

powerline

Connecting Employees Worldwide

T&B Moves Forward as One Team

Through a Tough Economy



SUMMER 2009

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Together,
we've moved methodically but with purpose to ensure that our company remains a leader now and emerges from the current recession in a position of strength.



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Through a Tough Economy



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You can find *PowerLine* on the web at: <https://myconnection.tnb.com> (no password required).

Myconnection.tnb.com is a portal into parts of T&B's employee intranet from the web. While parts of the site are password protected, *PowerLine* is available 24/7 at myconnection.tnb.com in English, French and Spanish. Just type in <https://myconnection.tnb.com> and the front page of *PowerLine* will appear.

Employees who are paid on U.S. or U.K. SAP system can also access their pay stub and benefit information using their Novell user ID and password. In the future, we look forward to expanding the capabilities of myconnection.tnb.com for all of our employees.

Alternatively, you can find *PowerLine* on the company's secure intranet.

Find us online
<https://myconnection.tnb.com>

talk back—win big!

We want to hear from you, our readers, about the pros and cons of the new print format and the online issue so that we can improve your readership experience. Send an email to powerline@tnb.com or take the brief survey in the online edition at <https://myconnection.tnb.com> (no password required). Everyone who participates will be eligible to win a **\$100 American Express check card.** We look forward to hearing your feedback on how we can make *PowerLine* even better.

editor's
note



To our readers:

As the editor of *PowerLine*, I want to share some exciting changes we've made to the print and online versions of our global employee publication. Our new look and format offers an eye-catching new design, reader-friendly features and a wider variety of articles while covering all the news that you have come to expect from *PowerLine*.

We've realigned our regular column features and given them new names that, we believe, more clearly speak to the "why" of the information contained inside. The new column **Lead** gives a snapshot of the people and activities that are **making a difference** at T&B. **Succeed** provides an overview of key **products and markets** and how we compete. **Exceed** explores examples of our intense focus on **operational excellence**. And, lastly, **Newsfeed** will give you short bits of interesting information and other **news of interest**.

PowerLine's goal has always been to provide insight into our products, personalities, policies and strategies, while illustrating our **Guiding Principles** in action. But, perhaps more importantly, it's to help build a culture where each individual employee feels empowered with knowledge and part of a driven and successful team.

Our feature story for this issue focuses on the turbulent waters of the current economic downturn, and how Thomas & Betts is not just "weathering the storm" but positioning itself for enhanced leadership when the markets turn around. We follow that with a new periodic feature, **Conversations**, in which we interview a leader in our organization about their experience, vision and success at T&B. In this issue we spoke to Imad Hajj, who leads global operations.

In addition, our regular columns are chock-full of interesting insight into what makes T&B a leader in every market in which we compete.

We hope you enjoy the new, improved *PowerLine*.

Sincerely,

Tricia

Tricia Bergeron
tricia.bergeron@tnb.com

T&B Moves Forward as Through a Tough Economy

team



by Dominic J. Pileggi, *Chairman & CEO*

Never before have we felt the true interconnectivity of the world economy as we are now.

What started as the collapse of the U.S. financial markets has now become the most pervasive global recession in decades. The result is significant pressure on Thomas & Betts and every other company in our industry to **re-examine how we compete and how we prioritize.**

To gauge the health of the markets T&B serves, we look at data such as the Purchasing Managers Index (PMI), a barometer of health in the manufacturing sector and the Architectural Billing Index (ABI), a forward-looking indicator of construction activity. Neither of these—or the myriad of other data points tossed around—have shown any meaningful or sustained improvement. In fact, the news on one day often contradicts the news the next day. And government-stimulus spending has yet to have a meaningful impact on economic growth.



Tough Choices To Work Smarter

We've had to make some tough decisions over the past several months. We've moved with deliberate speed to address the changing market dynamics and heightened uncertainty. "Deliberate speed" means that we recognize the magnitude that our decisions have on our current and future competitive positioning and on employee morale. We weigh all options and avoid making 'knee-jerk' decisions in response to short-term dynamics.

But the fact is that, with double-digit declines in many markets, we've had to cut production shifts and employment at facilities in all geographies. We've also suspended merit pay increases for salaried employees. And we're operating on "no growth" budgets while keeping a tight watch on capital spending.

Not all the decisions are being made from the top down. We've asked and expect every individual to take a hard look at the resources they use and the resources they need to do their jobs. We trust that our employees can and will make sensible and practical decisions. After all, you know best which programs are critical and which programs are "nice-to-have." In today's environment, we should only be focused on critical programs, critical travel and critical spending. As a team, we always expect each member to pitch in and work hard; today we all need to "work smarter."

