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editor's note



To our readers:

Recent world events illustrate just how interconnected the global economy really is. And so it is at Thomas & Betts. As we continue to expand our global physical presence with acquisitions, facility expansions and focused marketing programs, we are also strengthening the interpersonal connections among our global family of employees and leaders. Our **cover story** provides an excellent overview of two recently launched managerial development programs designed specifically to bridge cultural gaps that may exist between T&B geographic regions and divisions and help us build **One Team** driving towards a common goal. The **AmpUp** and **Foundations of Management** programs demonstrate our continued commitment to being the Employer of Choice in our industries.

This issue's **feature story** introduces T&B's Retail Rock Stars. Learn how two small but hard-driving teams in the U.S. and Canada are successfully bringing T&B leading brands to do-it-yourself consumers and contractors who enjoy the convenience of shopping at their neighborhood hardware store.

Succeed is filled with examples of T&B's success in the marketplace — including innovative new products and accolades from our customers.

In the **Lead** column, you'll meet T&B's new global head of marketing, Franklin Sullivan and learn how Chuck Treadway's promotion to president and chief operating officer recognizes the significant progress we've made in the past couple of years. And, in a great example of our interconnectedness, you'll learn how Power Solutions is partnering with HVAC to reduce costs and optimize resources.

In **Exceed** and **Newsfeed**, you'll meet employees from the Netherlands, Hungary, Mexico, Canada and the U.S. who are making a difference and driving us forward towards our goal of best in class in everything we do.

Happy reading!

Sincerely,

Tricia Bergeron
tricia.bergeron@tnb.com

on-line

powerline 24/7

You can find *PowerLine* on the web at: **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 **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
myconnection.tnb.com



Accelerating Our Performance through People

Company Launches
Global Management
Development Programs



Top: T&B's **AmpUp** class recently graduated after eight months of an intensive development program. Pictured are Kristin Bartlett, Martha Bernal, Steve Blakley, Roger Boshaw, Kimberly Bosworth, André Boudreau, Simon Bradley, Scott Carpenter, John Castany, Javier Chavez, Jean Divelbiss, Mike Filipek, Hal Fonville, Chris Grammens, Patti McGory, Jim Midboe, Jeff Parker, Jean Michael Poitras, Roy Ruys, Dan Seidel, Michael Shenouda, Todd Smith, Rich Stanley, Alan Tarry, Johan van Buggen, Dan Vega and Danny Woodlief.

Middle (L to R): Executive sponsor Imad Hajj, senior vice president, International and Operational Development; and mentor Pascale Daviau, director, Business Development & Innovation, stand with the 2010 **AmpUp** winning team: Michael Shenouda, operations manager, Iberville & Edmonton facilities; Todd Smith, district sales manager, Mid South district; Chris Grammens, engineering manager, Reznor Europe NV; Danny Woodlief, senior manager, Tax; and Rich Stanley, manager, IT Business Systems.

Bottom right: The inaugural session of **Foundations of Management Excellence** program include (top row L to R): Luke Coplin, market development engineer, Steel Structures; Ricardo Rodriguez, senior project manager, Electrical; Will Sappington, senior supervisor, Financial Reporting; and Rob Dougan, project leader, IT; (bottom row L to R): Anton Hill, modeling group leader, Steel Structures; and Michele Wade, sales manager, Electrical. Not pictured are: Andrew Kross, Belinda Tinsley, Catherine Chapleau, Charlise Clark, Christopher Beall, David Burton, Dennis O'Neal, Edwin Ward, Jason Gambill, Kim Miller, Matt Cawood, Michael Pearson, Nelson Ojeda, Pierre Legare, Raquib Hassan, Renee Torres, Rocky Sandrella, Suzanne Kasnakian and Tom Ward.

Several years ago, Thomas & Betts defined five Key Initiatives – Growth, Productivity, Supply Chain, Technological Superiority and Organizational Capacity – that would be the foundation for our continued success. According to **Dominic Pileggi**, the old adage “last but not least” definitely applies to organizational capacity.

“The key ingredient for the continued success of Thomas & Betts is capacity – not the capacity of our manufacturing facilities, but the capacity of our organization – our people,” said Dominic. “We can only go as far and as fast as our organizational capacity – our people – can carry us.”

