

# Illuminator

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#### About the cover:

John Howard Jarrett, Appalachian Power's oldest living retiree, celebrated his 100th birthday on August 4 with a party attended by family members and friends. Born in Sissonville, West Virginia, he was one of 22 children. Jarrett quit school after the fourth grade and started on public works at the age of 12. He retired from the Cabin Creek Plant as a boiler operator C in December 1954 after more than 31 years' service.

IABC
International Association of Business Communications





# NEWS

### **Appalachian Power Requests Reduction In Virginia Rates**

ppalachian Power Company on September 28 filed with the Virginia State Corporation Commission (SCC) a two-part request which, if approved, would result in a net \$11.9 million reduction in the company's Virginia revenues beginning in November 1994.

Appalachian in the first part of its request asked for a \$28 million decrease in the fuel factor component of its rates which determines the amount it recovers from customers for fuel. At the same time, the company requested a base rate increase of \$16.1 million which, in part, would help cover the cost of extensive repairs to facilities damaged by last winter's severe storms. The company's request would result in an overall 1.9 percent reduction in its Virginia rates and would be effective for service on and after November 15, 1994.

If the reduction is approved, the bill of a residential customer using 1,000 kilowatt-hours of electricity a month would be reduced from \$61.28 to \$61.04.

In testimony filed with the SCC, Appalachian Vice President R. Daniel Carson, Jr., noted that the impact of last winter's storms on the company was unprecedented in terms of the number of customers losing power, the extent of damaged facilities, and the costs of making repairs. In the company's Virginia service area, the cost of repairs for two major storms which occurred on February 11 and March 2 totaled \$23.7 million. As part of its request, the company is asking to recover these expenses over a three year period.

Carson also said the company's request for a reduction in its fuel factor reflected its success in renegotiating some of its long-term coal contracts and in replacing other coal supply agreements which had terminated.

"This rate reduction is not unique," Carson explained. "Since the mid-1980s, Appalachian has implemented a number of base rate and fuel factor reductions which have enabled us to charge rates today that are, in general, modestly lower than those of 10 years ago. The reduction requested by this filing will further improve this favorable situation for our customers."

Carson pointed out that Appalachian continues to maintain "a record of exemplary operating performance at its power plants." For example, Appalachian's heat rate, a widely used measurement of generating efficiency for power plants, was nine percent better in 1992 (the latest year for which industry statistics are available) than the median rate for the top 100 investor-owned utilities, according to an annual survey by a major industry trade publication. "Had the company operated at the median rate, our power plants would have burned more than 800,000 additional tons of coal at an increased cost to our customers of about \$34 million," he said.

Carson noted that Appalachian's customers have long enjoyed rates among the lowest in the nation. "This low level is illustrated by a recent ranking of residential rates compiled by the Jacksonville, Florida, Electric Authority. In its August 1994 report, Appalachian's rates ranked lower than all but three of 60 utilities surveyed, a position held for many months," Carson said.□

	500 kwh	750 kwh	1000 kwh	
Roanoke, VA Appalachian Power Co.*	\$34.16	\$48.24	\$61.28	
Memphis, TN Memphis Light Gas & Water Div.**	33.32	47.27	61.21	
Tennessee (Portions of) Elec. Power Board of Chattanooga**	33.18	46.75	60.33	
Seattle, WA Seattle City Light**	15.08	25.16	35.23	
Prepared by Jacksonville Electric Authority, Jackso *Investor-owned System **Municipal Systems	onville, Florida			

# **NEWS**

### Appalachian Power Awards Debt Service Loan To Jackson County Development Authority



Jackson County officials and representatives from the Jackson County Development Authority were on hand for the presentation of a \$20,000 check from Appalachian Power for payment of interest on the construction loan for the new shell building in the Maritime & Industrial Centre at Millwood, W. Va. Attending the on-site ceremony were (first row, I. to r.), JCDA President Larry Hancock; Norma Jean Cope; and Appalachian representatives John Smolak, Chuck Talley, Scott Mahan, and Kent Eldridge. Second row, Senator Bob Dittmar, Delegate Karen Facemyer, County Commissioners Emerson Snyder and Dick Casto; Ravenswood Mayor John Alderson; and JCDA Executive Director Jack Burlingame. *Photo courtesy The Jackson Star News*.

ppalachian Power Company last month signed an agreement to lend the Jackson County Development Authority the amount needed to pay three years' interest on the construction loan for a 54,400 square foot shell building nearing completion in the Jackson County Maritime and Industrial Centre near Ravenswood, W. Va.

According to Tom Rotenberry, Appalachian's West Virginia vice president, the interest-free debt service loan was made available to the development authority as part of Operation Job Start, which serves as an umbrella program to emphasize Appalachian's commitment to create jobs in its service area by tightly focusing attention on a variety of efforts that will stimulate long term growth in the economy.

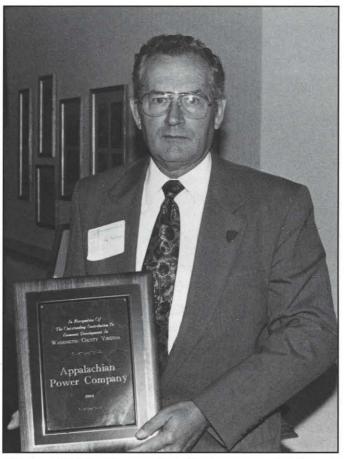
Jack Burlingame, executive director of the Jackson County Development Authority, commented, "In Jackson County, which was predominantly agricultural, there aren't many available buildings. For that reason, we have lost many potential job-producing clients to other states. This year the State of West Virginia introduced a shell building program that loans the necessary monies for construction. Now, because of Appalachian's Operation Job Start, we will have the necessary monies for the debt service on the WVEDA loan. Without this program, we would not be in a financial position to build a shell building for prospects. This partnership between the Jackson County Development Authority and Appalachian will enable us to jointly seek a tenant that will produce jobs."

Appalachian Power will underwrite interest charges on the building loan, in the amount of \$20,000 annually, for a maximum of three years. The company anticipates repayment of the loan within three years or when the building is sold. If the building is leased instead of sold, Appalachian will be reimbursed in equal annual installments on the first three anniversary dates of the execution date of the lease.

In August, Appalachian awarded a \$950 mini-grant to the development authority which was used for the preparation and printing of a brochure to promote the inland port facility and the shell building. □

# **NEWS**

## **APCo Receives Industry Appreciation Award From Washington County**



Abingdon Division Manager Pete Montague accepted the plaque awarded to Appalachian Power Company for its work in economic development on behalf of Washington County.