Key Initiatives Moving Ahead

Together, we've moved methodically but with purpose to ensure that our company remains a leader now and emerges from the current recession in a position of strength.

Part of that effort is the company-wide initiatives we launched late last year to take Thomas & Betts to the next level. These initiatives address Growth, Productivity, Supply Chain, Technological Superiority and Organizational Capacity. None of the activities or areas addressed are "broken" at T&B; nothing requires a major overhaul. The initiatives are more akin to "continuous improvement on steroids." How can we refine what or how we do things to "work smarter"?

To do this, we're busting down silos and working together to find synergies and efficiencies across departments, divisions, geographies and markets.

For example, we are moving the success we've had with Lean management in our factories to our administrative and support areas. One common project being refined is the "order to cash" process; how long it takes between the time we take an order and the time it takes to complete the transaction and the money goes into T&B's bank account. This critical process affects many different departments and taking a look at it from a cross-corporate perspective should prove invaluable. We've already identified areas where simple but effective improvements can be made.

To ensure that we "have the right people in the right place at the right time," the human resources team is working closely with managers in all businesses to make sure that individual goal-setting is aligned with key business strategies and that appropriate and adequate training programs are in place.

working smarter together

These are but two examples of how—even in the midst of a dramatic economic downturn—T&B is taking steps to manage and improve our performance well beyond the current quarter. As noted above, we've faced other significant challenges throughout our 111 year history and always come out ahead. Working as "One Team"—with our Guiding Principles always top of mind—this cycle shouldn't be any different.

Resolving the world's economic problems will take time. However, one thing is certain. Society's demand for electricity will continue to grow. Some estimates projected the need for at least 30 percent more by 2030. This means that the need for what we offer—high-quality, innovative products that deliver power and connectivity—isn't going away any time soon. Working as "One Team", I firmly believe that we will not only survive the current economic downturn, but come out stronger and better equipped for another 100 years of industry leadership. **D**

conversations

with Imad Hajj

Senior Vice President of Global Operations



A Passion to Innovate

Robert Tucker, a leading authority on the topic of innovation, recently interviewed Imad Hajj, T&B's senior vice president of global operations, for a new book he is writing.

The book is about how individuals need to innovate in order to make themselves indispensable in an era of disruption, down-sizing and discontinuity. The following excerpts are from Imad's conversation with Tucker.

What's the single most important thing in driving innovation?

Imad: Being willing to learn. If you're not willing to learn you can't influence change. Leading change is not about dictating answers; it's about helping the team find their own way to the desired end state. It's about learning as you go. And as you learn, you have to teach.

When we first implemented *Lean* thinking on the factory floor, we made our plant managers spend a week at a different plant teaching what they had learned. When you start teaching, you become more passionate about a topic. And people pick up on your passion. This makes them more willing to follow your lead and be innovative. So learning and sharing is extremely critical for managers at any level that want to succeed.



How have you "innovated" on a personal level?

Imad: No question that I am driven to succeed. Part of that comes from being raised in a military house with a dad that was a general in the Lebanese army.

But my personal drive can be intimidating. Early in my career, I wanted people to "do it my way"; I wanted to force things to happen. You can get things done that way but you can't optimize your resources. To be successful, I had to be willing to change. One key area was improving my indirect communication skills so I wouldn't be so intimidating. For example, just smiling more made me more approachable, less intimidating.

Over time I learned that if you help people see the process from start to finish—how things connect before them and after them—they can contribute more. Keeping people in silos is what kills a lot of progress and stifles innovation.

What's it take to bust down silos?

Imad: Communication. By this I mean getting everyone to listen to each other, to understand other's roles and needs.

Leading by example is critical here. You need to really listen and help the team open its eyes to different ways of seeing things. Fresh eyes from other functional areas help eliminate the excuse that "we've always done it this way."

"Over time I learned that if you help people see the process from start to finish—how things connect before them and after them—they can contribute more."



What drives your passion to help T&B succeed?

Imad: My dad taught me that everybody likes to win. Army, corporation or whatever, it's all the same. People want a leader to show them the way.

So I see my job as fostering an environment where people know we want them to be proactive and know we will support them. I try to drive people to the next level. I don't want them to think that once they get to a certain point we're done. Never. But I make sure to support them along the way. Sometimes support is just asking questions that help them find their own way around a problem. Sometimes it might mean bringing in external resources to get over a hump.

