

Vol. 1 – 2006

# powerline™

*connecting Thomas & Betts employees worldwide*

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***Thomas & Betts***

# From *Good* to *Great*:

## An Interview with Dominic Pileggi

PowerLine sat down recently with CEO Dominic Pileggi to explore what's working at T&B, where our opportunities are in 2006, and how he would like to see employees make a difference.



**PL: The company performed very well in 2005. Sales were up almost 12 percent and operating earnings were a healthy 12 percent of sales. Can it get any better?**

DP: You're right – T&B delivered great results in 2005 and we should all be very proud of our accomplishments. We did a great job offsetting higher material and energy costs and strengthening our position at distribution and with our end-user customers.

Having said that, I believe that we can – and have to – do even better.

When we benchmark ourselves against other industrial companies, we have to look beyond Cooper Industries and Hubbell – the most obvious competitors – but also at other industrial companies such as 3M, Emerson, Danaher and Roper Industries. What we've found is that these elite industrials deliver operating margins significantly higher than T&B.

Our goal is to be one of these elite performers. I won't settle for anything less and neither should anyone else. The investment community, as evidenced by our current stock price, believes and expects that of us as well.

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***“Our goal is to be one of the elite performers in our industry.”***

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## PL: How do we go from good to great?

DP: First, we continue to do what we've done so well, taking care of the basics: maintaining our financial discipline, watching our costs, improving our productivity and efficiency. None of this is the "sexy" stuff – it's just solid, hard, consistent work with an eye focused on continuous improvement. But this is the stuff that's the foundation for greatness.

Second, we need to continue to focus on the customer, to be market driven in everything we do. We've benefited from a strengthening economy for the past couple of years, which has allowed us to regain and solidify our industry leadership. However, it's unrealistic to expect to ride the wave of economic prosperity indefinitely. We've already seen some softening in the residential construction market. We need to prepare ourselves for the inevitable slowdown in industrial, construction and utility markets.

To be great, we've got to get every employee involved in making us the most customer focused and "easiest to do business with" company in our industry.

Bill Veeck, the former owner of the Chicago White Sox and an icon in the history of baseball, had an interesting perspective when asked why he watched the games from the bleachers instead of from the owner's box. He said: "I have discovered in 20 years of moving around a ballpark, that the knowledge of the game is usually in inverse proportion to the price of the seats."

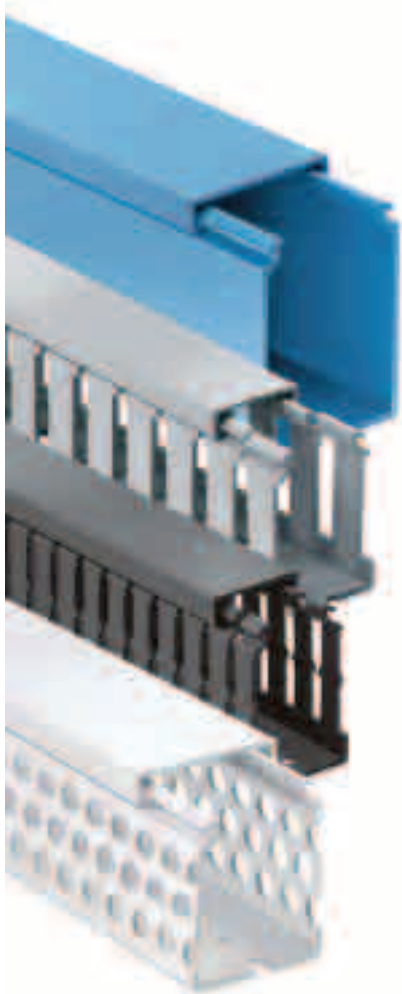
I believe that's true in corporations. Our employees are the ones closest to the customer and I'm counting on them to raise their hand and be heard when there's a better way of doing things.

This gets back to the Guiding Principles we introduced two years ago. I believe that it's a culture based on these principles populated with leaders and employees of all levels that demonstrate support for these principles everyday that will take us from good to great.

## T&B GUIDING PRINCIPLES

- We Treat Each Other With Respect.
- We Understand Customers' Needs.
- We Are Committed to Operational Excellence.
- We Are Committed to Continuous Improvement.
- We Treat Customers & Suppliers Like Partners.
- We Adhere to Sound Financial Strategies.
- We Value Creativity & Innovation.
- We Are Passionate About Winning.
- We Support Risk...But Never Recklessness.
- We Encourage Trust & Open Communication.

# U.S. Electrical Poised to *'Take it to the Next Level'*



This year is shaping up to be another great opportunity for the Electrical business to improve its performance and deliver strong results to the corporation.

“We have momentum,” said Chris Hartmann, who joined T&B three years ago to head up the U.S., Europe/Middle East/Asia Electrical business. “Over the past year, we managed significant external challenges, have grown sales faster than the competition and improved profitability in all key areas. The numerous awards we’ve received from customers help validate that we’re on the right track.” (See sidebar “Passion For Winning” on the back cover.)