Photo by Dan Kegley, Washington County News.

ppalachian Power Company received the Washington County, Va., Chamber of Commerce's Industry Appreciation Award at an annual dinner held to recognize businesses and individuals whose work furthers the economic development of the county. Abingdon Division Manager Pete Montague received the plaque on behalf of the company from Chamber President Ed Spires.

Saying that "APCo and its people respond to the community," Spires noted that Appalachian, beginning in the early 1960s, purchased land and built shell buildings for incoming industry. Among the industries which Appalachian was instrumental in locating in the county are HAPCO, Sterling

Casket Hardware, Columbus McKinnon, General Engineering, and DOSCO. Spires also noted that "Of the 38 presidents of the chamber in 41 years, seven have been APCo executives." He cited the company's involvement in the county certification process, funding the marketing video required as part of that process in both the initial certification and in the recent effort to maintain certification.

Key speaker for the dinner was Appalachian Power President Joe Vipperman, who noted that Appalachian's history of involvement in economic development goes back about 60 years. He said that, because of a ruling by the Securities Exchange Commission, Appalachian "is no longer in the shell building business." He added that the company continues to be involved through sponsoring economic development consultants in Virginia and West Virginia, a quarterly mailing to 10,000 companies nationwide that reminds them of the benefits of relocating to the region, seminars to bring together small and medium businesses with state export officials, and an industrial retention program that helps existing businesses become more efficient.

The closing event of the evening was the premier of the marketing video, directed by Joe Dupuis, General Office Public Affairs, Roanoke, highlighting the transportation, education opportunities, work ethic, and other characteristics considered by businesses and industries when planning a relocation. □

# APCo Awards Mini-Grant To Dickenson County IDA

ppalachian Power Company last month awarded a \$950 mini-grant to the Dickenson County Industrial Development Authority, which will be used for the development and printing of a brochure to market a new shell building in the Happy Valley Industrial Park at Clintwood, Va.

This is the fourth mini-grant awarded by Appalachian Power in its Virginia service area as a part of the company's Operation Job Start program to stimulate long-term economic growth. □

# Corporate Compliance Program Will Outline Standard For Ethical Behavior







Lhota

Mueller

Moeller

Ethical behavior is as much a part of AEP's long-term performance goals as providing superior customer service and increasing returns to shareowners.

This was one of the messages heard by 230 managers from across the AEP System at the AEP Leadership Summit in July.

"As we talk about improving our position with customers and other constituencies that play a role in our business, we cannot neglect emphasizing ethical behavior," William J. Lhota, executive vice president of the AEP Service Corporation, said at the Summit.

"We are currently developing a Corporate Compliance Program that will set the standard for ethical behavior in everything we do," he continued. "It will include a comprehensive policy and procedures manual for the AEP System and embody a corporate code of conduct; compliance policies in areas such as environmental, antitrust, securities and purchasing practices; internal auditing and a process to report violations to a chief compliance officer." Foreign business practices will also be covered as AEP looks for business opportunities abroad.

"During the first half of 1994, we solicited feedback through focus groups in all the operating companies and in the Service Corporation on the code of conduct component of that manual," Lhota said. "That feedback was helpful in refining the document into a quality communications tool."

A tradition of ethical conduct underlies the current program, according to Albert C. Moeller Jr., manager-corporate compliance for the AEP System. "AEP, like our employees, has always worked hard to be a good citizen in the many communities that we call home. The Corporate Compliance Program is merely a reflection of our continuing desire to maintain high ethical standards," he said.

"The systemwide focus groups, under the direction of the Corporate Compliance Standing Committee composed of Service Corporation and operating company personnel, were instrumental in helping us move in the current direction of a strong, proactive program that engenders full participation by our employees," he said.

A code of conduct was drafted for consideration by the AEP board of directors at its September meeting. The draft code covers a range of activities and responsibilities, including protecting company assets, material as well as intellectual property, environmental protection, customer relations, competitors, purchasing, conflict of interest and politics and government.

Lhota has been designated chief compliance officer and will direct the program. The Office of the Chief Compliance Officer will also include Richard A. Mueller, director-internal audits and corporate compliance, as well as Moeller.

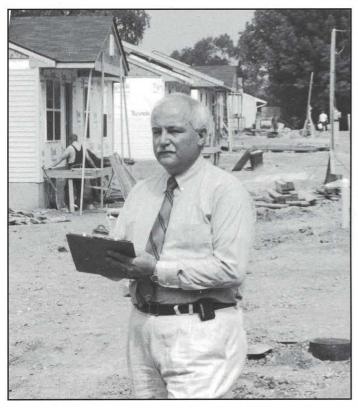
An important element in the program's kickoff will be meetings throughout the system in early 1995 at which employees will be briefed and will have an opportunity to ask questions.

"Communicating what is expected from each employee will also include information about the process of obtaining assistance with ethical questions, a procedure for reporting violations and a process for disciplining employees who violate policies," said Moeller, who joined AEP in New York in 1980 as an associate managerial auditor and was promoted to senior managerial auditor before transferring to Columbus in September 1983. Since that time, he has been involved in organizational and other studies throughout the AEP System.

"When the program is fully implemented by the end of 1995, ongoing training and communications as well as a means of obtaining employee feedback for continuing improvement will be set up," he continued.

Mueller joined AEP in 1984 as director of internal audits, having been a senior manager with the accounting firm of Ernst & Young previously. Mueller participated as a group leader in the 1988 Cresap study and the 1993 Columbus Southern-Ohio Power combination study. □

# **Roanoke Habitat Homes To Feature Heat Pumps**



Charles Echols, Roanoke marketing and customer services representative senior, worked closely with Habitat for Humanity of the Roanoke Valley on the installation of electric heat pumps in its new housing development.

For the first time ever, 14 new homes being constructed by Habitat for Humanity of the Roanoke Valley will be comfort conditioned by electric heat pumps.

When Habitat contacted Appalachian last December to inform them of the new housing development, the representative asked about the possibility of free underground service into the development as a contribution to the project. Company personnel soon decided that underground service was an amenity of no real value to this project and began to consider other ways to contribute. The two main alternatives seemed to be sponsorship of a home or contribution of HVAC equipment and/or labor. The decision was made to pursue the idea of arranging donation of HVAC equipment and providing assistance in making the homes more energy efficient.

According to Charles Echols, Roanoke marketing and customer services representative senior, previous attempts to encourage Habitat to install high-efficiency heat pumps in their homes had been rejected. "Habitat believed that air conditioning was a luxury their homeowners just could not afford," he said. "The local group had built over 30 homes since 1986 using natural gas heating without any air conditioning."

