

Vol. 2 – 2006

powerline

connecting Thomas & Betts employees worldwide

**Reznor® Heats 'Em Up
and Cools 'Em Down**
page 6

**Passion for Winning
Helps Steel
Structures Grow**
page 7

**Walking in
the Customer's
Shoes Enhances
Electrical Training**
page 9



Taking It To the Street

— Wall Street That Is
page 2

Thomas & Betts

Taking It To The Street

— Wall Street, That Is



For some people, Wall Street is a mythical place -- a place where fortunes can be made or lost in a day, a place where “greed is good” and cutthroat capitalism reigns.

But Wall Street doesn't need to be intimidating. It's really just another market -- a market where the stock of public companies, such as Thomas & Betts, is bought and sold by large and small investors hoping to make a profit when the company profits. In fact, more than half of Americans invest in the stock market, either through mutual funds, 401K plans or the outright purchase of stock.

Investors have a lot of choices when it comes to investing their money. They can choose stocks, bonds, mutual funds, commodities or a host of other investment vehicles. T&B competes against other industrial companies for investor

dollars -- a list that includes obvious competitors -- such as Cooper Industries and Hubbell -- as well as 3M, Emerson, Danaher, Roper Industries, Rockwell Automation and many others.

In order to decide which stocks to own or sell, investors want to know what's “behind the numbers” -- what drives the performance of the company. That's why public companies devote time and resources to developing relationships with shareholders and prospective shareholders.

“Our shareholders are the real owners of T&B,” said Tricia Bergeron, who leads T&B's investor communications effort. “The job of investor relations is to ensure that investors understand our strengths and strategies as well as the dynamics of our markets.”

“Investors have great faith in our ability to continue to manage our business tightly and outperform the market on sales and earnings growth. Our goal is to exceed their expectations.”

As owners, they share in the success when the company profits -- either through a rise in the stock price or the payment of dividends. A stock's value can change at any moment, based on everything from interest rates to investor sentiment to the weather. But over the long term, what matters are earnings.

Companies also have the ability to purchase their own stock, which reduces the number of outstanding shares. Because there are fewer shares, or claims, on the company's earnings, the relative ownership of each investor increases. This can help support a higher stock price.

According to Bergeron, T&B has been able to use some of its cash to repurchase shares without affecting the company's ability to pursue strategic growth opportunities.

Myriad Of Metrics Used By Investors

According to Bergeron, one common measure used to compare stocks is a company's P/E or price/earnings, ratio -- which is the price of the stock (the ‘P’) divided by the earnings per share (the ‘E’) for the past four quarters. A higher P/E indicates investors are willing to pay more for the stock, typically because the company has a more favorable future outlook.

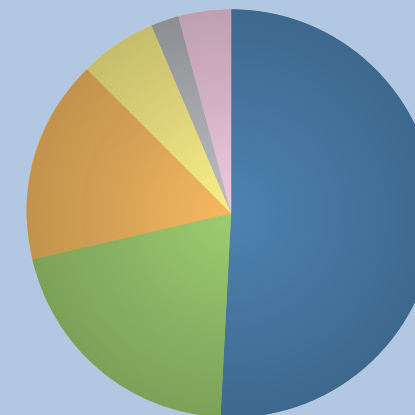
“The P/E ratio isn't foolproof,” said Bergeron. “Two companies can have the same P/E but have very different outlooks for growth.”

That's why some investors look at a forward P/E, which is based on stock analysts' estimates of what the company's earnings will be for the next four quarters. T&B's historical and forward P/E has generally been higher than many peer companies for the past few quarters.

Who Owns T&B Stock?

Largely institutional investors, not individuals, own T&B stock. In fact, institutions hold about 94 percent of T&B's stock. Some of T&B's shareholders are household names, such as Fidelity, Pioneer Investments, ING, Vanguard and Franklin Templeton. More than half of TNB's shareholders are located in New York and Boston.

T&B Shareholders By Investment Style



- **Growth investors** look for companies that are growing faster than the market and will continue to do so.
- **Value investors** focus on finding companies that are a ‘bargain’ relative to others stocks.
- **Index investors** create portfolios to match the composition of broad-based indices such as the S&P 500, the Russell 1000 or the NASDAQ 100.
- **Momentum investors** invest in stocks whose price, earnings or earnings estimates are advancing faster than the market in the short term.
- **Income investors** tend to choose stocks that pay a dividend.
- **Other** encompasses a range of styles that are not based on the financial fundamentals of the stock.



Who Sets The Rules?

Companies go “public” by issuing shares, which raises cash that can be used to grow the company. Being publicly traded also opens other financial doors. Because of the increased scrutiny, public companies can usually get better rates when they issue debt. And when acquiring other companies, public companies can use issue stock to help pay for the acquisition.