In 2010, T&B took a major leap forward in advancing Organizational Capacity with the launch of a new training program designed for managers at a director level and above developed in partnership with Rutgers University in Camden, N.J. Called **AmpUp** – short for Accelerating Management Performance – University Program, the eight-month program focuses on building deep, integrated but practical business skills while enhancing the participants’ executive presence, communication skills and managerial confidence.

THE UNIVERSITY OF
MEMPHIS

RUTGERS

School of Business | Camden

“As T&B continues to expand its global presence,

it is critical that our future leaders understand the ramifications of doing business around the world. **AmpUp** provided the opportunity to bring people who work in different parts of the world and different functional areas together to learn, grow and develop global networks that will benefit them throughout their career at Thomas & Betts.”

– PEGGY GANN

Senior vice president, Human Resources and Administration

“**AmpUp** gave me a better understanding of our overall business and the different functional areas. I now have more than 26 close contacts that I can call and talk to about issues we’re facing in our business. I know this will be invaluable in the future.”

– ANDRÉ BOUDREAU

Marketing director for T&B Canada

“This program definitely broadened my managerial capabilities, especially from a financial perspective. The Capstone simulation game brought it all together and showed the cause and effect relationship of decisions made in one area on other areas.”

– CHRIS GRAMMENS

Engineering manager for T&B’s HVAC business in Europe

“It was truly a unique learning experience. The knowledge I gained from the Rutgers staff and other Thomas & Betts’ employees was immense. This program makes you realize that you and your company are only as good as the people with whom you work.”

– TODD SMITH

District sales manager for T&B’s electrical business in the U.S.

“We wanted to create a program that would give the participants practical business knowledge that would help them do their jobs more effectively,” said **Diane Brown**, vice president of Organizational Development. “We also wanted them to have a shared stake in our future success and get them truly engaged in helping T&B realize its business and strategic goals.”

A group of 27 T&B employees from around the world participated in the first **AmpUp** class. They represented a broad spectrum of functional areas and their tenure with T&B ranged from one to 29 years. Collectively, they had more than 120 years of experience with Thomas & Betts.

Over eight months, the inaugural class participated in weekly webinars, met four times face-to-face at T&B’s headquarters in Memphis, Tenn., read extensively – both academic and practical business materials – and competed in a team-based, comprehensive business and financial strategy simulation game where they fought it out in an imaginary “marketplace” for sales and profits.

The final “exam” of the program involved working in teams and tackling a very real business challenge facing T&B. The teams researched, benchmarked and developed potential solutions for the issue. They then presented their analysis and recommendations to members of T&B’s senior executive team, including Dominic.

By all accounts, the program was an outstanding success.

In January, 2011, the second **AmpUp** program began and, once again, the class includes representatives from all functions, divisions and geographies.

According to Diane, the program’s success encouraged


the company’s leadership to offer a similarly structured program for employees at the early stages of handling managerial responsibilities. T&B partnered with the University of Memphis to create and manage Foundations of Management Excellence (FME). The focus is developing individual management capabilities with the opportunity to practice these skills through planned activities.

The inaugural session of Foundations of Management Excellence program started in late 2010. Logistically, the program is similar to **AmpUp** with webinars, a business simulation, required reading, special team projects, a process improvement project in their department or work area and face-to-face sessions.

Managers were asked to nominate employees with demonstrated track records of solid performance and an interest in taking on positions of greater responsibility in the future.

“The list of candidates was very impressive,” said Diane. “We had more than twice the number of nominations as we had available positions.”

A team comprised of senior level Human Resources professionals and four representatives from the 2010 **AmpUp** graduates reviewed the applications and selected the 25 participants. A broad cross-section of functional areas and business units from the U.S. and Canada are represented.

“These two programs are solid building blocks that support our desire to retain and develop talented individuals with strong values and solid business acumen,” said Dominic. “We have moved quickly and effectively down the road toward building excellent organizational capacity.” 



Clockwise top left: Pat Stege, national account manager; Marsha Lally, senior administrative assistant; Jeff Parker, retail marketing manager; and Gina McClendon, retail sales service manager.