When we started *Lean*, I personally went to every facility in the U.S., Mexico, Canada and Europe, often with other senior managers. We walked the floor and talked to the people about the projects they were working on. Our presence sent a strong signal that we wanted them engaged. It's amazing how willing people are to help when they feel respected. ■

mission critical

Cyberex Protects World's Data



Group photo above, left to right: John Jeter, Southern Regional Sales Manager, T&B; Rob Neidlinger, Enterprise Sales Director, T&B; Richard Draper, Product Manager, Enterprise Solutions, T&B.



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ew of us give any thought to where the vast array of electronic information and applications needed to run global commerce is stored or how it's kept secure. But for T&B Power Solutions and Cyberex® products, it's a 24 hour, 7 days a week focus.

To showcase the breadth and versatility of Cyberex products to a global audience, T&B Power Solutions recently attended the Data Center World and Expo held in Las Vegas. The Expo is the premier educational resource for IT professionals responsible for ensuring that when we fire up our computers each morning, the data we saved yesterday will still be there.

Cyberex products help ensure the availability of clean, reliable, uninterruptible electricity that keep critical systems—such as data centers—operating. According to Richard Draper, Cyberex product manager, data centers come in all sizes—from a single room to an entire building or even a campus of buildings. These mission-critical facilities require “precision” management to ensure that any chance

Cyberex products keep critical systems operating.

of disruption to business systems and operation is minimized.

“Managing individual circuit loading, risks, capacity and energy efficiency is crucial to a data center,” said Richard. “The Expo was the perfect venue for us to demonstrate the advantages of Cyberex solutions directly with key design and build firms, consultants and engineers.”

“More than 700 data center managers from around the world attended the Expo,” said Rob Neidlinger, T&B's sales director for Enterprise Solutions. “This exposure will help us expand our presence and grow.”

Data Center World and Expo is sponsored by AFCOM, the world's leading data center association with over 4,500 members. The conference has been recognized by Tradeshow Week magazine as one of the 50 fastest-growing shows in the U.S. ■

‘OUTSTANDING’ Ty-Rap Merchandiser Wins Design of the Times Award



Whether you're in a small neighborhood grocery store or a large department store, you will likely find colorful and eye-catching displays—also known as “merchandisers”—beckoning you to buy products.

It's the same in the electrical industry. When electrical contractors visit a distributor to stock up on essential products, catching their eye with an appealing product display can help drive sales.

T&B has proven itself adept at product merchandising—so adept, in fact, that we recently stood out among the best in the world and won the Bronze award in the Design of the Times Awards Competition at the In-Store Marketing Expo held in Las Vegas. The winning merchandiser was a freestanding Ty-Rap® and Catamount® display developed as part of the Ty-Rap 50th Anniversary campaign. The competition included household names such as Procter & Gamble, Nike and Fisher Price.

“We have focused considerable resources on developing strategic and eye-catching merchandisers for our leading brands over the past several years,” said Kendall Morgan, vice president of marketing for U.S. electrical products. “Winning this award is a testament to our success.”

“The fight for floor space at our distributors is fierce,” said Cindy Phillips, marketing communications manager. “We've received excellent feedback on the effectiveness of our merchandisers.”

“The fight for floor space at our distributors is fierce”

— CINDY PHILLIPS

The Design of the Times award competition recognizes the retail industry's best displays and promotions. More than 100 leading brand marketing and retail executives judged hundreds of entries on creativity, innovation, practicality, branding and achievement of sales and marketing objectives. ■



Mini-City MAPS Out Fresh Air With Reznor

A totally new concept in urban living—the “mini-city”—is redefining the way people work, live and play, and in Chicago, Reznor® MAPS® III (Modular Air Processing Systems) Series sits atop the latest such development.

The Roosevelt Collection, a \$900 million, six-floor multi-use development featuring retail shops, a movie theatre, diverse restaurants and a two-acre public park, was recently developed on 12 acres in the fast-growing South Loop area. On its roof, Reznor MAPS® III Series units are heating, cooling and dehumidifying high volumes of outside air and circulating it inside to ensure the residents and visitors are comfortable and breathing the freshest air possible.

“Installing the MAPS units was an easy choice for the contractor on the Roosevelt project,” said Kevin McLaughlin, T&B's manufacturing representative in Chicago. “They had used MAPS units in other projects and knew they would provide the flexibility, energy efficiency and quality needed for this impressive development.”

David Street, vice president of marketing for HVAC, said, “The Reznor brand is 120 years old and still keeping up with the times. Our state-of-the-art MAPS units let the residents of the Roosevelt mini-city breathe like they were living in the country instead of in an urban oasis.” ■

RENDERING COURTESY OF IMAGE FICTION



HVAC Distributor Saves Big with Reznor

Calverley Supply, an HVAC distributor in Sterling Heights, Mich., has had good luck selling Reznor® V3 Series Model UEAS gas-fired separated combustion unit heaters—probably because its advanced burner technology with a patented aluminum MacroChannel® heat exchanger offers increased thermal efficiency, saving energy and money.