As Hartmann sees it, 2006 is the year to take things to the next level. “Our future success will be measured by how we achieve organic growth,” said Hartmann. “We already have a strong foundation. Getting to the next level requires a true passion for winning and a commitment to being a team with one focus – the customer.”

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***“Every employee needs to have a maniacal focus on customers to help T&B win.”***

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In other words, every employee needs to have a maniacal focus on customers to help T&B win.

“We have to develop differentiating products and services that compel distributors to look to T&B first to meet their needs,” said Hartmann.

## ***U.S. Electrical at a Glance***

6,000 employees throughout the U.S., Europe and Asia

14 plants; 1 distribution center

>15,000 stock items/> 30 brands

Construction brands: Steel City<sup>®</sup>, Bowers<sup>®</sup>, Union<sup>®</sup>, Red Dot<sup>®</sup>, Kindorf<sup>®</sup>, Superstrut<sup>®</sup>, Shamrock<sup>®</sup>

Industrial brands: Ty-Duct<sup>®</sup>, Ty-Rap<sup>®</sup>, T&B Fittings<sup>®</sup>, Sta-Kon<sup>®</sup>, Color-Keyed<sup>®</sup>, Blackburn<sup>®</sup>, E-Z-Code<sup>®</sup>, Ocal<sup>®</sup>, Russellstoll<sup>®</sup>, Hazlux<sup>®</sup>, T&B Cable Tray<sup>®</sup>

## Success Matrix Defines Annual Goals

The Electrical group has used a 3x3 matrix (see accompanying graphic) to stay focused on its critical success factors: products, service and operational excellence. Within each area, every year has brought a new focus.

This year it is about delivering new products to the market ('pipeline'), making easier for distributors to do business with T&B ('ease') and improving external and internal communication ('communication').

"Every employee has a role to play in taking us to the next level," said Hartmann. "Every day, we should be thinking about what we're doing to grow the top line, improve the bottom line, or solve a problem that makes us a stronger business."

<b>PRODUCTS</b>	Pricing	Portfolio	Pipeline
	Availability	Delivery	Ease
	Costs	Productivity	Communication
	<b>2004</b>	<b>2005</b>	<b>2006</b>

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***"Every employee has a role to play in taking us to the next level."***

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## Focusing on a Few Initiatives Improves Success Potential

### Products - "Pipeline"

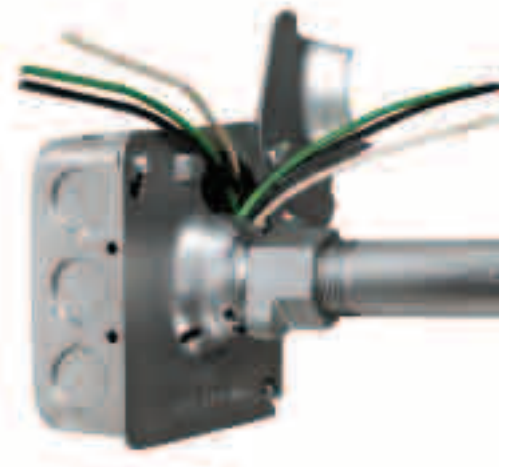
In 2006, the construction and industrial products group expects to reclaim the title of 'best in class' for new product innovation with the launch of more than 30 new products. (Editor's Note: The Marketplace column in PowerLine regularly features selected new products.)

Last year, the business focused on getting engineering integrated into marketing, an atypical approach in our industry. The result is targeted new product development supported by effective and timely marketing campaigns.

Jeff Greene, who heads the Electrical group's marketing and engineering team, thinks integrating engineering into marketing is a competitive advantage.

"Working together, our product managers and engineers consult with end-user customers to generate ideas for new products and to better understand the dynamics of a job site," said Greene. "By getting closer to the end user, we can stay one step ahead in developing new products that pull sales through the distribution channel." (See sidebar article "Electrical Takes Show on the Road and Gets Hummering," on page 6.)

"The new products we have in the works should give a big boost to our legacy products and help us leverage the premium brand names in our portfolio," noted Greene.





David Dean

## Service – “Ease”

According to David Dean, vice president of customer support and services, distributors appreciate the effort T&B has made to help them lower their operating costs through the use of advanced electronic tools.

“Products availability and timely delivery are a given,” said Dean. “Our focus is differentiating T&B with the level of service we provide and e-commerce is an important part of this equation.”

According to Woody Savage, who heads up T&B’s e-commerce initiative, more than 60 percent of orders came in electronically in 2005. That’s up from just less than 50 percent two years ago.



## Electrical Takes Show on the Road and Gets “Hummer”ing

The Electrical business wants everybody to know that they are serious about empowering the T&B sales team with end-user-directed training tools. So serious that they’ve taken the marketing show on the road – in two eye-catching Hummer 2 vehicles emblazoned with T&B graphics and brands and loaded with new product information.

