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Thomas & Betts

Hager City Puts on a Equipment



The new long tandem press weighs 720,000 pounds – equal to the weight of 45 Tyrannosaurus Rex dinosaurs.

After more than 40 years of service, T&B's Hager City, Wisconsin, facility needed to replace its long tandem press with a new one. Long tandem presses are one of the most critical machines required to fabricate high-voltage electrical power transmission poles. The press bends flat steel plates into 12 and 16 sided polygonal tubes.

Replacing the press was no easy feat given the sheer size of the press – 48-feet long and weighing more than 720,000 pounds or the equivalent of a 45 Tyrannosaurus Rex dinosaurs. The largest piece of the press weighs nearly 80,000 pounds.

Further complicating the installation of the new machine was the fact that it had to be located in the same place as the old press.

Six of the eight major components of the machine needed to extend 48 inches below floor level which meant that the concrete foundations had to be 72 inches below floor level. The foundations for the existing presses were nearly as big and the new concrete foundations had to be positioned so that they wouldn't disturb the existing press foundations.

To be certain the concrete was completely cured before the actual machine installation the foundation had to be poured well ahead of the arrival of the new press. It would be months before the plant would positively know that the anchor bolts were properly located.

On the Cover: To help celebrate the occasion, Jim Wiederholt, Steel Structures president, and Joe Schnippert, director of operations, operated the new press to form a tube section for a pole under the watchful eye of the Hager city production operators. Wiederholdt quipped, "It's a good thing for the company that I'm not a press operator."

Full Court “Press” for Changeover

“A team of external partners and internal resources led by the Hager City maintenance team, working toward a common goal, allowed us to pull this off without a hitch,”

Jeff Boigenzahn, Hager City Plant Manager



The transition from the old press to the new press was completed in two weeks – half the time normally required for a press changeover.



Hager City’s new long tandem press bends flat steel plates into 12- and 16-sided polygonal tubes, a critical part of the process for fabricating power transmission poles. Pictured is Bob Schultz, retired T&B Steel Structures vice president sales and marketing.

Finally, the project had to be completed with no interruption in production except for a two-week period to remove the old press and install the new press. Normal press installations of this type typically take a month to complete and don’t include having to remove the old presses and work around old foundations.

“A team of external partners and internal resources led by the Hager City maintenance team, working toward a common goal, allowed us to pull this off without a hitch,” said Jeff Boigenzahn, Hager City plant manager.

Once the old press shut down for the last time, the team had two weeks to erect the new housings, install the new press, test the integrity of the numerous operating and electrical circuits, and train production operators.

One of the servicemen for the press manufacturer, Pacific Press Technologies, noted that this was the smoothest installation he had ever experienced.

As production launched smoothly, the first poles off the line were delivered to MidAmerican Energy and Wisconsin Public Service.

“We can all be proud of what we accomplished in such a short period of time. Meeting this challenge tells us that in the future, we have what it takes as a manufacturing operation to achieve our production and quality goals, and meet customer requirements,” said Ron Bartels, Hager City manufacturing engineer manager.

Masters of the Universe

T&B's Top Sales Professionals Join Elite Club

Thomas & Betts' U.S. Electrical group recently initiated a program to recognize top sales performance. Known as the "Masters Club," the annual program measures sales reps on a multitude of tangible and intangible factors to determine who should be considered the "best of the best" among the U.S. sales force.

"The goal of the Masters Club is to align and motivate our sales force team so that the entire team can realize its full potential," said Jim Feeney, vice president of sales for the U.S. electrical business. "We wanted a program that would truly distinguish outstanding performance and reward individual behaviors that collectively help us achieve our financial objectives."

Four individuals were inaugurated into the Masters Club in 2006. They are: Dean Chafin (Phoenix, Ariz.), Todd Smith (Indianapolis, Ind.), Randy Vigos (Beaverton, Ore.) and Josh Garrett (Baton Rouge, La.).

To become a member of the Masters Club, sales reps have to meet or exceed aggressive targets for year-over-year sales growth, distributor conversions and targeted product line sales. They also are measured on intangible characteristics such as leadership, credibility and creativity.

Winners were nominated by their regional manager. The nominations were then reviewed by an executive panel. The winners and their spouses were flown to Memphis for a weekend of honor, received a \$1,000 gift card and a commemorative gold ring modeled after the Super Bowl Championship Ring.

"Wearing the Masters Club commemorative ring visually proves the player is a member of an elite club, just like pro ball players wearing the Super Bowl Championship Ring," said Feeney. "It's a symbol of success – one that we hope the winners wear with pride."

An important piece of the success of these "A" players is their involvement with their customers. While tasks such as cleaning up inventory on distributors' shelves, setting up point-of-purchase displays and handling general administrative paperwork are all part of being a sales rep, members of the Masters Club spend at least 80 percent of their time calling on customers. About half that time is spent working with distributors' own sales teams to develop selling strategies and cooperative marketing programs that will help the distributor grow sales.

The other half is spent out into the field almost everyday, working with contractors on big projects such as the new \$675 million Lucas Oil Stadium for the 2007 Super Bowl champions, the Indianapolis Colts; the new award-winning University of Phoenix Stadium with a unique retractable roof that is home to the Arizona Cardinals football team; new electrical generating plants for major utilities in Oregon; and the rebuilding of the basic infrastructure in New Orleans.

The desire to be genuinely helpful (otherwise known as having a 'win-win' attitude) is a trait shared by all members of the Masters Club.

"Understanding a customer's needs is critical to successful selling," said Todd Smith. "My job is to not only help the distributor as a whole grow its sales but also to help the distributor's individual sales reps achieve his or her goals."

The personal touch is important in convincing distributors to replace products from other manufacturers with T&B products. This is called a "conversion" in sales lingo and is one measurement used to qualify for the Masters Club.



Masters Club winners proudly display their commemorative gold rings during a recent visit to Memphis, Tenn. From left: Josh Garrett, Jim Feeney, Randy Vigos, Dominic Pileggi, Todd Smith, Chris Hartmann and Dean Chafin.



Product quality is also important in gaining conversions, according to Randy Vigos. “I love to do side by side product comparisons in the field,” said Vigos. “The quality of T&B products clearly stands out against our competition.”