Armed with this data, Calverley's owners, Anthony and Jason Calverley, decided to install the V3 heaters in their own warehouse when it came time to replace their own heaters. "We are stocking and selling V3 units, so we thought it was a good idea if we personally tested the unit's claim of high energy efficiency," said Jason. "The savings were almost unbelievable."

"The Reznor V3 series makes good financial sense."

— JASON CALVERLEY



Top left photo: installed Reznor V3 Series Model UEAS.
Photo above: Anthony Calverley

We saved \$800 over four months on our gas bill. We are going to continue replacing the units in all our buildings with the Reznor UEAS heater. And now we can offer a hands-on testimonial to our customer that using the Reznor V3 series makes good financial sense." ■

Game Changing LU Conduit Body Introduced



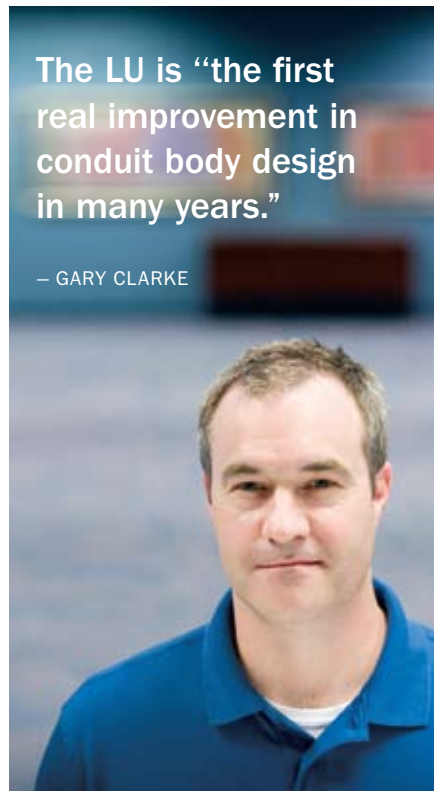
T&B is changing the game for all users of conduit bodies with our innovative new Universal Conduit Elbow, or the LU. The ingenious design of the LU effectively replaces four common conduit body types: LR, LL, LB and C. Simply put, this means that distributors can reduce their inventory; while electrical contractors will save on labor and materials anywhere a conduit elbow is needed.

According to Graybar, one of T&B's largest electrical distributor customers, the LU is "the first real improvement in conduit body design in many years" and because of it, "a revolution is underway at job sites across the country."

As part of the BlueKote® family, the LU has a slick, easy-glide surface coating that makes it easier to pull wires through, simplifying and speeding up the electrician's job. ■

The LU is "the first real improvement in conduit body design in many years."

— GARY CLARKE



FINE PRINT Made Easy with New EZL500 Printer

Have you ever looked under your desk at the jumble of wires and cords and wished they were marked so you knew what was what?

Of course, writing on electrical wire isn't easy to do. That's why portable labeling devices are now standard equipment in the electrician's tool box. But printers used by electricians need to withstand harsh treatment and include special features. That's where T&B innovation comes into play.

The newest member of the T&B printer family is the powerful, user-friendly EZCODE EZL500® Thermal Printer. Built for heavy-duty applications, the EZL 500 produces labels that are durable, smear-proof and work on a wide variety of surface types. The printer's simple-to-use but powerful software makes operating it intuitive while a unique magnetic strap keeps the unit within reach while working inside an electrical panel or box. ■



"The Kindorf Trapnut has proven to be a game changer."

— TIM PIERCE



Flash Memory Chip Plant *Built in a Flash* With the Trapnut

On the biggest projects, even the smallest details can make a substantial difference. Fisk Electric proved it when they saved an estimated \$400,000 savings in labor costs by using the Kindorf® Trapnut™ in the electrical system for a new 1.6-million-square-foot Samsung semiconductor plant in Austin, Texas. The facility is the largest 300mm NAND flash memory plant in the U.S.—over nine football fields in size.

Founded in 1913, Fisk is one of the largest, oldest and most successful electrical contractors in the U.S., with over 1,400 employees in five states. On the Samsung project, Fisk had 450 employees on site and completed the

job in less than six months.

Over the course of the project, Fisk used a multitude of cost-saving productivity tools. One of those tools was the Kindorf Trapnut. The Trapnut eliminates the need to thread nuts and washers over long lengths of threaded rod and can be installed 30 to 45 percent faster than standard fasteners. Using the Trapnut helped Fisk save approximately 15,000 to 20,000 work hours.

