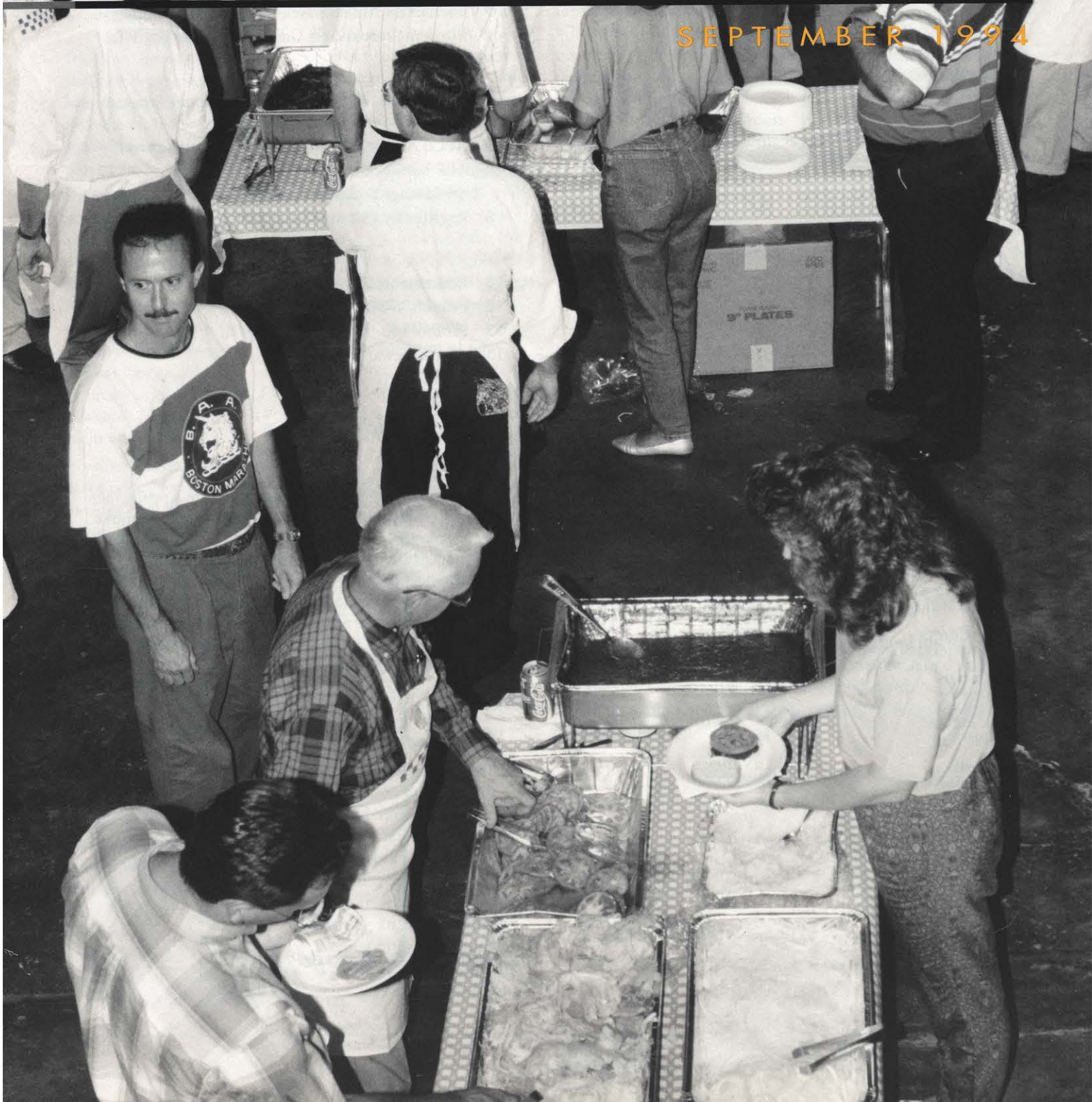


Illuminator

SEPTEMBER 1994



THE INSIDE STORY

Illuminator

Vol. 45, No. 12, September 1994

Published for the employees of



**APPALACHIAN
POWER**



**KINGSPORT
POWER**

Editorial Office:
PUBLIC AFFAIRS DEPARTMENT
Appalachian Power Company
P. O. Box 2021
Roanoke, Virginia 24022

*Articles may be reprinted with proper attribution.
We are equal opportunity employers.*

EDITORIAL STAFF

C. Wayne Hasty, APR
public affairs director

B. Don Johnson, APR
public affairs information manager

Betty Lou Carter
editor of publications

ASSOCIATE EDITORS

Bill Roeser
Abingdon

Tom Cloer
John Amos

Dana Perry
Beckley

Karen Simmons
Bluefield

Metzel Turley
Central Machine Shop

Debbie Carder
Centralized Plant Maintenance

Charlie Bias
Charleston

Chuck Perdue
Clinch River

Earl Smith
General Office

Randy Nicewonder
Glen Lyn

Barbara Collins
Huntington

Audra Pauley
Kanawha River

Leta Dingus
Kingsport

Raamie Barker
Logan-Williamson

Mel Wilson
Lynchburg

Janice Adkins
Mountaineer

Glenda Wohlford
Pulaski

Vickie Ratcliff
Roanoke

Jill LaValley
Philip Sporn

Benefits

- 3 Fixed Income Fund Investment Policy Utilizes Diversification To Reduce Risk
AEP Savings Plan Funds

Features

- 7 Tech-Prep Students Get On-The-Job Training
- 9 Rueben Creator Gets Gags From Everyday Life

News

- 4 Redesigned Management Development Program Resumes
- 5 APCo Asks SCC To Rule On Power Line Need
- 6 AEP Launches New Executive Program
'94 Savings Bond Campaign Successful
- 8 Register By October 7 For Educational Awards

Power People

- 10 Retirements
- 12 Friends We'll Miss
- 13 Promotions
- 15 Who's News
- 18 Weddings
- 19 Births
- 20 Service Anniversaries

About the cover:

As a kickoff for the 1995 campaign of the Appalachian Power Employees Benevolent Association in Roanoke, Va., employees in the downtown office were treated to a picnic lunch, with all available executives and department heads serving as chefs. Downtown employees also were allowed to dress casually for the day. Employees at the John Vaughan Center and Roanoke Service Center were treated to breakfast as a kickoff event for the '95 campaign.

IABC

International Association of Business Communications



PRINTED ON RECYCLED PAPER



BENEFITS

Fixed Income Fund Investment Policy Utilizes Diversification To Reduce Risk

by Gerald P. Maloney
chairman of the AEP Employee
Benefit Trusts Committee

There seem to be reminders regularly that there are no "riskless" investments and that one must continuously balance expectations of investment rewards or returns against the relative levels of risk involved.

During 1994, for example, we have seen about a 25 percent decline in the market value of AEP common stock, and of many other utility stocks, a four-to-five-percent decline in stock market values generally and substantial losses in market values of U.S. Treasury securities, one of our most "riskless" investment alternatives.

In administering the investment policy for the AEP Savings Plan Fixed Income Fund, the Employee Benefit Trusts Committee adopted and implemented a policy which requires investments to be made in very high quality securities. In recognition that conditions can change during the holding period of any investment, it also stresses the vital need for investment diversification to reduce risk.

The maximum that may be invested with any single issuer of "guaranteed investment contracts" (GICs) or similar type contracts must be less than 10 percent of the total Fixed Income Fund. In addition, it is required that any deposit in a contract be made with an issuer which is rated at least AA by Moody's,

Standard & Poors or Duff & Phelps and is rated A by A.M. Best. Furthermore, the issuer may have no more than one A rating, the lowest permissible under the policy, by any rating agency.

Even with these stringent and conservative standards, risks can never be fully avoided. In August, for example, the Confederation Life Insurance Company was seized by regulators after the company failed in its attempts to negotiate the infusion of new capital required because of its real estate losses. This is one of the insurance companies in which the Fixed Income Fund of the Savings Plan has made an interest bearing deposit through a GIC. At the time that this deposit was made in 1991, Confederation Life was rated AAA by both Standard & Poors, AA- by Duff & Phelps and A- by A.M. Best. (As a point of reference, the first mortgage bonds and preferred stock issued by AEP operating subsidiaries have ratings which range from A to a low of BBB-.)

At the present time, the investment in the Confederation Life GIC is approximately 3.9 percent of the total Fixed Income Fund portfolio of almost \$520 million, which is currently earning an annual effective interest rate of 7.5 percent. It is difficult to know, at this stage, how long it will take

for Confederation Life's rehabilitation or liquidation to occur and a determination made of the ultimate effects on GICs and other policyholders. In a prior liquidation involving the failure of Mutual Benefit Life Insurance Company, the GIC holders were able to obtain their full book value under new contracts for a period of years at a lower-than-market interest rate.

Because of these factors and

the investment policies that are being followed, there should be no significant disruption of the Fund performance. The Fixed Income Fund is currently earning an effective annual interest rate of about 7.5 percent and, assuming continuation of current market interest rate levels, the Fund return is expected to continue to be in the 7 to 7.5 percent range during this period of adjustment as well. □

AEP Savings Plan Funds

Following are investment rates of return for the period ending June 30, 1994

	Last 12 months
Fixed Income Fund	7.7%
Equity Fund	1.4%
AEP Stock Fund	-19.6%

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

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

18 From Appalachian To Attend

Redesigned Management Development Program Resumes

The AEP Management Development Program, held in conjunction with The Ohio State University's College of Business, has a new name, format and emphasis. The redesigned program resumes next month following a four-year hiatus.

Now called the AEP Middle Management Development Program, major changes have been made in the course's schedule, curriculum and class size to better meet management development needs in a changing utility industry.

The program, previously four weeks in length, has been restructured as a two-week learning experience that will be conducted in split sessions held approximately six months apart.