Echols continued, "We surveyed existing Habitat homes in the area and found that many homeowners were using window air conditioners and fans to make their homes more comfortable in the summer. The desire for air conditioning was clearly present, but the methods used were not energy efficient. Some homes had two window units, and some of the units were old, inefficient, and in a state of disrepair in some cases.

Once computer studies were conducted to estimate the size of heating and cooling equipment needed, Appalachian proposed to the local Carrier distributor, Automatic Equipment Sales of Roanoke (AES), that it join the company in donating 14 complete heat pump systems.

After AES agreed to the venture, Appalachian approached Habitat with the proposal. "We recognized that equipment operating costs would be a concern, so we were ready with a presentation of our study findings," Echols said. "We had done detailed heat loss/heat gain and operating cost estimates so that we could show Habitat officials that heat pumps are a cost effective alternative in our area."

Echols continued, "We offered to solicit our Comfort Assured Heat Pump Dealers for possible donations of labor and/or materials needed. And, since Habitat was concerned that their homeowners would not understand how to maintain and operate the heat pumps, we offered to meet with the new homeowners to discuss how to properly maintain and operate them as well as discuss wise use of energy in general. We also offered to make these homeowners aware of the company's Equal Payment Plan for budgeting their electric usage, reducing the impact of higher seasonal bills. Habitat also decided to use Appalachian's recommendations to upgrade the insulation in all of their future homes. When the cost analysis and other information was reviewed and their questions answered, Habitat was very excited and quickly accepted our proposal."

Construction was started on June 18 with a "building blitz" day even though only eight of the 14 proposed homes had sponsors at that time. Four of the homes are already occupied and several others are nearing completion. According to Echols, construction on the remaining houses in the development will be delayed until spring.

For its work with Habitat for Humanity of the Roanoke Valley, Appalachian Power has been named a special award winner in the Southeastern Electric Exchange 1994 Marketing Awards Program. □

# Go General Services Celebrates 14 Safe Years



Employees of General Office General Services completed 14 years without a disabling injury on July 23. During that time, they worked 1,944,326 hours and drove 9,567,000 miles. For their accomplishment, employees were treated to refreshments.

# Lynchburg Mother, Daughter Save Boy From Drowning



Debi Watkins, left, and her daughter Michelle prevented a tragedy at Paradise Lake when they saved a young boy from drowning.

An 11-year-old boy is alive today thanks to the quick response of Debi Watkins, Lynchburg human resources clerk A, and her daughter Michelle.

While at Paradise Lake in Appomattox County, Michelle noticed one of her classmates struggling in the water. The lifeguards on duty were unaware when the boy sank in the water and did not resurface. Michelle swam to the boy, pulled him up out of the water, and called to the lifeguards for help.

When the boy was pulled from the water, he had no pulse and was not breathing. Debi, an EMT with the Concord Rescue Squad, helped perform CPR with the assistance of two other EMTs on the scene. The boy eventually was flown by air ambulance to the University of Virginia Hospital and has since fully recovered from his experience.□

# **Lynchburg Celebrates Safe Year**



Lynchburg Division employees were treated to breakfast in recognition of their having completed one year without a disabling injury on June 10. The menu consisted of juice, eggs, bacon, sausage, home fries, biscuits, and coffee.

# From Bad To Good News Bears



When Jim and Cindy Stamper saw the down-and-out Expos of the Babe Ruth League, they came to the rescue, buying equipment for the team that responded with a 13-3 record this summer. *Photo by Craig Cunningham, Charleston Daily Mail*.

he conditions seemed right for a movie sequel: The Bad News Bears Go To East Bank. Players were constantly bickering with one another. The coach was nowhere to be found. The uniforms were raggedy.

"A lot of the kids were talking about quitting," said Jim Stamper, whose son Robert played second base for the frustrated East Bank Expos of the Senior Babe Ruth Baseball League. "They were really down." So midway through the season, Jim and Cindy Stamper decided to do something about it.

Jim, a hydro mechanic A at Kanawha Valley Power's Marmet Hydro, assumed the duties of head coach of the only Babe Ruth team in Kanawha County, W. Va. Wife Cindy became manager of the squad, which played most of its games in Huntington.

They ran practices with one Easton aluminum bat (the other one cracked), three baseballs, and a few helmets that were too small. And with just one high school player — East Bank pitcher Louie Moore — on the roster, the 16- to 18-year-old Expos flourished. "We came within one game of going to the state tournament," said Jim, whose team finished the season with a 13-3 record.

The first thing the Stampers did after taking over the team was buy uniforms. Uniforms for 16 players and four coaches

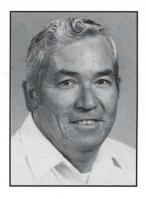
are expensive. "They cost us \$1,840," Cindy said. "We had to do it. The uniforms had holes in the butts. The pockets were torn off of some of them," Jim said. The Stampers got Hargis Body Shop to put up the \$1,840, with the condition it would be reimbursed at the end of the season. "I'm not financially set," Jim said. A fund-raising drive at East Bank's Pioneer Park on July 29 "proved a bust because we had a bad storm," Jim said, "and I had to issue prizes."

With the financial aid of state Babe Ruth commissioner Ed Osborne, the Stampers also shoveled out \$40 a game for umpires. They provided postgame beverages for the players and coordinated transportation for the team.

The East Bank Expos dispersed at the end of the season, Jim said, because a lot of the boys were going off to college. His son, however, has one more season. "We'll be starting off next year \$1,400 in debt; and, since it's a new league, without any baseball equipment," Jim noted. "If it works out well, I told Ed Osborne I would consider being the president of the Babe Ruth Baseball League."

Jim had coached before taking over the East Bank Expos, "but it wasn't pleasant," he recalled. "This team was a great bunch of young men to work with."□

Adapted from story by Jeff D'Alessio, Charleston Daily Mail



Lenwood Finney, engineering technologist supervisor, GO T&D Civil Engineering, Roanoke, retired June 1 after 38 years' service. He had been on long term disability leave since 1985.

Lenwood expressed his appreciation for the company's LTD and medical benefits. "They're better than any other company I've heard of," he said. "They've been a real lifesaver."

Lenwood and his wife Roslyn live at Sandy Level, Va., and attend Mountain View Christian Church. They have one daughter and three grandchildren.□



"I don't think you can appreciate a place like Appalachian unless you've worked someplace else," said Lynchburg Senior Custodian **James**Mann. "I was looking for a better paying job when I joined the company in 1974; but, at age 42, benefits were also a concern."

James, who elected early retirement on October 1, added, "The people are what made it such a great place to work. They were a big help to me, and I'll miss them."