"The Kindorf Trapnut is setting a new standard in the way contractors install mechanical support systems," said Tim Pierce, T&B product manager for the U.S. electrical division. "Fisk is only one of many success stories where the Trapnut has proven to be a game changer."

In 2006, the Trapnut won Product of the Year from the National Electrical Contractors Association. ■





Management Changes

Advance T&B's Leadership

Bill Weaver Succeeds Fluke as CFO

Ken Fluke, senior vice president and chief financial officer, has decided to retire in order to focus on his family and charitable interests. He will be succeeded by Bill Weaver, currently the company's controller.

Ken played an invaluable role in helping lead the company's turnaround and repositioning during his tenure. As a result, T&B has earned a reputation for sound financial management.

"Ken has been a tremendous business partner to me in developing financial and competitive strategies that have enhanced our industry leadership," said Dominic Pileggi, chairman and chief executive

officer. "We wish him all the best in his life transition."

Bill Weaver joined T&B in November 2008. Prior to that, Bill was CFO for First Horizon/MetLife Home Loans. He also spent 22 years in public accounting and served as the managing partner on the T&B account while with KPMG, LLP.

"Bill knows our company very well and is a proven financial executive and leader," said Dominic. "This should allow for a seamless transition in to his new role." ■



"Bill knows our company very well and is a proven financial executive and leader."

— DOMINIC PILEGGI



Chuck Treadway To Lead Global Electrical

Chuck Treadway has joined T&B as senior vice president and group president for the company's global electrical business.

"Chuck is a results-oriented executive with an outstanding track record of growing businesses and improving profitability through strategic portfolio management across markets and geographies," said Dominic Pileggi. "His unique experience makes him an excellent fit for Thomas & Betts as we look toward the future."

Chuck will be responsible for strategic and operational responsibility for T&B's electrical product businesses worldwide. He will focus on optimizing our product offering across markets and geographies, leveraging our global manufacturing network to support this effort and strategically strengthening our engineering capabilities.

Chuck joins T&B from Schneider Electric, where he served as president and chief executive officer for the company's Custom Sensors and Technology (CST) global business unit, one of the top sensor manufacturers in the world with nearly \$1 billion in sales and more than 5,000 employees worldwide. ■



"Chuck is a results-oriented executive with an outstanding track record of growing businesses and improving profitability through strategic portfolio management."

— DOMINIC PILEGGI

Rich-ly Deserved: Craven Honored By Leading Distributor

Rich Craven, T&B's senior sales representative for the Southwest United States, was named 2008 "Supplier of the Year" by B&K Electric Wholesale, one of the top 200 electrical distributors in the U.S.

"Rich is a very valuable asset to our success," said Todd Brown, president of B&K Electric. "He provides significant value to B&K with his responsiveness, reliability and willingness to be a team player."

Rich, who is a 20-year veteran of T&B, attributes his success to the great relationships he's developed with his distributors and end-user customers.

"It's imperative to know your customers, and be passionate about what you're doing," Rich said. "Nothing can replace a hands-on approach, a face-to-face meeting and the value of knowing your customer intimately."

Tony Mancuso, T&B's Southern California district manager, said, "Rich is the consummate professional. He is renowned when it comes to implementing promotions and introducing new products and is well-respected by his peers and customers. We are fortunate to have Rich as a member of our sales team."

Rich is no stranger to winning awards from B&K. The company also named him "Supplier of the Year" for 2005. **■**



Pictured: (L-R) Tony Mancuso, Southern California District Manager, T&B; Kathleen Ellison, CEO, B&K Electric Wholesale; Rich Craven, Sr. Sales Representative, T&B; Todd Brown, President, B&K Electric Wholesale; Sean Kenny, Director of Member Relations, Affiliated Distributors.

"Rich is just a super cool dude"

— GARY HANRAHAN

Key drivers for earning this recognition:

- Contributing to B&K's growth and profitability
- Demonstrating a "buck stops here" attitude
- Willing to go the extra mile to deliver products to B&K customers

Mike Kenney

T&B Veteran Receives Prestigious Industry Award

Mike's long record of exemplary service in the electrical industry reflects his loyalty and strong business values.



The leading electrical industry trade association in Canada, Electro-Federation Canada (EFC), recently recognized Mike Kenney with the association's most prestigious award, the Industry Recognition Award (IRA).

Mike is a 23-year T&B veteran and currently leads the company's operations in Canada, Europe, the Middle East, Asia and Australia and manages the company's emergency lighting business on a global basis. He oversees more than 3,000 employees, 23 manufacturing facilities and three regional distribution centers.