Josh Garrett estimates that about 20 percent of his time is spent formally training distributors and end-user customers on the features and benefits of T&B products. Garrett credits the support materials developed by the Electrical marketing team with helping make his job easier.

“We are fortunate to have best-in-class tools such as T&B Access to relieve the burden of constantly answering questions about price and availability,” said Garrett. “This frees up more time we can spend with the customer actually selling the product.”

Meet the Masters:



Randy Vigos

Portland, Oregon, is nicknamed the “City of Roses” because its temperate climate is great for growing roses. If you’re Randy Vigos, T&B’s sales rep in Portland, everything has, indeed, been coming up roses.

To call Vigos a seasoned sales veteran is an understatement. Vigos started on the ground floor in a distributor’s warehouse 35 years ago. He eventually moved into sales and, for the past eight years, has applied his extensive knowledge and talent to helping T&B become a leader in the Pacific Northwest.

“Randy is the consummate professional,” said Tony Aimi, regional manager for the Pacific Northwest. “He always does more than expected to support T&B’s and the region’s best interests. He is an excellent leader and isn’t afraid to tackle tough issues.”

Vigos approaches his job methodically and with strategic intent. He focuses on building strong relationships with distributors and OEM customers in market segments best suited to T&B products. For example, he worked closely with Weyerhaeuser Corporation to gain an exclusive, national contract to supply T&B products for over 500 Weyerhaeuser facilities across U.S. through a key electrical distributor, Supply Force.

“One of the biggest challenges is staying focused in the marketplace while selling a broad portfolio like T&B’s,” said Vigos. “I’ve learned to pick distributor partners carefully to ensure that the time spent cultivating their business and the business of their customers will pay off for both entities.”

Like other Masters Club members, Vigos is on the road every day, racking up approximately 23,000 miles every year visiting customers. Vigos also goes the extra mile by developing exclusive promotions and informational seminars for key distributors that target a specific market need.

“Getting conversions is a lot easier when you do a side-by-side comparison with the competition,” said Vigos. “The quality and innovative features of T&B products almost do the selling themselves.”

In fact, Vigos worked for a competitor prior to joining T&B. He decided to switch teams when he discovered selling against T&B was just too tough.

“I like to be on the winning team,” said Vigos.

Todd Smith

Talk to Todd Smith about his home town of Indianapolis, Indiana and pretty soon his enthusiasm will have you considering making a move there. Smith is quick to point out that Indianapolis is the “crossroads of America” and rivals Memphis as a major distribution center due to the fact that about 75 percent of the U.S. population can be reached within a one-day drive from the city.

In fact, Indianapolis stands in stark contrast to the ‘rust belt’ image usually associated with the Midwest. In addition to distribution services, it is also a hub for the life sciences industry and is growing faster than other like-sized cities.

This same passion is evident when you talk to Smith about T&B products. He’s literally a walking encyclopedia of knowledge. Smith’s high energy, quick intellect and genuine interest in exceeding customer expectations not only won Smith a spot in the Masters Club but also recently earned him a promotion to district manager.

Kevin Fugate, regional manager for the Midsouth, notes that Smith is an excellent team player and “always, always receives good customer feedback.” In fact, Smith was asked by Kirby Risk, a major regional distributor in Indiana, Illinois and Ohio to join their President’s Club Advisory Council.

Smith joined T&B from a leading confectionary company, where he said life was ‘sweet’ but could be monotonous. Smith prefers the frenetic pace of working with both end-user customers as well as distributors to get T&B products specified on major construction projects. Working with major distributors such as Wesco and top electrical contractors such as ERMCO, he’s succeeded in getting T&B products in the new Colts football stadium, a new 1.2 million square foot, state-of-the-art airport terminal and the ongoing expansion of Eli Lilly’s corporate headquarters.

Smith’s rapport with customers extends beyond product knowledge. He makes a point of taking time to get to know the outside interests of the customer and adds a personal touch to every sales call.

According to Greg Gossett of ERMCO Electrical and Communications Contractors, “We’re only as good as our vendors and Todd and T&B are some of the best.”



Pictured left to right are Greg Gossett, president of Ermco Electric; Ben Pack, project manager Sachs Electric; Marty Pickens, director of purchasing Ermco Electric; Todd Smith, district manager T&B; and Chad Crawley, sales Graybar Electric.



Josh Garrett

For most people, southern Louisiana conjures up images of oak trees elegantly draped in Spanish moss, historic homes and bucolic settings. For Josh Garrett, Masters Club winner from Baton Rouge, life has been anything but bucolic and serene in the six years he's represented T&B in the region.

"Just like Cajun food, growth has been 'hot' in this region for some time," said Garrett. "With the post-hurricane recovery in full gear, there hasn't been a dull moment in the past couple of years and it's been great to represent a respected market leader like T&B in such a dynamic environment."

Garrett has over 15 years experience in sales and logs more than 25,000 miles visiting distributors, job sites and some unique OEM (original equipment manufacturer) customers. Morton Salt and Tabasco – two world-famous brands – call Garrett's territory home. Both companies use T&B products to keep their facilities running smoothly.

Other important customers include off-shore oil drilling companies; paper product producers such as Georgia-Pacific, and the shipping industry served out of the Port of Greater Baton Rouge.

Garrett attributes his success not only to perseverance, strong interpersonal skills and a positive attitude but also gives credit to the excellent support provided by T&B's quotations, technical service, tool service, customer service and marketing departments.

"As a remote sales rep, it's easy to feel like an island sometimes," said Garrett. "At T&B, there is a great sense of family and I've been able to develop close working relationships with Electrical team members despite being hundreds of miles away."

When Katrina hit, Garrett said the T&B 'family' delivered much-needed products quickly and efficiently, helping to get the Superdome and other city facilities operational again. According to Ken Neill, T&B regional manager, Garrett was the "Go to Guy" for relief and recovery efforts during the highly charged post-Hurricane period.

"Josh understands and exemplifies the importance of exceeding customer expectations," said Neill. "Our distributors know that once Josh is involved, they can be confident it will be handled correctly and expeditiously."