To improve the opportunity for individual participation in the program, class size has been reduced from 65 to approximately 35. In addition, the participants will be divided into groups of four to six managers each in order to accomplish a team project during the six-month period.

The first, second and third classes under the new Middle Management Development Program format will convene at the Radisson Hotel Columbus on October 2, October 9 and October 16, respectively. The second week of the program for these groups will be held in May 1995.

Attendees from Appalachian Power will be: Tim Mallan, environmental programs supervisor, GO Environmental Affairs, Roanoke; Bob Wagner, manager Fieldale; Marsha Ryan, marketing and customer services director, GO Marketing and Customer Services, Roanoke; John Boggess, key accounts manager, GO Marketing and Customer Services, Charleston; Scott Icard, governmental affairs manager, GO Executive, Charleston; Sam Hartman, training supervisor, GO Human Resources, Roanoke; and Mike Thacker, hydro reservoir superintendent, GO Hydro, Roanoke.

Also attending will be Andy Zagayko, Central Machine Shop manager; Tony Kopec, Philip Sporn Plant performance superintendent; Robert Mullins, Glen Lyn Plant performance superintendent; Dave Hoffman, Mountaineer Plant production superintendent-operations; Rob Osborne, Clinch River Plant production superintendent-maintenance; and Ed Shelton, Kanawha River Plant operations superintendent.

Other attendees include Brad Yoho, Mountaineer Plant maintenance superintendent; Robert Strobe, Amos Plant performance superintendent; Jay Harrison, Kanawha River Plant maintenance superintendent; Mike Palmer, Philip Sporn Plant production superintendent-maintenance; and John Lester, Amos Plant operations superintendent.

Reflecting the fact that AEP has entered an era of heightened competition, the two-week program includes sessions on AEP's corporate vision and goals, strategy planning and implementation, communicating with the consumer, consumer behavior, and competitive changes in the electric utility industry.

Program content covers a number of major subject areas such as personal leadership, management tools, workplace issues, external affairs and financial performance.

As with past Management Development Programs, classes will be instructed by members of the OSU faculty, with AEP senior managers serving as guest speakers. They will be offering perspective on the challenges and opportunities that confront us today.

One of the new portions of the redesigned Middle Management Development Program is a "360-degree" leadership assessment of each participant.

Before a participant attends the Middle Management Development Program, the participant, his or her supervisors, subordinates and peers will be asked to complete a confidential assessment of the attendee's management style and skills. Each participant will have an opportunity, during the first week of the program, to meet with a counselor to review these assessments in confidence.

"Our objective is to reveal to each participant how his or her perception of his or her own leadership style is similar to, or differs from, the perceptions of his or her manager, peers and subordinates. We want to identify areas for improvement and establish plans for personal development," explained James A. Geswein, director-training and management development for the AEP Service Corporation.

According to Ronald A. Petti, senior vice president-human resources for the Service Corporation, "Our Management Development Program will hopefully produce managers who are more adept at helping their employees develop themselves to reach their full potential. That's important to us because in a competitive market, we need not only the best people, but the best our people can give."

Many of the changes incorporated in the new Middle Management Development Program stem from recommendations made by an Executive Education Committee which included: William J. Lhota, AEPSC executive vice president; Joseph H. Vipperman, president of Appalachian Power Company; C. R. "Dick" Boyle III, president of Kentucky Power Company; William E. Irving, now-retired director of personnel services for the Service Corporation; and Petti. □

NEWS

APCo Asks SCC To Rule On Power Line Need

In an action it says should be in everyone's best interest, Appalachian Power Company on September 6 asked the Virginia State Corporation Commission (SCC) to first rule on the need for the company's proposed 765 kilovolt (kV) power line from Oceana, W. Va., to Cloverdale, Va. The Commission could then defer a final decision on the line routing until after the Jefferson National Forest discloses the impact of the various alternative routes in the Draft Environmental Impact Statement (DEIS), the company said.

"Everyone involved with or concerned about the power line should support this request: opponents, proponents, and the Jefferson National Forest," stated Appalachian Vice President Charles Simmons. "Opponents have been claiming we don't need the line to serve our own customers. If they really believe that, they should welcome an early decision about the line's need. In the Forest Service's case, it has formally requested that the SCC make an early finding as to the need for the line. And, for us, anything that will speed up the approval process will benefit our customers who depend on a reliable supply of electricity."

Appalachian filed a request with the Virginia SCC for permission to build the elec-

tric power transmission line more than three years ago. After receiving prefiled testimony from expert witnesses for the company, opponents, and the SCC staff, and holding several public hearings, including five days of formal evidentiary hearings, the commission's hearing examiner determined in 1993 that the line is needed, Simmons explained. "We are now waiting to hear from the commissioners to learn whether or not they agree with the hearing examiner."

In the motion for an interlocutory order as to need, Appalachian points out that William R. Sweet, the Jefferson National Forest's planning officer, testified before the SCC that the Forest Service considers the commission "as having the expertise and statutory authority to make the determination on the need" for the line.

Sweet also is quoted as testifying, "The Forest Service believes that a determination from the Commission on need is essential, as the need determination forms the basis for the required National Environmental Policy Act analysis and decision concerning the possible location of the proposed power line. The Forest Service requests that the Commission determine need as soon as practicable and make its finding public."

Simmons said the company understands the Forest Service's need for a decision by the commission and hopes the SCC will grant the company's request. "An early decision by the commission will be a big help to the Forest Service in its efforts to complete the EIS and that, in turn, will be a big step forward in the process of evaluating the line on its merits."

According to Simmons, the company recognizes that the Forest Service could approve a route through federal land that is significantly different from that recommended for approval by the SCC hearing examiner. "Should this happen, we will seek permission from the State Corporation Commission to build the line along an altered route and an additional hearing will be conducted by the commission. This will afford both individuals and groups an opportunity to fully participate in the approval process. In any event, we believe it would benefit everyone concerned to know in advance whether or not the commission agrees that the line is needed and should be built," Simmons said.

Simmons noted that the approval process has become so long and drawn out that now there is little chance the line can be completed by 1998 as originally planned. "This is particularly distressing when you consider that our original projections of future power needs by our customers — and the basis for determining when the new line will be needed — were greatly exceeded last winter when our customers used a level of electricity not expected before the year 2000. Our major concern is to have the facilities in place before they are required by our customers," he said. □

NEWS

AEP Launches New Executive Program

The AEP Leadership Summit in July brought together 230 key managers from throughout the System and began a journey in “new directions” so that AEP can compete and thrive in a competitive environment.

As the Summit concluded, E. Linn Draper Jr., AEP chairman, president and chief executive officer, outlined a series of next steps. One such follow-up step is an intensive Executive Program involving the same 230 Summit participants, only in smaller groups of about 20.

“It would be a much more in-depth look at some of the same things we have discussed in the meeting,” Draper said at the Summit. “It would be an exposition of techniques that might be used for you as leaders of the change process that is so important to go forward.”

The first of 10 Executive Program sessions commences in late September. The three-and-a-half-day sessions are intended to involve participants in designing AEP’s Blueprint for Change and prepare them to become agents of change throughout the System.

The program is designed to be highly interactive, with participants actively engaged in discussions about internal and external issues.

Three parts — The Business Strategy, The Implementation Strategy and Designing a Blueprint for Change — lead up to a continuing dialogue with members of the Office of the Chairman on goals, management models, change strategies and next steps.

The Business Strategy consists of eight modules. These modules examine:

- Customers, including a case study of The Timken Company. Program participants will take an in-depth view at the customer’s decision-making process regarding energy needs, and will examine AEP’s cost structure and standing as compared with competitors.
- Public policy trends, and how AEP needs to change in response to them.
- Competition, with AEP managers examining market performance, sales, costs and rate trends, staffing, management structure and customer satisfaction.
- Financial performance, with AEP managers utilizing an “interactive strategy model” to examine the connection between key financial and operating variables and overall corporate financial results.
- Lessons from other deregulated industries — such as telecommunications, rail, natural gas and cable — and the strategies adopted by successful companies in those industries.

During the Implementation Strategy portion of the program, participants will examine different management approaches and attempt to define a management model that will capitalize on AEP’s strength.

Leadership will be critical as AEP competes with new rivals. Individual leadership qualities will be discussed as participants begin their own change processes to meet the demands of a more competitive environment.

In the Designing a Blueprint for Change portion of the program, AEP managers will review tools and techniques of change that have proved useful for other companies, then will formulate recommendations for changes at AEP. Finally, recommendations for the Blueprint for Change will be presented to members of the Office of the Chairman. □

’94 Savings Bond Campaign Successful

Nearly one-fourth of Appalachian Power’s employees are building financial security by purchasing U. S. Savings Bonds.

Personnel Services Manager J. Emmett Blackwell, who coordinated the company’s 1994 Savings Bond campaign, reports an additional 106 employees enrolled in the program and 105 employees increased their previous allotments.

According to J. Larry Harding, Virginia representative for the Department of the Treasury’s U. S. Savings Bond Division, a successful campaign reflects a five percent increase in the total

of new bond holders and those increasing their allotments.

Three locations received recognition awards for increased participation: GO General Services had a 70.2 percent increase in participation with 16 new bondholders and 43 increased allotments. Pulaski Division participation increased 8.6 percent with 14 new bonds sold and seven employees raising their allotments. Philip Sporn Plant had a 4.9 percent increase with 13 new bonds sold and four employees increasing their allotments. □

Tech-Prep Students Get On-The-Job Training

In Appalachian Power's Logan-Williamson Division

On-the-job training has taken on a new form in the Logan-Williamson Division where employees are spending part of their time teaching engineering technology students in a partnership educational project with Southern West Virginia Community College and the Ralph R. Willis Vocational-Technical School.