Cleveland is home to many great institutions including the Rock and Roll Hall of Fame where rock legends are immortalized. Not far away, in the suburb of Solon, Ohio, a small team from T&B is busy immortalizing T&B brands in the mind of the consumer as they manage our presence in the U.S. retail electrical market.

T&B sells more than \$100 million worth of Carlon®, Steel City®, Red Dot®, Superstrut®, Catamount® and Blackburn® electrical products at more than 25,000 retail locations including “Big Box” stores such as The Home Depot®, Lowe’s®, Menards® and hardware chains such as Ace®, True Value® and Do it Best.® Christmas products such as battery-operated candles and remote-controlled dimmers are also sold through the enormously popular TV shopping network, QVC, which broadcasts in four countries to over 140 million consumers.

“The retail market is a unique distribution channel for T&B and complements our presence in traditional electrical distribution,” said **Norm Sutterer**, senior vice president of T&B retail. “Our goal is to ‘own the electrical aisle’ in the retail store.”

T&B also has a strong retail business in Canada, with sales over \$40 million. The product mix is similar in Canada, but brand names differ: Iberville® steel boxes & fittings replace Steel City and NuTek plastic boxes replace Carlon. Marrette® wire connectors, Microelectric® meter sockets and Emergi-Lite® emergency lighting are Canadian brands sold at retail.

Likewise, some retail merchants are the same. In addition to The Home Depot and Lowe’s, we find other Big Box stores such as Rona® and Reno Depot®, Canadian Tire®, Home Hardware and SpanCan are traditional hardware stores similar to Ace and True Value in the U.S.

Just like rock ‘n’ roll is similar, but different, from country western music, selling into the retail channel is similar, but different, from selling through traditional electrical distributors (ED).



Planogram — the “sheet music” of retail merchandising

Distributors cater to professional builders, engineers and contractors and are generally located “off the beaten path” in industrial sections of town. Retail stores, on the other hand, cater primarily to “do-it-yourself” customers and rely on convenient locations, extended hours and, once inside, visual imagery and ease of shopping to attract customers.

“Retail is an extremely demanding and evolving distribution,” said **Bob Pickering**, national sales manager for retail, T&B Canada. “Best-in-class service, on-time delivery and high-quality products is what gets you in the door. Innovation, flexibility and being a ‘partner’ with the retailer is what helps you win once inside.”

“The retail market is a unique distribution channel that complements our presence in traditional electrical distribution. Our goal is to ‘own the electrical aisle’ in the retail store.”

– NORM SUTTERER

“We have to work closely with each retailer to design visually appealing, well organized displays that complement the store’s interior, optimizes space and makes it easy for the consumer to pick the right product,” said **Jeff Parker**, manager of T&B metallic products for the retail channel.

“Even the labels on products sold at retail are uniquely tailored to help consumers easily understand key product information,” said **Gilles Descary**, product marketing manager for retail, Canada. “In Canada, both French and English are recognized as official languages and therefore all product packaging must be bilingual.”

Planograms – which are the “sheet music” of retail merchandising is an important part of designing effective displays. A planogram is a diagram that illustrates how products will be displayed. They can be simple or complex depending upon the size of the store and the number of T&B products carried. Planograms are then transformed into test displays to ensure that the final display is fully adaptable to the store’s requirements.

According to Gilles, cross-merchandising is also important to selling effectively at retail. This technique consists of displaying products with complementary products. For

example, wire connectors may be found in the fashion lighting or electrical cable section as well as the electrical aisle.

Greg Kane, who manages the Carlon chimes and lighting controls business, works with QVC shopping network in addition to retail chains. T&B also sells through catalogs such as *Frontgate*, *First Street* and *Plow & Hearth*.

“Selling on TV requires a compelling message and visually appealing products,” said Greg. “QVC looks for products that solve problems, make life easier and appeal to a broad audience. Our seasonal products such as flameless candles and remote timers have proven to be popular with TV shoppers.” ■

T&B’s Canadian Retail Business Recognized as Best By The Home Depot



Even in the highly competitive retail electrical market, T&B wins accolades for exceptional products and service. Over the past decade, we’ve been recognized by The Home Depot®, Lowe’s®, Reno Depot® and True Value® as a top electrical supplier of the year.

Most recently, T&B Canada won the “2010 Electrical Vendor of the Year” award from one of North America’s largest retailers, The Home Depot.

