major contribution toward EMF/occupational research. In general, I feel that the Swedish and Danish research may provide us with valuable information for further investigation, but that they, in themselves, do not provide definitive answers.

ILLUMINATOR: Could you explain the scope of the EMF research program, including that which will be conducted by the federal government as part of The National Energy Policy Act of 1992 (NEPA)?

WARE: In 1992, 25 countries spent a total of \$25 million on EMF research. That research is continuing, conducted by the respective governments and other organizations including the Electric Power Research Institute and the National Cancer Institute. NEPA calls for a \$65 million EMF research and communication program to be conducted over a five-year period. Half of the funding will come from the taxpayers and the remaining half is expected to be funded by the utility and electrical manufacturing industries. And AEP will be asked for a significant contribution.

During this decade we expect to have much better research results to provide us with better answers. Meanwhile, we will continue to communicate with our employees and customers on this issue. □

Network-based health care program begins January 1

On January 1, 1993, a new network-based health care arrangement will become part of AEP's Comprehensive Medical Plan. The network will be made up of four primary components: Open Choice, Open Access, Help Connection, and Prescription Drug Coverage.

During informational meetings held in November, employees saw a videotape presentation and received information about the new network-based arrangements.

Network-based care—a form of managed care as it is sometimes called—replaces the traditional indemnity type plan in which employees receive the same benefit coverage regardless of the provider they choose. With network-based care, employees receive better benefits if they use a “network” of providers who have agreed to certain practice guidelines and a specific fee arrangement. Because providers handle most administration, there are also much fewer claims, if any, to file. If employees do not choose to use a “network” provider, they will receive lesser benefits.

All active employees enrolled in the Medical Plan will have either Open Choice or Open Access, depending on where they live. Those who live in an area where a network is not available will have Open Access.

• **Open Choice** is a preferred provider organization. This network is managed by Aetna Health Plans and will be available in specific locations. The final determination of whether employees are part of a network is their residence zip code. Employees who are in an Open Choice location must see network providers to receive an enhanced level of benefits. If employees who have Open Choice see non-network providers, they receive less reimbursement from the Plan. There is one exception. Non-network emergency treatment will be reimbursed at in-network levels.

• **Open Access** is the arrangement for those employees who do not reside in a network location. They are covered under an arrangement similar to the current plan. However, there will be a few changes to the benefit provisions. Employees who live outside of network locations can access Open Choice providers and receive

the same level of benefits as those living in network locations. Some Open Access areas may become Open Choice areas in the future.

• **Help Connection** is a network of providers who will offer mental health and substance abuse treatment for all active employees and all retirees enrolled in the Medical Plan. This includes employees who are in Open Choice and Open Access. It does not include anyone enrolled in a health maintenance organization (HMO).

Preferred Health Care, the network manager of Help Connection, maintains a national network of carefully selected mental health providers—psychiatrists, psychologists, social workers, therapists, treatment clinics and hospitals. Employees who seek help by calling Help Connection will receive a higher level of benefits than by going out-of-network for treatment.

• **Prescription Drug Coverage** will remain as is and will not be affected by changes coming January 1, 1993, except the benefit levels for psychiatric drugs will be increased from 50 percent to 80 percent.

“The driving force behind the changes is cost,” says Ronald A. Petti, senior vice president-human resources. “As is true all across the country, AEP's health care costs continue to increase at an unacceptable rate. They have virtually doubled for the five-year period from 1987 to 1991.

“The reasons behind the dramatic increases are complex,” says Petti. “Some higher costs are the result of increased use of the health care system—for example, expanded use of high-tech medical equipment and advances in medicine that enable doctors to better treat difficult-to-cure diseases. Other reasons for escalating costs include improper use of the health care system—such as unnecessary use of hospitals, unneeded tests and procedures, little coordination among health care providers and overtreatment to avoid malpractice lawsuits.

“Over the past several years, many employers—including AEP—have installed a variety of cost containment procedures to limit these excesses,” says Petti. “We've introduced precertification of hospital

stays, second opinions for surgical procedures, and mail-order prescription drug arrangements, to name a few.

“It is clear, however, that we must take more dramatic steps if we are to make any serious dent in the cost of providing our employees with comprehensive health care coverage. With our health care costs rising as they have over the past several years, AEP can no longer offer employees a ‘blank check’ to seek health care services from any provider they choose and send AEP the bill.

“More and more employers are looking to network-based arrangements as a solution,” says Petti. “This is a relatively new concept developed over the past few years in which network providers help manage the patient's health care services. This approach encourages greater partnership among the doctor, the patient, and the company managing the network. It changes the way people typically order health care services and places greater responsibility on each individual to use the Comprehensive Medical Plan efficiently.”

While network-based plans encourage employees to seek medical care through cost-effective networks, they also offer employees the option to use services outside the network, although at a lower reimbursement level.

According to Petti, “Network-based care is a shared responsibility among the employer, network manager and health care providers. The AEP System, the network manager, doctors, hospitals and employees all have a stake in the success of a network-based arrangement.”

Network-based care in no way restricts employees' access to the full range of health care services. In fact, benefits for such preventive care as physical examinations are expanded under Open Choice.

Network-based arrangements also preserve the freedom of choice that employees have become accustomed to with the indemnity plan, while offering significant cost savings—to both the employee and the Company—when using the network.

Open Choice encourages the use of a primary care physician as a contact point

for employees and family members when they need health care. This doctor is typically an internist, family practitioner, or pediatrician who coordinates and monitors the delivery of each patient's health care. He or she also can coordinate referrals to specialists and other network providers to ensure that the patient receives appropriate care. This aspect of network-based care provides an integrated approach to medicine that prevents overlapping services, repeat studies and other unnecessary expenses. Employees and family members can choose their own primary care physicians.

As with any new program, a number of questions have been asked about various aspects of the network-based plan. Some of those questions are answered here. Next month's issue of the Illuminator will feature additional questions and answers.

Q. How do network-based health care programs work?

A. In a typical arrangement, the network managers—in AEP's case, Aetna and Preferred Health Care—establish a network of physicians, hospitals, and other providers using their group purchasing power to negotiate reasonably priced contracts that encourage the providers to deliver cost-effective, quality services.

As long as employees use network providers, co-payments are modest and they are covered for a wide range of services, including preventive care. When employees use a non-network provider, they pay a higher portion of the total cost of services, while some services may not be covered at all.

Q. Why was Aetna chosen as the network manager?

A. With the assistance of health-care consultants, AEP studied several companies' programs and determined that Aetna was the best choice.

Aetna was more flexible in addressing our needs. It has an excellent administrative/claim system, which we have experienced with our present indemnity plan. It has networks in the AEP service area --not just in major metropolitan areas. It has centralized operations for ease of communication, is financially sound, and is committed to quality care. We also

know Aetna well as a company and we respect its systems and its people.

Q. Why would a top doctor join a network like this one?

A. Doctors join health care networks like Open Choice for a number of reasons. In areas where there may be an oversupply of physicians, joining a network assures a regular flow of patients. For some doctors it can eliminate the time and effort it takes to grow a practice. In areas where a number of employers have adopted a network approach, joining may be a matter of competitive survival.

Q. What are the drawbacks to a network-based approach?

A. From an individual employee's perspective, there are principally two. First, to get network benefits, the employee generally must select physicians who are affiliated with the network. Employees whose doctors or hospital are not in the network may be reluctant to disrupt those existing relationships. Second, employees who decide to use non-network providers will find that their share of expense for health care increases. Those employees must decide whether they are willing to bear these increased costs. Once employees overcome these potential barriers—by selecting and using a network provider—satisfaction with network-based arrangements is quite high.

Q. Who has responsibility for ensuring that network providers give appropriate care and services?

A. Through its own staff of medical management physicians, Aetna reviews the practices of its network providers on an ongoing basis. It ensures that provider practices are in line with general practices and that the intended outcome of their services is appropriate.