James said he and his wife Virginia "have always worked and raised three children. Now we'll have a chance to do things together. We love to go to the beach, and I enjoy reading books on World War II history."

The Manns, who attend Thomas Road Baptist Church in Lynchburg, also have four grandchildren.□



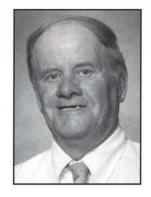
After 12 years on long term disability leave, Point Pleasant Meter Reader **Nelson DeVault** officially retired on October 1.

Nelson began his career in 1964 as a janitor and was promoted to meter reader four years later. "I enjoyed reading meters — traveling to different locations and working outside — except for the hazard of dogs," he recalled. "I was bitten on four different occasions."

He added, "I'm thankful for the company's LTD and medical benefits. My heart operation was very costly, and the insurance sure did make it easier!"

Nelson has been unable to travel much in recent years but particularly enjoyed a trip out West in the 70s. When health permits, he enjoys going to yard sales.

He and his wife Faye make their home in Leon, W. Va., and have two sons who live nearby.□



"I'm as able to work now as when I started ten years ago, but I'm going on 70 so it's time to quit," said **Felix Vasser**, who retired October 1 as reservoir groundskeeper in GO Hydro, Smith Mountain.

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

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

During retirement, Felix will stay busy looking after his cattle and farm at Gretna. He and his wife Annie spend many evenings attending senior citizen dances in nearby communities. Felix, an Army veteran of World War II, enjoys hunting, pitching horseshoes, and running his coon hounds.□

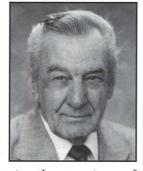


"I've enjoyed my years with the company very much. The people have been wonderful," said Mountaineer Plant Stores Supervisor **Don Roush**, who elected early retirement on October 1.

Don served 21 years in the Marine Corps, retiring in 1970 with the rank of captain. He then worked for Fairfax County, Va., before coming back home to Portland, Ohio, and building a house. Don hired on at Mountaineer in 1978 while the plant was under construction and moved to the Stores Department the following year.

"I have no definite plans," he said, "but I'll always work because I like to keep busy. I have 212 acres of brush here and three houses to maintain, which take a lot of time." He enjoys woodworking, hunting, and playing golf.

Don and his wife Angie have one son, one daughter, and three grandchildren.□



"I enjoyed every minute of my 21 years at Sporn Plant," said Jim McClure.
"Appalachian Power is a good company to work for, and I wish I had come with it sooner." He was a maintenance mechanic before retiring on October 1.

Jim served in the Army Air Corps as a radio technician following World War II. Later he was a machinist apprentice at the C&O Shops and a first class maintenance man for the Atomic Energy Commission at Piketon, Ohio. "From there I went into business for myself for a while before joining Sporn in 1973," he said.

Jim added, "I have been on long term disability leave since 1991, and I couldn't ask for a better benefit."

Now that he's retired, Jim plans "to continue to do what I have been doing very little. I try to lend the neighbors a helping hand when they need it."

He enjoys making Christmas ornaments out of plastic cups and lights, which he gives away.

Jim and his wife Rosemary make their home in Barboursville, W. Va. They have one daughter and four grand-children.□



Clifford Witt, winder 1st class at Central Machine Shop, elected early retirement on October 1 after 20 years' service.

"When they started CMS, they were looking for experienced people," Cliff recalled. "Some of my friends at GE, including Bill Dean, had left and gone to work at CMS and I went down to visit. Within a couple of weeks, I was working there, too." He added, "I got along real good with all the employees here, and I enjoyed working with them."

On vacation for several weeks prior to his official retirement date, Steve was in a revival with his pastor in Kingsport, Tenn. After that he and his wife Betty took an extended trip to visit family in Alabama, Georgia, Florida, North and South Carolina.

Cliff enjoys woodworking and has made rocking horses for each of his seven grand-children from scrap wood gathered at the machine shop and power plants. "I hope to get back into doing more hunting and fishing," he added. "It also will be nice to go to Camp Kilowatt and not have to hurry back to go to work."

E. D. "John" Lambert, Point Pleasant area servicer, was promoted to line crew supervisor nonexempt on September 10.

Al C. Taylor, engineer I, GO T&D Engineering, Roanoke, was promoted to engineer senior on May 1. He holds a bachelor of science degree in electrical engineering from the University of Tennessee.

Richard Anderson, allocation supervisor, GO Rates, Contracts & Tariffs, Roanoke, was promoted to supervisor-load research on June 1. He holds a bachelor of science degree in business administration from the University of North Carolina.

Kelly Bledsoe, engineer II, GO T&D Civil Engineering, Roanoke, was promoted to engineer I on July 1. He holds a bachelor of science degree in civil engineering from Virginia Military Institute.

Gary A. Woodford, engineering technician senior nonexempt, GO T&D Station, Roanoke, was promoted to engineering technologist I exempt on July 1. He holds an associate in applied science degree in electrical/electronics engineering technology from Virginia Western Community College and a bachelor of science degree in biology from Virginia Polytechnic Institute & State University.

Vicki Martin, environmental specialist senior, GO Environmental Affairs, Roanoke, was promoted to staff environmental specialist senior on July 1. She holds a bachelor of arts degree in biology and general science from Marshall University.

Don Pratt, Pulaski engineering technologist I, was promoted to engineering technologist supervisor on August 1. He holds a bachelor of science degree in agricultural engineering from Virginia Polytechnic Institute & State University.

#### Derrill E. Douthat, Jr.,

telecommunications specialist, GO T&D Telecommunications, Bluefield, was promoted to telecommunications supervisor on June 1. He holds an associate of science degree in electrical engineering technology from Bluefield State College.

#### Robert E. Johnson,

Charleston engineering technician senior nonexempt, was promoted to engineering technologist I exempt on September 1. He holds an associate in science degree in electrical engineering technology from West Virginia Institute of Technology.

Dianna Gwinn, Oak Hill customer services office supervisor, was promoted to Beckley customer services office supervisor on September 1.

#### Robert Matthew Matics,

Philip Sporn Plant equipment operator A, was promoted to unit supervisor on August 16.

Randal Robertson, Beckley engineering technician senior nonexempt was promoted to engineering technologist exempt on August 1. He holds a bachelor of science degree in electrical engineering technology from Bluefield State College.



Lambert



Taylor



Anderson



Bledsoe



Woodford



Martin



Pratt



Douthat



Johnson



Gwinn



Matics



Robertson

#### W. P. "Buddy" Umberger, T&D equipment and proce-

dures coordinator, GO T&D Distribution, Roanoke, was promoted to T&D equipment and procedures specialist on June 1.