Dean Chafin

Hit the road with Dean Chafin, Masters Club winner from Phoenix, Arizona, and you'll immediately notice his easy-going, calm demeanor. Yet, Chafin is also intensely focused on accomplishing his daily "to do" list, even when it requires zigzagging several times across the sprawling metropolis of Phoenix.

Chafin has been with T&B 11 years. His tenure corresponds with what has been an unparalleled construction boom in the "Valley of the Sun." Notable construction projects in Phoenix over the past decade have included the new Arizona Cardinals stadium, a new light rail transportation system and one of the largest commercial real estate developments in the U.S., Westgate City Center.

"The growth in this area is phenomenal but so is the competition," said Mike Coccaro, regional manager in the Pacific/Southwest region. "Dean takes the pressure of intense competition in stride and has been very successful in becoming a valued business advisor to distributors in our region."

According to Chafin, "It's a non-stop challenge to ensure that we provide consistent, excellent support for the key contractors and distributors involved in the many other on-going construction projects."

Chafin logs about 25,000 miles per year in Phoenix and its environs. The region is also a hotbed of copper mining, lending great diversity to the types of sales calls Chafin makes. On any given day, he may start by pitching the T&B portfolio to the owner of a small, five-person pre-fab shop, present a "Lunch and Learn" training session for 100+ electricians at a major commercial construction site and finish up by driving an hour or more to pay a visit to an industrial mining site. Through it all, Chafin never ceases to remain upbeat and unflustered by the intense pace and unique challenges posed by each customer.

In 2005, one of the largest distributors in the nation, Border States Electric, honored Chafin and T&B as Supplier Sales Rep of the Year and for Sales and Marketing Excellence. Chafin was recognized for going "Above and Beyond" in his support of the local Border States affiliates.



Pictured with Dean Chafin (center), are Matt Eddleman, VP SW for Border States and Jim McFadzen, branch manager for Border States.

T&B Continues to Win Recognition from Partners & Peers

Company Continues to Receive an Impressive Stream of Awards that Demonstrates a Passion for Winning

Affiliated Distributors - “Supplier of the Year”

More than 270 members from Affiliated Distributors, the largest electrical distributor network in North America, voted to award T&B the top prize for outstanding effort.

“A-D is honored to recognize our ongoing partnership with T&B,” said Stewart Gale, A-D’s vice president of Marketing and Business Development. “T&B’s leadership has remained steadfast to their commitment to A-D. Through exclusive programs, timely reviews and constant follow-up and accountability, T&B has surpassed our expectations.”

Suppliers were judged against criteria including: remittance growth, increased purchases from affiliates, service levels, consistent programs, implementation of progressive distribution policies and excellent, exclusive A-D programs.



Left to right: Ted Sokolowski, A-D, vice president, Vendor Relations; Jim Feeney, T&B vice president, Sales; Bob Calhoun (holding award), T&B vice president, Distributor Marketing; David Oldfather, A-D vice president, Electrical Division; Jeff Greene, T&B vice president, Marketing; and Bill Weisberg, A-D President and CEO.



IMARK Group – “Supplier Award for Sales Leadership”

T&B was selected from more than 100 suppliers to the IMARK Group, the second largest member-owned marketing group for electrical distributors to receive a Sales Leadership award.

“These awards recognize the outstanding effort that our team of sales representatives and marketing professionals have made in addressing the unique needs of these marketing organizations,” said Bob Calhoun, vice president of Distribution Marketing for T&B’s electrical business. “T&B’s active participation in various A-D and IMARK activities, such as sales calls, specifications and marketing activities, contributed significantly to growing our partnership with A-D and IMARK as well as their respective members.”



Left to right: Steve Cunningham, IMARK CEO; Bob Calhoun (holding award), T&B vice president, Distributor Marketing; and Vic Jury, IMARK president and CEO of Summit Electric Supply.



EchoStar Communications Corporation – “Platinum Level Supplier Status”

An internal supplier evaluation by Echostar, a satellite communications customer based in Englewood, Colorado, gave T&B the highest rating based on a number of criteria including pricing, quality, engineered products, shipping accuracy and general customer service. EchoStar provides Direct Broadcast Satellite television products and services to customers worldwide.

“Becoming a platinum supplier means we now have the opportunity to broaden our product offering with Echostar,” said Mike Lynch, T&B account manager. “I’m grateful to the T&B team responsible for this relationship, especially Nora Fernandez and her customer service team, who have really delivered. Their understanding of Echostar’s needs has allowed them to develop a relationship with them based on the principle of true partnership.”

Thomas & Betts is one of four suppliers that received the highest rating possible.



T&B’s telecommunications customer service team: (left to right) Kimberly Dean, Clarissa Jenkins, Gwen Dodson, Nora Fernandez and Terri Burton.



Electrical Contractor Magazine – “Product Innovation Award: GO Box”

T&B’s Steel City GO Box was recognized for innovation by the Electrical Contractor, a monthly magazine reaching 87,000 electrical contractors. The GO Box, a single-gang outlet box with grip-on clamps, was designed to help contractors reduce installation time and labor costs. The overall time required to install the GO Box is 60 percent less than traditional nail-on boxes, eliminating fatigue from swinging a hammer. The clamps also allow for easy repositioning, offering flexibility in installing boxes on a job site.



WESCO 2006 Marketing Awards – “New Product Introduction,” “Field Sales Promotion,” and “Trade Show: Reveal the Value”

Thomas & Betts was the only supplier to win more than two awards at the 2006 WESCO Marketing Awards Dinner. Wesco International, a leading distributor of electrical products based in Pittsburgh, Pennsylvania, recognized T&B for superior performance in three categories in 2006.

NEW PRODUCT INTRODUCTION Awarded for excellence in new product introduction through various marketing vehicles.

FIELD SALES PROMOTION Awarded to the supplier with the best field sales promotion and support. According to senior management at Wesco, this was the most significant award because the winner is selected by the more than 350 WESCO field branches where the sales teams work hand in hand with supplier representatives.

TRADE SHOW “REVEAL THE VALUE” Awarded to the supplier chosen most often by the WESCO branches for participation and support of the “Reveal the Value” local trade shows. T&B was selected to participate by more WESCO branches than any other supplier (more than 40 shows in 2006).