To be considered for the award, The Home Depot requires vendors to adhere to a set of performance standards. These benchmarks cover areas such as fill rates, on-time delivery, ease of doing business and merchandising.

“T&B executed a Business Life Cycle seamlessly, bringing our stores up to best in class, while developing an innovative display unit that can be used in many other areas of The Home Depot,” said Ron Cleary, electrical buyer, The Home Depot. “They support us to ensure that The Home Depot is the number one retailer.”

T&B’s U.S. retail has also been recognized for superior performance in the past by Lowe’s and The Home Depot.

The award for Electrical Vendor of the Year was presented at the annual Home Depot Partnership Meeting in Toronto, Ontario Canada. (L to R): Gino Digioacchino, Colin Ayers, Ron Cleary; Bob Pickering, director, T&B retail; Annette Verschuren, president, Home Depot Canada; Darryl Devos, national account representative, T&B; Steve Savoie, Bill Lennie and John DiFranco.

Cable Management Group, Ltd. Joins the T&B Family

T&B recently acquired Cable Management Group, Ltd. (CMG), a leading global manufacturer of cable protection systems specified in industrial and infrastructure/construction applications.

>

B

ased in Birmingham, U.K., CMG manufactures a broad range of metallic and non-metallic flexible conduit and

fitting systems used to protect critical power and data systems from fire, dust, moisture, vibration and corrosion. Marketed worldwide under the Adaptaflex®, Kopex® and Harnessflex® brand names, key vertical markets for CMG products include rail, machine building, petrochemical, oil and gas, mining, heavy vehicle, automation and construction/infrastructure.

“CMG is a growing and profitable business with market-leading brands, a solid international presence and an excellent financial profile,” said **Dominic J. Pileggi**, chairman and chief executive officer of Thomas & Betts. “CMG’s diverse portfolio of cable protection systems complement T&B’s existing product offering as well as the portfolio of cable protection systems added when we acquired Swiss-based PMA AG earlier this year. Both the CMG and PMA acquisitions support our strategic goals of broadening our presence outside North America and strengthening our leadership in industrial electrical components.” **P**

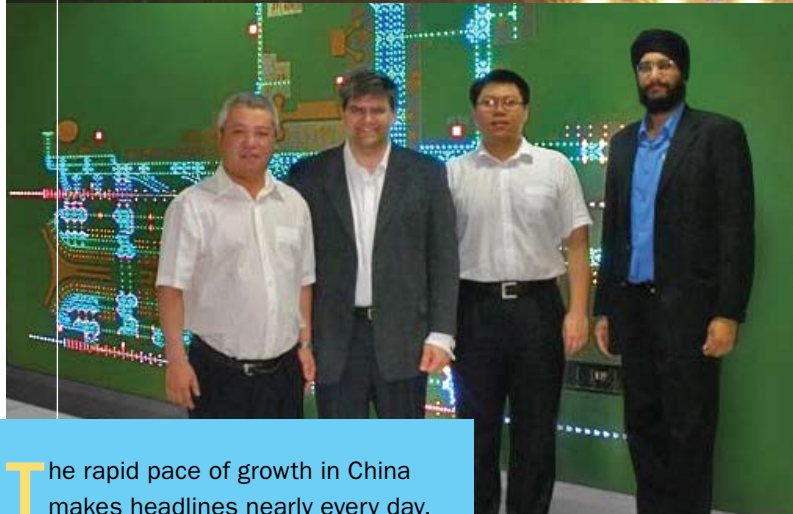


Top: Prav Mistry, machine setter, inspects a Kopex-Ex thread converter that's manufactured on a computer numerical control (CNC) machine at the Coleshill Birmingham facility. A CNC machine is used for making metal parts for everything from car parts to construction parts.

Bottom: Andre Sherlock, machine setter, sets an injection molding machine that is used for manufacturing Adaptaflex & Harnessflex nylon fittings.