#### Bluefield

Ricky Davis from line mechanic D to line mechanic C, Tazewell.

Jason Wall from line mechanic D to line mechanic C.

#### Charleston

Roberta Russell from transportation clerk B to transportation clerk A.

Jeff Seams from line mechanic D to line mechanic C.

Terry George from line mechanic D to line mechanic C.

Don Williams from line mechanic D to line mechanic C.

#### Huntington

Barry Mosser from marketing and customer services representative to marketing and customer services representative senior.

#### Pulaski

Robby Cope from energy services engineer III to energy services engineer II.

Wayne Armbrister from line mechanic C to line mechanic B.

**Ted Williams** from line mechanic C to line mechanic B, Hillsville.

#### Glen Lyn

Clifford Long from equipment operator C to equipment operator B.

#### Roanoke

Terry Cassity from clerk, GO General Services, Roanoke, to stores attendant B.

John Becker, from clerk, GO General Services, Roanoke, to meter reader.□

# **AEP Looks To Future Of Electric Vehicle Fleet**

Fasten your seatbelt because, ready or not, America is racing to place alternate fuel vehicles (AFVs) on the national transportation scene.

Government clean air and energy policy mandates for low and zero-emitting vehicles (ZEVs) make the electric vehicle (EV) one the most promising emerging electrotechnologies in terms of potential electric sales. (Electrics are considered ZEVs.) American Electric Power is already on board, supporting the technical development and studying infrastructure requirements needed to make the EV a viable alternative drivestyle.

Richard L. Stage, director-fleet management for the AEP Service Corporation and chairman of the AEP Electric Vehicle Task Force, says, "The Act requires that 30 percent of electric utilities' new fleet auto, van and light truck purchases, beginning in 1996, be AFVs. Actually, since we've opted to go with electrics, we have a two-year extension to 1998. And by the year 2001, 90 percent of these new purchases will be required to be AFVs."

The size of the AEP System's fleet, approximately 4,000 cars and light trucks — the third largest electric utility fleet in the country — requires that the Task Force carefully study the cost-effective phase-in of AFVs. Stage says the company will buy nearly 800 new fleet cars and light trucks in 1994 — a typical number. This translates to a commitment to purchase approximately 250 AFVs in 1998 and about 700 a year by 2001. These vehicles will be distributed throughout the System for careful evaluation by Service Corporation and operating company personnel.

"Although electric cars cost about \$100,000 apiece now, they're expected to be priced comparable to gasoline autos by about the year 2005, based on efficient mass production," says Stage. "Since electricity costs roughly one-third as much as gasoline, people will be saving considerably on fuel. There will not be as many components to go bad. For example, they won't need exhaust systems. Fewer moving parts will require significantly less lubrication — no more oil changes."

Stage explains that EVs will run cleaner and with less engine noise. And another handy feature — the regenerative brake system — will reduce wear on brakes and save fuel. This is because much of the energy used to stop the vehicle will be converted to electricity and stored in the battery to power the car.

And speaking of pluses, the EV could significantly "rev up" System sales. "The load associated with an electric car could be 5,000 kilowatthours a year, nearly that of a small home," said Thomas Jones, a principal engineer in T&D Services at AEP and a member of the EV task force. "As a result, system planning and developing an infrastructure for battery charging to accommodate the increased load are EV Task Force priorities. Naturally, we'd like to have people charge their cars at home while they sleep, because that would use offpeak priced power. But we anticipate that there will also be 'charging stations' at places of business, shopping malls, etc."

AEP operating companies are already pursuing several EV development initiatives. Appalachian Power, Columbus Southern Power, Ohio Power, and Indiana Michigan Power have assisted local efforts to develop electric racing cars or other vehicles. In addition, Indiana Michigan has assisted South Bend's public transportation system in development of an electric commuter bus system.□

### **Abingdon**

by Bill Roeser

The annual Abingdon Division retirees luncheon was held at the Martha Washington Inn with 75 retirees and guests in attendance. □

#### John Amos

by Tom Cloer

Neal, son of Utility Worker Dan Smith, has been selected as one of 350 outstanding National Scholars from across America to attend the National Young Leaders Conference in Washington, D. C., this month. A senior at St. Albans High School, Neal will interact with key leaders and newsmakers from the three branches of government, the media, and the diplomatic corps throughout the six-day conference.□

#### Bluefield

by Karen Simmons



Herman St. Clair, station superintendent, won the first flight in the West Virginia Elks Seniors Golf Tournament. Approximately 100 golfers participated.



Ryne, son of Tom Hevener, electrical engineer senior, won the 1994 Mercer County Computer Assisted Writing To Read Contest for all kindergarten students. He is a first grader at Mercer Elementary School.

Robert Farley, T&D superintendent, was elected to a threeyear term on the Princeton Rotary Club board of directors. He also was elected to the Mercer County Development Authority.

Libby Lester, M&CS department assistant, was a member of the Bluefield Dance Theatre's 35 & Over competition class which won a gold medal at Dance Troupe, Inc., Daytona Beach, Fl.□

#### Charleston

by Charlie Bias



Michelle, daughter of Montgomery Area Supervisor Mo Ahangardezfooli, won first place in all categories in the Maverick Gymnastics Sweathog Championship. Her final score was 34.6 out of a possible 40.



Secretary Sue Pryce (left) and R/w Agent Janet McMillian participated in the 11K event of the Charleston Sternwheel Regatta 5th Annual Distance Walk.

Tom Rotenberry, vice president, was selected chairman, finance committee of the West Virginia Compensation Programs Performance Council. The Council is an eightmember committee chaired by the Commissioner, Bureau of Employment Programs, and was established under provisions of the 1993 Workers' Compensation Reform Act. The Council's objective is to develop and implement reforms which will ultimately reduce the West Virginia Workers' Compensation Funds unfunded liability. He was nominated for membership by the West Virginia State Chamber of Commerce and appointed to a four-year term by Governor Gaston Caperton in 1993. □

#### **General Office**

by Earl Smith

John Newcomb, Jr., engineering graphics technician A, GO T&D Engineering Graphics, Roanoke, received the International President's certificate of appreciation at the Lions District 24-E fall conference in recognition of his outstanding contribution to Lionism.

Rick Mowbray, right-of-way maintenance coordinator, GO T&D Forestry, Roanoke, was elected president of the Mountain Lake Vegetation Management Council. The Council is made up of representatives from utilities, colleges, contractors, manufacturers, and others involved in vegetation management in the mid-Atlantic region. □

#### Huntington

by Barbara Collins





Kincaid

Chinn

Thomas Kincaid, Jr., station crew supervisor NE, was elected to the Democratic County Executive Committee, 4th District, and selected as first vice president.