Q. What level of benefits apply if an employee is referred to a non-network specialist or hospital by a network doctor?

A. The employee must be alert to ensure that his or her physician, whether in or out-of-network, refers that employee to an in-network specialist or provider in order to receive preferred benefit levels. When making the referral, the employee should ask the doctor to call Aetna Member Services at 1-800-243-1809 so that an in-network referral can be made. Most

network doctors will do this themselves, automatically.

Q. If a medical facility other than a hospital--such as a medical clinic--is in the network, is it safe to assume that all doctors working at that facility are also in the network?

A. Not necessarily. If an employee is going to a doctor who is part of a network medical clinic, the employee should still call Aetna to make sure that particular doctor is also in the network.

Currently there are no urgent care facilities in the Aetna network. Negotiations, however, are continuing with them. When these types of facilities do join the network, the method of payment will be based upon the operational nature of the facility—whether billing is performed by the facility or by the individual doctors working for the facility.

Q. What level of benefits apply for dependents permanently residing in a location separate from the employee?

A. If the dependent lives in a network area, he or she will be considered in Open Choice. If the dependent lives in a non-network area, he or she will be considered in Open Access. Claims will be handled accordingly. The employee could live in an Open Choice area, the dependent in an Open Access area, or vice versa.

Q. If an employee living in a network area has a dependent child living temporarily away in college where no network is available, what is the benefit level for the child at the school location?

A. Benefit levels for the dependent child will depend on where the *employee* lives. If the employee lives in an Open Choice area, the dependent child is also considered to be in an Open Choice area. If there are no Aetna network providers in that area, in-network benefits would apply to true medical emergencies, but non-network benefits would apply for services which could be postponed to a trip home, such as for non-emergency surgery.

Q. How often will Aetna's provider directories be revised to reflect additions or withdrawals from the network?

A. Directories will generally be updated and distributed to employees annually. In addition to regular directory updates, special supplements may also be made available for distribution when significant network changes occur. Aetna Member Services should always be called to assure that the provider is still in the network.

Q. Are any limits placed on a provider's abilities to withdraw from the network?

A. In general, a provider must give 90 days notice to Aetna if that provider wishes to withdraw from the network. The provider also is required to continue to provide services to an employee receiving active treatment until the course of treatment is completed or Aetna has made arrangements for another doctor to provide the services.

Q. Are any procedures in place to consider an employee's doctor for admission to the network in the future?

A. Yes. An employee may provide his doctor with an Aetna Health Plans Physician Recruitment Request form. The doctor may complete the form and send it to Aetna. Aetna will then contact the doctor within two weeks for further discussion. Aetna will make its decision based on the physician's qualifications and whether there is a need to add a physician with that type practice to the network and whether the physician has admitting privileges at a network hospital.

Q. What information will Aetna's Member Services (Healthline) staff be able to provide to employees regarding network providers?

A. Aetna has developed an on-line data base which contains information regarding network providers. When an employee contacts Member Services, Aetna will be able to access all providers, including specialists, in any given zip code or network. In addition, they will provide phone numbers and addresses of specific providers as well as indicate if they are accepting new patients. With access to this system, Aetna's staff will be able to assist most members in locating a provider suitable to their location and desired specialty.

Q. If an employee is in the hospital at the end of 1992 and into 1993, what level of benefits will apply?

A. Aetna will request a split billing from the hospital. The current plan benefits will apply through December 31, 1992, but effective January 1, 1993--for that confinement only--the in-network benefit level will apply for the physician and hospital regardless of whether they are preferred providers.

Q. If an employee is receiving treatment for a life threatening illness in 1992 which continues into 1993, what level of benefits will apply in 1993?

A. If an employee is receiving treatment for a critical and life threatening illness, as determined by Aetna, this treatment will be covered at the preferred level beginning January 1, 1993, and until June 30, 1993, regardless of whether or not the member is using a preferred provider.

Q. If an employee is pregnant in 1992 and delivers in 1993 using a non-network physician, what level of benefits will apply?

A. Any pregnancy that commenced in 1992 with a delivery date in 1993 will have benefits paid on or after January 1, 1993 at the in-network level regardless of whether a network physician or hospital is used.

Q. Are retirees eligible for the new plan?

A. Current retirees will not be covered by the new network plan in 1993, but may be in the future. When an active employee living in a network area retires, he or she will have the same medical benefits as all other retirees. Those benefits are the same as if those retirees were in Open Access and used non-network providers. These benefit levels, with a few changes to the benefit provisions, are similar to the current plan.

Q. Why is the treatment for mental health and substance abuse being administered by a different provider than the medical plan?

A. Coordinating such care requires a specialized level of experience and expertise. After review of several proposals from different companies, AEP chose Preferred Health Care (PHC) to provide this service. PHC has been successful with many other companies in helping

people get appropriate and effective mental health care and treatment for alcohol and drug dependency.

Q. How will employees get help for mental illness or drug or alcohol dependency?

A. Assistance with these problems will begin by calling PHC's Help Connection at 1-800-722-0930. Experts on staff specialize in this treatment and are available to assist employees 24 hours a day, seven days a week.

Help Connection also coordinates its efforts with Employee Assistance Programs (EAPs) across the AEP System. EAPs--which will coordinate care through Preferred Health Care--can provide initial professional assessment and short-term counseling. Both Help Connection and the Employee Assistance Program are designed to work together to help clarify concerns, sort out options and develop counseling plans. If an employee or covered dependent is referred to a mental health provider by the EAP, they should call Help Connection to be certain that the provider is part of the Help Connection network.

Q. Will retirees be able to use the services of Help Connection?

A. Yes. Retirees will be able to get help for mental illness and drug or alcohol problems by contacting Help Connection. However, they are not part of the Employee Assistance Program. □

New fishing facility installed at Kanawha Valley's London Hydro

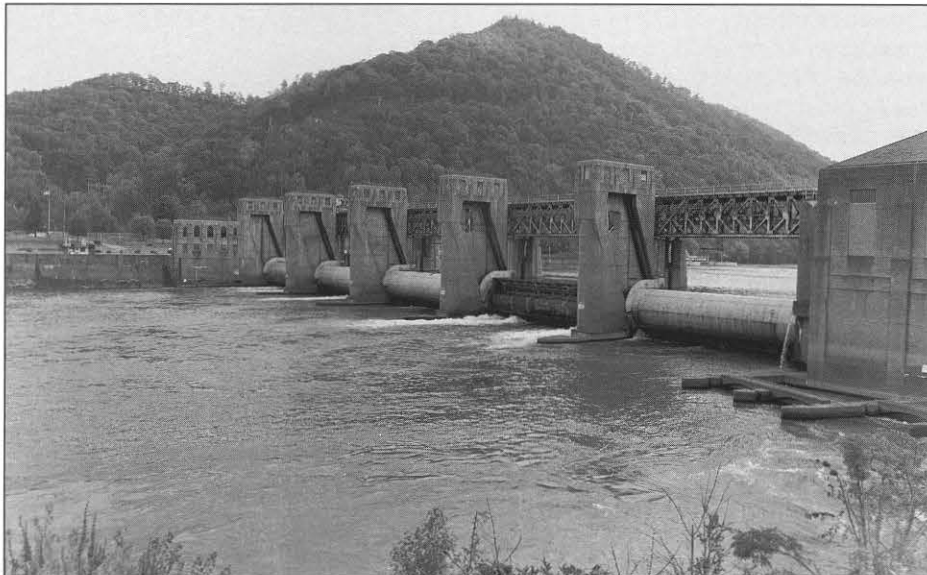
On the Kanawha River's west bank, at the London Hydro Station of Kanawha Valley Power Company, a subsidiary of Appalachian Power, three men and a derrick wrestle a 20-foot-long flight of pre-fab steel steps into place down a 50-foot slope to the water's edge.

The staircase, with two more sections that will complete the flight, will stretch down over large, sharp-angled boulders, giving safe passage to the fishermen who try for the smallmouth bass, catfish, perch and gars (nobody really wants the gars) that swim in the river.