"Mike's long record of exemplary service in the electrical industry and to the community reflects his loyalty and strong business values," said Tim MacDonald, chair, IRA Nominating Committee. "He joins a prestigious group of past award recipients, all of whom share Mike's vision and leadership."

The IRA is presented annually to an individual who demonstrates strong industry leadership and who symbolizes dedication, balance and achievement in regional and/or national activities.

EFC represents more than 300 manufacturers and distributors of electrical equipment, contributing more than \$50 billion to the Canadian economy and employing more than 130,000 workers. **■**

Reznor Monterrey goes green

"It's not easy being green..." sang Kermit the Frog on The Muppets Show back in the '70s. Little did Kermit know that years later being green would be all the rage and rewarding to boot.

The Reznor[®] manufacturing facility in Monterrey, Mexico, began its green initiative by starting with a commitment from its employees. Their goal: establish a simple, low-cost but highly effective way to reduce waste.

By the end of 2008, the facility had invested \$2,100 in going green and saved \$122,000!

"We view the process of going green as a journey," said Gerardo Ruiz, Monterrey's human resource manager. "With every employee involved in our effort, we intend to investigate every green option possible and hopefully serve as an example of how to operate in a more eco-friendly manner."

To pioneer the movement, Gerardo and four employees—Caleb Mendoza, Wenceslao Reyna, Ernesto Coronado and Eduardo Ponce—established "The Blue & Green Team." The team, which met

The Blue and Green Team: Gerardo Ruiz, Caleb Mendoza, Wenceslao Reyna, Ernesto Coronado and Eduardo Ponce



the blue & green team

The initiative produced savings across all areas compared to 2007:

	total consumption		consumption reduction	cost reduction	improvement percentage	implementation cost
	2007	2008				
energy kilowatts	4,232,766	3,380,026	852,740	\$95,313	20%	\$0
water cubic meters	16,889	9,301	7,588	\$17,928	45%	\$204
cardboard	69,623	59,575	10,048	\$5,435	14%	\$0
trash	99,860	84,130	15,730	\$3,424	16%	\$1,982

"We view the process of going green as a journey."

— GERARDO RUIZ

once per week for a year, focused on reducing energy, water and cardboard consumption and eliminating trash. The team came up with some creative ideas that employees could use at work as well as at home.

"We have a lot of ideas and initiatives that we plan to continue implementing," Gerardo said. "It's a learning process, but everyone is excited about helping the environment and the bottom line." **■**

Jonesboro Environmental Efforts Wow 'Em—Again!



Thanks to its efforts to be good stewards of the community's water supply, T&B's Jonesboro, Ark., facility received the 2008 Environmental Achievement Award for achieving outstanding compliance with pretreatment standards from City Water and Light (CWL), the municipal utility company. This is a notable achievement given that the plating process for coatings used in manufacturing Ocal® and Shamrock® products at Jonesboro produces significant amounts of wastewater, adding an extra challenge to meeting regulatory requirements.

It is the second straight year that the Jonesboro facility has won the award.

"This recognition reflects our commitment to the environment and operational excellence," said Charles Reynolds, T&B environmental engineer.

To qualify for the award, the Jonesboro facility not only received a positive safety report on its most-recent pretreatment inspection and remained 100 percent compliant during the entire previous calendar, but also partnered with CWL to protect water quality and the environment. ■

Horseheads Cuts Waste and Wins

The Horseheads, N.Y., facility recently eliminated more than 30,000 pounds of cadmium and hexavalent chromium by replacing them with NiTin alloy, and in the process won a 2008 award from the Environmental Protection Agency.

"Eliminating cadmium and hexavalent chromium from our operations made sense from both an environmental as well as an expense perspective," said Virgil Wilbur, T&B's environmental health and safety specialist at Horseheads. "When advances in surface finishing technology finally made a substitute for cadmium and hexavalent chromium plating available, we immediately began a program to eliminate these components from our operations."

Making the change wasn't easy. Engineering tests were extensive and new vendors and equipment were required. Horseheads worked closely with the state of New York throughout the planning and implementation and also pursued partial project funding through the state's environmental benefit program.

"When the Horseheads facility was inducted into the National Partnership for Environmental Priorities (NPEP) in 2007, we outlined waste-minimization goals and made a commitment to the program to achieve those goals," Virgil said. "I'm happy to report that we performed better than our goals." ■

Susan Bodine and Matt Hale (far right), present the NPEP Achievement Award to Virgil Wilbur (second from left), T&B environmental specialist, and Om Chopra, T&B corporate director of Environmental Affairs.