But being public also has certain requirements.

The Securities and Exchange Commission (SEC) sets and enforces the rules for public companies, and requires them to file documents and meet stringent reporting requirements including public disclosure of financial statements.

These requirements also mean that certain financial information must be kept confidential until it is released simultaneously to all public audiences. That’s why employees may not always be the first to know “big” news.

The New York Stock Exchange (NYSE) also sets rules for companies that trade their stock on the “Big Board” such as T&B. The NYSE is the largest stock exchange in the world by dollar volume, and T&B stock has traded on the NYSE since 1962. Not every company is a candidate to list on the NYSE. It depends upon size, trading volume, liquidity in the stock and other factors.

**TNB
LISTED
NYSE**

“We have performed very well and this has been reflected in our stock price,” said Dominic Pileggi, T&B’s chairman and CEO. “Investors have great faith in our ability to continue to manage our business tightly and outperform the market on sales and earnings growth. Our goal is to exceed their expectations.”

Cash flow is another important measure for Wall Street. Investors want to know if the business generates enough cash to cover its costs and how the company will use any leftover cash.

“Contrary to what many employees believe, managing a company’s cash is not the job of the finance department,” said Ken Fluke, T&B’s chief financial officer. “Every employee either uses or generates cash everyday in the normal course of business and, therefore, contributes to our performance.”

For example, if a plant builds too much inventory, that uses up cash. If the credit department gets a customer to pay their bill in 30 days instead of 45 days, that generates cash.

“The cash we generate belongs to the shareholders,” said Fluke. “We have an obligation to manage it wisely on their behalf.”

Other metrics like gross margin, sales, general and administrative costs (SG&A), and earnings before income taxes (EBIT) help round out the performance snapshot.

“Fundamentally, investors want to make money in order to have T&B viewed as a ‘must-have’ or core holding within the industrial sector, we need to continue to deliver better-than-average financial performance and to continually meet or exceed investor’s expectations,” said Bergeron.

Tricia Bergeron, Vice President of Investor Relations and Corporate Communications, speaks to investors at the Morgan Keegan 2006 Equity Conference in Memphis, Tennessee.



Listening to the Street

“We spend a lot of time educating analysts and investors about our business – through one-on-one meetings, investment conferences and plant tours,” said Bergeron. “But it’s also a two-way flow of information. We listen to their concerns and take them into consideration as appropriate.”

And what does the Street tell us?

The following are taken from recent analyst reports written on T&B.



“TNB is well positioned to continue to benefit from improving demand across the commercial construction, industrial and electric utility end markets. We reiterate our Outperform rating...[While] the stock chart doesn’t look healthy...business really is good...We recommend investors buy shares of TNB...on weakness.”

Alex Rygiel, Friedman, Billings, Ramsey & Co.



“In short, we think the fundamentals are intact, with solid visibility into organic growth and margin expansion...Key aspects of TNB’s business model that should continue to create value include: 1) incremental margins north of 30%; 2) sustainable share gains; 3) solid long/late cycle exposure; 4) best-in-class logistics and IT capabilities; 5) a highly liquid balance sheet; and 6) TNB’s 29% stake in Leviton...We reiterate our Sector Outperform rating.”

Chris Glynn, CIBC World Markets



“TNB posted another strong quarter as core electrical markets remain robust...With a share repurchase completed and a very strong balance sheet, TNB is well positioned to pursue strategic acquisitions. We remain positive on the share and reiterate our BUY recommendation.”

Mark Grzymiski, Needham & Co.



Ken Fluke

Telling the Story with One Voice

According to Bergeron, it’s important to tell our “story” with one voice. T&B has three designated spokespersons (the CEO, CFO and Investor Relations officer) and a Disclosure Committee that helps determine what information will be disclosed.

“It’s not just about the financial numbers, but the story behind the number that makes a difference,” said Bergeron. “For a decentralized company like T&B, it’s about fitting all the pieces together into a sharp, concise message.”

“Credibility is king on Wall Street,” continued Bergeron. “If we say we’re going to do something, we better do it. For example, if we want to call ourselves an innovative company, we better have the data to prove that we’re generating plenty of new products that make a difference to our customers.”

What is our “story” to the Street?

“Our primary message is that T&B is well-positioned to grow,” said Bergeron. “We have market-leading brands, strong distributor relations, and excellent manufacturing operations. We also have a strong culture of accountability where we’ve proven we can maintain financial discipline and reduce costs.”

“It’s not just about the financial numbers, but the story behind the number that makes a difference.”