The work is part of a commitment to the recreational aspects of the London Hydro site and is one of the AEP System's licensing requirements under Federal Energy Regulatory Agency regulations. This type of work has already been completed at Kanawha Valley's Marmet and Winfield Hydro stations on the same river.

The licensing on AEP's hydro plants requires that all aspects of usage of the river, including recreation, are given consideration.

According to Mike Bahleda, AEP Service Corporation Hydro Engineering Section manager, "All of our 17 hydro installations, including our one unlicensed station, have provisions for recreational use. Quite often, the sites don't permit us to put in



The London Locks and Dam on the Kanawha River were completed in 1934.

very extensive facilities for recreation, but we try to make provisions for them at all our hydro plants."

The facilities may include fishing access, canoe portage trails or boat ramps, depending on the site, he said.

"We work with government agencies to allow them to operate and maintain facilities directly, whenever possible," Bahleda noted.

On the far side of the river, a tug gives a plaintive toot as it pushes a tow of barges

into the London Locks. The London Locks and Dam have been in place for nearly 60 years. They were completed in 1934. The river carried close to 22 million tons of barge cargo last year. Some 5.2 million tons of that freight was coal brought downstream on AEP's barge fleet.

The locks and dam, particularly the structures that control the five dam sections that span the river, are solid concrete in the brave, 1930s style of architecture. The locks were built and are operated by the U. S. Army Corps of Engineers.

James B. Stamper, hydro mechanic B who maintains the powerhouse and dam, says "after 14 years here, it still amazes me how well the structures have withstood the time."

The dam's massive concrete wall goes deep beneath the river, down into the West Virginia bedrock. This is old concrete, darkened with honest age. The striated marks of the wooden plank forms that held each "lift" of concrete are still evident on the wall's surface.

"When everything is right, when the river is high and the sun is shining, we'll make about 16 megawatts," Stamper says. "Right now, we're making a megawatt. Maybe we'll get some rain." □



A contract workman guides a flight of steps into place.

Logan marketers weatherize customer's house

Logan marketing and customer services employees found a way to promote the wise use of energy while demonstrating that Appalachian Power is a good corporate citizen by voluntarily weatherizing the home of a Chapmanville customer.

John Myers, marketing and customer services supervisor, met with Jerry Price of Toler's Heating and Cooling earlier this year to plan how to raise money for weatherizing a home in their service area. The companies sponsored a drawing to raise monies for materials.

Other businesses donated prizes with a retail value of \$1,536. They included Ferguson Enterprises, Toler's, Mart's Tiger Mart, Mike's Family Hair Center, Giovanni's Pizza, The Print Shop, and New Horizons Fitness Center. A local distributor donated the grand prize, a heat pump.

The name of Helen Lucas was obtained from the local P.R.I.D.E office, an organization that assists residents with weatherization needs. On October 3, the volunteers met at the Lucas home to install insulation, weather stripping, and



Volunteers for the weatherization of a Chapmanville customer's house are: front row, l. to r., Mark Lynch, M&CS manager; Jerry Price, Toler's Heating and Cooling; Oliver Kitner, energy services engineer; and David Stillwell, power engineer. Second row, l. to r., John Myers, M&CS supervisor; Mary Kessinger, M&CS representative senior; and Steve Summers, power engineer. Third row, Gary Starr, M&CS advisor.

caulking. The attic insulation installed raised the R-value to R-36, which exceeds the government recommendation of R-30 for that area. The added weather stripping and caulking will reduce cold

air infiltration.

Mrs. Lucas was greatly appreciative of the time and effort given by the volunteers. □

Roanoke, General Office employees donate food for needy

Division and General Office employees located in Roanoke last month donated 800 pounds of food and \$60 in cash to RAM House. The drive was sponsored by the Appa-Mo, Jolly Watt, and Reddi-Lite social clubs.

Roanoke Area Ministries (RAM) opened RAM House in 1987 as an 8-hour day shelter and hot lunch kitchen with a capacity of up to 200 people.

Open seven days a week, it offers a place for homeless people to receive mail, wash clothes, and get help in finding housing, furnishings, education, transportation, and drug and alcohol treatment. RAM House also assists in paying for emergency needs such as medicine, dental work, eye exams and glasses, transportation, work shoes, orthopedic supplies, and utilities.

Tim Thomas, Appa-Mo Club president, said, "The food is prepared, cooked, and served by volunteers under the guidance of a paid staff. Their supplies are low; and, with the holidays coming, they



Pictured loading the food donated to RAM House are, l. to r., Tim Thomas, Becky Markham, Nita Pollifrone; Rene' Kendrick; and Malcolm Meers.

were most appreciative of our donation. We took a tour of the facility, and you could tell there is a real need. RAM depends a great deal on the generosity of

churches and other organizations in the community." □

Called to serve the Lord as minister

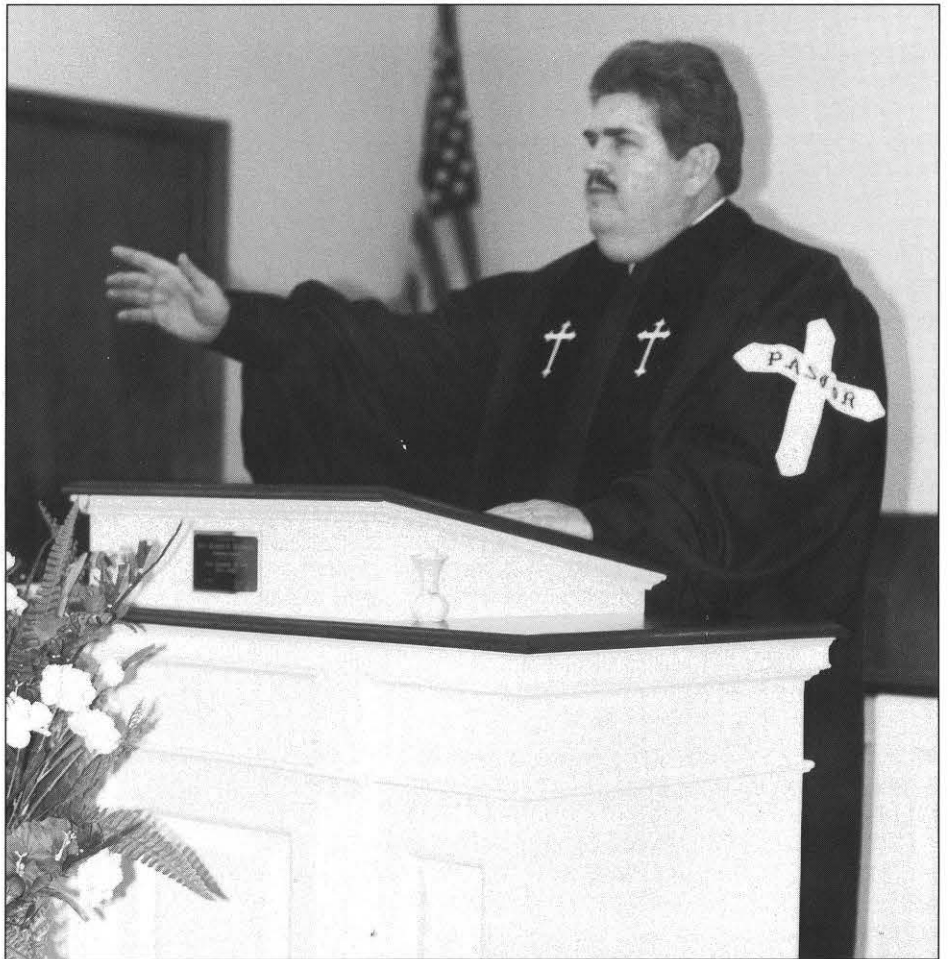
"Forty-two years ago, a minister in my home church in St. Albans, W. Va., patted me on the head and said, 'you will preach the gospel.' He never lived to see it, but I think some way that he knows," states Joe Burnside. An operations coordinator in System Operation, Joe is currently pastor of the Oak Grove Assembly of God Church in southwest Roanoke.