Peter Feruglio (holding award), T&B national account manager, accepts the awards from WESCO Chairman Roy Haley, left, and WESCO COO John Engel.





MARKETPLACE



Winning Promotion Back by Popular Demand

For the third consecutive year, T&B Canada has helped customers, distributors and sales representatives pursue their racecar dreams. In the “Drivers Required” contest, customers who purchased \$250 of T&B products received a scratch-and-win ticket. Prizes included racing caps, racing shirts and racing jackets. The grand prize was a three-day, all expenses paid event in Bowmanville, Ontario, which included a race day at Mosport International Raceway. Each regional sales district had three lucky winners.

“The concept behind the event is to have our customers, distributors and some of our own sales representatives experience a thrill of a lifetime...learning to ‘tame’ a full-fledged NASCAR style stock car on a world-renowned race track,” said Jean-Marc Myette, T&B marketing manager for Canada.

The day at the race-track begins with an instructional class so “rookie” drivers understand basic laws of physics related to car acceleration, braking and cornering. After class, the drivers suit up with one-piece fireproof jumpsuits, gloves and helmets and climb into their race car to speed around the race track at their heart’s content, feeling like a pro for the day driving at speeds exceeding 100mph.

“At the end of the day, you not only gain a customer for life, but also walk away with an experience you’ll never forget,” said Myette.

Lucky winners in T&B Canada’s “Drivers Required” promotional contest included customers, distributors and sales reps who got to pursue a thrill of a lifetime at the racetrack. Inset: Jean-Marc Myette, T&B’s marketing manager for Canada.

Thomas & Betts Gets In The Swing “Fore” Our Troops

Thomas & Betts recently partnered with the Professional Golf Association (PGA) in an effort to raise money for America Supports You, a national program created by the Department of Defense to recognize citizens’ support for military men and women and communicate that support to the Armed Forces at home and abroad.

“As a corporate sponsor of this event, Thomas & Betts is taking a leadership role in the support of disabled troops and their families,” said Jay Joerg, T&B national account manager and former U.S. Army Officer from West Point. “This is something we can all be proud of.”

In addition to a sizable monetary contribution made by T&B, Joerg and several T&B customers participated in the charity golf event held in Memphis. The monies raised were distributed to the following organizations:

Homes for our Troops is supported by PGA Tour player Phil Mickelson. The organization (www.homesforourtroops.org) adapts or builds new homes for service personnel returning to America with serious injuries and disabilities.

The Intrepid Fallen Heroes Fund is supported by PGA Tour player Rory Sabbatini. The fund (www.fallenheroesfund.org) supports the families of military personnel killed on duty.

The Wounded Warrior Project is supported by PGA Tour player Frank Lickliter. The project (www.woundedwarriorproject.org) works to raise awareness of the needs of severely injured service men and women.



Participating in the event to raise money for America Supports You are, from left to right: Kevin Fleming, former marine; Jay Joerg, T&B national account manager and former army officer; Capt. F. Matthew Straughan, U.S. Navy Commanding Officer; J.B. Smith, former marine; and Rob Hendry, former soldier.

New Trailers Provide a Billboard Advertisement for T&B Coast-to-Coast

When T&B needed to purchase new long-haul trailers for shipping product to replace old equipment, Dwain Becton, T&B’s transportation manager for the electrical business, realized that the space on the sides of the trailers could offer a great advertising opportunity for T&B.

Working with T&B’s marketing team, they came up with a design suitable for the unique dimensions of a trailer. Now, T&B has 25 rolling advertisements rolling across the U.S. daily. Next time you’re on the road, honk if you see one!



T&B’s long-haul tractor-trailers provide an innovative opportunity for a rolling company advertisement. Inset: Dwain Becton



Dynamo Diner Hits the Spot with Graybar

At the annual Graybar National Training Conference in Phoenix, Arizona, senior and regional management from Graybar were treated to products that save time, money and labor at T&B's Dynamo Diner.

Designed to mimic a classic 1950s Soda Pop Diner, the interactive exhibition booth encouraged the attendees to "sit down at the counter" and learn about T&B's construction and industrial products.

Graybar, a Fortune 500 company with more than \$4 billion in revenue and more 250 locations nationwide, is one of T&B's largest customers.



T&B Electrical Division employees put on a interactive exhibit featuring T&B products for Graybar. Back row, from left to right: Ed Wilson, Dan Serrano, Patrick Gravelin, Eric Boldt, Dean Chafin and Jay Joerg. Front row, from left to right: Ellen Vizzi, Mike Cocco, and Angela Harris.

Out With the Old and In With the Blue

As consumer fears surrounding food safety and contamination become more prevalent, T&B has supported manufacturers concerns with the new Ty-Rap® Detectable Cable Tie. The ties are made from standard nylon or polypropylene, but incorporate a unique, patent-pending compound detectable by metal detectors and x-ray equipment. Their bright blue color also makes the ties easy to detect visually.

The Sales, Engineering and Marketing teams visited food, pharmaceutical and other types of manufacturing plants to better understand customer concerns. What they heard, was that contaminants of any kind, including cable ties, can cause costly line downtime, lost customers, product recalls and even lawsuits. And manufacturers take great measures

to reduce contamination, some even are banning the use of standard nylon cable ties because they are undetectable.

Based on this, T&B has responded with the new Ty-Rap® Detectable Cable Tie. This new product gives end-user customers concerned about contamination a new, innovative and detectable product for fastening and bundling.





Labeling Wires Just Got E-Z'er

Like its bigger sibling, the new E-Z Code EZL-75 is simple, easy to use and weighs less than 0.45 kg. One must simply type and print. Or better yet, don't bother typing. Instead, use the hot keys which create labels instantly.

The thermal label printer, which features over 150 commonly used words and symbols, was built with the security, alarm and data communications installers in mind. In complex electrical installations, keeping track of wires is an important element in project success.