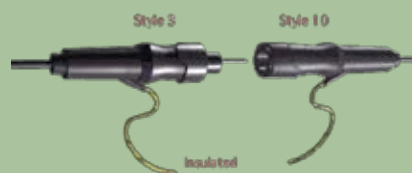


T&B's Amerace Lights Up Beijing's Airport



Standing in front of the master control board for the airfield at China's Capital airport in Beijing are (L to R): Xu Xinyu, business manager, lighting management, Beijing Capital International Airport; Ed Nabrotzky, manager airfield lighting; Bai Lu, supervisor, lighting management, Beijing Capital International Airport; and Harman Dhillon, engineering manager, T&B Amerace.

Amerace's airfield lighting connector kit is mounted underground beneath a light fixture beside a typical runway. Two of the cables connect to the main line buried around the runway; one goes to the light fixture supplying 45 watts of power.



The rapid pace of growth in China makes headlines nearly every day. It's no wonder then that Beijing's airport is now the second busiest in the world, ranking just after Atlanta in passenger traffic.* Soon, this critical hub in global commerce will be powered by airfield lighting from Amerace®, T&B's global brand of transformers, connector kits and cable assemblies used specifically for airfield lighting.

According to **Ed Nabrotzky**, manager airfield lighting, T&B recently won a three-year contract to replace all the connector and transformer systems that power the airport.

"This is an important win for T&B and Amerace," said Ed. "China is the fastest-growing airport construction market and is expected to upgrade or build 200 airports over the next five years. The Beijing

airport will be a showcase for T&B as we look to expand our footprint in China for airfield lighting."

Amerace is part of T&B's Canada division and is headquartered in Scarborough, Ontario, Canada. An acknowledged leader in harsh environment high voltage infrastructure products for airfields, the product group has been selling to the airfield market for more than 80 years.

Products include isolation transformers, molded cable assemblies and field attachable connector kits. These products have to perform under some of the toughest conditions on the planet. A good example is the comparison between two of the most recent wins for Amerace – the desert airfield of Dubai where temperatures reach 130°F (54°C)

and two new airstrips being built in Nanavut in Canada's arctic region where temperatures drop below -76°F (-60°C).

Whether submerged in water, frozen in ice or baked in desert sand, airfield electricians rely on this infrastructure to keep lighting and guidance systems working to guide pilots safely down.

Amerace products must meet stringent testing requirements set by regulatory agencies such as the FAA (Federal Aviation Authority – USA) and ICAO (International Civil Aviation Organization – Europe and many other countries). Only a handful of companies compete in this space, making it an attractive niche market of growth for Thomas & Betts. **■**

*Source: Airports Council International

The Director:

Armored Cable with a “Twist”



Terminating teck cable – an armored, double-jacket cable used in harsh locations – can be a time consuming process, especially when angle adjustments are required. Current termination methods take up a lot of space and lack flexibility.

To address these issues, T&B recently introduced its latest “industry first” – the STAR TECK® EXTREME DIRECTOR™, the electrical industry’s first angular adjustable fitting capable of terminating a broad range of cable diameters.

The Director fitting is a novel way to address problematic installations that require a 90° cable entry. Even more, the Director can even adjust to various angles ranging between 90° through 180° simply by backing off the blue ring and twisting the fitting to the required angle.

“The Director is the most innovative teck cable termination in decades,” said **Bill Smith**, marketing and product development manager for T&B Canada. “This product will set a new standard for innovative problem-solving cable termination technology.” **P**



The revolutionary Star Teck Extreme Director can save on installation time by up to **50%!**




Top Left: The design team for the Director included Bill Smith and (seated L to R): Gino Tison, Marc Brodeur and Guy Duval from T&B Canada.

Bottom right: The manufacturing group who made the Director a reality included (L to R): Évaristo Medeiros, Francine Bathalon, Marco Beauchemin, Patrick Boucher, Stéphanie Dessureault, Daniel Davis, second row: Jason Brown, Gilbert Denault, Luc Vézina, Steve Garand, Pierre Decarie, Alexandre Gagnon; not pictured: Philippe Gosselin, Sébastien Comazzi and Pierre Aubin.

It's a Double Header

Win for Sta-Kon!




T&B's Electrical Division recently concluded a successful "double header" of industry trade shows – National Electrical Contractors Association (NECA) and the Independent Electrical Contractors (IEC) National Convention – where the Sta-Kon® Comfort Crimp® Compression Tool won a "trifecta" of awards.