Using Appalachian's resources as an engineering laboratory, Chris Ellis and John Hale, both of Man, W. Va., got three weeks of practical and 'hands on' experience this summer in their quest of an engineering technology degree.

Participating in the federally mandated and supported Tech-Prep Program as one of only a few pilot centers in the United

States, Southern West Virginia Community College reached out to Appalachian for instructional support for the laboratory phase of its engineering technology curriculum. The program is designed to train students in different technologies from secondary grades through the first two years of college.

Once students complete the two-year collegiate phase, they can elect to go on to school for a bachelor's degree or seek employment with an associate technology degree. Working with local students on the job is designed to provide students and businesses with a 'leg-up' on employment opportunities after graduation.

Logan-Williamson Division Manager Isaac Webb said he was very impressed with the results and the students' enthusiasm. But Webb may have an ulterior motive since the students are prospective Appalachian employees.

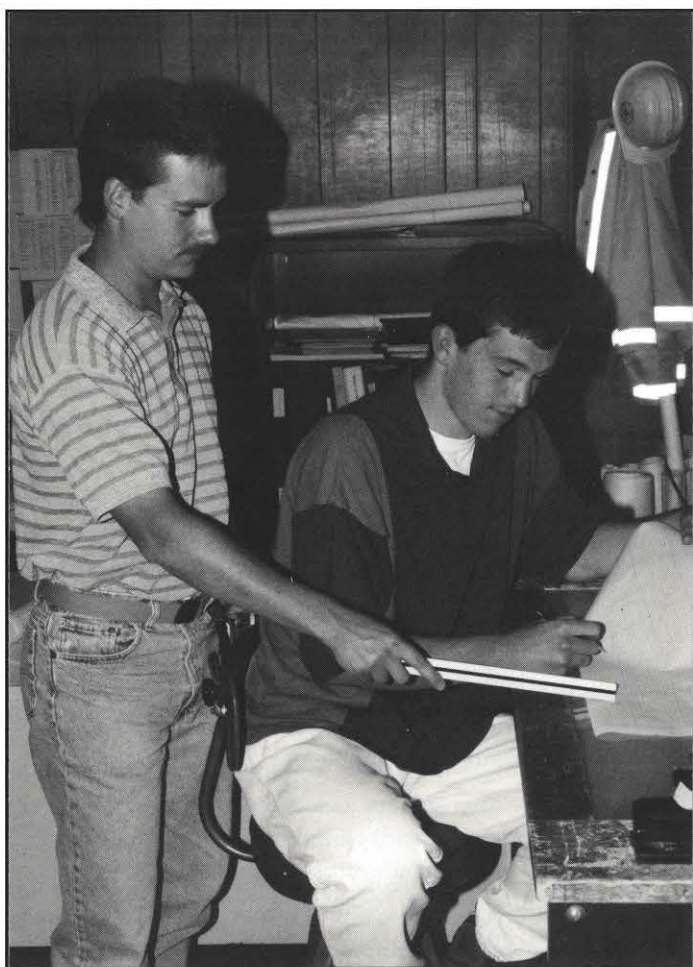
"It's often difficult to get qualified personnel to come to this area to work because many other regions offer younger people a lifestyle more attractive to them," said Webb. "Tech-Prep offers us the chance to train local students so they can be ready to join our workforce once they've completed their college studies."

Instrumental in getting the program off the ground was Logan T&D Superintendent Harry Ruloff, who served on the school's original steering committee. Ruloff provided the connection between SWVCC and Appalachian as well as providing expert technical advice on what should be included in the curriculum.

"We are after home-grown technologists," said Ruloff. "It's almost like jump starting new employees. We know what to expect if they become employees, and they know what to expect from us."

Ruloff said that, as a result of Appalachian's involvement, students learn first hand what electrical technologists do and how they perform within a large utility. "These youngsters are fun to work with; they are eager and energetic. I am certain that if we made as good an impression on them as they have on us, a good relationship will come out of it even if it turns out they will work elsewhere in their careers," he added.

Webb noted that most of the division's 160 employees are native to the area but until Tech-Prep was started there were no local engineering or engineering technology programs. "Usually anyone from this area who studied engineering had to go away to school and took jobs elsewhere," he said.



Ron Wellman, electrical engineer senior (left), provides instruction to John Hale, a Tech-Prep student from Southern West Virginia Community College. Wellman has been working with Hale in an educational partnership with SWVCC providing instructional services to students studying engineering technology.

Hale, 19, and Ellis, 21, both said they would love an opportunity to turn the degrees they hope to earn next Spring into a local job with Appalachian Power. "I love it," Hale said. "It's really helped me a lot, especially the surveying aspects. It's been an encouraging experience." Hale wants to complete work for a bachelor's degree at West Virginia Institute of Technology, and then he'd like a shot at working in Logan-Williamson Division.

"You can't get any teaching better than the experience you get in a work environment," Ellis said. "Working here (at the Logan Service Building) you get a chance to relate to other employees who can teach you things you'd never learn in a classroom," Ellis said. "It's been a great experience. It makes you want to try to get an Appalachian job."

Echoing words of Hale, Ellis said he wants to stay at home and work after college "but that all depends on whether or not I can find a job." Ellis said he liked working with Appalachian's technical employees and doing field work.

While several Appalachian employees worked with the students during their three-week experience, it was coordinated by Don Meadows, electrical engineer senior. Ruloff, the original coordinator, has since given up his active role in the program to Meadows.

Meadows said the students' experience included:

- Accompanying a technician through the routine steps of setting up customer service jobs, including the initial visit, customer contact, and computer entry work;
- Visits to the drafting room to see how maps are drawn and recorded;
- Travel with the station engineer to survey new construction projects and review station functions such as fuse coordination and transformer maintenance;
- Study of high voltage lines; how and why they are built;
- Visits with the station section (OCB maintenance and relay testing) and
- Visits with the primary metering section.

Webb said some may be skeptical about the benefits of such a program because of the time it might take away from daily duties of personnel. "I believe the experience will not only pay handsome rewards for the students but for Appalachian Power Company as well," he stated. "Giving a student a boost now could provide us with a long-time and faithful employee. But, even more than that, you can never go wrong helping a young person in school to achieve his life's dreams. It's the kind of relationship no one involved ever forgets and for which all involved are grateful." □



Chris Ellis, a student in the Tech-Prep program at SWCC (left), gets some practical tips on computer use as it relates to engineering from Sarah Lowe, engineering technician senior.

Register By October 7 For Educational Awards

October 7 is the registration deadline for the 1995 edition of the AEP Educational Awards Program. The competition is open to employees' children who are seniors in high school and plan to enter college in September 1995.

During the 40-year history of the awards program, AEP has presented 1,073 scholarships Systemwide totaling \$3,186,400.

Applicants will be vying for 34 awards of \$6,000 each, with \$2,500 to be granted for the first year of college, \$2,000 for the second year, and \$1,500 for the third year. All entrants are required to submit Scholastic Aptitude Test (SAT) scores. Those who did not take the SAT during their junior year, or wish to take it again, are required to take the SAT to be given on December 3.

Selection of the 34 award winners will be made next year by two impartial educators with no affiliation to AEP. Selections will be based on secondary school evaluations, SAT scores, and personal data. Details and registration forms are available from local Human Resources offices. □

Rueben Creator Gets Gags From Everyday Life

Almost everyone in Russell County, Va., knows Rueben Wrye, the portly, droll, and slightly old-fashioned “funny page” grandpa who appears every week in *The Lebanon News*. He’s usually dressed in an outmoded dark suit, dark tie, and well-worn, 1940s-era fedora. His square, rimless glasses are unmistakably his because no one has worn them since Franklin Roosevelt sat in the White House. His snow-white hair, enormous Victorian moustache, smiling black eyes, and ancient walking stick are trademarks which invariably shock readers into instant recognition.

“Here’s a man caught in time,” some think; “Here’s the eternal senior citizen confounded by never-ending change.”

They look forward to seeing him because he always finds a laugh or two in this fast-forward, confusing life we share. They smile at Rueben’s ironic observations and wry comments because they, too, are bewildered by this all-too-modern, high-tech world spinning around us.

They know his wife Verna — Rueben’s calm, very patient but sometimes vexing spouse. And they especially know Rueben’s grandson, Arvin, who somehow manages to keep his grandpa’s heart warm . . . though in fact he can be exasperating, rascally, and downright pesky.

More than a few people consider Rueben the funniest and most inspired part of the newspaper. They turn at once to everybody’s favorite grandpa, to laugh and occasionally sigh as Rueben once again finds himself the victim of modernity, a hapless participant in the endless and paradoxical parade of daily life in an all-American family.

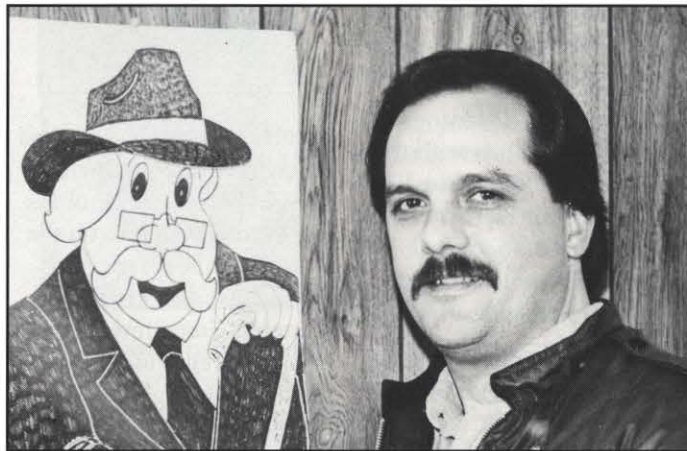
Few readers, however, know Rick Holmes, the self-taught cartoonist who created Rueben and his family, because this Lebanon native is as quiet as Rueben is outspoken.