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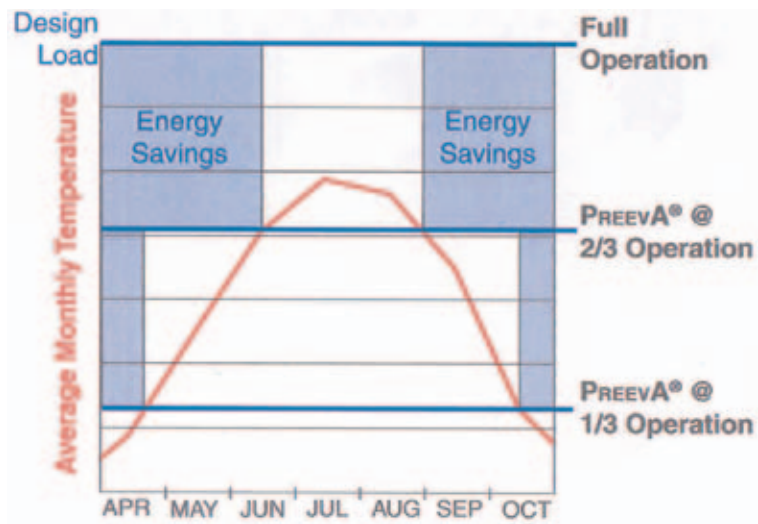
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Reznor® *Heats 'Em Up* and *Cools 'Em Down*



Reznor® is well-known for heating equipment. Now, T&B is working to capitalize on the brand on the cooling side as well with the introduction of a new model of air cooling equipment.

The Reznor Model MASA is a commercial-sized condensing unit similar to what you see on the outside of most homes with central cooling. The condensing unit provides the heat rejection for the indoor cooling coils.

“This new model provides just the right amount of cooling,” said John Garavelli, media manager for T&B’s HVAC products. “Most air conditioning systems are sized to keep the indoors cool whether it is a hot day or a cool day. This isn’t as energy-efficient on cooler days, since only a partial load is required.”

The new Model MASA, working with the Reznor Preeva® units, can work at one-third or two-thirds capacity, as well as full capacity. The ability to run at part load saves energy and improves indoor air quality, both of which are important customer benefits.



Passion for Winning Helps Steel Structures

GROW

Watch out...the Steel Structures business is on a roll. After recently finishing one of the business' largest projects ever – for MidAmerican Energy Co. (MEC) in Iowa, they're racking up even more wins.

For the MEC job, T&B provided weathered steel poles for a new 125-mile, 345-kilo Volt (kV) transmission line from Council Bluffs to Grimes, Iowa. MEC serves more than 650,000 customers in a 10,600 square mile area in Illinois, Iowa and South Dakota.

Produced in T&B's Hager City, Wisconsin facility in one and a half years, the first shipment occurred in December 2004; the last pole shipped in June 2006. Overall, it took approximately one-half of the total capacity of the Hager City plant for an entire year to produce the 730 poles. Each pole weighed 38,000 pounds on average and, overall, it took more than 28 million pounds of steel to complete the project.

“Our team has a passion for winning,” said Jim Wiederholt, Steel Structures president.

“Everyone on our team helped us successfully complete this large-scale project on time and on budget – from sales and marketing, who nurtured the customer and partner relationships that got us the job, to the contract administration group, who managed the project day-to-day, to the plant, who built it on-time, to the traffic department, that handled the customer's special delivery needs.”

Rob Davis, marketing manager for T&B's Steel Structures, said close-working partnerships with other suppliers was critical to satisfying MidAmerican Energy. T&B's partners for the MEC project included L.E. Myers Company, which constructed the transmission line, Hamby Young that managed the project for MEC and Stanley Consultants who helped L.E. Myers design the new transmission line.





According to Wiederholt, the industry can expect to see more large projects in the future as utilities work to upgrade or add transmission for reliability or economic purposes, particularly for transmission lines the U.S. Department of Energy has designated as being in the “national interest.”

T&B is ready, willing and able to capitalize on this trend.

Within a month of finishing the MidAmerican Energy project, the business won a contract for Northeast Utilities System, New England’s largest utility serving more than 1.7 million customers in Connecticut, Massachusetts and New Hampshire. Comparable in size to the MEC project, this project encompasses 56 miles of 345 kV line and approximately 27 million pounds of steel. 70 percent of the poles will be galvanized steel with the remaining 30 percent self-weathering poles.

“Our customers know that we have the capacity and capability to handle very large projects.”

Top Left: Hager City's plasma arc cutting machine is designed and constructed to cut through a wide variety of metals at high speeds.

Top Right: Crane being used to raise a steel pole into place during the MEC project.

Above: T&B employee welding a steel pole.