Joe began his career with Appalachian in January 1956 when the control center was moved from Turner Station to Roanoke. He followed in the footsteps of his father, Newton Burnside, who also was an operations coordinator.

Joe is convinced that "God does a lot of things to control my life." One of the examples he cites is his marriage to the former Jeannette Wimmer, a first cousin of Margaret Gearhart, wife of Beckley Division Manager Larry Gearhart. "My first wife, Brenda, passed away with cancer in 1976, leaving me with two small children. I prayed that God would give us a good Christian wife and mother. Nearly two years later, Wally Jamison (power dispatching superintendent) and Larry Gearhart both came to my desk the same day and asked if I had been dating anyone. Unbeknownst to each other, they both gave me Jeannette's name and phone number. Needless to say, I called her and eventually we got married. I feel God did that."

Joe continues, "We rent a condo at Atlantic Beach, N. C., every year in October. In 1984, while we were there, I received a divine call to the ministry through two dreams. After returning home, two close friends asked me what God was doing in my life so I shared with them what had happened. It was a confirmation to me that God had placed a call upon my life. I didn't mention it to Jeannette until several months later; but, when I did, she accepted it.

"For two years I asked, 'why me, Lord,' and didn't know which way to turn because I was working three out of four Sundays a month. One night while we were eating in a restaurant, a minister I had not seen for 35 years came in. I made an appointment to talk to him, and he told me about a three-year correspondence course for ministers who work elsewhere



Pastor Joe Burnside in the pulpit at Oak Grove Assembly of God Church.

and cannot leave their occupation to go to school fulltime. He suggested I meet with the superintendent of the Appalachian District of the Assembly of God and share my testimony with him. After meeting with the superintendent, I enrolled in the course offered by the Berean Bible College of the Assembly of God in Springfield, Mo.

Joe continues, "The doors were opened for me to be assistant pastor of the Faith Assembly of God Church in Salem in 1986. Then in 1989 I became pastor at the Oak Grove Assembly, a home missions church. The minister who built Oak Grove is the same one who invited me to accept the Lord Jesus Christ as my savior at the age of 12 in Mt. Hope, W. Va. When we came to Oak Grove Assembly, membership was about 20 on a good Sunday. In the last three years, with God's help, our congregation has increased in

number and we have established a church choir, Women's ministry, Men's ministry, Royal Rangers for boys, and Missionettes for girls."

Joe is quick to point out that this pastorate "does not interfere with my work at Appalachian. I no longer have to work in the control center three out of four Sundays; but, when I do, we fill the pulpit with retired ministers."

Joe concludes, "Down the road, I will be able to retire early and then be a fulltime minister. I do not know what God's plan is, but I know that God works in mysterious ways. I want to give God the rest of my life for ministry, and I depend on Him to meet my needs and direct my life. My years with Appalachian have been and always will be remembered as happy and enjoyable." □

Huntington Building Supervisor Mark Young's willingness to be a marrow donor has given a nine-year-old girl the chance of a lifetime.

A blood donor since college, Mark signed up for the National Marrow Registry through Tri-State Regional Blood Services in Huntington. Mark explained, "Basically, what they did was take an extra two tablespoons of blood during one of my regular donations and typed it to identify my human leukocyte antigens (HLA)." The HLA type classifies people according to markers which are on the surface of their white blood cells. This information is entered into a computer at St. Paul, Minn., headquarters of the National Marrow Donor Program (NMDP).

Mark continued, "When someone who needs marrow cannot find a relative to donate, which offers the best chance for success, a search of the National Registry takes place. The chances are about 1 in 20,000 of any two people matching, but I received a call just one month after signing up."

When a patient and donor are matched, the first step is to educate the donor on the marrow collection process and risks involved. This provides the donor an opportunity to make an informed decision. "I went to King's Daughters Hospital in Ashland, Ky., and spent an afternoon with a doctor," Mark recalled. "I was a six out of six match for this little girl, and I was ready to go right then. I was not pressured at all to make the donation, just the opposite. So it was a little frustrating to be told over and over that I didn't have to."

Judi Baker, R.N., special programs manager at Central Kentucky Blood Center, said, "I was so excited I couldn't wait to call Mark because, since joining the NMDP in 1989, he was our first donor to actually match and be asked to donate. From my first contact, there was never any doubt he would go all the way. He was so sure he was doing the right thing and didn't seem to understand why we kept assuring him that he was under no pressure to donate. However, it is our responsibility to protect the donor, and we must be sure that the donor understands what is involved and makes his own decision whether or not to participate."

Mark underwent a complete physical examination by a Huntington physician, and the patient's physician decided to proceed with the transplant since Mark received a clean bill of health.

Once a decision is made, the patient's own marrow is destroyed through a rigorous treatment of chemotherapy and radiation. Then the patient receives the marrow through a transfusion. Once the donated marrow enters the patient's circulatory system, it takes about two weeks to see the first evidence of a graft. This means that the marrow has begun to work, producing new blood cells. A noticeable rise in the patient's white blood count is the first sign that a graft has occurred. Not all patients survive the rigors of the chemotherapy and radiation treatment. In addition, after the transplant, there are other complications which may result. While doctors do not fully understand the causes of these complications, one thing is clear: any complications to the patient are not due to any fault of the donor's marrow.

Mark added, "My wife Debbie and I went to the University of Kentucky Medical Center for my donation. We went down on



Mark Young's marrow donation to a nine-year-old girl was successful.

Chance of a lifetime

Thursday evening, and Friday morning I went into the hospital. The actual procedure was over in a couple of hours, but I stayed in the hospital overnight. Actually it was a pleasant weekend. I got to lay around and read and watch TV. Normally I don't get to do this. I came home Saturday afternoon and mowed the grass on Sunday."

All donors receive spinal or general anesthesia; Mark chose spinal. Generally, four to eight tiny incisions are made in the back, pelvic area. The marrow is extracted through those incisions. Less than 10 percent of the body's marrow is removed; and, within a few weeks, the donor's body has naturally replaced the donated marrow. "I didn't feel a thing," Mark recalled. "The most painful thing was taking off the bandaids over the incisions."

Mark concluded, "You don't often get a one-on-one chance to save somebody's life, short of getting shot at in a war or going in a burning building. Debbie and I have three children, one of whom is a son about the same age as the patient. I would hope that if I were down to my last chance that someone else would be willing to donate. You can really feel for someone who is in that position. A patient has already been through so much at that point, and the odds are he or she will die if you don't. Even though there is no guarantee the transplant will work, how can you say no?"

Eight months after Mark's donation, he received word from Baker that the little girl is back in school, living a normal life with no signs of leukemia. Because of the gift from a total stranger, she has the chance of a lifetime. □

Sporn golfers on winning team in Oldsmobile Scramble National Finals



Members of the five-man team which won the Oldsmobile Scramble National Finals are, l. to r., Phil Adkins, Rusty Saunders, Tommy Meadows, John Davis, and Randy Finney.

Philip Sporn Plant employees Rusty Saunders and John Davis can claim to be winners of the biggest golf tournament in the world. Rusty, PIMS coordinator, and John, plant engineer I, were two members of a five-man team which won the Oldsmobile Scramble National Finals in Orlando, Florida.

The tournament began with competition at the local level. Rusty said they were told that 130,000 teams entered at this level, making it the largest golf tournament. Rusty and John teamed up with two Gallipolis golfers. The fifth member, who had to be a pro to meet tournament rules, was Phil Adkins of Chillicothe. Rusty said he knew Adkins because they had been teammates on the Ohio University golf team.

The winners of the local level competition advanced to regional competition; and, on September 8, Rusty and John's team won the sectional tournament in Circleville, earning the right to advance to the national in Orlando. There were three sections per state, Rusty noted.

A total of 111 teams played for the championship, and 110 were no match for the Southern Ohio group. They set two tournament records, shooting a 68 under par for 72 holes and being 20 under par in one round. In this competition, the golf pro is a touring pro provided by the tournament. In this case, Donnie Hommand joined the team.

For winning, the amateurs received a championship ring, some crystal, and a \$500 gift certificate. The touring pro got his choice of a new car or cash equivalent.