Rick, who makes his living as an equipment operator A at Clinch River Plant, has been drawing since he can remember. In fact, he got in hot water more than once as a child for drawing rather unflattering but hilarious caricatures of his teachers. But that didn’t stop him. Rick continued drawing throughout his school years and now has reached a point of artistic control which has convinced many people that Rueben is a natural for national syndication.

He doesn’t take syndication very seriously, however, because — in his own words — he produces the comic strip for the sheer fun of it. It gives him a way to express the humor he finds in life at every turn. Laughter is his key to happiness, and he just can’t see Rueben as a commercial item to be measured in dollars and cents.

When asked where he got the gags which make Rueben so real and lovable, Rick replied, “My motto is this: if you can’t find something in life humorous everyday, you’re not paying attention.” He’s always on the lookout for funny situations and circumstances, and so far he’s never lived through a single day without “filing away” a funny incident he’s heard.

Rueben isn’t based on any single person, he explains. Rather, the elderly gentleman is a composite of many people Rick has known through the years. He told *The Lebanon News* that he intended Rueben to be “the man down the street whom everyone knows.”



Rueben with creator Rick Holmes.

Arvin, however, is based on Rick’s and his wife Melinda’s two children, Adam (12) and Erin (7). Even the name Arvin was coined by Rick to subtly reflect the names of his children. If Rueben is “everybody’s favorite grandpa,” then Arvin is “everybody’s favorite grandson” . . . or young son, nephew, or cousin.

Adam and Erin play a major role in the creation of Rueben, Rick said, because they are forever expressing the essential

and funny, honest and uncolored perceptions of childhood. These perceptions, formed by life in the 1990s, are the root causes of most of Rueben’s conflicts with the modern world. Adam and Erin are also Rick’s biggest critics. If a Rueben joke doesn’t work with them, out it goes. It must also pass muster with Melinda.

Though Rick won’t admit it, there may be a subconscious connection between himself and Rueben. In fact, Rick resembles his creation . . . at least as he will look when he reaches Rueben’s advanced age. But that’s good, Rick says, because he likes Rueben and considers him a genuine member of his family.

When anything funny happens in the Holmes’ household, his family always says, “That’s a Rueben!” The eternal senior citizen is as real to them as he is to readers. □

Adapted from article by Richard Fulgham of *The Lebanon News*.



John Henry Crider, having helped build the Smith Mountain Project and taken care of it ever since, is now going to “Raise some cows and garden some. I’m also going to do some hunting and fishing. I’ve got a nice little 65-acre farm about seven miles from the lake.”

John Henry, reservoir groundskeeper senior, GO Hydro, elected early retirement on September 1 after nearly 25 years with the company. His recent duties included looking after the Penhall Training Center, Camp Kilowatt, the picnic areas at Smith Mountain and Leesville Dams, and occasional activities on the lakes.

He recalled, “I’ve appreciated working for the company — they’ve always been good to me. It’s been enjoyable to see the lake become so nice.”

John Henry is active with the Sandy Hill Baptist Church and also sings in two choirs. He and his wife Hattie have three sons, three daughters, and five grandchildren. They live at Route 1, Sandy Level, Va. □



Charlie Hinchey is finally going to get to use the boat he bought last year. “Until now, I haven’t hardly been able to get it in the water,” he said. Charlie was performance supervising engineer at Amos Plant before electing early retirement on September 1.

A 36-year veteran, Charlie has been “part of starting up eight different units with the company.” He started in 1958 at Clinch River Plant, moved to Ohio Power’s Cardinal Plant in 1966, and has been at Amos Plant since 1970.

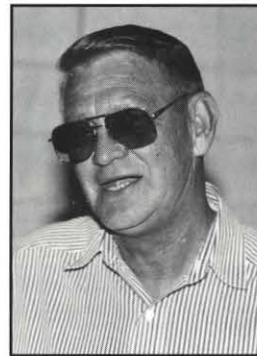
“I’ve enjoyed what I’ve done, setting up and calibrating the instrumentation,” Charlie added. “I’ve enjoyed working with a lot of good people and working for a good company.”

“There have been a lot of changes in the field . . . the new computerized controls give us so much more information to work with now, and they stay in calibration better than the electronic controls.”

Charlie spent three years in the Army after graduating from high school in 1953 and spent a tour overseas, seeing Germany and France.

He and his wife Rosana plan to travel more now. They have a trip scheduled to Paris,

France, in November. Charlie’s son living in Roanoke, Va., and his stepson and three grandchildren living in Martinsburg, W. Va. are some other preliminary destinations. His wife has relatives out west, and he also wants to get in some trout fishing in the mountains of West Virginia. □



Harold Saunders has worked on big mobile equipment most of his life. Some of his earlier jobs kept him on the road a lot since large earth-moving projects are widely scattered. Sometimes those jobs were repairing equipment at power plants, and Harold told himself that if a power plant ever located near his home, he was going to try to work there.

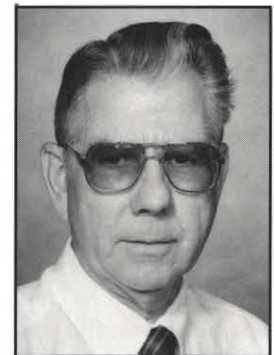
Amos Plant was the answer to Harold’s dream. “When I worked on equipment at power plants, I envied the guys who worked there. They went home every night.”

A maintenance supervisor at Amos, Harold elected early retirement on September 1 after 23 years’ service. He was responsible for keeping all the coal yard equipment running. He credits the savings plan, available to all employees, for making it possible to take early retire-

ment. “I put in the full amount every month . . . never even missed it,” he said.

“I’m going to miss all the friends I’ve made at Amos,” said Harold. “A lot of them are like family.”

Harold enjoys hunting and fishing and he and his wife Marilyn hope to take in some NASCAR races. However, caring for some disabled and elderly family members and refurbishing some rental properties are immediate priorities. The Saunders’ live at Cross Lanes, W. Va. □



“Appalachian has been a good company to work for and I’ve enjoyed working with a lot of good people,” said **Charles Wright** about his 24 years and 9 months with Appalachian. He was station drafter A, GO T&D Engineering Graphics, Roanoke, before electing early retirement on September 1.

During his career, Charles has seen some changes, particularly with computer-aided drafting, but most of his time has been occupied with putting ink and pencil to paper on the volumes of drawings required for the many stations the company owns.

R E T I R E M E N T S

Now Charles and his wife Hazel plan to do some more traveling, having just returned in August from a 29-day trip to Alaska. Hazel retired from the Bedford County Circuit Court clerk's office last year. They've seen all 50 states except Michigan.

Prior to coming to work at Appalachian in 1969, Charles was employed by GE, IBM, and ITT. He also was stationed in Korea during two years in the Army.

The Wrights live at Route 7, Bedford, Va., and are members of the Bedford Baptist Church. They have two sons and two granddaughters. □



After four years on long term disability leave, Bluefield Line Crew Supervisor NE **Ardis "Andy" Anderson** officially retired on September 1.

"Appalachian was like family to me," he said. "Everybody was treated equally, and I really enjoyed working." He added, "I don't know what I would have done without the LTD benefit. It is one of the best things the company has ever had."

An Air Force veteran, Andy worked for the railroad before joining the company in 1958 as a groundman. "I

just kept aggravating Appalachian until I got on," he recalled. "I always wanted to be a good lineman." In the later years Andy was an instructor for the company's Underground Residential Distribution training school. He is proud that he had nearly 37 years' service without a disabling injury.

Andy and his wife Norma have two sons and three grandchildren. He is Sunday School superintendent at the Church of the Nazarene in Bluefield, W. Va. □



"The one word that sums up my feelings to cover the past 11½ years with Appalachian is gratitude," said Public Affairs Director **Richard Burton**, who retired on September 1. "Throughout a career that has included working for many employers, I have never worked for a company that comes close to Appalachian as a great place to work."

Dick continued, "I shall always be grateful that John Vaughan chose to bring me into this company, and I shall always be grateful for the opportunity to work with so many fine people. The atmosphere here is one of friendship with your fellow workers, and that makes it even more pleasant.

"The experience of working for Joe Vipperman is something I also cherish. Joe's faith in his staff people and reliance upon them to function responsibly for the company may be a rarity in the business world. His leadership and his responsiveness to his managers, in my opinion, is unparalleled."

Dick added, "If I were to choose one highlight of my years at Appalachian, it would be the pleasure of having a Public Affairs staff of true professionals upon whom I knew I could rely to do the job right, do the job on time, and more importantly, do it in the best interest of the company."

Dick's plans for retirement include traveling and putting on paper the book idea he has. "With any luck, I might even get it published," he said. "Other than that, I don't have any pre-determined notions about what I will do. One of the privileges of retirement is that we can do what we want to when we want to do it. I anticipate that opportunities to get involved in civic activities will arise. I don't have any hobbies, but I would like to learn to play golf . . . maybe not well but, at least, better."

Dick concluded, "Athena and I consider ourselves very lucky that our son, daughter, their spouses, and our four grandchildren all live in the Roanoke area so we can be with them often. We will go down to our place at Myrtle Beach occasionally and stay as long as it suits us, but we don't have any plans to give up the new home we

designed and built to live in for the rest of our lives here in Roanoke." □

Nancy Caldwell has answered her last phone call for Appalachian Power Company. The Abingdon senior telephone operator elected early retirement on September 1.

Nancy, who attended Mary Dalton Frye Business School, began her utility career in 1955 as a junior clerk. Over the next 39 years she advanced through the positions of junior cashier, cashier senior, and customer accounts representative B.