The steel structures division also is completing another mega job – known as the Arrowhead to Weston project -- which runs from Duluth, Minnesota, to Wassau, Wisconsin. This job includes 234 miles of 345 kV line, and approximately 50 million pounds in total pole weight.

“Our customers know that we have the capacity and capability to handle very large projects,” said Wiederholt. “We’re looking forward to remaining an industry leader in providing transmission solutions for utilities well into the future.”



MARKETPLACE

Walking in the Customer’s Shoes Enhances Electrical Training

Fifteen T&B sales representatives took a walk in our customers’ shoes during a two-day, hands-on training session at T&B’s Athens, Tenn. facility. The training focused on products for panel builders. Panel builders are electrical or mechanical engineers who custom design and fabricate power distribution and/or control panels used for the control of light, heat or power circuits used for manufacturing equipment or facilities.

A broad variety of T&B products are sold into this market, including fittings, cord connectors, cable ties, grounding, and identification. Finally, the training got hands-on when the group had to purchase the components and assemble a panel themselves.

“Panel building is a fundamental part of electrical systems and maintenance,” said Kevin Baker, product manager for Ty-Duct® products. “This, plus the fact that panel builders demand high quality, reliable products make this a good market for T&B.”

The training, which was led by Kevin Baker, Dan Vega, Randy Vigos, Tom McDaniel, Angelique Bermel, Rachel Kesselman, Robert Osborn, Richard Laporte and Paul Bartholomew, members of the electrical products management team, was much more than just lectures.

“This type of hands-on training will help ensure that our sales team has the knowledge as well as the tools they need to help T&B solidify its leadership in this market,” said Dan Vega, product manager for industrial products.



Bill Payton, Bob McArthur, Mark Nessing and Ben Hampton build their electrical panel as part of a hands-on training course.

To gain an understanding of the customers’ point of view, the T&B team traveled to Dalton, Georgia to visit the Perpetual Machine Company. Perpetual Machine Company is known for designing the right equipment solutions for every business.

The team also spent time in the classroom learning about T&B products and market dynamics for this unique market.

“This training really showed us what a panel builder goes through each day and some of the trends driving the market,” said Ben Hampton, T&B sales rep for the Mid-South Region.

Participants in the training were: Bob McArthur, Eleanor Marschke, Jim Mattli, Ben Hampton, Tim McGrath, Jim Bodie, Steve Remijan, Doug Adams, Michael Mannhalter, Greg Hewitt, Jim Patrick, Kelly Cannon, Craig Nimick, Mark Nessing and Bill Payton.



Steel City® Floor Box Gets A“Round”

Proving once and for all that a square peg isn't the best fit for a round hole, T&B has added new design to the Steel City family of floor boxes. Featuring a round construction, the new box matches the aesthetics of air diffusers so installers save time by using the same raised floor tile configuration for both devices. It's ideal for computer rooms and open office spaces that incorporate a raised floor – particularly those with underfloor air distribution.

Around the World With Reznor®

As U.S. companies move manufacturing to lower cost regions, such as China, T&B products often follow. Gibbs Die Casting Corporation, one of the world's leading global suppliers of high quality aluminum and magnesium die cast components, recently opened its newest plant in Dalian, China, a city of six million people northeast of Beijing.

The new Gibbs facility selected T&B's Reznor make-up air units for the new plant. Each Reznor unit provides 30,000 cubic feet per minute (cfm) of air for ventilation. By comparison, the average residential central heating unit provides 3,000 cfm.

The auto parts plant will make aluminum die castings that will go in air conditioning compressors for cars built and sold in China. Hyundai, a Korean auto manufacturer, will be one of the plant's primary customers.



15 Reznor units grace the rooftop of Gibbs new manufacturing plant in Dalian, China.

Crimp This! New Sta-Kon® Tools Meet Market Needs

Two new additions to the Sta-Kon power tool line will help T&B meet a wide range of customers' crimping needs. A new Portable Air Crimp Tool (PAIR22-6) and a Battery-Powered Hand Crimp Tool (BAIR22-6) are ideal for small and medium volume original equipment manufacturer customers, such as panel and wire harness shops. The tools are powerful and precise, utilizing pneumatic power to crimp connectors completely in under one second.



Lighter Weight Kindorf® Cable Insulator

The Kindorf Thermoplastic Elastomer (TPE) Cable Insulator Clamps offer customers a more economical, lighter weight and non-breakable alternative to porcelain for cable support. The clamps are ideal for commercial and industrial applications. The one-piece TPE insulator is flame-retardant, UV-resistant and chemical-resistant.



Blackburn® Power Distribution Blocks Are Finger Safe

T&B has expanded its offering for industrial customers with the introduction of Blackburn Power Distribution Blocks. The new industrial terminal and tap block line combines the key features currently offered in separate products with the enhanced safety features requested by customers. The new blocks are perfect for electrical, electronics, panel, switchboard, switchgear, automation and control manufacturing.