James Randall Chinn has been inducted into the Society of International Academic Excellence Record of High Achievement for outstanding academic achievement in science and reading. Randy also is eligible to win a SIAE scholarship of \$100 to \$500. A fourth grader at Chesapeake Elementary School, he is the son of Barbara Thompson, T&D clerk A, and the stepson of Larry Thompson, line mechanic A.

"Ron's Last Buck", a male setter owned by Ron Pinson, line construction and maintenance representative, won third place in the open puppy category at the Berlin, Oh., Bird Dog Club Show.

Bill Joseph, retired photographer and reproducer; Judy Shafer, secretary-stenographer A; and Pat Lawrence, marketing and customer services advisor, participated in the Big Brothers/Big Sisters Bowl-a-thon, raising \$465 for the organization.

Dave Straley, meter supervisor, was appointed to a one-year term on the board of directors of the Wayne County Economic Development Authority.□

#### Logan-Williamson

by Raamie Barker





Knowles

McGhee

Fletcher, son of Logan Energy Services Engineer Mike Knowles, took first place overall in the Aracoma Story twomile run conducted at Chief Logan State Park.

Kristan McGhee, stepdaughter of Williamson Collector Burnett Dotson, was named a national award winner in mathematics and will be listed in the U. S. Achievement Academy yearbook. A seventh grader at Williamson Junior High School, she is a member of the National Honor Society.

Gregg, husband of Beth Burgess, Madison marketing and customer services advisor, took first place for his age group and 22nd overall in the 10K race at Chief Logan State Park.

Erica, daughter of Gail Coleman, Logan meter reader, was chosen to play on Logan's Miss Softball America All-Star team, which placed first in recent competition.

Sarah, daughter of Secretary Patty Garrett, was chosen to play on Chapmanville's Miss Softball America All-Star team.  $\square$ 

#### Beckley

by Dana Perry

Wesley Goddard was elected president of the Meadow Bridge Charge United Methodist Church youth group for 1994-95. Cindy Goddard, a senior at West Virginia University, was named a College of Arts & Sciences scholar and awarded a \$750 scholarship. She also received a \$500 Stephen F. Crocker scholarship for the 1994-95 academic year. Wesley and Cindy are the children of Records Supervisor Paula Goddard.

David Ransom, Rainelle engineering technician senior, won the Greenbrier Hills Country Club men's championship tournament. He shot a 70 on the first day and a 76 on the second to tie for first place. David birdied the third hole to win in a three-hole sudden death playoff.

Dusty Gilbert, station mechanic B, won a first place ribbon in the white rose category and a third place in the pink rose category at the West Virginia State Fair.□

### Lynchburg

by Mel Wilson



Customer Services Supervisor Dick Shephard (left) and his son Dan won the First Annual Roanoke Valley Father-Son Golf Championship at Countryside Golf Course. The team posted a score of 31-29:60 (11under par) using the Captain's Choice format.□

#### Mountaineer

by Janice Adkins



Robert Keller, who recently graduated from Ripley High School, accumulated the following credentials: All State 1994 Cross Country; All Pioneer Athletic Conference 1993; 1994 state champion by running the 1600 meter in track at 4:29; president, National Honor Society; member, Mu Alpha Theta and academic team; 1993 Boys' State; and 1994 All MSAS in track and cross country. He is the son of Mike

Keller, equipment operator B.

Rebecca, wife of Stores Attendant B. L. Adams, was commissioned into the Honorable Order of Kentucky Colonels by Kentucky Governor Bereton Jones. The honorary position requires nomination by an existing Kentucky Colonel and recognizes community service and leadership. Rebecca is president of the Point Pleasant Woman's Club.

Ray Finnearty, head custodian, won the Southeastern Ohio Golf Association senior championship in the 50 and older group. He also had low gross, runner up low net, and water medalist overall individual champion for this team. His team won the overall team championship. Ray also won the first flight championship at Hocking Hills Country Club by defeating a Columbus Southern Power employee.

Bill Roush, maintenance mechanic A, and Ray Finnearty took top honors in this season's Mountaineer Golf League. Kurt Dailey, human resources supervisor, and Bruce Goodnite, maintenance supervisor, were tournament action winners.□

#### Pulaski

by Glenda Wohlford

Steve, son of Hillsville Line Crew Supervisor Gene Musser, was elected commander of the newly formed Jubal Early Camp of the Sons of Confederate Veterans. Andy Jackson, Hillsville customer services representative A, was elected quartermaster.

Tiffany, daughter of Adair White, line mechanic C, and April, daughter of Pete Childress, drafter senior, are members of the freshman football cheerleading squad at Pulaski County High School.□

#### Roanoke

by Vickie Ratcliff

Anthony Amos, Roanoke meter reader, was appointed sports coordinator for the adult and youth softball divisions for the Virginia Commonwealth Games.□

### **Philip Sporn**

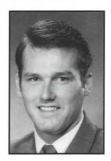
by Jill LaValley



Joey Ohlinger received his state FFA degree, the highest degree members can receive from the State FFA Association. Members must have completed three agriculture science classes, carried a satisfactory SAEP, maintained an average or above GPA, made and invested \$1,000, and been involved in at least five state FFA activities. The son of John Ohlinger, maintenance supervisor, Joey finished second in

the state in home and farmstead improvement proficiency and agriculture mechanic proficiency.  $\Box$ 

#### **Graduates**



Ball

David R. Ball, electrical engineer I, GO T&D Relay, Huntington, master of business administration, Marshall University.

Laura Weeks, daughter of W. H. Weeks, Jr., R/w agent senior, GO T&D R/e & R/w, Charleston, bachelor of arts in counseling and rehabilitation, Marshall University.□

### **Scruggs Earns PHR Certification**



Jackie Scruggs, human resources assistant, GO Human Resources, Roanoke, has earned the Human Resource Certification Institute's certification as a professional in human resources. This accomplishment signifies that she passed a rigorous examination showing a grasp of the considerable body of knowledge in the field of human resources management. Theoretical knowledge and practical experience combined

are requirements for certification.

The Human Resource Certification Institute (HCRI) is the research and credentialing affiliate of the Society for Human Resources Management (SHRM), the largest organization in the world representing human resources professionals.