During the NECA show, a panel of judges including contractors and industry experts voted the Sta-Kon tool a Showstopper Blue Ribbon winner. The annual NECA Showstopper is the most prestigious award program for the electrical construction industry.

In the product showcase at the IEC convention, the Sta-Kon tool was named "Best in Class" and "Best in Show."

"We are very excited to be recognized for these awards," said **Marc Salerno**, T&B's tools product manager. "T&B is committed to creating the best user experience possible in terms of comfort and strain reduction, and the Sta-Kon Crimp Tool does exactly that." (See *PowerLine* Winter 2009-2010).

NECA is the voice of the \$130 billion electrical construction industry that brings power, light, and communication technology to buildings and communities across the U.S.

IEC is a trade association representing almost 3,800 independent electricians with more than 60 chapters nationwide. 



Above: T&B sales and marketing came together for the 2010 NECA Show. L to R: Mark Nessing, Marion Monts, Mary Jane Cohen, Dan Michaelis and David O'Brien.


Top left: T&B's Sta-Kon comfort crimp tool, the most comfortable crimp available from a manual compression tool, won the 2010 NECA Showstopper Award.

T&B's Electrical Sales Force "Drives" the Business – Literally!

"**Drive the Business,**" said Benjamin Franklin, "or it will drive thee." This advice is as relevant today as it was when Franklin was alive and T&B's U.S. electrical sales team in the Southeast region is taking it to heart with a recently launched trailer full of tools.

The 16-foot trailer features T&B Color-Keyed®, Ocal®, Liquidtight Fittings, Sta-Kon®, Ty-Rap®, E-Z-Code® products, T&B floor boxes, Red Dot®, Kindorf®, Shrink-Kon®, Steel City® and Carlon® products. It offers **Scott Dunnington**, district sales manager, and his team, a way to offer hands-on product demonstrations and training.

"There's no substitute for hands-on experience to sell the features and benefits of our products and for strengthening our relationship with end-user customers," said Scott.

The T&B mobile trailer was designed and developed by Jamey Yore who represents Coresential, a T&B manufacturer's rep agency in Tampa, Fla. The trailer is expected to log 5,000 miles in the next 12 months, visiting contractors, distributors, end users, construction job sites, OEM (original equipment manufacturers) and other special events in the Florida peninsula. 



Top: Displayed on the inside of the trailer are a wide variety of T&B products.



Bottom: T&B contract sales reps, Jim Lehan and Dr. Eleanor Marschke (former T&B employee) demonstrate how the mobile marketing trailer showcases the broad spectrum of T&B electrical products.

T&B Steel Structures Supplying

CAPX2020 Transmission Line Segment

The electrical transmission grid in the Upper Midwest region of the U.S. hasn't had a major upgrade in nearly 30 years. During that time, the average home size and use of electricity has increased significantly. In 1975, the average household had less than two consumer electronic devices. Today, the average is 25 including DVD players, computers, digital cameras and high-definition TVs. The result? Energy usage has soared. In just the state of Minnesota, electricity consumption has doubled since 1980.

To meet the growing demand for electricity in the region, 11 utilities in Minnesota and the surrounding region have joined together in a project known as CapX2020, one of the largest transmission projects currently underway. CapX2020 will cost \$2 billion, span more than 700 miles and take five years to complete.

The first phase of the project is a 28-mile stretch of transmission connecting St. Cloud and Monticello, Minn. T&B's Steel Structures business will supply the steel monopoles for the project.

"Thomas & Betts has a strong alliance with Xcel Energy, one of the leading utilities involved in this project," said **Mike Paharik**,

vice president of sales for the Steel Structures division. "We are known for best-in-class engineering, product quality and taking a partnership approach with our customers."

T&B's Hager City, Wis., facility will manufacture the poles which range from 145 to almost 200 feet tall and weigh between 45,000 and 70,000 pounds (20,000 – 32,000 kilograms). Interestingly, the plant and many of its employees will use power provided by the new transmission line.

"We are excited to be providing structures for a transmission project

in our own back yard," said **Jeff Boigenzahn**, plant manager for Hager City. "The powerline should be operational by the spring of 2012."