Rusty also was a member of the team that won the Sporn scramble tournament. His teammates were Roger Sharp, maintenance supervisor, and Sam Hawley, plant clerk A. Don Hoffman, equipment operator C; Gene Gray, production superintendent-maintenance; and Dave Johnson, maintenance mechanic A, were members of the second place team that finished two strokes behind. □

Glen Lyn Golf League winners



Individual award winners in the Glen Lyn Plant Captain's Choice Golf League are: front row, l. to r., Jeffery Long, equipment operator A, third place; Randy Nicewonder, human resources supervisor, second place and long drive on #18; and Danny Richardson, equipment operator B, first place. Back row, l. to r., Sandy Pennington, plant manager; closest to pin #13 and #17; Richard Work, maintenance superintendent, long drive on #11; and Martin Benedum, plant engineer II, longest putt on #15.

Glen Lyn, Pulaski hold golf tourney

The fall golf tournament for Pulaski Division and Glen Lyn Plant employees was held at the Draper Valley Golf Club. Nine teams participated in the captain's choice event.

Danny Suthers, son-in-law of Arlie Parsons, Wytheville area servicer, was the captain of the winning team, which also included Don Pratt, engineering technologist I; Garland Bruce, Pulaski retiree; and David Ransom, Beckley engineering technician senior. The team shot 8 under par.

Stacy Hardin, Wytheville line mechanic C, had the longest drive (295 yards) on the #4 hole, and Bud Ryan, Bluefield retiree, came within 32 inches of the pin on the par 3, #7 hole. □

Promotions

Robert Triplett, line mechanic A, was promoted to line crew supervisor NE in Clintwood on September 26. He holds a certificate in electricity from Mountain Empire Community College.

Richard Musselman, station operator B, was promoted to hydro dispatcher, System Operation, Roanoke, on September 1. He holds an associate of science degree in pre-engineering from Virginia Western Community College.

William Chester, Jr., line mechanic A, was promoted to line crew supervisor NE in St. Albans on October 17.

Larry White, line crew supervisor, was promoted to general line crew supervisor in Charleston on November 1.

Leon Epperly, Jr., station operator A, was promoted to hydro dispatcher, System Operation, Roanoke, on September 1.

Larry Slusher, station operator A, was promoted to hydro dispatcher, System Operation, Roanoke, on September 1. He holds a bachelor of science degree in biology from Virginia Polytechnic Institute and State University.

Kenneth Clark, line crew supervisor NE, was promoted to line crew supervisor exempt in St. Albans on October 1.

Clayton Preas, engineer II, was promoted to engineer I, GO Marketing and Customer Services, Roanoke, on September 1. He holds a bachelor of science degree in mechanical engineering from Virginia Polytechnic Institute and State University.

Abingdon

Phyllis Williams from customer services representative C to customer services representative B, Gate City.

Brenda Price from stenographer to secretary-stenographer A.

Jeffery Davenport from engineering technician senior to engineering technologist I.

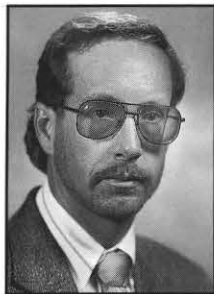
Bluefield

Larry Mahood from line mechanic C to line mechanic B.

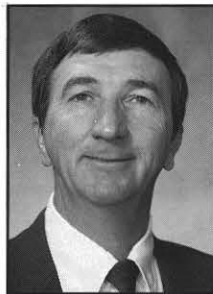
Belinda Fox from customer services representative D to customer services representative C, Pineville.

Charleston

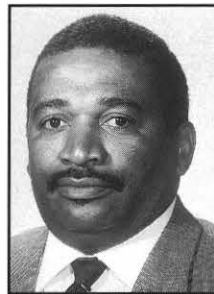
Janet Cable from T&D clerk B to T&D clerk A.



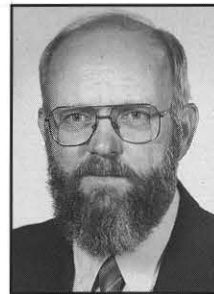
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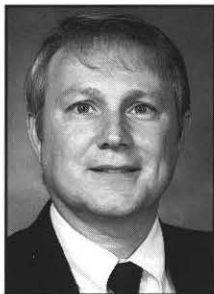
Musselman



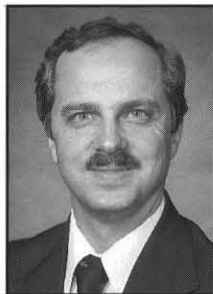
Chester



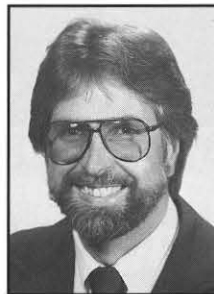
White



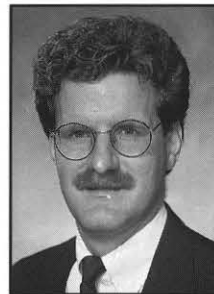
Epperly



Slusher



Clark



Preas

Robin Thompson from customer services representative C to customer services representative B.

Brenda Dunn from customer services representative C to customer services representative B, St. Albans.

Patty Chapman from customer services representative B to customer services representative A, St. Albans.

Terry Tucker from line mechanic A to area servicer, Montgomery.

Robbie Seacrist from line mechanic B to line mechanic A, Montgomery.

Harold Ward from line mechanic B to line mechanic A, St. Albans.

D. B. Smith from line mechanic C to line mechanic B.

Clinch River

Bobby Mullins from equipment operator B to equipment operator A.

Robert Delauder from equipment operator C to equipment operator B.

Allen Walsh, Jr., from utility worker A to equipment operator C.

Charles Helton from utility worker A to equipment operator C.

Paul McGlothlin from utility worker A to equipment operator C.

William Hall from utility worker A to equipment operator C.

General Office

Sherry Caldwell from stenographer to secretary-stenographer B, GO T&D Civil Engineering, Roanoke.

Kristy Taylor from junior clerk to meter clerk C, GO T&D Measurements, Roanoke.

Christy Penn from junior clerk to clerk, GO General Services, Roanoke.

Jane Brogan from centralized cash operator junior (part-time) to centralized cash operator, GO Accounting, Roanoke.

Birinder Aujla from centralized cash operator junior (part-time) to centralized cash operator, GO Accounting, Roanoke.

James Chewning from station operator C to hydro operator I, System Operation, Roanoke.

David Agee from meter reader, Roanoke, to hydro mechanic D, GO Hydro, Roanoke.

Judy Mills from customer services representative B, Roanoke, to intermediate clerk, GO Environmental, Roanoke.

Michael Wilson from station operator B to station operator A, System Operation, Roanoke.

Huntington

Rodney Cunningham from line mechanic C, Point Pleasant, to line mechanic B, Ripley.

Lina Modi from energy services engineer III to energy services engineer II.

Kanawha River

John Jones from maintenance mechanic C to maintenance mechanic B.

Keith Settle from maintenance mechanic C to maintenance mechanic B.

Jeffrey Harrah from maintenance mechanic C to maintenance mechanic B.

Terry McKnight from maintenance mechanic C to maintenance mechanic B.

Donald Shamblin from maintenance mechanic C to maintenance mechanic B.

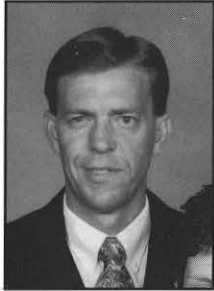
Roy Carroll from maintenance mechanic C to maintenance mechanic B.