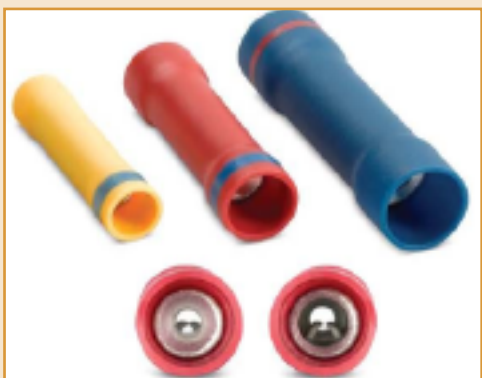
“Smart” Products for Smart Customers

Reliability is a major requirement for utility customers, and T&B has recently announced a new line of distribution automation devices designed to give them peace of mind. The line includes complete Distribution Automation packages for a variety of submersible, pad-mount or pole mount switching devices. The Universal Intelligence Module features extraordinary automation and communications capabilities that can be used across a wide range of devices in the electrical distribution system, such as capacitor controls, switches, reclosers and fault indicators.



Steel City New 68R Recessed Floor Boxes Are an Industry First

T&B has introduced another industry first – round recessed, dual voltage, residential and commercial UL scrub-water-rated floor boxes. Now you can plug in power and communication cords, close the lid and hide unsightly plugs and receptacles below the floor. Suitable for concrete, wood sub-floor and raised floor applications, the patented lid on the 68R series can be rotated to expose a small opening for cords, enabling the lid to close flush with the floor while in use.



“Step Down” and Splice This!

The new Catamount® Step Down Butt Splices are used to facilitate “stepping down” from one size wire to another.

The copper reducing splices are available in a variety of sizes to meet every wiring need and provide a reliable connection every time. In addition, the color-coded insulator rings make it easy to identify the wire size capacity of each end of the splice.



EMPOWERED PEOPLE

NEMA Presents Coveted Kite & Key Award to George Dauberger

Every year, the National Electrical Manufacturers Association (NEMA) recognizes individuals for their outstanding achievements and contributions to the electrical industry. In 2006, George Dauberger, director and technical liaison for Thomas & Betts, was presented a Kite & Key Award at NEMA's 80th Annual Meeting and Leadership Conference held in Washington, D.C.

This award recognizes individuals who have advanced the interests of the electrical industry through active and sustained involvement in the affairs of NEMA.

Dauberger personifies the best attributes of the volunteer leader. As busy as he is with his "day job" handling codes and standards and world-wide product listing issues for Thomas & Betts, he has consistently been a person NEMA and the electroindustry can count on to get involved in critical issues – often in a leadership role. Dauberger recently completed his term as chairman of the NEMA Codes and Standards Committee and is also active in numerous other NEMA and non-NEMA industry activities. His list of accomplishments and participation in NEMA activities would virtually fill an entire page of Powerline.

"The contributions George has made to Thomas & Betts and the electrical industry stands as a testament to his drive, passion and professionalism," said Jeff Greene, T&B's vice president of marketing for the electrical division. "I'm so proud of his professional milestone and grateful to have George leading our technical efforts into the future."

Dauberger has been involved in the electroindustry codes and standards process for 20 years. He is both a participant and leader in nine NEMA product sections participating in domestic, regional, and international standardization.



George Dauberger (holding award), recipient of NEMA's 2006 "Kite & Key Award," is congratulated by Jeff Greene, vice president, marketing; Dominic Pileggi, chairman and CEO; and Chris Hartmann, COO.

Contractor Council Brings Innovation Alive in New, Easy-to-Install Kindorf Trapnut®

A year ago, T&B hosted a Contractor Council in Memphis with the express goal of getting closer to the end-user customer in order to better understand what they need and value the most in the electrical products they use every day in the field. A group of seven contractors were asked to get “hands on” with a variety of electrical installations while T&B’s product management and engineering teams watched, listened and learned.

Product manager Mark Pfaller and engineers Dan James and Charlie Whipple took what they heard and developed an innovative new Kindorf Trapnut fastener that requires up to 43 percent less time on applications involving the assembly of a trapeze. Unlike traditional strut nuts, the new Trapnut Strut Fastener features a unique scissor action that closes at any desired position on the threaded rod making it a faster alternative for new installation and invaluable for retro-fit applications where the rod ends are not accessible. And, there are fewer parts because the Trapnut functions as a hex nut, square washer and flat washer combined.



Charlie Whipple, product engineer for T&B's Electrical Division, is holding a Kindorf Trapnut he helped develop.

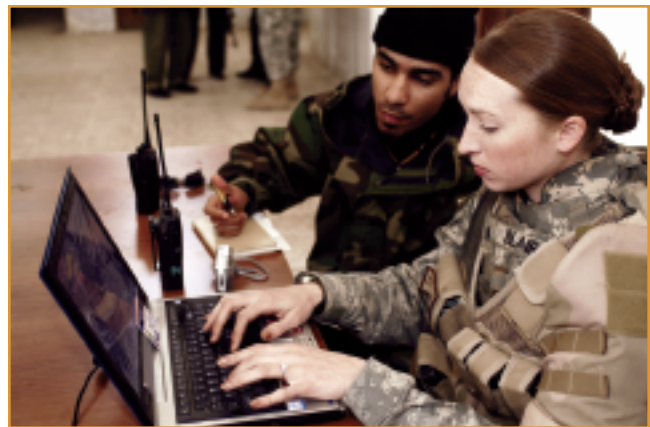


Installing the Trapnut is a breeze.

1) Hold in the open position. 2) Insert the bottom plate on the rod and close the top plate. 3) Press the pin with pliers. 4) Tighten to the desired position.

BELLSOUTH, T&B Team Up to Help Soldiers “Reach Out and Touch Someone”

T&B recently helped make it possible for U.S. and coalition troops stationed in Iraq to communicate more easily with those back home, as well as have ongoing online access for continuing education. According to Scott Yapp, T&B regional sales manager for the Southeast, T&B partnered with customer BELLSOUTH to provide equipment and tools to set up two LAN networks for Camp Taji, which houses troops from all branches of the U.S. Armed Services as well as coalition Allies from the Australian Army. In addition, thousands of Iraqi Army soldiers and staff are located at the Iraqi Army Service Support Institute, also housed within the camp. The new LAN system also supports coalition efforts to rebuild the country’s infrastructure.