In addition to providing power to the region, the project will generate \$3.4 billion in "ripple effect" construction spending in the region; \$1.6 billion in wages, rents and profits from construction-related payroll spending and more than \$149 million in tax revenue in the four states combined. **D**

Kevin Kopp, arm jigger, attaches an end plate to a transmission pole at T&B's Hager City, Wis., facility.



PMA Showcases Leadership in Railway Industry at InnoTrans 2010



The PMA stand was a popular stop during the InnoTrans trade show in Berlin, Germany.

PMA's new PMAFIX GT fitting system was a special feature at the fair.

One of T&B's newest businesses, Swiss-based PMA AG, made a lasting impression as visitors from all over the world gathered together for the 2010 International Trade Fair for Transport Technology (InnoTrans) held recently in Berlin, Germany. InnoTrans is the world's leading trade show for transport technology. It is hosted every two years in Berlin and attracts approximately 90,000 attendees and 1,900 exhibitors from around the globe.

PMA manufactures specialty cable protection systems used extensively in railway and other transportation sectors.

"InnoTrans is THE conference for the world-wide rail sector," said **Heinz Seedorf**, account manager. "We used this opportunity to illustrate our role as technical market leadership for the rail segment."

In reference to the outstanding performance characteristics of the PMA products in the areas of fire protection and mechanical strength and flexibility at low and high temperatures, PMA's theme at the fair was "Hot and Cold." PMA's new PMAFIX GT fitting system was a special feature at the fair. It's a one-piece design that allows for quick installation and superior ingress protection of the electrical raceway system especially within railroad applications.

According to **Volker Mühlstein**, managing director of PMA Germany, "InnoTrans provides an ideal marketing and communication platform for PMA to showcase our products. We can reach many key decisions makers in the global rail transport industry in one place." **P**

PMA Products Ride the Rails in Italy



PMA's polyamide cable protection is used for rail infrastructure to protect against rocks and gravel.

The railroad network in Europe is critical to moving commerce and people from city to city and country to country. Ensuring that it's dependable and operating smoothly is vital to the economic health of the region.

After four years of extensive testing, PMA is now an exclusive and certified supplier of polyamide cable protection products for infrastructure applications for Rete Ferroviaria Italiana (RFI), Italy's national railway network.

RFI approached PMA when it decided to eliminate polyvinyl chloride (PVC) conduits and replace them with high-quality, longer-life polyamide cable protection. Polyamide cable systems provide more flexibility to

meet necessary product application requirements when compared to PVC conduit. High impact strength at low temperatures, UV (ultra-violet) protection, long-term reverse bending resistance and halogen free conduits are some of the typical benefits of the polyamide cable systems.

The project began with the supply of test kits which were installed in different areas around Italy to confirm the suitability of the products for harsh weather conditions and UV exposure.

PMA also provides RFI with a certified product suitable for use in fire safety-sensitive areas such as tunnels and stations where high flammability, smoke and toxicity are critical issues of concern.



Chuck Treadway Named President and COO



"This promotion recognizes the excellent progress we have made in broadening our geographic footprint, enhancing our product mix and strategically pursuing faster growth market segments."


—DOMINIC PILEGGI

Enhanced leadership roles for two key executives designed to drive the company's continued growth and strengthen its global presence were announced recently.

Chuck Treadway has been promoted to President and Chief Operating Officer. In this position, Chuck will be responsible for providing strategic and operational leadership to the company's three global business segments: Electrical, Steel Structures and HVAC. Chuck has served as senior vice president and group president of the company's \$1.8 billion global electrical business since joining the company in early 2008. Prior to joining T&B, Chuck spent more than 20 years leading international businesses for Schneider Electric, Prettl International and Yale Security.

"Chuck hit the ground running when he joined T&B and has played an important role in helping Thomas & Betts deliver a strong performance in a challenging economy while sharpening our strategic focus," said **Dominic Pileggi**, chairman and chief executive officer. "This promotion recognizes these efforts and the excellent progress we have made in broadening our geographic footprint, enhancing our product mix and strategically pursuing faster growth market segments."

Imad Hajj, a 28-year T&B veteran with broad global and cross-functional experience, also has a new role as Senior Vice President – International and Operational Development. In this role, Imad will be responsible for ensuring that the company's strategic operational activities – including the integration and refinement of manufacturing, supply chain and logistics resources – support the company's growth objectives. Throughout his career, Hajj has held various senior key management roles including: senior vice president – global operations; chief development officer; president – HVAC, and president – T&B Europe.