We Goofed!

The “best attended” counter day event for T&B's Color-Keyed crimping products was held at B&K Electric Wholesale in Downey, California. We incorrectly identified the company as K&K Electric Wholesale in the last issue of Powerline. Our apologies to Rich Craven and our valued friends at B&K Electric.



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



EMPOWERED PEOPLE



(Front row left to right) Rob Gebhard, (Hackettstown); Cheryl Britt and Sarah Martin (Orange); Hugo Jimenez, (Mexico Die Cast). (Second row, left to right) Dan Seidel (Orange); Jason Hartsfield (Southaven); Arturo Acevedo (Puerto Rico); Orlando Moreno (Hackettstown); Mollie Parris (Memphis); Dane Hutcheson (Athens); Sheila Lewis (Memphis); Don Fitzgerald (Byhalia); Angie Buck (Memphis); Juan Leal (Mexico HVAC). (Last row, left to right) Dave Fitzgibbons (Horseheads); Mike Morgan (Albuquerque); Jose Montemayor (Mexico Weatherproof); Mark Salvatore (Byhalia); Nick Bongiolatti (Memphis); Charlie Walker (Horseheads).

Green Belt Graduates Kick It Up a Notch

Another class of Lean Six Sigma Green Belt graduates is helping improve productivity throughout T&B.

Twenty employees (See photo) completed more than 100 hours of training and coursework to earn their Green Belt. They also completed an individual project designed to apply the concepts taught in class to improve the top line, improve the bottom line, or solve a business issue. Members of the class hailed from T&B facilities in Albuquerque, New Mexico, Athens, Tenn., Byhalia, Miss., Caribe, Puerto Rico, Hackettstown, New Jersey, Horseheads, New York, Memphis, Tenn., Monterrey, Mexico, Orange, Mass., and Southaven, Miss.

Two employees – Angie Buck, manager of material process integration for the electrical division in Memphis, Tenn., and Dan Seidel, plant manager for the cable tie manufacturing facility in Orange, Mass., earned their Master Black Belt, the highest level possible in the program. They will continue to play a leadership role in helping other T&B employees understand and apply the concept of Lean Six Sigma to improve company results.

Green Belt graduates will continue to pursue Lean Six Sigma implementation along with their other job responsibilities.



Jim Milne of IED (left) and Jim Sinneave of Electric Equipment Company present Reg Clark with IED's annual award for leadership.

I.E.D. Honors Canadian Employee

Reg Clark, T&B Canada's vice president of industrial products, was recently presented with the Tom Torokvei Award for Leadership by the association of Independent Electrical Distributors at IED's Annual Conference in St. John's, Newfoundland.

"Reg is a very professional and dedicated individual who will honor the true meaning of this award," said Jim Milne, president of IED.



Gadsden Ultrasonic Testing (UT) Trainees receive completion certificates for Level I training. Left to right: Dustin Estes; Shelly Vega; Denise Johnson; Linda Brooks; Eddie Reed. Not pictured: Jay Salazar and Jessie Pomeroy.

Employees Apply Math and Physics to Improve Quality

Six employees from T&B's Steel Structures business recently passed the first level of testing to become an Ultrasonic Testing (UT) inspector – no easy feat considering it requires a firm grasp of trigonometry and physics. UT inspectors are responsible for inspecting the welds and overall quality of products to ensure they meet customer specifications and T&B internal control standards.

UT training consists of three levels. Each requires written and practical tests as well as months of hands-on experience before the trainee is eligible to advance to the next level. To complete all three UT levels takes about three years.

The trainees represented welders and an ISO coordinator from T&B facilities in Gadsden, Ala., Lancaster, S.C. and Hager City, Wis.

"The dedication and commitment of these employees is what makes T&B the leading provider of steel structures used for utility transmission," said Joe Schnippert, who oversees manufacturing operations for the Steel Structures business.

Hager City Employees Retire With 40+ Years of Service

In today's mobile work force, it's not easy to find examples of dedication like that of Wayne Langer and Dennis Potts.

Wayne Langer has worked for the Meyer Steel Structures plant in Red Wing, Minn., since July 2, 1962. Wayne started his career working in the loading department driving semi's delivering poles and hauling steel. He eventually moved on to the tower shop, the hardware department and then transferred back to the loading department operating a forklift. After 44 years of employment, Wayne will retire in September 2006.

Dennis Potts started working at T&B at the young age of 19 as a sandblaster. In 1974 Dennis was promoted to shop supervisor. After working 40 years and 44 days building poles, he retired from the Hager City, Wis., facility as supervisor of Fabrication, Arm and Material Handling on June 30, 2006.