Nancy will continue to make her home in Abingdon during retirement. □

Parks H. Snead, Sr., 82, retired Lynchburg general servicer, died July 30. A native of Campbell County, Va., he was employed in 1934 as a laborer and elected early retirement in 1975. Snead is survived by one son, one daughter, eight grandchildren, four great-grandchildren, and one sister.

Phillip O. Russell, 45, Mountaineer plant engineer senior, died July 30. A native of Charleston, W. Va., he was hired in 1984 as a performance engineer. Russell is survived by his wife Pamela, 300 Lakeview Drive, Ripley, W. Va.; two daughters; one sister; one brother; and his mother and father.

Jack R. Summers, 67, retired Kanawha River Plant maintenance mechanic C, died August 5. A native of Marfrance, W. Va., he was employed in 1948 as a laborer at Cabin Creek Plant and elected early retirement in 1989. Summers is survived by his wife Imogene, P. O. Box 486, Cedar Grove, W. Va., and one son.

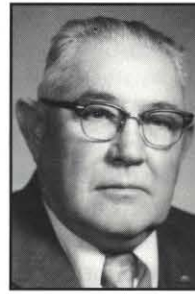
Wayne Matthews, 65, retired Kingsport senior customer services representative, died August 2. A native of Kingsport, Tenn., he was hired in 1950 as an auxiliary equipment operator at the Kingsport Utilities Steam Plant and elected early retirement in 1991. Matthews is survived by his wife Mary, 1104 Drumcastle Drive, Kingsport; one son; one daughter; two grandchildren; and one sister.

Thomas Wilson "Tommy" Abshire, 76, retired Roanoke meter service mechanic A, died July 27. A native of Botetourt County, Va., he was employed in 1946 as a meter helper B and elected early retirement in 1980. Abshire is survived by one daughter and seven sisters.

Harold "Tucker" Akers, 83, retired Logan meter serviceman A, died August 18. A native of Ransom, Ky., he was hired in 1946 as a groundman and elected early retirement in 1971. Akers is survived by his wife Hazel, Sprigg, W. Va.; one daughter; two grandchildren; one great-grandchild; and one brother.

Gerald E. "Pokey" Clark, 63, retired Philip Sporn Plant maintenance supervisor, died August 18. A native of Letart, W. Va., he began his career in 1952 as a laborer and elected early retirement in 1991. Clark is survived by his wife Juanita, Box 469, 119 Howard Street, New Haven, W. Va.; two sons; one daughter; four grandchildren; three sisters; and four brothers. His brother, Dorwin, retired from Sporn as an assistant shift operating engineer.

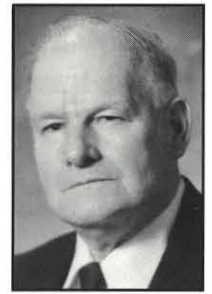
Robert D. "Bobby" Miller, 68, retired Point Pleasant line mechanic A, died August 13. A native of Point Pleasant, W. Va., he was hired in 1948 as a meter reader junior and elected early retirement in 1988. Miller is survived by four sons.



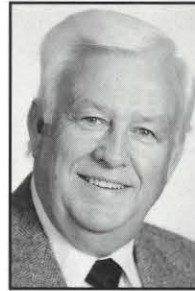
Snead



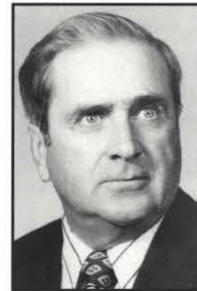
Russell



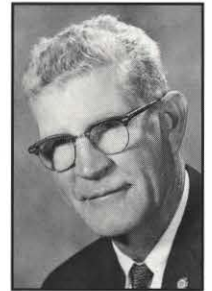
Summers



Matthews



Abshire



Akers



Clark



Miller



McManaway

Julius Lynwood "Jiggs" McManaway, 79, retired Roanoke line mechanic B, died July 23. A native of Bedford County, Va., he began his career in 1945 as a groundman B and elected early retirement in 1976. McManaway is survived by his wife Dorothy, Route 2, Box 224, Vinton, Va.; three daughters; six grandchildren; and two great-grandchildren. □

P R O M O T I O N S

Lewis A. Johnson, Kanawha River Plant maintenance supervisor, was promoted to production superintendent-maintenance on August 1.

William Joseph Bunting, Huntington meter reader nonexempt, was promoted to department assistant-customer services exempt on July 1. He holds a bachelor of arts degree from Marshall University College of Liberal Arts.

Judith R. Hurd, Charleston customer services assistant, was promoted to Ripley customer services office supervisor on June 1. She holds an associate in applied science degree in computer science and a bachelor of science degree in business administration from West Virginia State College.

Robert A. Osborne, Clinch River Plant maintenance supervisor, was promoted to production superintendent-maintenance on August 1. He holds a bachelor of science degree in electrical engineering from the University of Kentucky.

Gregory K. Price, Mountaineer Plant chemist senior, was promoted to chief chemist on August 1. He holds a bachelor of science degree in biology/geology from Marshall University.

James D. Hill, Huntington engineering technician senior nonexempt, was promoted to engineering technologist I exempt on June 1. He holds an associate degree in electrical engineering technology from West Virginia Institute of Technology.

Teresa P. Rogers, John Amos plant engineer I, was promoted to plant engineer senior on June 1. She holds a bachelor of science degree in mechanical engineering from Virginia Tech.

Stephen J. Fraley, Philip Sporn Plant unit supervisor, was promoted to assistant shift operating engineer on August 1.

C. Daniel Powell, engineer I, GO T&D Telecommunications, Bluefield, was promoted to engineer senior on June 1. He holds an associate degree in electrical engineering technology from Parkersburg Community College and a bachelor of science degree in electrical engineering from West Virginia Institute of Technology.

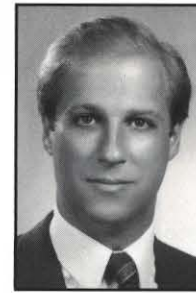
Lisa R. Hudson, Charleston customer services representative A, was promoted to customer services office supervisor nonexempt on July 23.

Paul J. Massie, John Amos plant engineer I, was promoted to plant engineer senior on June 1. He holds a bachelor of science degree in mechanical engineering from West Virginia Institute of Technology.

A. Kelly Harvey, transmission crew supervisor, GO T&D Transmission, Bluefield, was promoted to transmission general supervisor, Bluefield, on August 1.



Johnson



Bunting



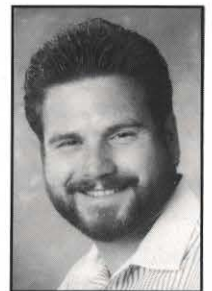
Hurd



Osborne



Price



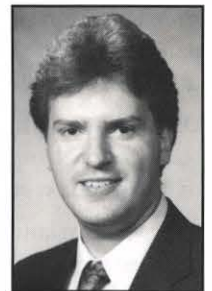
Hill



Rogers



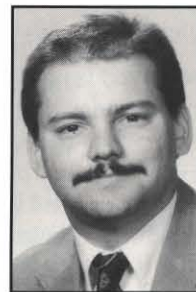
Fraley



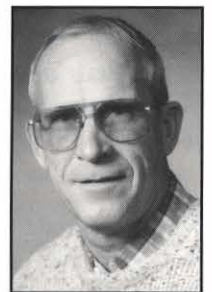
Powell



Hudson



Massie



Harvey

P R O M O T I O N S

Abingdon

Virginia Humphrey from T&D clerk B to T&D clerk A.

Avery Fansler from line mechanic C to line mechanic B, Gate City.

Janet Phibbs from customer services representative C to customer services representative B.

John Amos

Pamela Slack from utility worker to equipment operator C.

Andrea Edwards from custodian to utility worker.

Todd Smith, Jr. from utility worker to control technician junior.

Ronald Wright from maintenance mechanic B to maintenance mechanic A.

David Alford, Jr. from maintenance mechanic C to maintenance mechanic B.

Kerry McFarland from maintenance mechanic C to maintenance mechanic B.

Romonica Bogges from junior clerk to plant clerk C.

Philip Hudnall from utility worker to equipment operator C.

Beckley

Doris Persinger from T&D clerk B to T&D clerk A.

Larry Anderson from electrical engineer III to electrical engineer II.

Bluefield

David Street from line mechanic D to line mechanic C.

Susan Ellison from T&D clerk B to T&D clerk A.

Larry Mahood from line mechanic B to line mechanic A.

Donna Looney from customer services representative B to customer services representative A, Grundy.

Central Machine Shop

Anita Deem from plant clerk B to plant clerk A.

Ruby King from plant clerk B to plant clerk A.

Deloris Williams from stores clerk B to stores clerk A.

Charleston

Paula McCallister from department assistant-marketing and customer services to marketing and customer services advisor.

Tim Barnette from line mechanic B to line mechanic A, St. Albans.

Clinch River

Harold Johnson from instrument mechanic C to instrument mechanic B.

Glen Lyn

Angela Mann from plant clerk B to plant clerk A.

Dreama Young from plant clerk B to plant clerk A.

Ronnie DeHart from instrument mechanic B to instrument mechanic A.

Clifford Long from equipment operator C to equipment operator B.

Huntington

Deborah Greene from T&D clerk B to T&D clerk A.

Barbara Thompson from T&D clerk B to T&D clerk A.

Kingsport

Rene Fields from junior clerk to clerk.

Lynchburg

Valerie Wray from meter reader to collector.

Dale Patton from line mechanic D to line mechanic C.

Mountaineer

Shirley Durfee from stores clerk B to stores clerk A.

Rhonda Wood from plant clerk B to plant clerk A.

Pat Grubbs from performance technician junior to performance technician.

Mike Hudson from maintenance mechanic C to maintenance mechanic B.

Pulaski

Chris Foggy, Jr. from station mechanic D to station mechanic C.

Larry Akers from station mechanic B to station mechanic A.