“We picked Hummers because they are strong, durable and high quality – just like T&B products,” said Ann Jaehn, who is leading the mobile sales and marketing program. “They also look remarkably like a T&B Steel City steel outlet box, the industry’s leading brand of boxes.”

From March through October, electrical sales reps will tour their individual territory in the attention-getting Hummers. The goal is to use the Hummers to create excitement for T&B products at actual job sites with end-user customers such as contractors, electricians and specifiers.

“Normally we show our products in an office or lunch room,” said Eric Boldt, T&B’s sales rep in Tucson, Arizona. “The Hummer brought the show & tell out in the open. People could see that it was T&B and came over to learn more.”

“This program is part of our 2006 focus on offering our sales team enhanced marketing materials that help T&B stand out from the crowd,” said Jim Feeney, head of Electrical sales. “When a T&B Hummer pulls up to a job site, it makes a strong statement – T&B is back and stronger than ever.”

“This is a fun and unique way to create brand recognition for T&B among end-user customers,” added Jaehn. “We expect the two Hummers to log over a quarter million miles seeing customers. It’s a great way to ‘drive’ sales.”

Orders entered electronically benefit both the customer and T&B. They are less prone to errors, reduce labor costs and provide more control for the customer. In 2006, T&B plans to add more features to its web order entry system – such as the ability to upload spreadsheets and “copy and paste” from other files – to encourage even more customers, especially smaller distributors, to adopt web entry as an alternative to phone or fax orders.

“Smaller distributors may not be as sophisticated in using e-commerce as the national chains, but the time, labor and cost savings can be just as significant,” said Savage. “Our job is to help them understand and use the technology to their advantage. This means making our system as easy-to-use as possible.”



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**“Results are everybody’s business. This is the attitude that will take us to the next level.”**

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### **Operational Excellence – “Communication”**

Hartmann noted that the Electrical team has done an excellent job creating a culture where lean thinking is the norm and where employees at all levels contribute to productivity improvements in the factories.

In 2006, the focus will be on supporting operational excellence by ratcheting up the level of communication to customers and employees who touch the customer directly, such as the sales force.

In the marketing arena, Greene says the focus will continue to be on empowering the T&B sales team with end-user-directed training tools. In 2005, they launched a series of Support and Application Training (SAT) modules on key issues such as National Electrical Code Changes, Labor Savings and Seismic Bracing. New SAT modules will be added in 2006.

“Marketing is committed to giving the T&B sales organization better consultative selling tools to help enhance how we interface with end-users, contractors and specifiers,” said Greene. “Comprehensive knowledge of our products, product applications and competitive advantages are critical factors to our continued success.”

In 2006 product marketing will also build new product training modules. The new modules will be available online 24/7 and focus on core construction and industrial product lines. The first module will be available in June with additional modules to follow throughout the year.

“We have great brands and great products,” said Greene. “Making sure our distributors and sales reps fully understand the advantages of T&B products versus the competition is critical to building end-user loyalty.”

The business will also focus on improving communication throughout the entire organization.

“We need to think and act globally in order to fully leverage our capabilities and product portfolio,” said Hartmann. “Even though electrical standards may vary from country to country, there is still an opportunity to leverage our knowledge base and portfolio of brands to drive growth.”

To this end, the business recently held its first global marketing summit. According to Greene, it was well worth the effort.

“We have a lot of talented people within Thomas & Betts,” said Greene. “Working as one team, we can better plan for the future and achieve our mutual goal of profitable growth.”

## Preparing for an Economic Downturn is Everybody's Business

"We've been fortunate to have seen relatively consistent improvement in our key end markets over the past couple of years," said Hartmann. "We have leveraged this market strength to achieve better-than-average growth in both sales and earnings."

"Taking the business to the next level means being ready to mitigate the negative effect of factors that may be beyond our control, such as economic downturn," continued Hartmann.

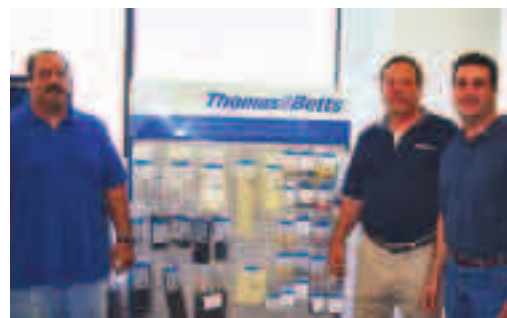
"We can't control the macro economy but we can control how we react to it."

According to Hartman, every Electrical Division employee needs to know how he or she can best contribute to the business and needs to be proactive in doing so.

"Results are everybody's business," said Hartmann. "This is the attitude that will take us to the next level."