BELLSOUTH®

National “Faces of the Fallen” Exhibit Includes T&B Artist

Faces of the Fallen, an exhibit of 1,400 portraits of service men and women killed in Iraq and Afghanistan is on display at The Women in Military Service for America Memorial at the gateway to Arlington National Cemetery in Arlington, Virginia. The memorial includes a portrait painted by Joe Hassell, sales manager for T&B’s Steel Structures business.

Hassell is formally trained in art and taught elementary and junior high art before beginning a career in industry. He volunteered his services to this special project after learning about it on television.

“I was very impressed with the concept and, after viewing the website, was equally impressed with the reverence and respect the exhibit portrayed to those who paid the ultimate sacrifice,” said Hassell.

Hassell painted a portrait of Captain Christopher B. Johnson, 29, a West Point graduate from Excelsior Springs, Missouri. Captain Johnson died October 16, 2004, when his helicopter crashed during Operation Iraqi Freedom.

Although the exhibit sponsors only provided one photo of Captain Johnson, Hassell did some research on-line and found several he liked and used them as a basis for the portrait. “I tried to do a portrait that showed his humanity,” said Hassell.

Portraits in the exhibit were painted by more than 200 artists from all over the world and are a diverse mix of styles and work in different mediums, including drawing, painting and sculpture. The exhibit is also on-line and can be viewed at www.facesofthefallen.org.

After the exhibit closes, the portraits will be donated to the families. Faces of the Fallen was conceived, organized and funded by private individuals eager to honor these brave men and women.



Left: After hearing about the Faces of the Fallen exhibit, Joe Hassell, sales manager for T&B’s Steel Structures business, was compelled to contribute his artistic talent.

Right: Portrait of Captain Christopher B. Johnson, a West Point graduate from Excelsior Springs, Missouri, who died Oct. 16, 2004, painted by T&B’s Joe Hassell.



Over 45,000 visitors each month visit the Faces of the Fallen Exhibit.



Faces of the Fallen on display at Arlington National Cemetery and also can be viewed at www.facesofthefallen.org.

Communications Sales Exec John Kaufmann a True “Classic”; Celebrates 55 Years with T&B

He isn't pink with long ears and he doesn't beat a drum. Except for those minor details, however, John Kaufmann has a lot in common with the Energizer Bunny. They both keep going and going and going.

On October 1, 1951 John Kaufmann joined Thomas & Betts in Elizabeth, New Jersey, after a stint in the U.S. Air Force. Fifty-five years later, he's still at it.

“Thomas & Betts has been an exciting experience for me,” said Kaufmann. “The attitude from early management to today's management has molded a culture that inspires us all to continue to work for the success of the company and the individual.”

Al Bierman, T&B's national director of sales for communications products and Kaufman's manager, noted, “The year John Kaufmann was hired, the movie *An American in Paris* debuted. It has become a classic — something that is as pertinent and vital today as it was when originally released. By that definition, John Kaufmann is a true T&B classic.”

“John continues to generate new ideas designed to grow our business and increase our product penetration,” said Bierman. “He is a true asset to Thomas & Betts.”

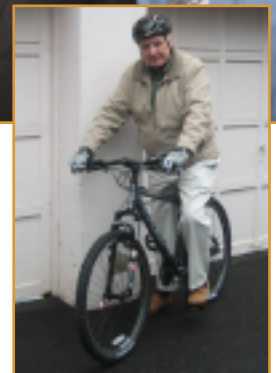
In honor of John's 55 years with T&B, his son, Mark, wrote a letter to Bierman about his father stating, “He is...the walking history and textbook of product and personnel. The array of positions he has filled, starting as a young salesman in a car with no air conditioning in the early 50's to executive titles, makes him the one who has seen it all. He was at the birth of the Ty-Rap®...before either of us was born.”

Kaufmann turned 80 in December and has no immediate plans of retiring any time soon. Kaufman chose a mountain bike for his gift and plans on riding it as much as possible — despite a recent hip replacement.

“Fifty-Five years after his hire, John continues to demonstrate the enthusiasm, knowledge and energy that should be a role model for all employees,” stated Bierman.



John Kaufmann (center) pictured with T&B CEO Dominic Pileggi (left) and Al Bierman, T&B national director of sales for communications products and John's manager.



Inset: Kaufmann shows off his corporate gift celebrating his 55-year service anniversary: a mountain bike.

Other Notable 1951 Events, the Year John Kaufmann Joined T&B

An American in Paris won an Academy Award for Best Picture
Still camera gets built-in flash units • Mickey Mantle's 1st homerun • Super glue was invented
New television shows: The Roy Rogers Show, Superman, I Love Lucy
Dennis the Menace is a new comic strip
1st long distance telephone call without operator assistance

Electrical Takes Steps to “Go Green”

T&B’s Electrical business is taking a focused look at how to reduce its environmental impact, and has set a goal of reducing waste by 25 percent at each facility in 2007.

Gerardo Pastrana, materials manager at T&B Caribe, Puerto Rico, is coordinating a cross-functional group representing all Electrical plants. Each member of the “Green Team” has identified a waste reduction strategy for their local facility.

“We’re learning that someone’s garbage can be someone else’s production,” said Pastrana. “And, not only is conservation the right thing to do for the environment, in many cases it also brings in revenue.”

“While this is the first such company-wide effort for Electrical,” said Pastrana, “several plants have had a waste reduction strategy in place, many times brought on by local or state regulations. These ‘early adopters’ are providing great leadership and lessons learned for the rest of the team along the way.”

2007 local strategies include:

- **Albuquerque, New Mexico**, is focused on recycling cardboard, reducing rubber purging and managing waste.
- **Athens, Tennessee**, will reduce its annual garbage by about 90,000 pounds (or 45 tons) each year by recycling hardware cartons.
- **Caribe, Puerto Rico**, will recycle corrugated boxes to reduce its total waste 25 percent (or about 60 tons).
- **Hackettstown, New Jersey**, is turning oil and solvent covered aluminum chips into ‘pucks,’ which earn more from scrap recyclers than chips.
- **Horseheads, New York**, is replacing cadmium and hexavalent chrome traditionally used in production of coaxial cable connectors with an electrolytic nickel and tin alloy plating process. Once completed, the facility will reduce its hazardous waste disposal by 948 tons per year and reduce the purchase of 189 tons of hazardous materials.
- **Jonesboro, Arkansas**, now bales cardboard for recycling, and has located a local merchant to carry away pallets that can no longer be used, at no charge.
- **Monterrey, Mexico (Blackburn)**, is analyzing how to reduce waste, including mud, rags, gloves, oil, grease and degrease, to lessen the total it sends each month to the landfill.