John Buckner from station mechanic B to station mechanic A.

Danny Dickerson from station mechanic B to station mechanic A.

Roanoke

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

Sherry Hoopes from T&D clerk B to T&D clerk A.

Regina Hines from customer services representative B to customer services representative A.

Scott Burchette from electrical engineer III to electrical engineer II.

Tom Woodford from marketing and customer services advisor to marketing and customer services representative, Rocky Mount.

Donna France from customer services representative B to secretary-stenographer A, Fieldale.

Philip Sporn

Reese Dalton from equipment operator C to equipment operator B.

Paul Grimm from equipment operator B to equipment operator A.

Angela Payne from plant clerk C to plant clerk B.

Brian Adkins from utility worker A to engineering technician-plant. □



Abingdon

by Bill Roeser

Freddie, daughter of Phyllis Williams, Gate City customer services representative B, was recognized at the annual Scott County schools awards ceremony for having the highest grade average of 11th grade students at Gate City High School.

D. J., son of Don Frye, stores attendant A, and **Michael**, son of Gus Croft, customer services supervisor, are members of the Abingdon Big League baseball team which placed first in the District One tournament and fifth in the state tournament.

Division Manager **Pete Montague** was appointed by Governor Allen to the Regional Economic Development Advisory Council for District 2, which serves the counties of Bland, Carroll, Grayson, Smyth, Washington, and Wythe and the cities of Bristol and Galax. □

General Office

by Earl Smith



Lambert



Maynard

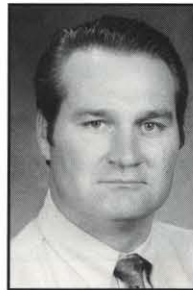
Kaleb, son of Robin Lambert, human resources clerk B, GO Human Resources, Roanoke, was pictured in the September edition of *Roanoker* magazine as one of the cutest kids in Roanoke.

Six-year-old **Cathy Maynard** won the youngest runner award in the 8th annual Shenandoah Life four-mile race. The daughter of Jim Maynard, engineer senior, System Operation, Roanoke, she is pictured with Artie Levin, winner of the oldest runner award.

Mark Lawrence, governmental affairs manager, GO Executive, Roanoke, has been elected to a three-year term on the board of directors of the Roanoke Symphony Society. He also was appointed vice chairman of the New Century Council Leadership Advocacy Committee. The council was established in 1993 to develop a strategic plan for future economic and societal growth in the Roanoke and New River Valley regions of western Virginia. □

Beckley

by Dana Perry



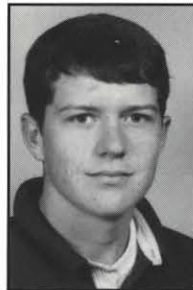
Venable



Ward

Lee Venable, Rainelle area supervisor, was named campaign chairman of the United Way of Greenbrier Valley. He also is vice president of the board of directors for the 1994 campaign.

Airman Basic Timothy Ward, who had been at Lackland AFB in Texas, has completed both basic training and training as a combat arms instructor. The son of T&D Clerk Gwen Ward, he will be stationed in Italy.



A. Hall



K. Hall

A. J. Hall was selected to attend Boys State as a representative from Woodrow Wilson High School. He also attended basketball camp at Charleston University, where his team won the camp championship. He is a member of his school's undefeated Junior Varsity basketball team and a varsity squad player. He also was a member of the Beckley AAU basketball team which played in the AAU Nationals in North Carolina. A. J. is a starting forward on his school's soccer team.

Kasie Hall was selected "best all around" at the Beckley YMCA Cheerleading Camp for grades K-9. In a W. Va. gymnastic meet, she placed second in beam, third in floor, third in vault, and fourth best all around. A sixth grader at Crab Orchard Elementary, Kasie is head cheerleader and on the volleyball team. A. J. and Kasie are the children of Susie Hall, station mechanic C.

Malikah, daughter of Clifford Washington, station mechanic A, was chosen by the Civitan Club to participate in the 52nd annual session of Rhododendron Girls State. She is a student at Woodrow Wilson High School.

Sephra, daughter of Janet Snyder, customer services representative B, was nominated for *Who's Who Among American High School Students* for 1993-94. She is a senior at Woodrow Wilson High School. □

John Amos

by Tom Cloer



Benji Moles, stepson of Don Hamrick, maintenance mechanic B, won a blue ribbon for his 4-H market swine in the 1994 Putnam County Fair. □

Logan-Williamson

by Raamie Barker



Howard Collins, retired personnel supervisor, has been named a Melvin Jones Fellow by the Lions Club International Foundation. The award, named after the founder of Lions Clubs International, is the organization's highest honor. Collins, only the fourth person to receive the designation in the history of the Logan Lions Club, was honored for his commitment and work to humanitarian service. □

Eagle Scout



Tommy, son of Human Resources Assistant Tom Cloer, has earned the rank of Eagle, Scouting's highest honor. He is a member of Troop 250 sponsored by the Riverlawn Presbyterian Church, St. Albans, W. Va., and the Order of the Arrow. For his Eagle project, Tommy organized and supervised the repainting of an automobile underpass on Drew Street in St. Albans. □

NRCC Art Classroom Named In Honor of Mary Tarr Whitehurst



Dr. Ed Barnes (left), president, New River Community College, congratulates **Mary Tarr Whitehurst** on having the NRCC art classroom named in her honor.

The art classroom at New River Community College has been named in honor of Mary Tarr Whitehurst, wife of retired Pulaski Division Manager Jerry Whitehurst.

Her major jurored exhibitions include the National Water Color Show, Chrysler Museum Shows, Midwest Transparent Water Color Show, Catherine Lorillard Wolfe Art Club Shows, Central South Exhibitions, San Diego International Shows, and Rocky Mountain Water Color Shows.

Whitehurst's works are included in major collections of Bassett Industries, area banks and hospitals, as well as over 100 private collections in the United States, Canada, and Europe.

She is a full member of the Catherine Lorillard Wolfe Art Club, charter member of the Bristol Museum of Fine Arts, and member of numerous water color societies. □

Charleston

by Charlie Bias

Wayne Pugh, marketing and customer services manager, was elected a director of Junior Achievement of Kanawha Valley, Inc. □

Pulaski

by Glenda Wohlford



Turpin

Elizabeth, daughter of Roger Turpin, placed first in the academic achievement contest portion of the Miss Virginia American Coed Pageant and fourth in the pageant.

Kara, daughter of John Buckner, station mechanic B, was a member of the Pulaski County High School Lady Cougars basketball team which captured the Radford University Team Camp competition with an 11-0 record.

Bradley Grubb played on the Draper Yankees team which was tri-champion of the Town of Pulaski Parks and Recreation Department T-Ball League (ages 5-8). Debbie Grubb, customer services office supervisor, and her husband Dan were coaches. □

Kanawha River

by Audra Pauley



Amanda, daughter of Maintenance Superintendent Jay Harrison, and her partner, Johnna Hollander, captured first place in the 1994 Beginners Seniors Pairs at the United States Twirling Association national competition. She also was named 1994 Advanced Junior Miss Twirl of Ohio. □

Roanoke

by Vickie Ratcliff

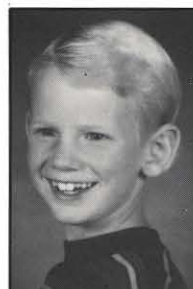
Kimberly Switzer-Woodfin, daughter of Ronnie Switzer, line crew supervisor NE, has passed the state board exam for licensing as a pharmacist in the State of Virginia. □

Kingsport

by Leta Dingus



Amy Gilbert



Andy Gilbert

Amy Gilbert and Andy Gilbert received scholastic awards for having the highest grade average in the fourth and first grades, respectively, at Cedar View Christian School for the 1993-94 school year. They are the children of Power Engineer Bob Gilbert. □

Philip Sporn

by Jill LaValley



J. Stewart



C. Stewart



Warden

Jared Stewart, who graduated with honors from Meigs High School, received the Parker Long and Rodd Harrison memorial scholarships, and the Louise Morhart scholarship. He also won the Semper Fidelis award for musical excellence and the most improved senior baseball award.

Chris Stewart, who graduated from Kentucky Christian College, won 11 baseball awards: All District Division I, All District Division II, All District 1st team, highest on base percentage 500, highest slugging percentage 659, most home runs, most strikeouts as a pitcher in a 7-inning game 9.8, runs batted in 15, most triples, most walks, and the Christian Athlete Award. Jared and Chris are the sons of Mike Stewart, maintenance mechanic B.

Richard IV, a sophomore at Point Pleasant High School, was nominated for *Who's Who Among American High Schools*. He is the son of Richard Warden, maintenance mechanic A. □

W E D D I N G S



Whitehurst-Jones

Melissa Jones to Christopher Whitehurst, June 25. Melissa is the daughter of Bud Jones, engineering superintendent, GO T&D Engineering, Roanoke. Christopher is the grand-nephew of Jerry Whitehurst, retired Pulaski division manager.



Peters-Walker

Lori M. Walker to Robby Peters, July 2. Lori is the daughter of Barbara Mattox, Rocky Mount customer services representative B. Robby is the nephew of Sheila Peters, general records clerk A, GO Accounting, Roanoke.



Beasley-Burdette

Amy S. Burdette to Michael S. Beasley, June 11. Amy is the daughter of Art Burdette, Charleston T&D superintendent. Michael is the son of Jerry Beasley, Central Machine Shop production supervisor.



Fairhurst-Orr

Pamela A. Orr, Abingdon meter reader, to Andrew Fairhurst, June 26.



Davis-Simmons

Karen Lynn Simmons to Ricky Allen Davis, Tazewell line mechanic D, July 16.



Miller-Sifford

Betty Jane Sifford to Barry Virgil Miller, Tazewell line mechanic B, May 14.