### T&B Electrical Sales Reps Go to the Extreme

#### Thomas & Betts EXTREME MAKEOVER COUNTER DISPLAY EDITION



Thomas & Betts introduced a bold new modular merchandising program in 2005 including more than 30 components and 10 stock units designed to provide maximum exposure of fast-moving items. The program is designed to make T&B more visible at distributors.

To jump start the program, the U.S. sales team participated in a year-long "Extreme Makeover" promotion. Entries were judged in three categories: "Extreme Creativity", "Property of T&B" and "New and Improved."

"Our new merchandising program was the driving force behind 3E Electrical Engineering & Equipment distributor branches (Des Moines, Iowa) converting from a competitor to T&B products," said Don Juszcyk, Midwest sales representative. "They liked the look and placed them 'front and center' in the counter area. Now T&B products are the first thing a customer sees when they walk in the door."

According to South Central sales rep Britt Elmore, "At the Rexel branch in Vicksburg, Mississippi, we totally re-designed the counter area with displays for Sta-Kon®, Color-Keyed®, Ty-Rap®, Steel City® Boxes and Red Dot® Weatherproof. As a result, counter sales have grown more than 25 percent."

Winners for the year long promotion included:

#### "Best of the Year"

**Rich Craven**

Pacific Southwest Region

Other winners:

**Angelo Dombrowski**  
Mid-Atlantic Region

**Britt Elmore**  
South Central Region

**Bob Zimmerman**  
Mid-Atlantic Region

**Joan Kraemer**  
South Central Region

**Chad Minkler**  
Midwest Region

**Alan Amidon**  
South Atlantic Region

**Eleanor Marschke**  
Southeast Region

**Ben Hampton**  
Mid-South Region



# MARKETPLACE

## Color-Keyed® Crimping Counter Day A Huge Success

T&B demonstrated its Color-Keyed crimping during a daylong event at K&K Electric Wholesale in Downey, CA. With over 100 attendees, it was one of the “best attended counter days in years,” according to T&B sales rep Rich Craven. The event included an impressive 8-foot display of T&B products.



*Rich Craven hosts T&B Counter Day at K&K Electrical.*



## The Heat is On For Shrink-Kon®

The new Shrink-Kon portable heat-shrink torch offers contractors and OEMs a safe, simple and effective solution for heat-shrinking, brazing and soldering items. The unit is hot enough even for thick-wall heat-shrink tubing – yet it operates on standard, widely available butane and lasts 220 minutes per fueling. The torch also includes a sturdy, removable base for hands-free operation.

## Connecting to the World

U.S. customers have told T&B of an emerging need: to have “true” metric connectors to meet the increasing number of conductor imports they’re installing. In response, T&B is playing a role in keeping the world connected with the introduction of a new line of metric connectors for the Color-Keyed and Sta-Kon® connector lines.





## New Pre-Fab Components Provide Fabulous Flexibility for Customers

T&B has introduced Steel City® Pre-Fab Components designed for the growing pre-fab construction market. Pre-fab components mean contractors can pre-assemble components offsite, saving valuable time and lowering the cost of the installations. They are especially helpful on fast-track projects such as hotels, casinos, hospitals, large office buildings and any other commercial or institutional application.

### *T&B Hosts International Meeting on Electrical Boxes*



T&B's Steel City® and Iberville® branded outlet boxes, device boxes, and floor boxes have helped set the standard in North America for more than 100 years. But today's emphasis on global markets has created expectations that leading products will comply with international standards regardless of where the product will be used.

"Trade agreements signed by the U.S. and Canada with other countries stipulate a preference for international standards," said Tim McNeive, manager, Global Standards, for T&B's Engineering Support Services Group.

That's why T&B recently hosted a two-day meeting of the International Electrotechnical Commission (IEC). Representatives from manufacturers, test labs and national federations of installers, designers and regulators from ten European countries, Canada and the U.S. met to address ways to improve electrical safety and reduce unnecessary technical differences – such as different test methods.

Deciding to participate in the IEC standards development process isn't always an easy decision.

"Potential markets for our traditional 'hard-wired' electrical products are limited outside of North America, therefore the payback can be difficult to measure," said McNeive. "Our goal has been to take a leadership role in shaping the international dialogue for standardization. In the world of standards, as in many other areas, the result is decided by those who show up, and are active in the process."



*Representatives of the International Electrotechnical Commission met at T&B's world headquarters in Memphis, Tennessee.*



## ***T&B Breaks into Satellite Communications Market***

Using a cross-company approach, the communications products team has built a strong presence in a new multi-million dollar market – satellite communications – in just over three years.

“We were able to develop an extremely successful relationship with a key customer – EchoStar – based on the quality and value of our product solutions,” said Mike Lynch, market manager for satellite products.

EchoStar, based in Englewood, Colorado, provides Direct Broadcast Satellite television products and services to customers worldwide.

Several cross-functional teams were responsible for building the business. They include employees from the communications team, the Horseheads, New York manufacturing facility, marketing, engineering, product management, customer service, application engineering and sales.