Left to right: Joe Caballero, Henry Reyes, Joe Jones, Gloria Eschberger, Alejandro Benavides, Jesse Garcia, Jr., Gerald Moon, Larry Davalos and Israel Garza. Not pictured are Pablo Sanchez, Juan Quiroz, Eddie de la Garza, Arthur Ray Scott, Will Swearingen and Tom Hoang.



Wayne Langer



Dennis Potts

Houston Brings Guiding Principles to Life

Highly committed employees looking to make a difference were presented the "Strongest Link Award" for their creativity and innovation and for ensuring a safer work environment at T&B's Houston facility. Working above and beyond what was expected, the employees integrated smart knowledge with smart solutions. They created and built machine guards, stronger stands for employees to accommodate production of larger poles and sturdier supports to enhance safety when loading and unloading poles so the weight is distributed properly and within guidelines.



Back row left to right: James Beresford, Kevin Clapp, Gareth (non-T&B employee), Craig (non-T&B employee), Ian Batterbee, Gary Blackshaw, Tom Dickinson, Julie Barlow, Scott Sheehan, Richard Whitbread, Dave (non-T&B employee), Glen Bradford. Front row left to right: Stephen Kidd, Joe (non-T&B employee), Ken Gutman, Craig Brierley, Mark Sealey, Barry Simpson. Not pictured: Jonathan Booter.

T&B Mexico Supports Back to School Effort

Mexico's National Council of Education for Life and Work (CONEVyT) has recognized T&B for its commitment to helping its employees build better lives by completing their education.

"Many of our employees may not have finished their schooling because they had to go to work," said Ibis Barnett, who leads the human resources team in Mexico. "Our hope is by helping employees graduate from elementary, junior high and high school they will improve their lives."

For the past 11 years, Thomas & Betts has funded the education of our employees. There are approximately 150 classes a year with at least 25 employees graduating annually. Classes are held three times a week with each class lasting three hours.

The employees attend class at the end of their shift. "They don't have to leave the premises," said Barnett. "We bring the education to them."

By completing their education, employees benefit in a myriad of ways. They gain personal gratification, improve their quality of life and are provided with more opportunities in the workforce.

Also, by reaching their goal to finish school, the employee gains confidence and a positive attitude towards the importance of learning, all of which are critical factors to the success of their children.



Bottom Row (l to r) Yolanda Cruz Hernandez, Isabel Samaniego, Veronica Yadira Hernandez, Adriana Coronado, Imelda Martinez, Laura Liliana Pedroza; 2nd row (l to r) Herlinda Rocha, Bonifacia Trejo, Ma. Victoria Hernandez, Ana Laura Zacarias, Obdulia Rodriguez, Gabriela Islas; 3rd row (l to r) Jose Alberto Yeverino, Manuel Canseco, Martha Pena, Ruben Villegas, Pablo Martinez, Francisco Javier Martinez, Ramiro Orozco; top row (l to r) Omar Zapata, Gerardo Ruiz, Irma Zul, Luis Gerardo Ewquivel, Ibis Barnett, Rodrigo Briones

U.K. Employees Make Big Splash for Charity

T&B employees from Nottingham and Leeds in the United Kingdom recently participated and won a Dragon boat race on the River Trent in Nottinghamshire.

The race consisted of corporate teams from around the area in an effort to raise money for the local chapter of the Royal Society for the Blind.

The race was neck and neck as the boats neared the finish line and crowds cheered their favorite team on. Demonstrating the Guiding Principle of being "Passionate about winning", T&B 'power-paddled' to the finish line for an exciting win!



Shoes are welcome necessities for Africa's poorest children.

T&B Has a Lot of "Sole" for African Orphans

Inspired by Roger Schommer from T&B's Hager City, Wisconsin facility, T&B's Steel Structure team recently collected shoes for the Little Lambs orphanage in Kenya, Africa. The orphanages provide a safe and loving environment for children who have been orphaned by AIDS or who have parents so poor they can't afford to care for them.

Schommer traveled to Kenya to deliver the shoes and help build the second Little Lambs orphanage.

The goal of these orphanages is to nurture these children and hope they become "the next generation trained to lead the people out of poverty and into prosperity," said Roger.

In addition to the 300 shoes Roger collected, he took food, stuffed animals and school supplies.



"5S" Works Wonders at Horseheads Facility

According to Charlie Walker, human resource manager at T&B's Horseheads, New York, implementing the 5S process in his facility "has created an organized, clean and high performance workplace."