Scruggs holds a bachelor's degree in business management from Mary Baldwin College and a master's degree in liberal studies/human resource management from Hollins College.□

# **Ginseng Collector Strikes Gold**



Logan Collector Garry Doss is an old hand at collecting ginseng roots during weekend forays into the hills of Logan and Mingo Counties. He struck gold recently, coming up with two 3-ounce roots, one measuring nearly 20 inches. The two roots could net him about \$30. Doss, who gathers about \$750 worth of roots annually, declares it's not only the money but also the spiritual effects of being in the mountains which keeps him searching.

### **Bring Your Son To Work Day**



Sons of Ripley employees had an opportunity to find out what their parents do for a living when that office observed "Bring Your Son To Work Day" on September 1. Participants included: Jerry Rhodes, line crew supervisor nonexempt, and son Jeremy; Mike White, line mechanic A, and son Michael; Arnold Mitchell, line mechanic C, and son Daniel; Greg Corley, line mechanic C, and son Mathanuel; Ron Harrison, area servicer, and son Eric; Sherry Roush, customer service representative A, and sons Kolt and Davey. Kolt is pictured above, enjoying refreshments.□

# Lynchburg Employees Volunteer For United Way Day Of Caring



Lynchburg Division employees were among the hundreds of volunteers who participated in the United Way of Central Virginia's Day Of Caring. The Appalachian volunteers removed a partially dead tree from the playground of the YWCA Family Violence Prevention Center. Pictured above are, front row, 1. to r., Tim Comer, meter reader, and Steve Thrasher, human resources supervisor. Back row, Wayne Clark, supervising drafter; Bill Bruce, electrical engineer; Dave Goodwin, line crew supervisor exempt; Jim Hines, line and station superintendent; and Jim Dalton, station crew supervisor nonexempt.

# **Amos Team Places In Charleston Corporate Cup**



Thirty-nine employees of the John Amos Plant participated in the 9th Annual YMCA Corporate Cup competition in Charleston, W. Va. The event promotes community wide interest and involvement in fitness and health activities.

In their second year of competition, the Amos Linebackers placed seventh out of 19 teams in Division III (companies with more than 300 employees). Both men and women participated in the activities, which included volleyball, softball, basketball hoop shoot, swim relay, innertube race, bed race, running events, bowling, shot put, tug of war, banner competition, tennis, billiards, and spirit competition.

# **Mountaineer Golf Winners**



Winners of the annual Mountaineer Plant golf outing, held at Riverside Golf Course, are: 1. to r., Bill Roush, maintenance mechanic A; Rick Penn, maintenance mechanic A; Hank Kurnot, father of Willie Kurnot; and Willie Kurnot, utility worker. Placing second was the team of Kenny Williams, maintenance mechanic B; Retiree Luther Smith; Dick Dixon, control technician senior; and Lou Gilland.

The Linebackers received plaques for first place in both banner and billiard competition and second place in tug-of-war competition. They placed in the top eight of nearly all events. Special thanks to Utility Worker Dan Smith for his help with the softball team. □

## **Bluefield Team Wins APCo Softball Tourney**



Bluefield Team #1 won the Appalachian Power Company softball tournament held at Graham Recreational Park, Bluefield, Va., in July. Team members were: front row, l. to r., Calvin Baker, Tom Hevener, Don Jones, Jack Crotty, and Kelvin Thompson, Middle row, Darrell Havens, Keith Wiley, Donnie Bailey, Mark Blankenship, Robbie Bratsis, and David Street. Back row, Johnny Odham and Tony Combs. Don Jones also received the most valuable player award. Glen Lyn Plant placed second in the tourney, Clinch River Plant third, and Centralized Plant Maintenance fourth. The tournament was coordinated by Tony Combs, Bluefield engineering technician senior.



Bradley-Johnson
Tommie Ellen Johnson to
Edward Allen Bradley, Glen
Lyn Plant utility worker B,
August 6.



White-Seeber
Karen Seeber to Steven Lee
White, June 25. Steven is
the son of Ted White,
Bluefield division manager.



Pennington-Keller Margaret Frances Keller, retired Bluefield human resources assistant, to Merel Brooks Pennington, July 25.



Vanco-Conklin Karen Conklin to Marc Vanco, Philip Sporn Plant utility worker A, August 28.

#### Bluefield

Jessica Nicole, daughter of Jerry Blessing, station mechanic A, August 13.

#### Charleston

Brandon Charles, son of Mike Shepherd, line mechanic D, July 20.

Allie Brooke, daughter of Scott Casto, engineering technician senior, August 1.

Evan Ray, son of Randy Hughes, automotive mechanic B, August 12.

#### **General Office**

Jonathan Dayshaune, son of Mary Gill, transmission clerk B, GO T&D Transmission, Roanoke, May 16.

Andrew Riley, son of Stephen Edwards, engineering technician, GO T&D Transmission, Roanoke, August 26.

#### Glen Lyn

Emily Erin, daughter of Bruce Mullins, industrial hygiene technician junior, August 19.

#### Kanawha River

Kadin Leonard, son of **Mike** Helvey, plant engineer senior, August 5.

#### Logan-Williamson

Cassidy Lee-Ann, daughter of Gary Starr, Logan marketing and customer services advisor, August 18.

#### Lynchburg

Leslie Danelle, daughter of Tim Comer, meter reader, September 4.

#### Roanoke

Zachary Keith, son of Barbara Carter, engineering technician senior, August 8.□

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Jones-Blankenship
Jeanette Marlene
Blankenship to Jeffrey Lee
Jones, August 20. Jeanette
is the daughter of Jim
Blankenship, Pulaski line
crew supervisor NE. Jeff is
the son of Ralph Jones,
Pulaski line crew supervisor NE.



Albaugh-Work
Jennifer Sue Work, to Todd
Ryan Albaugh, August 13.
Jennifer is the daughter of
Richard Work, Glen Lyn
Plant maintenance superintendent.



Nickell-Penfield
Lisa Penfield to Kenneth
Allen Nickell, May 21.
Kenneth is the son of Paul
Nickell, Central Machine
Shop production supervisor.



**Cruise-Walsh**Suzanne Kay Walsh to
Kevin Wayne Cruise,
August 6. Suzanne is the
stepdaughter of Carl
Gibson, Bluefield engineering technician.

### Hart-Burke

Paula Burke to Monty Hart, Philip Sporn Plant utility worker A, August 13.



Lori Martin to Joel
Williamson, July 9. Joel is
the son of George Williamson III, Kanawha River
Plant utility supervisor.

#### **Scott-Snead**

Vivian Snead to Jerry Scott, Lynchburg line mechanic A, August 20.



Wheeler-Bronson
Tammy Alane Bronson to
Shane Alan Wheeler, August
19. Tammy is the daughter
of George Bronson, distribution coordinator, GO T&D
Distribution, Roanoke.