To keep the momentum going, the communications products team is developing an enhanced distribution channel and building a customer base, including working to duplicate the effort with other large satellite providers.

## **Bedtime Reading By T&B Employee**

Tim McNeive, manager of global product standards, recently had a technical article published in IAEI News, the official publication of the International Association of Electrical Inspectors. The article was entitled “Conduit Bodies and Their Use in Accordance with the NEC.” McNeive is a member of the T&B’s technical services group, which is well known in the industry for helping electrical inspectors and installers properly interpret National Electrical Code requirements.



*Tim McNeive has a technical article published in a leading trade magazine.*



# EMPOWERED PEOPLE

## Utility Group Leadership Strengthens Strategic Outlook

Dave Stevens, who has spent more than 30 years helping T&B develop its leadership position in high-voltage connectors used by electrical utilities to distribute power to customers, has taken on a new role as Vice President – Business Development and Integrations for the U.S., Europe, and Middle East/Asia electrical business. In this newly created position, Stevens will help define potential growth opportunities for the business, including merger, acquisition and joint venture opportunities.

Bob Caporale has been named to replace Stevens as Vice President of the utility products business. Caporale joined T&B from Pirelli Power Cables & Systems, where he held positions in marketing, engineering and product management. He also brings valuable perspective from the customer side of the business, having spent three years as a project manager with Commonwealth Edison – one of T&B’s largest utility customers.



*John Norman was honored by Nottingham, for his 50 years of service to T&B.*

## U.K. Employee Retires After Half a Century of Service

In December 2005, John Norman, a T&B employee from the Nottingham facility in the United Kingdom, reached a significant milestone – 50 years of service with the company.

Norman began his career with the Furse Company in 1940, when he joined as a trainee turner on a five-year apprenticeship. He eventually moved to the machine shop and tool making areas.

John retired at the end of 2005, but plans to stay close to T&B in a sense...he’s planning an upcoming trip to the U.S. that will include a visit to Graceland, located near T&B World Headquarters in Memphis, Tenn.



*Bob Caporale*



*Dave Stevens*

## Hackettstown Showcases Products in Use

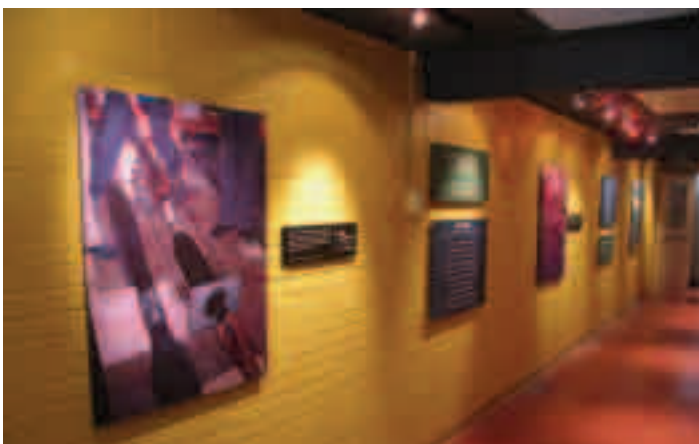
T&B's Hackettstown, N.J. plant has made a lot of changes recently – both to its manufacturing operations and in its efforts to help employees become more knowledgeable about how products they build are used to distribute electrical power around the world.

“Hackettstown employees are a key part of the high quality reputation enjoyed by our Elastimold® and Blackburn® products,” said Kay Hedges, Hackettstown manager of human resources. “Showing all employees how their products are used has the added benefit of instilling pride in a job well done.”

To illustrate how the products are used by utilities in the field, the plant has added high-quality, 30 x 40 inch photographic prints to the facility's entrance hallway. Signage related to safety and important manufacturing statistics are also part of the display.

The photos include vault installations of separable connectors, a pole-mounted, three-phase, molded vacuum interrupter and a transmission splice installation in Dubai.

The end result is a bright, colorful “story” that provides educational information and reminds Hackettstown employees of their contribution to T&B's success.



*Hackettstown's pride in their products shines through in a hallway featuring the plant's products in use around the globe.*



*Ibis Barnett (left) and Nancy Sanchez accepted the award, which recognized T&B Mexico's nine-year commitment to hiring employees with disabilities.*

## T&B Mexico Recognized for Inclusiveness in Hiring

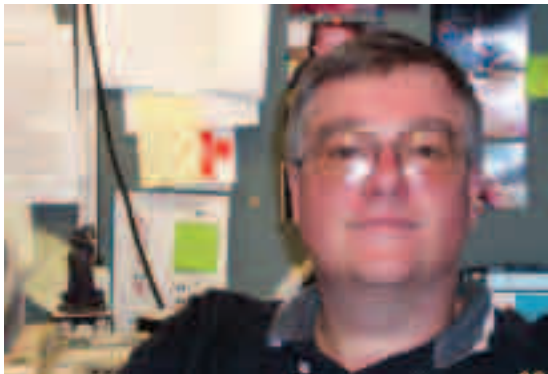
T&B Mexico has been recognized for its nine-year commitment to building a workforce that promotes inclusion for people with disabilities.