5S stands for Sort, Set in order, Shine, Standardize and Sustain. By sorting it becomes easier to find the things you need and frees up space. It eliminates waste and unused items. The second "S", set in order, focuses on organization. "A place for everything and everything in its place." The next step in the process is to make sure everything shines. Once everything in the facility is sorted and organized it needs to be kept that way by "shining" things up. By cleaning and maintaining machines or tools on a regular basis, faulty equipment will be spotted early, saving time and money in the long run. The fourth "S", standardizing, is the process of maintaining a clean working atmosphere. This means continually keeping the area tidy and orderly.

The last "S", sustain requires discipline. "Without discipline, it is impossible to maintain consistent standards of quality, safety and clean production," said Walker. "The more closely workers are able to follow manufacturing standards, procedures and rules, the less likelihood there is of errors, defects, waste and accidents."

The 5S process supports two of T&B's guiding principles: Striving for operational excellence and continuous improvement. It is an excellent way to develop the disciplines necessary for lean implementation, to make some significant improvements and to involve employees at all levels.



Left to right: Ron Sandroni, Matt George & Roger Phillips strive for operational excellence at the Horseheads, New York facility by painting the floors making it easier to spot dirt, waste materials and dropped parts and tools.



Steel Structures Recognizes Operational Excellence

T&B's Steel Structures group recently held its annual operations meeting in Memphis. The attendees included plant, quality and production managers from the group's four manufacturing facilities. An important goal of the meeting was to share best practices in order to support future improvements and to recognize excellent performance achieved during the past year.

The Lancaster, South Carolina facility was named "Plant of the Year" while the Gadsden, Alabama plant received "Most Improved Plant." The Hager City, Wisconsin location was recognized for excellence in Cost Control while the Houston, Texas facility received the Materials/Supply Chain award. The awards were presented by Jim Wiederholt, Steel Structures president and Joe Schnippert, director of operations.



Lancaster Facility Sets Record for Safety

T&B Lancaster, South Carolina, facility recently celebrated a significant safety milestone – 1,883 days without a lost time injury. This is the current longest streak and record for the Steel Structures division.

What is the secret to the Lancaster facility's safety success?

According to Chris Heaton, plant manager, "The Lancaster facilities outstanding safety record is due to the total employee commitment to provide a safe work place. Our plant has seven shifts and runs twenty-four hours a day, seven days a week, so every employee knows that they have to be fully committed to safety from the minute they pull into the parking lot."

Training Knocks Employees SOX Off

The Sarbanes-Oxley Act, or SOX as it is affectionately known in the financial world, is now part of the reality of doing business. SOX became law in July 2002 as a response to the accounting scandals of Enron and other notable U.S. corporations. The law tightens the accounting standards for public companies.

Previously the responsibility of SOX was with Audit Services Department and is now being fully integrated into the job function of pertinent personnel throughout the company. To facilitate this transition, SOX training was held with financial controllers and managers to review internal control design, documentation and testing. Additional training sessions will be held in Canada and Europe.

"By increasing the knowledge of SOX within our business, we will institutionalize best practices and continue to support a disciplined control environment," stated Roger Boshaw, manager of SOX compliance.



HEALTH & FITNESS

When Losing is Winning

Employees at T&B's Memphis, Tenn. location have initiated a competitive "Weight Loss Challenge." Nineteen teams (95 people) participated in the challenge. The team that loses the most pounds will receive \$500 to be shared among its members.

"Our goal is to support healthy lifestyles for all employees. We want to encourage employees to think about how they can impact the daily choices they have, such as eating a more healthy diet and increasing their level of exercise," said Linda Kimbell, manager of health and welfare plans for T&B.

The challenge started with a "Last Feast" of soon-to-be-forbidden fare. The group went through 40 hamburgers, 40 hot dogs, eight large pizzas, 25 pounds of fried chicken, 25 pounds of french fries, plus assorted desserts including brownies, ice cream and cheese cake. Following the luncheon, each team weighed in as a group on an industrial scale. The total weight for the 19 teams was 19,385 pounds (8811.36 kg).

Research shows that by eating a more healthy diet and increasing daily exercise, people can lower their risk of heart disease, lower their blood pressure, lower their cholesterol level and reduce their risk of developing diabetes.

At the end of the challenge, the teams will come back together for a "Victory Lunch" to weigh in and then feast on healthy fare including fruit salad, grilled chicken, fish and vegetables, and low-calorie desserts.

"We hoped to make the event fun, yet teach us all something about how much good health matters. We've also found that a little friendly competition doesn't hurt," said Kimbell.



Left to Right: The Dedicated Divas, The Dumplin' Gang, The Fabulous Five, The Fantastic Five, The Flabulous Five, Get Finer, Heaven Can Weight, The Heavy Hitters, The HR Hunnies, HVAC Attack, The Light Weights, The Old Timers, The Phatasses, The Shake It Off Sisters, T&B Tight Fits, T&B Tubbies, The F.B.'s, Thin And Beautiful, Weigh Less.