The Caribe facility’s recycling program for corrugated boxes will reduce waste by 25 percent this year.

- **Monterrey, Mexico (Communications and Weatherproof)**, is involving employees in reducing waste, including waste oils, garbage, cardboards, solids, mud, rags, and contaminate, as well as reducing water and energy consumption.
- **Monterrey, Mexico (Die Cast)**, expects to reduce dangerous waste by 25 percent, reduce energy consumption by 10 percent.
- **Orange, Massachusetts**, expects to cut garbage disposal costs in half by recycling cardboard.
- **Portland, Tennessee**, must periodically purge its injection molding machines, which contributes to a large percentage of its total waste stream. By creating a standard and efficient work process for purging, they expect to reduce total disposal costs.

The Green Team

Albuquerque	John Shaw
Athens	Joe McCall
Caribe	Gerardo Pastrana
Hackettstown	Bruce Clauser
Horseheads	Virgil Wilbur
Jonesboro	Larry Kronk
Monterrey (Blackburn)	Pedro Tovar
Monterrey (Comms and WP)	Jorge Alonso
Monterrey (Die Cast)	Juan Salas
Orange	Lee Peters
Portland	Chris Rouser
Byhalia	Mike Kobb
Southaven	Patricia Liddell

Promotions and New Structure Designed to Grow the Business



Chris Hartmann
Executive Vice President and
Chief Operating Officer



Imad Hajj
Chief Development Officer



Hugh Windsor
President, HVAC business



Ned Camuti
President, U.S. Electrical business

T&B recently took an important step in the journey to position the company for growth.

Chris Hartmann was promoted from president, electrical division, to executive vice president and chief operating officer, responsible for the company's global business operations, including manufacturing, marketing, sales and distribution. All business divisions now report directly to Hartmann.

Imad Hajj was promoted from president, HVAC division, to the newly-created position of chief development officer, with a key responsibility for leading the company's merger and acquisition activities. The business development and planning function now reports directly to Hajj.

"We've made tremendous strides in the past few years," said Pileggi. "We're financially strong, have excellent manufacturing and logistics capabilities, market-leading brands and strong distributor relationships."

"Chris and Imad have played a key role in driving our culture of execution. When I think about the principles we have in place that guide our company and our behavior to achieve results, they both have a passion for winning that will help us capture additional opportunities for success and growth," said Pileggi.

Both Hartmann and Hajj will report to Pileggi.

Hugh Windsor was named president of the HVAC division to replace Hajj. Windsor has been with T&B and the HVAC division for more than 10 years and brings a wealth of industry and product knowledge to his new position.

To lead the company's U.S. electrical business, Thomas & Betts hired **Ned Camuti**. Camuti joins T&B from Ideal Industries where he was vice president and general manager of the company's Connector Division. During more than a decade with Ideal, Camuti progressed steadily through several management positions, proving to be an effective and capable leader of a variety of functional areas and initiatives, including new product development, product management, acquisitions and sourcing strategies, distributor incentive programs and executive-level sales. Prior to Ideal, Camuti worked for a national trade publisher and an electrical wholesale distributor.

"Ned has more than 23 years experience in the electrical industry and has a deep and broad understanding of our industry from both a manufacturers' and distributor's perspective," said Hartmann. "This knowledge, coupled with his extensive management experience and proven track record, makes Ned extremely well qualified to contribute to Thomas & Betts' continued leadership in the electrical industry."

When the Weather Outside is Frightful, T&B Employees Come Through for Customers

After a December ice storm left half a million people in St. Louis, Missouri, and central Illinois without power, St. Louis-based utility Ameren called on T&B to support the massive restoration effort.

For Ameren, the disaster was especially severe as the utility's service area had grown over the last few years and now included neighboring utilities' territories – most with many different wire sizes. T&B Blackburn® connectors, used in overhead power distribution systems, were essential for the utility to splice (i.e. reconnect) thousands of places where ice and tree damage had broken the overhead conductors causing the customer outages.

“We could not have put together the massive restoration effort we did without the support of suppliers like you.”

T&B employees in Monterrey, Mexico, rose to the challenge by accepting a large order for the Blackburn connectors and splices, making a commitment to manufacture and deliver them to Ameren in record time.

“We hear so much about disasters such as this on the news. But what we don't often hear are the incredible stories of what our employees do to help restore power under the worst conditions possible,” said Kim McNitt, regional sales manager for T&B. “We are all very proud of the concern shown by our employees and their willingness to take a risk and put their own ‘skin in the game’ to make a difference during this major disaster.”

Dave Schepers, vice president for energy delivery technical services at Ameren, also expressed his gratitude, “We could not have put together the massive restoration effort we did without the support of suppliers like you. It's just so important that we all band together in the electrical industry to deal with these major disasters as we cannot do it alone. You have my personal thanks.”



An early December ice storm in the St. Louis, Missouri, area knocked out power for 500,000 people. T&B employees in Monterrey, Mexico, were instrumental in supporting the restoration effort.



HEALTH & FITNESS

The Heavy Hitters Win for Losing!

You don't have to be on a reality T.V. show to be "The Biggest Loser." T&B's competitive "Weight Loss Challenge" ended with The Heavy Hitters team winning by losing a total of 90 pounds in 12 weeks.

"People noticed the weight loss and it's a real morale boost to know your co-workers can tell a difference," said Lloyd Shipman. "I got off the couch, exercised and watched what I ate. It's amazing what I accomplished in just three months."

Losing weight demands focus plus mental and physical energy. Sticking to a weight loss plan is challenging, requires commitment but is very rewarding in the end.

"I think everyone wants to be fit and this friendly competition gave us an opportunity to do it as a group, because it's so hard to do on your own," said Shipman.