Ibis Barnett and Nancy Sanchez, Human Resources for T&B Mexico, accepted the award during a ceremony held in Mexico City. The award was presented by Francisco Javier Salazar Saenz, Labor Cabinet Secretary for Mexico's President Vicente Fox.

## T&B Employee Assumes Leadership Role In Data Intelligence Community

Richard Wilson, business systems manager for T&B's Data Warehouse, has been elected vice president of the Mid-South chapter of The Data Warehousing Institute (TDWI). TDWI is the premiere provider of in-depth, high-quality education and research in the business intelligence and data warehousing industry.

Wilson's role will help T&B develop strong relationships with other business intelligence/data warehouse professionals to share challenges and best practices in this specialized community.



*Richard Wilson, business systems manager for T&B.*



*T&B is committed to its principle of "Treating Suppliers Like Partners." The company recently hosted a conference for its Top-10 suppliers.*

## Supplier Conference Emphasizes Open Communication and Operational Excellence

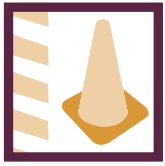
Successful relationships require, among other things, a commitment to building long-term partnerships. T&B's Electrical business recently hosted a Supplier Conference in Memphis, Tennessee, to enhance communication between the company and its key suppliers. More than 50 supplier representatives from T&B's top 25 suppliers attended the event.

According to Mike Bragdon, who leads T&B's purchasing team, a goal of the conference was to learn from suppliers how T&B could help improve their business.

"As partners, we want to help each other continually improve," said Bragdon. "We also used the event to introduce our Supplier Pull system – the system that signals suppliers when we need more materials at our plants."

Attendees also heard from Tennessee Packaging, which supplies all cardboard boxes for T&B's Athens, Tennessee facility.

"This supplier has done a great job in helping T&B reduce inventory, improve service and cut costs," noted Bragdon. "Ours is an excellent example of a win-win relationship."



# ***SAFETY ZONE***

## **Safety First is T&B Culture**

Creating a culture of safety in all of our plants is an important part of how we're living the T&B guiding principle of Treating Each Other With Respect, according to Tim Coates, vice president of operations for the Electrical business.

"Making sure our employees are safe is an important obligation for all of us," said Coates. "Accidents create worry for everyone – our families, our friends and our co-workers."

Several plants have taken innovative steps to improve their Lost Time Accident Rate, a key measure of safety performance, and to make safety awareness the foundation of how they conduct business in our operations each day.

At the **Albuquerque, New Mexico** plant, the focus on safety is more than management's responsibility. The plant's Safety Committee, chaired by Christine Glomski, a production worker, includes 11 people representing all areas of the facility. The committee performs a 'wall-to-wall' monthly safety audit, "Eyes for Safety." Minor findings are corrected immediately; the committee tracks other issues that may require more time or resources until resolution. Albuquerque also has 31 First Aid responders who are equipped with portable first aid kits for treating minor injuries, allowing them to respond immediately.

To keep attention focused on safety, the Albuquerque facility created a five-foot tall safety mascot, built of Elastimold® parts. Nicknamed "Joltron," (which was suggested by Albuquerque employee Debbie Tapia) the mascot will be a visible tracking tool for plant injuries. Injuries will be marked on Joltron's corresponding body parts.

Albuquerque's focus is paying off. From 2003-2005, the plant cut its recordable incidents by more than half, and lowered its number of lost-time incidents from eleven to two.



*Athens employees pledge their signatures to safety.*

Employees at the **Athens, Tennessee** plant are publicly re-committing to doing their part in building a safe working environment. More than 390 employees signed a "Signature Safety" banner to pledge their promise to safety. Employees also signed individual pledge cards, which were co-signed by Plant Manager Herb Bradshaw, and mailed to employees' homes. Bradshaw also holds small group meetings on all three shifts to share updates from the safety committee, talk about investments in new equipment, and reinforce the goal of zero accidents. Employees received Zero candy bars and Coke Zero soft drinks to reinforce the message.

The **Jonesboro, Arkansas** facility has been recognized by the state government for its excellent safety record, but that doesn't mean the plant is resting on its laurels.



*Gerald Lucero poses with Joltron, the safety mascot he created for the Albuquerque facility.*

“The key to any safety awareness program is freshness,” said Mark Howell, safety coordinator. “Constantly improving what works best for us is how we’ve kept safety at the forefront.”

In 2005, the plant’s “Safety!...It’s a Matter of Choice!” program inspired employees to go a million hours without a Lost Time Accident for the second time in two-and-a-half years. Besides shattering the previous record, the Arkansas Department of Labor, as well as the Arkansas Workers’ Compensation Commission and the World Safety Organization recognized the achievement.