Sommerville-Chapman

Teresa M. Chapman, Philip Sporn plant clerk C, to Robert A. Sommerville, July 7.

Kessell-Snyder

Melissa A. Snyder, Philip Sporn junior clerk, to Larry D. Kessell, July 15.

Walker-Roop

Rena M. Roop to Gilbert F. Walker, Tazewell line mechanic A, July 1.



Myers-Gallimore

Robin Michelle Gallimore to Richard Lee Myers, July 23. Richard is the son of Fred Myers, Pulaski customer services supervisor.



Adams-Rohrer

Christina Dawn Rohrer to Daniel Christopher Adams, July 30. Chris is the son of Daniel L. Adams, Abingdon T&D superintendent.



Skaggs-Farley

Tresa Farley to Lance Skaggs, July 2. Tresa is the daughter of Wayne Farley, Beckley engineering technologist I.



Starkey-Gilpin

Gina Gilpin to Steven Starkey, July 23. Gina is the daughter of Linda Gilpin, Philip Sporn plant staff accountant.

Wed 50 Years



Alonza "Preacher" and Syble Hardy observed their 50th

wedding anniversary on September 2. They were honored at a reception given by their daughter, son-in-law, and two granddaughters at the Main Street Baptist Church, Christiansburg, Va. Preacher retired in 1981 as Grundy general servicer. His son-in-law, Kenneth Dawson, is Christiansburg line crew supervisor nonexempt.

Abingdon

Alexis Monique, daughter of Linda Tomlinson, T&D clerk C, June 29.

John Amos

Taylor Brianna, daughter of David Laughlin, stores attendant, July 6.

Miranda Rene, daughter of Roger Riley, maintenance mechanic C, August 9.

Bluefield

Esther Ruth, daughter of Larry Beavers, Welch meter reader, July 24.

Charleston

Jordan Taylor, son of Lisa Hughes, secretary-stenographer A, April 19.

Lynchburg

Lauren Marie, daughter of Lee Mason, engineering technician, July 27.

Mountaineer

Mirah, daughter of Barry VanMatre, utility worker, May 1.

Pulaski

Jonathon Andrew, son of Jim Alouf, Galax area supervisor, August 5.

Roanoke

Andrew Grant, son of Brad Clemo, Fieldale electrical engineer senior, March 22.

Brian Mitchell, son of Randolph DeHart, Fieldale engineering technician, March 17.

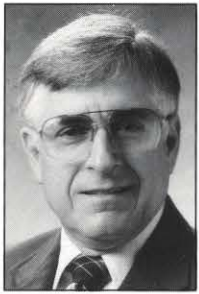
Brandon Ross, son of Cathy Kibler, T&D clerk A, March 31.

Parker Allan, daughter of Mike Coulson, Fieldale meter reader, April 27.

Catherine Sarah, daughter of James Wheeler, Jr., Fieldale station mechanic A, May 11.

Jarrod Williamson, son of Jeff Richards, meter reader, June 20. □

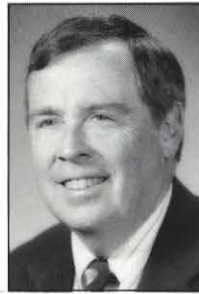
S E R V I C E A N N I V E R S A R I E S



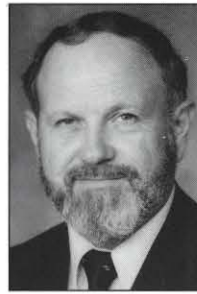
Billy Altice
eng. tech. I
Roanoke
35 years



Jerry Saunders
stat. acct.
GO-Roanoke
35 years



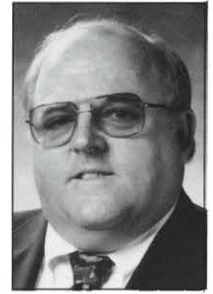
Paul Keys
R/w agent
Lynchburg
35 years



George Mathis
bldg. supv.
Logan
30 years



Maurice Prillaman
sta. crew supv. NE
Roanoke
30 years



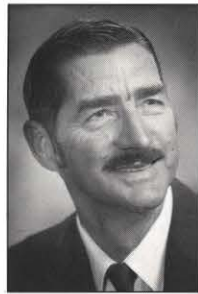
Cecil Hill
dist. coord.
GO-Roanoke
30 years



Larry Leonard
line mech. A
Lebanon
25 years



Paul Baker
line crew supv. NE
Abingdon
25 years



Marshall Hughes
line crew supv.
Clintwood
25 years



Eddie Lambert
meter spec.
GO-Roanoke
25 years



Sam Martin
reg. dispatcher
GO-Roanoke
25 years



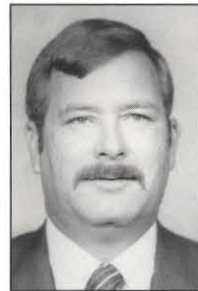
David Williams
sys. & pro. supv.
GO-Roanoke
25 years



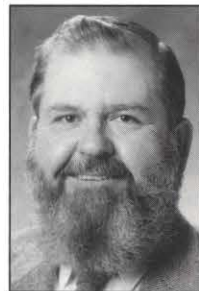
Vic Taylor, Jr.
supv. eng.-env.
Clinch River
25 years



John Lambert
area servicer
Point Pleasant
25 years



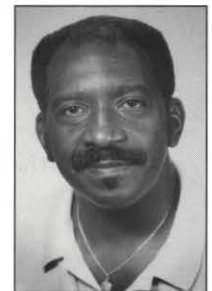
Mike Cox
line mech. A (LTD)
Pulaski
25 years



Robert Jones
stores attend. A
Roanoke
25 years



Dave Hill
eng. tech. sr.
Pineville
25 years



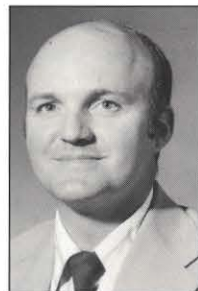
Andrew Faucett
eng. tech. I
Charleston
25 years



Harold Osborne, Jr.
area servicer
Christiansburg
25 years



J. B. Gregory
area servicer
Christiansburg
25 years



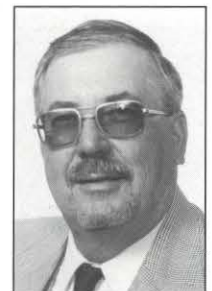
Darrell Lee
line crew supv. NE
Marion
25 years



Judy Johnson
sec.-steno. B
Bluefield
25 years



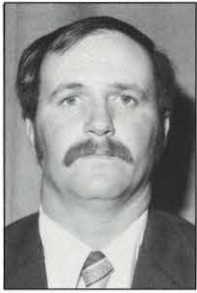
John Rowan, Jr.
line crew supv. NE
Tazewell
25 years



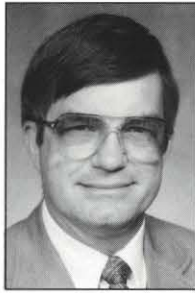
Andy Jackson
cust. serv. rep. A
Hillsville
25 years



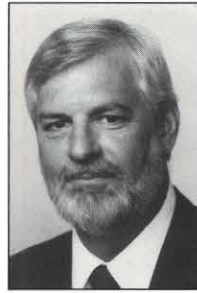
S E R V I C E A N N I V E R S A R I E S



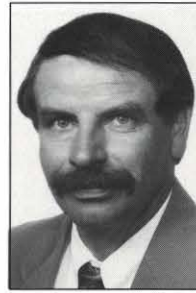
Bob Frazier
line crew supv. NE
(LTD)
Pearisburg
25 years



Glenn Adams
cust. serv. rep. A
Roanoke
25 years



Bill Phipps
area servicer
Galax
25 years



Richard Wingate
area servicer
Galax
25 years



Dana Thompson
prod. supt.-maint.
John Amos
25 years



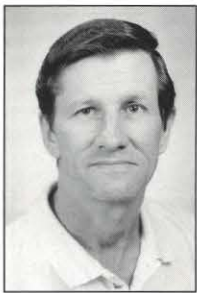
Robert McGlocklin
line crew supv. NE
Abingdon
25 years



Kelvin Bradshaw
sta. mech. A
Fieldale
20 years



Bruce Goodnite
maint. supv.
Mountaineer
20 years



Carl Circle
maint. supv.
Mountaineer
20 years



Charlie Burnette
meter reader
Galax
20 years



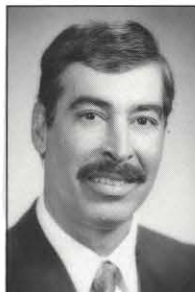
Brenda Bennett
station mech. D
Lynchburg
20 years



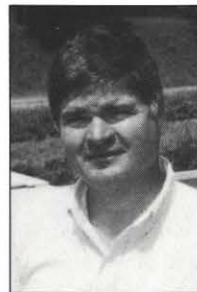
John Beane
prod. supv.
CMS
20 years



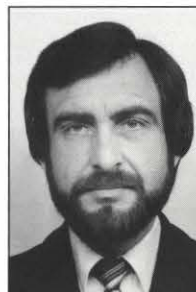
James Mann
sr. custodian
Lynchburg
20 years



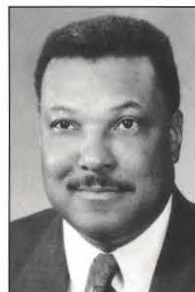
Jacky Giles, Jr.
line crew supv. NE
Lynchburg
20 years



Orvis Chaffin
meter reader
Williamson
20 years



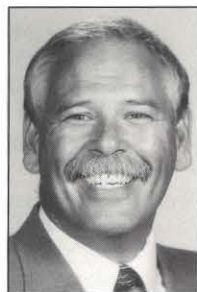
Dennis Carter
line con. & mt. rep.
Logan
20 years