With production from the new NiTin plating line in full swing for a period of nine months, Horseheads realized the following benefits:

- 33,648** Eliminated the use of 33,648 pounds cadmium
- 250** Eliminated the use of 250 pounds hexavalent chromium
- 22,375** Eliminated the use of 22,375 pounds sodium cyanide
- 46,160** Eliminated the use of 46,160 pounds sodium hypochlorite
- 4,000** Eliminated the use of 4,000 pounds sodium metabisulfite
- 232.5** Reduced hazardous waste filtrate shipments by 232.5 tons
- 128,044** Saved \$128,044 in transportation, disposal and energy costs

Bowling Green Hits Safety Milestone — 365 Days Accident-Free

Bowling Green's intense focus on safety extends beyond the Safety Jackpot program, so it was not a surprise that employees were keenly aware in March that they were about to hit a significant safety milestone of one full year without a lost-time accident. The celebration began the minute they hit it.

"We all work together as a team, and this is a direct reflection of our attitude and dedication to safety," said Theresa Merritt, materials department associate. "Everyone understands that there is nothing more important than being able to get home to our loved ones safely."

Mike DeVries, plant manager, said, "This achievement truly reflects the commitment to safety of our employees. The fact that this is not an individual effort makes it all the more impressive. Everyone who has contributed to this result should feel proud that they have played a major role in this accomplishment." ■

History Makers: Jennings Achieves Safety Milestone

It's been a long wait, but in March T&B's Jennings® Technology facility in San Jose, Calif., achieved 365 days of accident-free production. It was the first time in the facility's 65-year history that it had achieved this important milestone.

"Our employees are really in tune with their surroundings, and they make a conscious effort to avoid problematic situations," Steve Negrini, Jennings plant manager said. "This important feat was achieved through their dedication and commitment to safety."

The Jennings product line was acquired in 2007, employs 68 associates and manufactures high-voltage vacuum capacitors, relays, interrupters, contactors and coaxial switches.

Steve said the facility's safety committee played a key role in the safety milestone. Responsible for coordinating safety programs at Jennings, the safety committee handles key initiatives like evacuation training, forklift training, first aid and CPR training, and all federal and state-mandated training. In addition, weekly updates and monthly meetings take place to keep safety awareness alive in the minds of employees. ■



accident-free production days



Safety = Big Bucks at Bowling Green

It pays to be safe at T&B's Bowling Green facility. Just ask Becky Johnson, a quality control technician who won \$2,000 playing Safety Jackpot. Becky's been employed at the Bowling Green facility since 1992 and has maintained a perfect safety record.

The Bowling Green site was formerly part of Lamson & Sessions. The facility has approximately 110 employees and manufactures thermoplastic electrical fittings and boxes marketed under the "Carlton®" brand name.

Safety Jackpot is a scratch-off game card incentive program run nationally by a third-party vendor. Employees earn scratch off cards for their safety efforts, which they can redeem for merchandise. They can also earn the right to be entered in the annual Safety Jackpot's Nationwide Power-Bag Drawing with the chance to win up to \$1 million.

"The game is designed to create a workplace environment where safety awareness stays on the top of employee's minds and to reward employees for observing safety standards," said Gary Keel, the facility's human resource manager.

As a long-time supporter of the program, the Bowling Green facility hosted the Power-Bag Drawing in 2009. Becky's name was drawn from 135,300 eligible entries received from participating companies nationwide during 2008. Becky said,

"The Safety Jackpot program provides a positive incentive to work safely. I have three teenagers and the \$2,000 definitely came at a good time."



Is Your Name the Same?

TSA Wants to Know.



> **S**

ince 9/11, the security of commercial air travel has been a major concern. To prevent innocent travelers from being mistakenly placed on No-Fly lists because their names are similar to

names on terrorist watch lists, the U.S. Department of Homeland Security is introducing a new program called Secure Flight.

Under the Secure Flight program, the Transportation Security Administration (TSA) will be responsible for checking passengers against watch lists instead of the airlines.

For travelers, this means that your name must be exactly the same on your travel reservation as it is on your official identification documents. For example, if your name on your passport or driver's license is John P. Doe but you use the nickname Jack when you make your reservation, you could encounter delays. Also, travelers will now be required to provide their full name, date of birth and gender when making their flight reservation.

To be sure that they receive mileage credit for their flights, travelers should also verify that their airline frequent flyer profiles match their official names.

Secure Flight will be phased in over the next several months. It is expected to be fully implemented by the end of 2010 for all flights originating in the U.S. ■

For travelers... **your name must be exactly the same on your travel reservation as it is on your official identification documents.**



T&B Products Take a Dive with SONIA to Support Engineering Students

T&B has long been known for superior engineering so when asked to support engineering students working on an autonomous underwater vehicle (AUV) at the École de Technologie Supérieure (ETS) in Montreal, Canada, T&B Canada was happy to help.