According to Doug Bryson, the facility’s manager, setting their sights on a “Strive for 95” goal allowed the plant to break its all-time record for days without a recordable incident (previously at 94 days).

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***“We believe that planning for anything other than ‘zero’ means that we’re willing to accept having accidents, and we’re not!”***

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*Lost Time Accident –*  
An incident that causes an employee to miss work days (consecutive or not) after, but not including, the day of an occupational injury or illness. Specifically, the employee would have worked, but could not perform all or any part of his or her normal assignment because of the occupational injury or illness.

In the Ocal® fittings part of the plant, they hold brief daily meetings and use “Safety StarPoints” to keep safety constantly at the forefront of operations, said Bobby Jones, section manager. This focus has resulted in more than 17 months without a recordable accident.

“One a Day to Keep the Doctor Away” asked each employee to correct one minor safety issue a day, every day for a month, said John Shatzer, human resources manager. Those who participated identified 22 items per person.

In **Portland, Tennessee**, T&B’s facility began 2006 with a different approach to safety. According to Matt Fadule, plant manager, the Portland team created a Zero Accident (ZAC) program, in which living Zero Accidents as a daily goal is part of the fabric of the plant.

“We believe that planning for anything other than ‘zero’ means that we’re willing to accept having accidents,” said Fadule. “And we’re not!”

The results so far in 2006 are encouraging. Portland’s frequency rate for accidents has dropped dramatically, and the plant has worked more than 3,630,000 hours without a Lost Time Accident.



# HEALTH & FITNESS



## Sometimes It's *Good* to Be a **QUITTER**

**50%** That's the percentage of smokers who will end up dying from a smoking-related illness. And it's not just from lung cancer: smoking can also lead to cancer of the mouth, voice box (larynx), throat (pharynx), esophagus, bladder, kidney, pancreas, cervix, stomach, and some leukemias, as well as other numerous health ailments.

A group of employees at T&B's **Mercer, PA** plant decided they didn't like those odds and decided to quit together.... quit smoking, that is. Research shows that their instinct was right – smokers are four times more likely to succeed in quitting when they are part of a group.

Supported by their local management team, the Mercer group's program included a variety of treatment mechanisms, including group meetings and acupuncture-type treatments involving laser light. The effort was a big success and encouraged other employees to follow suit.

What does it feel like to quit? According to William Synder, "I smoked for about 40 years and tried to quit several times. It has been 5 months and I feel great."

Likewise, Karian Kasbee found the group activities encouraging and helpful.

"We discussed root causes of why we were smoking and many options on ways to help me quit," said Kasbee. "Since I have quit, I feel much better and my son is very happy with me."



*Five of the successful quitters: From left, Rick Shuster, Pam Wilson, Bill Snyder, Karina Kasbee and Paul Shimek. Not pictured: Ray Brest, Bev Pas and Jeff Wasser.*

**Editor's Note:** Rising health care costs affect us all – as individuals and as a member of a public corporation. Thomas & Betts supports the health and wellness of our employees through a variety of initiatives such as emphasizing safety in the work place and offering assistance with health insurance for employees and their families. You can help manage these costs by proactively taking steps to safeguard your health. From time to time, PowerLine may address health care issues of broad interest to T&B employees.



## The Benefits Get Better Over Time\*

- 20 minutes: Your blood pressure and pulse rate return to normal.
- 8 hours: Oxygen levels in your blood return to normal.
- 24 hours: Carbon monoxide has been eliminated from your body. Your lungs start to clear out mucus and other smoking debris.
- 48 hours: No nicotine left in your body. Your ability to taste and smell is greatly improved.
- 72 hours: Breathing becomes easier. Your bronchial tubes begin to relax and your energy levels increase.
- 2-12 weeks: Circulation improves throughout the body, making walking and running a whole lot easier.
- 3-9 months: Coughs, wheezing and breathing problems get better as your lung function is increased by up to 10%.
- 5 years: Heart attack falls to about half that of a smoker.
- 10 years: Risk of lung cancer falls to half that of a smoker. Risk of heart attack falls to same as someone who has never smoked.

\*[www.quit.org.uk](http://www.quit.org.uk)

***For more information on how you can successfully quit smoking, check out these resources***

*U.S. National Quitline  
1-800-QUITNOW*

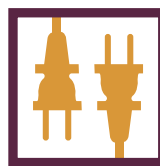
*Quit Charity  
[www.quit.org.uk](http://www.quit.org.uk)*