Dan Plummer
general servicer
Abingdon
20 years



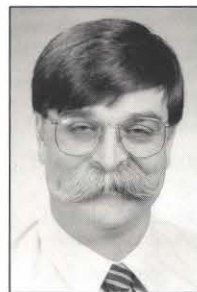
Curtis Grant
coal equip. op.
John Amos
20 years



John Burks
winder 1st class
CMS
20 years



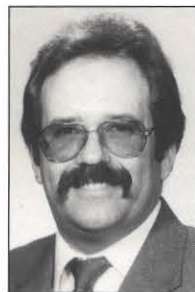
Dan Edwards
plt. staff eng. sr.
Philip Sporn
20 years



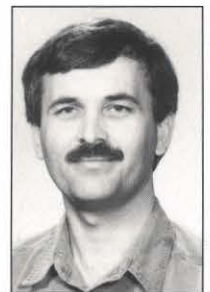
John Schneider
maint. mech. A
Mountaineer
20 years



Steve Raines
maint. mech. B
John Amos
20 years



Larry Goff
maint. mech. A
John Amos
20 years

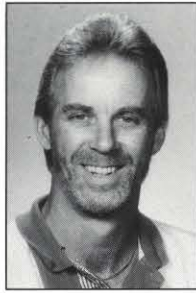


John Kirtley
maint. mech. A
John Amos
20 years

S E R V I C E A N N I V E R S A R I E S



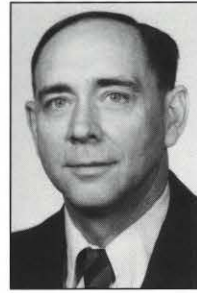
Don Roer
custodian
Williamson
20 years



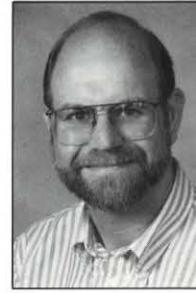
John Dunlap
welder 1st class
CMS
20 years



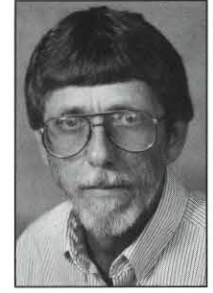
Donald Cremeans
coal equip. op.
John Amos
20 years



Charlie Reed
asst. yard supt.
John Amos
20 years



Steven Crumpton
meter reader
Grundy
20 years



Jerry Mabe
collector
Tazewell
20 years



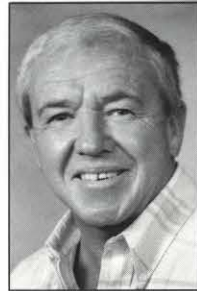
Darrell Bradley
line crew supv. NE
Lynchburg
20 years



Judy Beckett
meter elec. A
Beckley
20 years



Carlos Manning
stores attd. B
Bluefield
20 years



Johnny Romans
customer servicer
Bluefield
20 years



Tom Boyd
custodian
GO-Roanoke
20 years



Johnny Vencill
eng. tech.
Lebanon
20 years



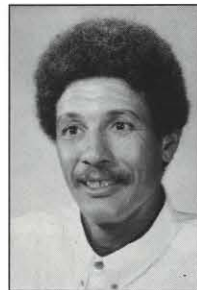
Mike Whittington
coal equip. op.
John Amos
20 years



Glenn Land
meter reader
Kingsport
20 years



Jean Shelton
intermediate clk.
GO-Roanoke
20 years



Ennis Fullen
meter reader
Abingdon
20 years



Randy McCoy
line mechanic A
Clintwood
20 years



Abingdon

- 15 YEARS:
Richard Thomas
stores attendant B
Ryland Jennings
meter reader, Gate City
Jessie Ashburn
line mechanic A, Marion
Danny Hensley
line mechanic A, Gate City
Kent Lambert
line mechanic A, Lebanon

John Amos

- 25 YEARS:
Roger Blankenship
asst. shift op. engineer
 20 YEARS:
Roy Warren
maintenance mechanic A
Cecil Brown
coal equipment operator
Eddie Skeens
maintenance mechanic A
Rick Brown
equipment operator A
 15 YEARS:
Larry McLaughlin
control technician senior
David Waggoner
control technician senior
Judy Hodge
equipment operator C (LTD)
 10 YEARS:
Roger Johnson
maintenance mechanic B
Rodney Orem
ash technician
 5 YEARS:
Craig Davis
maintenance mechanic C

Beckley

- 15 YEARS:
Steve Neal
automotive supervisor NE
Mary Evans
meter reader
Bob Anderson
station mechanic A
Dale Pittman
station mechanic A
Paul Shrewsbury
area servicer
Dean Carte
line mechanic A, Oak Hill
 5 YEARS:
Bob Jarrell
line mechanic B

Bluefield

- 20 YEARS:
Thelma Hairston
meter reader, Princeton (LTD)

Central Machine Shop

- 15 YEARS:
Tom Waldorf
stores & transportation supv.
 10 YEARS:
Billy McGrew
machinist 1st class
Dave Shornak
supervising electrical engineer

Centralized Plant Maintenance

- 15 YEARS:
George Starcher
maintenance mechanic welder
Major Anderson
maintenance mechanic
Charlie Jeffries
maintenance mechanic
 10 YEARS:
Ken Fleming
maintenance mechanic
Jackie Scott
maintenance mechanic welder

Charleston

- 15 YEARS:
Harold Ward
line mechanic A, St. Albans
Arthur Sizemore
collector, St. Albans
 10 YEARS:
Robert Richardson
engineering technician
Carl Hundley
engineering technician senior
James Rentch
engineering technician senior
Lisa Hughes
secretary-stenographer A
Edwin Beane
line mechanic B, St. Albans

Clinch River

- 20 YEARS:
John Puckett, Jr.
maintenance mechanic B
Richard Gibson
maintenance mechanic C
Claude Wilson, Jr.
maintenance mechanic C
Rickey Fogg
equipment operator A
Ricky Holmes
equipment operator A

General Office

- Kenny Worsham**
hydro mechanic A
GO Hydro, Smith Mountain
Jim Showalter
staff engineer
GO Computer Resources, Roanoke
Linda Rice
payroll clerk A
GO Accounting, Roanoke
Carl Persing
engineer senior
GO T&D Civil Eng., Roanoke
Will Newsome, Jr.
stores accounting clerk A
GO Accounting, Roanoke
Max Mikels, Jr.
relay specialist
GO T&D Relay, Bluefield
Mike Chewning
hydro operator I
System Operation, Roanoke
Bill Lowe, Jr.
engineer senior
GO T&D Relay, Bluefield
Dean Law
relay specialist
GO T&D Relay, Huntington
 10 YEARS:
Jeff Whittaker
fleet maintenance mechanic A
GO General Services, Roanoke
 5 YEARS:
Scott Fry
station operator A
System Operation, Roanoke
Glen Lyn Plant
 15 YEARS:
Donald Gerber
equipment operator B (LTD)
Huntington
 15 YEARS:
Raymond Nibert
head custodian, Point Pleasant
 10 YEARS:
Jeff King
engineering technician sr., Ripley
 5 YEARS:
Clarence Wood
meter electrician B
Arnold Mitchell, Jr.
line mechanic C, Ripley
Mike Caldwell
line mechanic C, Point Pleasant

(please turn to page 24)

Kanawha River Plant

- 15 YEARS:
Richard Harless
unit supervisor
Beverly Wright
equipment operator A
Timmy Childers
equipment operator A
Eugene Bryant
equipment operator B

Kingsport

- 5 YEARS:
Richard Taylor
meter reader

Logan-Williamson

- 15 YEARS:
Jim Garrett
area superintendent, Williamson
Mack Johnson
drafter, Logan
J. R. Luther
meter reader, Logan (LTD)
- 10 YEARS:
Sam Dingess
automotive mechanic A, Williamson
Charlie Isaacs
line crew supervisor NE, Madison
- 5 YEARS:
Dewey Brennan
stores attendant B, Logan
Scott Adams
meter electrician A, Logan

Lynchburg

- 30 YEARS:
Mary Campbell
secretary
- 15 YEARS:
Sue Arthur
customer services representative A

Mountaineer Plant

- 15 YEARS:
Joe Donahoe
control technician senior
Jim Tate
maintenance supervisor
Jim Wilson
maintenance mechanic A
Steve Ashley
maintenance mechanic A
Melvin Mullins
maintenance mechanic A
Jim Amsbary
equipment operator B

Pulaski

- 15 YEARS:
Jeff Worrell
eng. technologist I
Betty McClaugherty
meter reader, Christiansburg
- 10 YEARS:
Robert Kirby
engineering technician senior
Mike Spence
engineering technologist I
Kevin Ellett
line mechanic B, Christiansburg

Roanoke

- 25 YEARS:
Sybil Taylor
customer services representative A
- 15 YEARS:
David Robertson
automotive mechanic A
Wanda Turner
customer services representative A
Guy Norton
meter reader, Stuart
Anthony Amos
meter reader
Benjamin Beagle
engineering technologist supervisor
James Wheeler
station mechanic A, Fieldale
Curtis Thompson
line mechanic A
Wesley McMillian
line crew supervisor
Ronald Jefferson
line crew supervisor NE, Fieldale
Michael Price
line mechanic A
- 10 YEARS:
Travis Williams
line mechanic B
- 5 YEARS:
Kimberly Surber
engineering technician
- Philip Sporn**
- 15 YEARS:
Robert Ohlinger
maintenance mechanic C
- 10 YEARS:
Peter Brooker
control technician senior
John Pauley
control technician senior

Illuminator



P.O. BOX 2021
 ROANOKE, VIRGINIA 24022

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

DO NOT FORWARD
 ADDRESS CORRECTION REQUESTED
 RETURN POSTAGE GUARANTEED