(please turn to page 19)

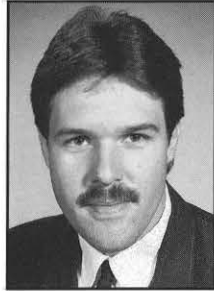
Friends We'll Miss



Booth



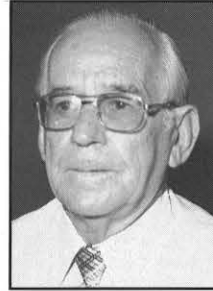
Lanham



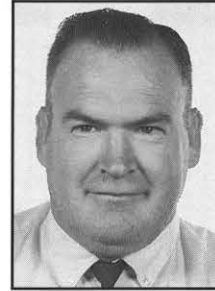
Goff



Nunnery



Chumbley



Spivey

David Evans Booth, 82, retired Lynchburg station man A, died November 3. A native of Campbell County, Virginia, he was employed in 1939 as a maintenance man and retired in 1975. Booth is survived by one daughter; seven grandchildren; five great-grandchildren; three sisters; and one brother, W. Laybon Booth, Jr., retired Lynchburg electrical engineer senior.

Richard E. Lanham, 40, Kanawha River Plant equipment operator C, died October 24. A native of Charleston, West Virginia, he began his career in 1986 as a utility worker B and had been on long term disability leave since June of this year. Lanham is survived by his wife Velma, 313 17th Street, Dunbar, W. Va.; one son; one daughter; one grandchild; one sister; one brother; and his mother.

Ronald Joe Goff, 28, engineer I, GO T&D Station, Huntington, was killed November 5 when the driver of a coal truck lost control and hit the company vehicle Goff was driving head-on. A native of Charleston, W. Va., he was hired in 1986 as an electrical engineer. Goff is survived by his wife Rebekah, 131 Thompson Road, Culloden, W. Va.; one son; and one daughter.

Nell Brooke Nunnery, 67, retired Bluefield secretary-stenographer A, died November 12. A native of Williamson, W. Va., she was employed in 1945 as a junior clerk at Welch and retired in 1990. Nunnery is survived by one sister and four brothers. Her brother, Ray Nunnery, is a retired Bluefield meter electrician A.

George B. Chumbley, 77, retired Pulaski T&D clerk A, died November 12. A native of Pulaski, Virginia, he joined Appalachian in 1945 as a rodman and elected early disability retirement in 1977.

Chumbley is survived by his wife Bea, Route 1, Box 154, Draper, Va.; two sons; one daughter; three grandchildren; and one great-grandchild. His son, David Chumbley, is Bluefield meter supervisor.

James D. Spivey, 68, retired Kingsport station man B, died November 27. A native of Scott County, Va., he was employed in 1947 as a laborer and elected early retirement in 1984. Spivey is survived by his wife Margaret, Route 1, Box 34, Gate City, Va.; two sons; and two grandchildren.

Emmet L. Huntley, 72, retired Centralized Plant Maintenance manager, died November 15. A native of Arcadia, Ohio, he began his career in 1945 with Central Ohio Light & Power, Findlay, Oh., and

elected early retirement in 1983. Huntley is survived by his wife Florence, 5 Lake Chadesa Drive, Hurricane, W. Va.

Bruce L. Hagley, 43, Huntington stores attendant B, died November 9. A native of Huntington, W. Va., he was employed in 1970 as a clerk junior and had been on long term disability leave since October of this year. Hagley is survived by his parents, one sister, and one brother.

Arvin I. Bailey, 92, retired Charleston lineman C, died October 18. A native of Liberty, W. Va., he was hired in 1945 as a groundman B and retired in 1965. Bailey is survived by his wife Gracie, 102 Belle Acres, Scott Depot, W. Va.; two daughters; five grandchildren; and seven great-grandchildren. □

Promotions (continued from page 18)

Logan-Williamson

Patty Bostic from T&D clerk C to T&D clerk B, Williamson.

Barry Hainor from line mechanic C to line mechanic B, Logan.

Tim Kincaid from line mechanic B to line mechanic A, Williamson.

Pulaski

Sheila McGlothlin from customer services representative D to customer services representative C, Pearisburg.

Roanoke

Shirley Garman from T&D clerk B to T&D clerk A.

Steve Mullen from line mechanic B to line mechanic A.

James Rucker, Jr. from line mechanic B to line mechanic A.

Bill Johnson from marketing and customer services advisor to marketing and customer services representative.

Molly Shelton from T&D clerk C to T&D clerk B, Fieldale.

Barbara Carter from engineering technician to engineering technician senior.

Ann Altice from customer services representative C (part-time) to customer services representative B (part-time), Rocky Mount.

Ricky Brooks from meter reader to collector. □

Abingdon

Stuart, son of Howard Stovall, station supervisor, has been awarded a one-year Fred M. Roddy scholarship for his academic achievements and leadership abilities. He is a hotel and restaurant administration major at the University of Tennessee. □

Kristy, daughter of Ron Poe, meter electrician supervisor NE, has been recognized for outstanding achievement in citizenship/academics for the 1992-93 school year at Chilhowie Middle School. □

John Amos



Rosana, wife of Charles Hinchey, performance supervising engineer, is a member of the Late Bloomers from Kanawha and Putnam Counties who tap dance for fun and fitness as senior citizens. The group

has performed in dance recitals, placing first in competition in their age group; in Charleston; and at the Greenbrier Hotel. Rosana also does oil painting and won three blue ribbons and "best of show" at the District Convention of the West Virginia General Federation of Women's Clubs. Next March she will compete at the state level during the WVGFWC state convention. □

Bluefield



Mitzi, daughter of Roger Jones, marketing and customer services supervisor, was crowned homecoming queen at Ferrum College. She is a senior, majoring in business management. □

Who's News

Charleston

Charlie Maurer, energy services engineer, was elected to the Elkland Pool Association board of directors. □

General Office

Lynn Grayson, forestry superintendent, GO T&D Distribution, Roanoke, presented a seminar on "Managing Transmission and Distribution Rights-of-Way" at the T&D World Expo '92 in Indianapolis, Indiana. He also wrote an article on the low volume foliage application technique for ground spraying, which was published in the October issue of *Transmission and Distribution* magazine. □

Kanawha River

Sherry Youell, plant clerk C, submitted the winning entry in the Employee Involvement logo contest. She will be awarded a jacket monogrammed with her logo, "Employee Involvement Program - Power People Working Together." □

Pulaski



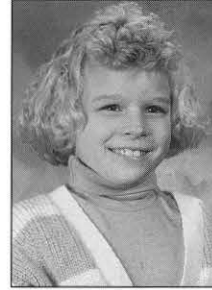
Kerri, daughter of T&D Superintendent Joe Weddle, was crowned the 1992 homecoming queen for Pulaski County High School.

Pat, wife of Dan Tickle, Hillsville area supervisor, was elected president of the Ladies Golf Association at Blue Ridge Country Club for the 1993 season.

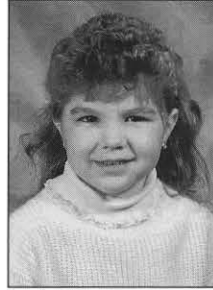
Mary Tarr Whitehurst has been elected to membership in the Catharine Lorillard Wolfe Art Club of New York. An honorary organization of outstanding women

working in the visual arts, it has close ties with the Metropolitan Museum of Art. Each fall the club hosts a juried exhibition at the National Arts Club with a reception in conjunction with the Metropolitan for the Museum's Travel and Research Fund. Mary has a watercolor in this year's exhibition, "California Umbrella I." The wife of retired Division Manager Jerry Whitehurst, she was introduced to the membership at the National Arts Club banquet in October. □

Philip Sporn

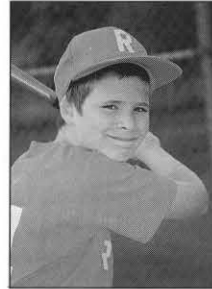


Stephanie



Aubrie

Stephanie Kopec received second place at Salem Center Elementary School for the Meigs Local Improvement poster contest. **Aubrie Kopec** was crowned queen at the Salem Center Elementary School Fall Festival. They are the daughters of Tony Kopec, performance superintendent.