“Our goal is to support healthy lifestyles for all employees.”

In Pursuit of a Healthy Lifestyle On-Line

If you get stressed just thinking about getting healthy, the Internet can be a goldmine of support for your day-to-day efforts to eat right and exercise.



Stressor: You've promised to start counting calories, carbs and fat – but the thought of all of those calculations makes your head spin.

Solution: nutritiondata.com

Cost: Free

This easy-to-navigate site will tell you the nutritional value of just about anything – from an avocado (325 calories, 31 grams fat, 21.6 grams carbs) to a slice of watermelon (86 calories, 0.4 grams fat, 21.6 grams carbs).

Stressor: You want to join a good gym, but you don't have time to visit and compare services.

Solution: healthclubs.com

Cost: Free

Type in your zip code and check off any of the 32 amenities you want – from racquetball to climbing walks, and swimming – and this site will search more than 5,000 clubs in the U.S.

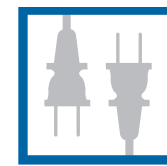
Stressor: It's dinnertime, and all you've got in your pantry is half a box of pasta, some peanut butter, a can of chicken stock and an old red pepper. You don't want to go out to eat. What's the alternative?

Solution: allrecipes.com

Cost: Free

Click on ingredient search, type in the ingredients you have on hand and, voila, this site searches a database of more than 30,000 dishes for something you can make. The recipes are created by real visitors to the site and vetted by editors with culinary experience.

Source: Women's Health magazine, May 2006



PLUGGED IN

Piling, Filing, Tossing – What Your Organization Style Says About You

When you have finished reading this article, will you file it for future reference, toss it in the “circular file” ... or, will it be added to the overflowing pile of papers on your desk? According to a survey by Pendaflex office products, if you're like most Americans, you'll add it to the pile.

Almost half (48 percent) of working professionals are “Pilers” -- they organize paper by piling it on their desktop.

“Pilers...don't mind clutter...and they don't let themselves get lost in the details,” states Sharon Mann, author and president of the *I Hate Filing Club*. “In the business world, they adapt by either developing their own systems or by surrounding themselves with people who can effectively implement details.”

It's no surprise that 59 percent of Pilers say their house is “somewhat messy.” Pilers prefer camping to spas and their favorite sport is baseball. For a pet, they prefer man's best friend.



Whether you're a Filer, Piler or Tosser, you should be aware of and adhere to T&B's Records Retention Policy at work.

“Anxious individuals are likely to be Filers,” said Mann. “The act of maintaining order in their world...helps them feel in control of their environment.”

Filers, who claim to be ‘conservative,’ yet ‘easy going’ individuals, account for 38 percent of the population. They like to vacation on the beach and are most likely to unwind after work by listening to jazz or R&B. Filers like fine feathered friends for pets.

“Surprisingly, Tossers are the individuals with a clear lack of organization,” concluded Mann. “Like their Piler cousins, Tossers aren't detail-oriented. They don't have the skills to maintain organization, so these natural risk takers get rid of almost everything.”

According to the survey, Tossers (14 percent) aren't happy unless a surface is bare and they won't settle for anything less than a perfectly tidy home. They consider themselves “young at heart” and prefer cats to dogs as pets.

And the Awards Just Keep Coming...

Thomas & Betts continues to win accolades from its customers and partners.
(See Passion For Winning, PowerLine, Vol. 1 – 2006, for other awards).

Recent recognition includes:



Advertising excellence award from Utility T&D Automation and Engineering magazine for the Elastimold® switchgear advertising campaign, “Isn't it Time You Switched?”

Martha Bernal and Barry Minatra display award won for Elastimold ad campaign.

“Best of the Best” winner at the National Association of Electrical Distributors (NAED) national meeting in the category of in the “New Product Launch” category for the Ty-Duct Launch Kit.

Honorable mention award by NAED in the category of “Selling Tools and Literature” for its Sales Application Training modules designed for electrical professionals engaged in specification, installation and maintenance of electrical and mechanical systems.



“Supplier of the Year” by E.B. Horsman & Son, the only independently owned and operated electrical wholesaler in British Columbia, Canada. According to Tom Muldoon, E.B. Horsman president, T&B was selected based on votes from all branch managers and staff. This is a great example of how T&B is successfully building customer relationships at all levels of the business.

Left to Right: Tim Horsman and Tom Muldoon from E.B. Horsman & Son present T&B's Craig Douglas and Ed Atkinson with Supplier of the Year award.

Powerline Online!

Powerline is now available with expanded photos on T&B's intranet homepage. You can find it under “Departments – Human Resources.”

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