*American Cancer Society  
[www.acs.org](http://www.acs.org)*

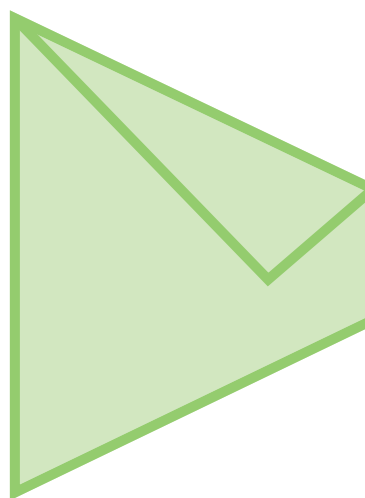
*British Heart Foundation  
[www.bhf.org.uk](http://www.bhf.org.uk)*

*National Cancer Institute  
[www.cancer.gov](http://www.cancer.gov) or  
[www.smokefree.gov](http://www.smokefree.gov)*

*Canadian Cancer Society  
[www.cancer.ca](http://www.cancer.ca)*



# ***PLUGGED IN***



## **T&B Puts the Dot in Dot.Com**

T&B has switched from using the underscore to using a dot for its global email address. Effective immediately, all employee email should reflect your user name as `firstname.lastname@tnb.com`. Why the change? Because users typically find it easier to use a dot than an underscore in typing out names. It's also the emerging practice in cyberspace.

Don't worry – the old email address, `firstname_lastname@tnb.com`, will continue to be accepted by our system indefinitely. However, you should let your external contacts know that they should change your address in their systems to the new configuration.



# TIDS & BITS

## T&B Products Capture the Joy of the Holiday Season

The joy of the holiday season sparked the creativity of T&B employees.

T&B Canada created a “Frosty Snowman” bejeweled with a variety of T&B electrical products. Red and blue Marrette® wire connectors served as eyes and his smile, a pair of Express Tray® brackets were his arms, and his buttons were plastic bullet liquidtight fittings.

Farther south, in Memphis, Tennessee, the company’s headquarters could be seen for miles when the lights went on a 30-foot Christmas tree made up of nearly 900 feet of Kindorf, metal framing and support systems. The tree featured 1,500 lights and required approximately 250 hours to build, according to Mark Pfaller, product manager for modular metal framing products.

“The Kindorf® Channel System is designed so that the maximum number of support and framing applications can be constructed with a minimum amount of labor and pieces,” said Pfaller. “Introduced more than 60 years ago, Kindorf is generally regarded as the premier line of strut in the U.S. It is truly an ‘evergreen’ product for T&B and that’s why it was the perfect material for our Christmas tree.”

Other team members contributing to the effort included Bill Custead of T&B’s Athens, Tennessee facility, who designed the custom brackets that joined the Kindorf struts; Cong Dihn and Dan James, product engineers in the Construction products group, who designed the tree; and American Electric of Memphis, Tennessee, the electrical contractor that constructed the tree.



*The creative use of T&B products led to the creation of a unique ‘Frosty’ in Canada and a magnificent Kindorf Christmas tree in Memphis.*

# Passion For Winning Leads to Impressive List of Awards

T&B's U.S. electrical business is proud to have received a number of diverse awards from its customers and suppliers in the past several weeks.



## Affiliated Distributors

Supplier of the Year - Overall Leadership, 2004-2005

## Graybar Electric Company

Best of Show for Solution Selling, 2005

## WESCO International

Outstanding Sales Performance, 2005  
Branch Communication Award, 2005

## GE Supply

Best Sales Promotion – (Great Outdoors Promotion)

## IMARK

Product of the Year (Kindorf® Angler Pipe and Clamp)

## Hagemeyer North American

Outstanding Sales and Service

## Do It Best Corporation

Best Vendor 2005

## Evergreen Marketing Group

Highest Year-Over-Year Sales Increase

## Standard Electric

Vendor of the Year

## National Electrical Contractors Association

Silver Training Partner

## Plant Engineering Magazine

Product of the Year, 2005 - Maintenance, Tools & Equipment Category (E-Z-Code® EZL 100 Kit)

## Electrical Contracting Magazine

Product of the Year – Fasteners, Hangers & Accessories Category (Kindorf Angler Pipe and Clamp)

## Powerline Online!

Powerline is now available with expanded photos on T&B's intranet homepage.

You can find it under "Departments – Human Resources."

**THOMAS & BETTS CORPORATION**  
8155 T&B Boulevard  
Memphis, TN 38125

Your comments are welcome.  
Please send correspondence to:

Powerline  
Mail Stop 4A-31  
8155 T&B Boulevard  
Memphis, TN 38125  
e-mail: Powerline@tnb.com  
fax: (901) 252-1306

**EDITOR:** Tricia Bergeron

**CONTRIBUTORS TO POWERLINE:**

In addition to the employees noted in the text, many other employees helped gather information for this issue of PowerLine. They include: Catherine Anderson, Andy Barger, Julie Barlow, Al Bierman, Andre Boudreau, Lynne Casey, Sue Conklin, Dick DeGeorge, Mark Howell, Rachel Kesselman, Linda Kimball, Bill Licht, Janie Madrid, Judy Rawles, Doug Smith, Rich Stanley, Ellen Vizzi, Carolyn Zigo.

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