Matthew, son of Marlo Bush, maintenance mechanic C, was an outstanding athlete on three different teams this year. In spring soccer, he was center forward and a leading scorer for his team, the Dragon

Slayers. He scored three of the four goals to win the league championship game. Matthew was a heads up defensive player for the Reds Pee Wee League baseball team. As pitcher and one of the leading hitters, he took the Reds to win the league championship. For the Gallipolis swim team, he led his age group in scoring, winning 11 first place ribbons. His brother **Beau** also helped the Gallipolis team have a very successful year. □

Weddings

Woods-Thompson



Sharon Thompson, Logan junior stenographer, to **Lawrence Woods**, May 14.

Trent-Jenkins

Regina Sue Jenkins to **Kevin M. Trent**, June 27. Kevin is the son of Robert Trent, Abingdon engineering technologist I.

Sherertz-Nichols

Vickie Lynn Nichols to John David Sherertz, Rocky Mount meter reader, October 3.

Blankenship-Landreth

Amanda Landreth to **Frankie D. Blankenship**, Bluefield line mechanic D, September 26.

Becker-Berger

Eunice Berger to **John L. Becker, Jr.**, clerk, GO General Services, Roanoke, October 10.

Cowley-McKnight

Billy Jo McKnight to **Tim Cowley**, Charleston station mechanic C, September 26.

Gravelly-Keeler

Lois M. Keeler to **Dillard F. Gravelly**, Fieldale line crew supervisor, October 23.

Benson-Crump

Elizabeth M. Crump to **Terry A. Benson**, Philip Sporn Plant maintenance mechanic A, October 31. □

Taylor-Moon



Shirley Flynn Moon, Pulaski customer services representative A, to **Christian Babajide Taylor**, October 17.

Births

Bluefield

James William IV, son of **James Viers, III**, Grundy line mechanic C, October 23.

Charleston

Andrew Tyler, son of **Carl Anderson**, automotive mechanic A, September 28.

Clinch River

Benjamin, son of **Lyle Hartsock**, plant engineer senior, November 16.

General Office

Ba'lee Anne, daughter of **Jerry Williams**, electric plant accounting clerk A, GO Accounting, Roanoke, November 16.

Kanawha River

Corey Michael, son of **Timothy Hunt**, unit supervisor, October 29.

Mountaineer

Nicholas Brock, son of **Mitch Barnette**, coal handler, August 9.

Dakota Lee, son of **Junior Ward**, maintenance mechanic A, October 24.

Pulaski

Brady Willard, son of **Jeff Epperly**, Christiansburg line mechanic A, October 27.

Roanoke

Alex McKenzie, son of **Teresa Mitchell**, T&D clerk C, October 22.

Philip Sporn

Miriam Ruth, daughter of **Clifton Gordon**, performance supervising engineer, October 9.

Bryson McKenzie, son of **Brian Adkins**, utility worker A, October 15.

Jonathan Michael, son of **Keith Pearson**, utility worker A, October 31. □

Jane Purdy wins \$1.2 million lottery



Jane Purdy, right, and a Virginia lottery official pose with an enlarged check showing the amount she won in an October lottery.

Christmas came early for Jane Purdy, retired fleet office supervisor, GO General Services, Roanoke. She won \$1.2 million in the Virginia lottery during October and banked her first check in less than a week. Jane will receive an estimated \$45,600 a year after taxes for 20 years.

Jane and her husband Paul missed the lottery report on television the Saturday night she won. When she picked up the Sunday *Roanoke Times & World-News* and checked the winning numbers, "I didn't believe it," she said.

One of the first to hear the good news was Jane's mother, 95-year-old Martha Vaughan. Her reaction to Jane's good fortune was "now you won't have to do the dishes any more."

Mother and daughter are regular lottery players but don't play the Pick 3 and Pick 4 games any more "because it got to be too expensive." Vaughan once won \$500, but Jane's only previous win was \$400 in a baseball pool.

"I was so happy that someone in the Roanoke Valley won instead of those people down in Tidewater," Jane said. Several Roanokers have bought winning tickets out of town, but this was the first one sold in Roanoke since Lotto began in January 1990.

Jane plans to share some of her first winnings with family members. □

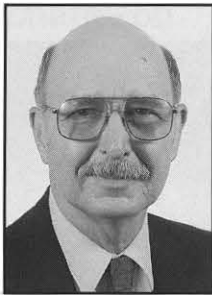
Service Anniversaries



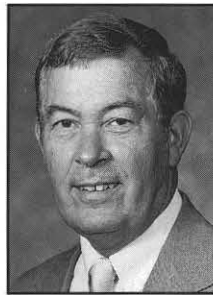
Eulalia Footo
stores clerk A
Bluefield
45 years



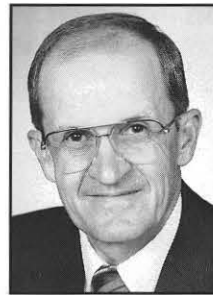
Bud Hutton, Jr.
M&CS rep. sr.
Abingdon
45 years



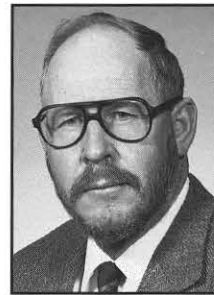
Glenn Douglas
operations supt.
Clinch River
35 years



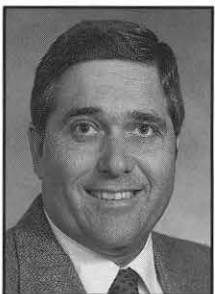
Willie Hatton
customer servicer
Logan
35 years



Ralph Matthews
yard superintendent
Mountaineer
35 years



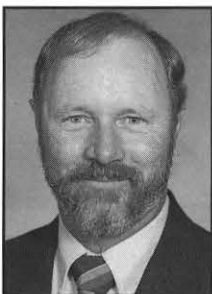
Frank Richmond
station crew supv. NE
Beckley
25 years



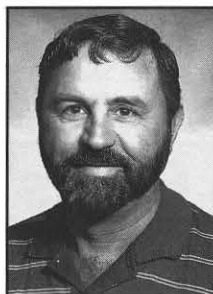
Doyle Hamilton
eng. technologist I
Rocky Mount
25 years



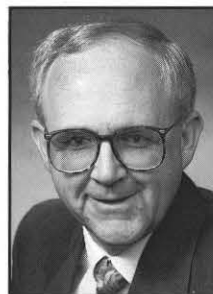
Nathan Via
line mechanic A
Pearisburg
25 years



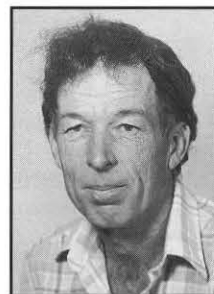
Dale Johnson
line crew supv. NE
Roanoke
25 years



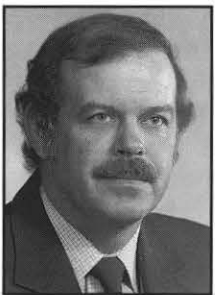
Smitty Smith
line crew supv. NE
Pearisburg
25 years



Phil Buchanan, Jr.
eng. technologist I
GO-Bluefield
25 years



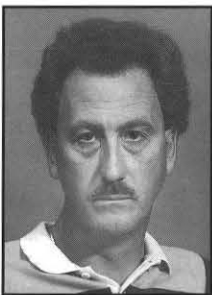
Lenders Oxyer
line mechanic A
St. Albans
25 years



Thomas Russ
line crew supervisor
Abingdon
25 years



Roger Dillon
line crew supervisor
Rocky Mount
25 years



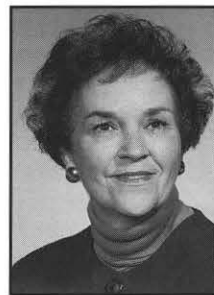
Fred Beck
senior clerk
GO-Roanoke
20 years



Herman Elliott
maint. mechanic A
Philip Sporn
20 years



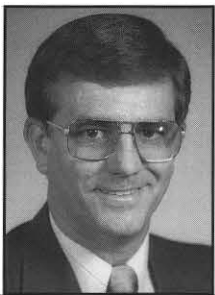
Ruth Vipperman
cust. serv. off. supv. NE
Roanoke
20 years