James L. Dorsey, 85, retired Huntington building supervisor, died August 24. A native of Sissonville, W. Va., he was employed in 1941 as a maintenance man at Kenova Plant and retired in 1974. Dorsey is survived by his wife Wilhelmina, 1940 Pine Street, Kenova, W. Va.; one son; two daughters; ten grandchildren, and 16 great-grandchildren.

Howard A. Bowen, 85, retired Cabin Creek Plant office and stores supervisor, died September 8. A native of Marytown, W. Va., he joined Kentucky & West Virginia Power Company in 1928 as a laborer at Williamson and elected early retirement in 1972. Bowen is survived by one son and two daughters.

George W. Turner, 79, retired Fieldale customer accounts representative B, died August 21. A native of Buffalo Ridge, Va., he was hired in 1949 as a rural sales representative junior and retired in 1980. Turner is survived by his wife Mary Susan, P. O. Box 352, Collinsville, Va., and one son.

Hugh A. Howbert, 86, retired Roanoke heating and builder sales representative, died August 19. A native of Roanoke, Va., he began his career in 1935 as a meterman and retired in 1973. Howbert is survived by two daughters. Elmer L. Spencer, 70, retired Charleston line construction and maintenance representative, died September 21. A native of Dartmont, W. Va., he began his career in 1946 as a laborer and elected early retirement in 1986. Spencer is survived by his wife Dixie, 696 Poplar Lane, St. Albans, W. Va.; four sons; and one daughter.

Darrance Kathleen
Brookshire, 37, Charleston
marketing and customer
services advisor, died
September 27 after a lengthy
illness. A native of Bluefield,
W. Va., she was hired in
1981 as a customer services
advisor and had been on long
term disability leave since
1990. Brookshire is survived
by her husband Michael, 20
Birch Tree Lane, Charleston,
W. Va.

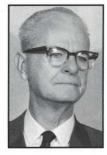
John A. "Al" Thompson, 76, retired Beckley meter electrician A, died September 21. A native of Beaver, W. Va., he was hired in 1946 as a meter helper B and elected early retirement in 1979. Thompson is survived by his wife Anna, 113 Parkway Street, Beckley, W. Va.; one

sister; and two brothers.

Vashti J. Miller, 73, retired Charleston head custodian, died September 23. A native of Ramage, W. Va., he was employed in 1947 as a car washer and elected early retirement in 1983. Miller is survived by his wife Hazel, 2088 Northview Heights, Charleston, W. Va.; four sons; and two daughters.







Bowen



Turner



Howbert



Spencer



Brookshire



Thompson



Miller

Ethel L. Drake, 86, retired Huntington draftsman senior, died September 7. A native of Huntington, W. Va., she was employed in 1946 as a tracer and elected early retirement in 1971. Drake is survived by her husband, Dr. A. Brooks Drake, 2741 First Avenue, Huntington. □

# **Honor Guard**

Harry E. Guilliams, captain of the Honor Guard for VFW Post #1264, Roanoke, Va., conducted the graveside service for Tommy Abshire, who died in July. Both Guilliams and Abshire retired from Roanoke Division as meter service mechanics A.□



Meredith Clarke cl. supv.-mail & strs. GO-Roanoke 35 years



Pam Snodgrass secretary John Amos 30 years



Gary Roark maint. supv. Philip Sporn 25 years



Jonny Worley cl. supv.-rep. & sup. GO-Roanoke 25 years



Pete Childress drafter senior Pulaski 25 years



Joe Weddle T&D supt. Pulaski 25 years



Doug Draper op. supt. Philip Sporn 25 years



S. Harnsberger M&CS rep. sr. Kingsport 25 years



J. D. Queen area servicer Wayne 25 years



John Overstreet eng. tech. I GO-Roanoke 25 years



Larry Smith trans. sta. supv. GO-Roanoke 25 years



John Floyd trans. mech. A GO-Bluefield 25 years



Metzel Turley secretary **CMS** 25 years



Jim Snyder maint. mech. **CPM** 25 years



Gary McClung trans. equip. op. GO-Roanoke 25 years



**Hoss Walters** area servicer Welch 25 years



Ron Kennedy eng. tech. sr. Charleston 25 years



Ralph Harrison line mech. A Charleston 25 years



**Elwood Bobbitt** line crew supv. NE Galax 25 years



Larry Taylor meter reader Tazewell 25 years



Mason Shrader auto. supv. NE Bluefield 25 years



line crew supv. NE Princeton 25 years



George Heartwell John Blankenship sta. mech. A Abingdon 25 years



Randy Perry reg. disp. GO-Roanoke 20 years

### Glen Lyn Plant

15 YEARS:

Jeffery Long equipment operator A

Robert Guy instrument mechanic A

5 YEARS:

Phillip Pennington utility worker A

#### Huntington

25 YEARS:

Don Simms meter service mechanic A

15 YEARS:

Walt Walker line crew supervisor NE

Paul Eaton line crew supervisor NE

Lloyd Gue line crew supervisor NE, Milton

Dave Adkins station mechanic B

Bill Nash station mechanic A

Buckey Ray line mechanic A

10 YEARS:

Joe Anderson T&D clerk A

#### Kanawha River Plant

5 YEARS:

Glen Kozak instrument mechanic B

#### **Kingsport**

15 YEARS:

Frederick Rutherford meter electrician A

#### Lynchburg

10 YEARS:

Dennis Smith, Jr. engineering tech. sr.

C. G. Stanley, Jr. meter reader supv. NE

#### Pulaski

10 YEARS:

James Swain line mechanic B, Galax

#### **Philip Sporn Plant**

25 YEARS:

David Kearns asst. shift op. engineer

Burton Hickman unit supervisor

15 YEARS:

Kelly Hawk coal equipment operator

Johnny Ohlinger unit supervisor

John Barton unit supervisor

Anthony Kopec performance superintendent

10 YEARS:

Phillip King maintenance mechanic B David Jones equipment operator B

Raymond Willford maintenance mechanic B

Richard Johnson equipment operator B

Charles Towner maintenance mechanic B

William Little maintenance mechanic B

Michael Meadows equipment operator B

Kevin Gallagher maintenance mechanic B

Robert Taylor equipment operator B

Mark MacKnight maintenance mechanic B

#### 5 YEARS:

Roy Sayre tool crib attendant

Kenberly Worley tool crib attendant

Kenneth Ramey tool crib attendant

Jeffrey Smith tool crib attendant

Thomas Evans utility worker A

Keith Pearson coal handler

Douglas Martin coal handler

Illuminator

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