The best part about a challenge like this one is that there are no losers...except in the sense of the exceptional weight loss results achieved!



The Heavy Hitters before: (front row, l to r) Tom Kerlin, Scott Pitts and Brian Bolton; (back row, l to r) Mike Manzo and Lloyd Shipman.



The Heavy Hitters after: (front row, l to r) Mike Manzo and Scott Pitts (back row, l to r) Brian Bolton, Lloyd Shipman and Tom Kerlin.

Thinking Positive a Plus for Losing Weight

Envision Your Success

Athletes mentally rehearse how they'll win to make it feel attainable. You can do the same by visualizing how you'll succeed in difficult situations such as dining out or attending a party. You also can find pictures or words that illustrate your goals and hang them in a visible place to use as encouragement to stick with it.

Don't Obsess About Being Perfect

It's normal to fall off the wagon occasionally. What's important is to pick yourself back up and not give up because of one minor setback. After all, you're human and as long as you use the setback as a learning opportunity you'll be okay. Just ask yourself what triggered the setback and how can you avoid it in the future.

Cheer Yourself On

Don't put yourself down or sabotage yourself by thinking negative thoughts such as "I'll never lose weight." Instead, recognize the progress you've made and think constructively about how to improve further. Reaffirm your belief in yourself with positive affirmations every day.





TIDS & BITS

Lights! Camera! Action! T&B 'Struts' its Stuff on CSI

"CSI: Crime Scene Investigation" is one of the hottest shows on T.V. If you're a fan, be on the lookout for the appearance of a Kindorf® strut in the show. As devoted fans of the crime drama series can imagine, the strut appears to be used in a manner not particularly recommended by T&B's product literature.

The 2006 October issue of Vegas magazine shows a photo of the strut surrounded by a pool of blood...obviously the scene of a crime to be investigated.

"It's cool to recognize one of our products in such a popular show set in a city as widely-known worldwide as Las Vegas," said Rachel Kesselman, marketing specialist in the electrical division.

In fact, according to the Las Vegas Convention and Visitors Authority, when it polled Australians a few years ago about what they would want to see if they visited Vegas, "the place where CSI is shot" came in near the top five, behind Caesars Palace, show girls and the Hoover Dam.

Kindorf is T&B's innovative labor-saving metal framing system. Its easily recognizable by modular design and its' Gold Galv-Króm metal finish.

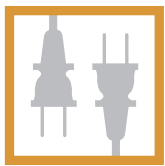
T&B products also have been seen in other popular T.V. shows such as the award-winning drama, The Sopranos.



From left, CSI Director Ken Fink and stars William Petersen and Marg Helgenberger go over a crime-scene shot backstage at the MGM Grand's Ká Theatre during the filming of CSI. The Kindorf strut is surrounded by a pool of blood. (Photo with permission of Tomas Muscionico)



Rachel Kesselman, T&B marketing specialist, holds a piece of Kindorf strut.



PLUGGED IN



Listen, Learn, Lead

Some wise person once said, “We were born with two ears but only one mouth. Some people say that’s because we’re supposed to spend twice as much time listening as talking. Others claim it’s because listening is twice as hard.”

It’s true that one of the most basic of all human needs is the need to understand and be understood. It should be no surprise then that the best way to understand people is to listen to them.

A study recently completed by a U.S. based communications consultancy, the Hampton Group, demonstrates this theory. In fact, the simple act of listening and giving people the attention they deserve can go a long way in leading people.

In fact, good listening is a skill that supports several of T&B’s guiding principles including: Treating Each Other With Respect; Understanding Customers’ Needs, Treating Customers and Suppliers Like Partners; and Encouraging Trust and Open Communication.

The Hampton Group asked 250 business professionals, “Think of when you are the speaker. What behavior do bad listeners’ exhibit?” Here are the top five Do’s and Don’ts when engaging your fellow employees – or anyone for that matter — in conversation.

1. Don’t interrupt. When you interrupt an employee you’re pulling focus away from her message and bringing it back to yourself. Listen to ideas, don’t dictate them.

2. Do make eye contact. Eye contact reassures employees that you are listening and attentive to their ideas.

3. Do give employees feedback. When an employee approaches you with an idea, it’s because he wants your opinion and advice. Giving feedback makes for a happier worker.

4. Don’t take calls. Let the employee finish his thoughts. Answering the phone during a conversation signals to the employee that the call is more important than they are.

5. Don’t multitask. This may be obvious, but stop whatever else you were doing when an employee is trying to tell you something. You can’t focus on two things at the same time and you may be missing important non-verbal factors. Studies have shown that, in a spoken message, 55 percent of the meaning is translated non-verbally, 38 percent is indicated by the tone of voice, while only 7 percent is conveyed by the words used.



Good listening skills support a culture of respect and enhance communication at all levels.



SAFETY ZONE

Canada's Commitment to "Work Safe" Culture Creates Continuous Safety Improvement

A sustained focus on safety, led by the health and safety team in Canada, has paid big dividends. In the past five years, the Canadian division has decreased injuries by 60 percent by implementing and building a work safe culture.

"A focused effort on the part of everyone on our team has helped us decrease incident rates each year," said Yvan Saumier, manager of health and safety in Canada. "This is great but our ultimate goal is zero injury."

Pierre Paul Riopel, vice president, manufacturing and technology in Canada, added, "We're building a culture where manufacturing employees can make personal choices and take personal action to prevent accidents and avoid recklessness."

Canada has heightened the importance of a safe work environment with a steady stream of communications focused specifically on safety, including: weekly employee safety meetings; audits performed for any level of job – from vice president to hourly; increasing awareness with in-plant postings; quarterly safety update letters sent to employees' homes; and job safety analysis and observation programs.

"Safety as a key priority for our business crosses all jobs and geographies," added Bill Frigon, director of safety for Thomas & Betts. "Each location is empowered to develop its own safety programs based on its unique needs. Canada has done a great job in implementing a program that leads employees to want to build a work safe culture."



Employee pride in workplace safety comes alive when T&B's Canadian employees build a green "Accident-Free" SafetyCross. Marc Raymond, Canada's production coordinator, stands in front of the safety cross board that is updated daily.

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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