Sandra Palen
M&CS representative
Beckley
20 years



Harry Johnson
coal equip. operator
Glen Lyn
20 years



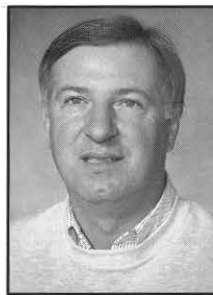
Ralph Bird, Jr.
power engineer
Lynchburg
20 years



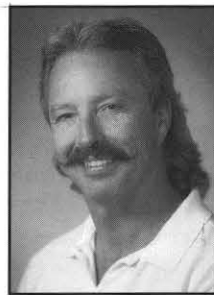
Gayle Thomasson
w. o. acctg. supv.
GO-Roanoke
20 years



Calvin Belcher, Jr.
collector
Welch
20 years



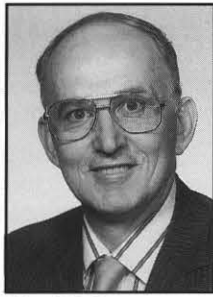
Ronnie Polniak
meter reader
Roanoke
20 years



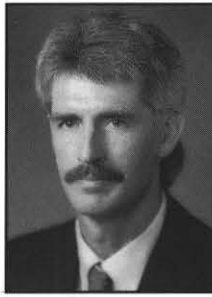
Preston Burnette
station mechanic A
Lynchburg
20 years



Billy Clark
equipment operator A
John Amos
20 years



Floyd Baier
inst. maint. supervisor
John Amos
20 years



Larry Ring
line con. & maint. rep.
Lynchburg
20 years

Abingdon

5 years: **Steven Scyphers**, building supervisor.

John Amos

20 years: **Larry Wilkinson**, maintenance mechanic A. 15 years: **Tony Wallace**, maintenance supervisor. **David Cawley**, maintenance mechanic A. **Jerry Starkey**, maintenance mechanic B. **Kenneth Parsons**, performance technician senior. 5 years: **Ross Runions**, custodian. **Richard Harless**, ash technician junior.

Beckley

15 years: **John Blake**, line mechanic A, Oak Hill. 5 years: **Karen Gray**, customer services representative C. **Steve Meadows**, energy services engineer I.

Bluefield

15 years: **Alex Yazdani**, electrical engineer senior. **Floyd Wilson, Jr.**, station crew supervisor NE.

Central Machine Shop

15 years: **Rich Thompson**, power equipment mechanic 1st class (motors).

Centralized Plant Maintenance

5 years: **Tim Siders**, maintenance mechanic. **Larry McCarty**, maintenance mechanic.

Clinch River

5 years: **Verlin Patrick**, utility worker A.

General Office

15 years: **Deborah Taliaferro**, load research data processor B, GO Rates, Tariffs and Contracts, Roanoke. **Philip White**, transmission station mechanic A, GO T&D Station, Roanoke. **Steve Ellison**, transmission station mechanic C, GO T&D Station, Bluefield. **Richard Moody**, transmission mechanic A, GO T&D Transmission, Bluefield. 10 years: **Toby O'Neal**, transmission station mechanic A, GO T&D Station, Roanoke. 5 years: **Sheryl Cobbs**, engineering technician, System Operation, Roanoke.

Glen Lyn

5 years: **Rickie Charlton**, equipment operator C.

Huntington

5 years: **Sharon Jones**, area T&D scheduler B, Milton.

Lynchburg

15 years: **Valerie Wray**, meter reader. **Ray Copeland**, automotive mechanic A. 5 years: **Tommy Meador**, meter reader. **Tammy Love**, stores attendant B.

Mountaineer

15 years: **Lee Gangwer**, unit supervisor.

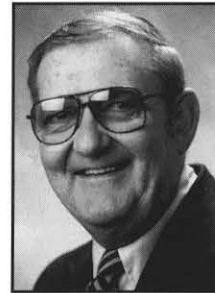
Pulaski

15 years: **Richard Hall**, station mechanic A. **Carol Webb**, customer services representative A, Hillsville. 5 years: **Larry Akers**, station mechanic B.

Philip Sporn

15 years: **Elmer Dempsey**, maintenance mechanic B. **James McDougal**, equipment operator A. **Larry Scarberry**, unit supervisor. 5 years: **Ginger MacKnight**, industrial hygiene technician. □

Retirement



Ken Morris, Milton area supervisor, elected early retirement on December 1.

Ken began his career in 1953 as a junior clerk in Charleston, just two months after graduating from high

school. He transferred to Point Pleasant in 1955 as a junior T&D clerk and while there advanced through the positions of senior T&D clerk, engineering aide, engineer B, and engineering technologist. He was promoted to engineering technologist supervisor in Huntington in 1980 and to Milton area supervisor in 1983.

"The most rewarding job in my career was area supervisor," Ken noted, "being able to work with employees and seeing the accomplishments."

He continued, "Our new retirement plan gave me the opportunity to go at 57, and I really look forward to keeping busy without having a schedule. I hope to contribute some time back to the community that has been so good to me."

A former Scoutmaster and troop committeeman, Ken recalled that the troop he worked with had 20 Eagle Scouts. "The time I spent was worth it when you go back and meet the boys you worked with. They don't forget you," he said. He also is a member of the Milton Lions Club, the Point Pleasant Moose Lodge, and the Huntington American Legion.

Ken, who holds a bachelor of arts degree in military leadership from the University of Charleston, retired from the West Virginia National Guard as a colonel in 1990.

Ken and his wife Lou have two sons. "At the present time, we will stay in Huntington," he concluded. "We also have a place in the country where we like to spend a lot of time." □

Tax law changes affect Savings Plan withdrawals, distributions

Effective January 1, 1993, there will be important changes in the tax rules that will affect withdrawals and distributions from the AEP Savings and PAYSOP plans. These changes will apply to most types of distributions and in-service withdrawals, including hardship withdrawals.

Employees who are planning to request a withdrawal or distribution should consider these changes carefully.

- The taxable portion of most in-service withdrawals will now be eligible for rollover to an Individual Retirement Account. The taxable portion of total distributions has always been eligible for rollover.
- The taxable portion of in-service withdrawals and distributions that are eligible for rollover will also be eligible for direct transfer to an IRA or the qualified plan of a new employer. This type of rollover is known as a trustee-to-trustee rollover.
- Federal income tax withholding will be *required* at a rate of 20 percent on the taxable portion of most withdrawals and distributions that are not transferred directly to an IRA or the qualified plan of a new employer. Participants electing a withdrawal or distribution will no longer be permitted to elect no withholding, unless they request a direct transfer

rollover.

The 10 percent penalty applicable to most in-service withdrawals and to most

AEP Savings Plan Funds

Following are investment rates of return for the period ending September 30, 1992.

Last 12 months

Fixed Income Fund	8.7%
Equity Fund	10.9%
AEP Stock Fund	16.0%

Corresponding future rates of return will be affected by stock market prices or, in the case of the Fixed Income Fund, the addition or replacement of fixed income funding segments.

Participants may change their investment fund choice twice in any calendar year. In addition, the percentage rate of matched and unmatched contributions may be changed twice in each calendar year. See the savings plan booklet in your Protection Program Manual for details. □

distributions made at termination of employment has not changed.

Employees will be provided a notice provided by the Internal Revenue Service when they request a withdrawal or distribution that will be payable on or after January 1, 1993. Employees should review this information before they decide how to receive their benefits from the Savings and PAYSOP plans.

Employees should also contact their tax and/or legal advisors to obtain more information about these changes. □

Ameritrust changes name

Effective January 1, 1993, Ameritrust--the trustee of the AEP Savings and PAYSOP plans--has changed its name to Society National Bank. The change is due to the recent merger of Ameritrust and Society.

The Society National Bank name will appear on all withdrawal and distribution checks. There has been no change in the street address, telephone number, or the personnel responsible for the day-to-day service of AEP's two plans. □

ILLUMINATOR



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