T&B donated Ty-Rap® cable ties, Sta-Kon® terminals, T&B tools (cutters & crimpers) and accessories (cable sleeving & mounting bases) for use in the design and creation of SONIA, as the AUV was affectionately named.

“We are very grateful for the support of Thomas & Betts,” said Kevin LaRos of ETS. “The electrical system is one of the most important operating systems of the AUV.”

SONIA went on to win third place in the 11th Annual International Autonomous Surface Vehicle Competition in San Diego, Calif. Twenty-five teams from around the world competed in the event, held at the U.S. Space and Naval Warfare Systems Center's Facility. ■



A Whole LOTTO Money Horseheads Employees Win \$7 Million Lottery

Five Horseheads, N.Y., employees and five of their friends hit the jackpot recently, winning the New York LOTTO for a whopping \$7 million.

Any way you count it, that's one big hunk of cash.

“I was shocked and in total disbelief when I heard we won,” said Bonnie Blake, T&B quality control coordinator. “Now my two kids won't have to worry about how to pay for college.”

The win was 10 years in the making. The group began the pool

about a decade ago and has been participating twice a week ever since.

“It was a real surprise,” said Marty Fitzgerald, T&B raw material coordinator. “I was in the process of buying a house and this took all the worry out of it.”

The group, which calls itself the Found Treasure Gang, received an oversized check in a ceremony at the local mall. When they lost their grip and dropped it, a person in the audience with a quick wit shouted, “The check bounced already!”



Gretchen Dizer, left, of New York Lottery, announces the \$7 million winners Tuesday afternoon at the Arnot Mall in Big Flats, NY. The T&B employees who won were Bonnie Blake, Martin Fitzgerald, George VanGorden, John Slovak & Karen Thompson.

The winners said they don't have any grandiose plans with their winnings. Most will save for retirement or education, pay down debt or make home improvements. ■

McCarl Makes Her Mark at Mercer with 45 Years of Service



Mary McCarl is a bit like the Energizer bunny—she’s been an integral part of T&B’s Mercer, Pa., Reznor facility for 45 years and is still going strong.

“I’m not planning on retiring any time soon,” said Mary, who is a passionate dog lover with seven golden retrievers. “If I had to do it all over again, I would.”

Mary began her career with the Mercer, Pa., facility in 1963 as a billing clerk. She’s held her current job as a cost accounting clerk since 1968. She also performs accounts payable functions for inventory items and also backs other clerical teams, such as shipping, production and payroll.

Linda Wiggins, Mary’s supervisor, said, “Mary’s immense knowledge of Reznor and its products makes her an invaluable employee, and her generous spirit makes her a good friend to all of us who work with her.”

“Mary is an invaluable part of the Mercer team,” said Beverly Pas, Mercer’s operations administrator. “Her willingness to always help others succeed is particularly impressive.” **P**

exceed (continued)

Nottingham Proves There’s Safety in Small Numbers

To many tourists, Nottingham, U.K., is best known for its association with the legend of Robin Hood. But if you are looking for modern day legends in Nottingham, look no further than T&B’s Furse manufacturing facility. The small but powerful team at Nottingham has gone almost two years (since September 2007) without a lost-time accident.



“Safety is a priority for T&B and a priority at our facility as well,” said Sean Evans, Nottingham’s facility controller.

“We have worked hard and are very proud to have already gone over 600 days without a reportable incident or even one that required more than basic first aid treatment.”

The facility’s safety committee meets monthly to discuss general safety concerns and increase safety awareness.

“One of the most important factors in our success is our team approach to accident prevention,” said Sean. “We look out for one another and take the safety and accident prevention training very seriously.”



T&B’s Furse manufacturing team in Nottingham, U.K.

Nottingham employs 16 associates and manufactures world-leading earthing or grounding products. Earthing or grounding products can serve several purposes but first and foremost function of grounding is safety. When an electrical system is “grounded”, any unexpected spike in electricity will be directed away from the electrical system and into the ground where it is harmlessly absorbed. This protects both humans and equipment inside the building. **P**

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In addition to the employees noted in the text, many other employees helped gather information for this issue of powerline. They include: John Archer, Diane Brown, John Garavelli, Jon Gardner, Susan Hughson, Gary Keel, Jean Marc Myette, Dan Otten, Charles Reynolds, Verlean Rubin, Dan Seidel, John Shatzer, and Steve Jones Photography

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