"Imad is a proven leader who will play a key role in optimizing our continued global growth," said Pileggi. 



"Imad is a proven leader who will play a key role in optimizing our continued global growth."

—DOMINIC PILEGGI

The World is Our Oyster:

T&B Adds VP Of Global Marketing



“T&B has great brands and extending the power of these brands into new geographic regions will be important in our continued growth. Franklin is a seasoned industry veteran and an excellent choice to bring a **global view** to our marketing program.”

– CHUCK TREADWAY



Franklin “Sully” Sullivan

One of Thomas & Betts’ key initiatives is to prudently expand its global presence. To do so, the company completed two European-based acquisitions in 2010: PMA AG and Cable Management Group, Ltd. But acquisitions alone are not enough to transform T&B into a global powerhouse in electrical components. Thinking and acting globally in everything we do is equally important. T&B took a step in this regard when **Franklin “Sully” Sullivan** joined T&B as Vice President of Global Marketing in late 2010.

“T&B has great brands and extending the power of these brands into new geographic regions will be important in our continued growth,” said **Chuck Treadway**, president and COO for T&B. “To do this will require a focused effort on finding the best opportunities and allocating resources effectively. Franklin is a seasoned industry veteran and an excellent choice to bring a global view to our marketing program.”

Franklin’s responsibilities include overseeing and directing T&B’s global marketing, marketing communication,

and brand management efforts, all aimed at achieving our vision of being the Brand of Choice for our end users and the Supplier of Choice for our distributors.

Franklin earned a Bachelor’s degree from Harvard University and a Master of Business Administration in Marketing from the University of Chicago. **■**

T&B Power Solutions

Partners with HVAC to Reduce Costs



In an effort to find ways to reduce costs and have an edge on the market at a competitive price, Power Solutions partnered with T&B's HVAC division to explore the option of in-sourcing materials.



Peter Francis, mechanical engineer; Juanita Sutphin, inventory specialist (sheetmetal insourcing team leader); Jay Biggers, senior buyer; and Brian Martin, quality technician for Enterprise products, review a main input circuit breaker bracket to assure it meets the capabilities of the machines in Reznor.

T&B Power Solutions business offers a broad range of surge protection devices, stand-alone power distribution systems and services designed to ensure a high quality, reliable flow of power to commercial and industrial customers for mission-critical applications such as datacenters, financial institutions and others. The majority of these products are substantial in size with complex components housed in stand-alone metal cabinets.

In an effort to find ways to reduce costs and have an edge on the market at a competitive price, Power Solutions partnered with T&B's HVAC division to explore the option of in-sourcing materials within the cabinets.

The partnership began back in 2010 when Power Solutions contacted HVAC about the possibility of the Reznor manufacturing facility fabricating sheet metal for Power Solutions. Everyone was very open to the idea and believed it was a "win-win" situation. After several meetings and visits to Reznor, **Donald Peterson**, director of operations, Power Solutions and **Hitesh Thakkar**, supply chain manager, Power Solutions, agreed that the capabilities opportunity and synergies existed for both organizations.

After the initial meeting, two teams were developed. The fabrication team in Reznor consisted of **Rocky Sandrella**, manufacturing engineer manager; **Tony Saccol**, industrial engineer; and **Steve Mattocks**, materials. The receiving team at Power Solutions consisted of **Juanita Sutphin**, inventory analyst; **Brian Martin**, quality technician; **Jay Biggers**, senior buyer; and **Peter Francis**, senior mechanical engineer.

The two teams developed the process to identify the opportunities for in-sourcing. To date, they have identified over 90 stock-keeping units or SKUs (number or code used to identify different items for sale) that are planned to be in-sourced for an expected annual savings of approximately \$100,000 for Power Solutions. **D**

T&B Energizes Electrical Apprentices with Hands-On Training and Receives Prestigious Gold Level Training Partner Award

Preparing for the future always makes sense. So it is in the electrical industry where a shortage of skilled workers is a real concern as baby boomers retire, leaving a gap in the supply and demand of trained electricians. That's why T&B works closely with the **National Joint Apprenticeship and Training Committee (NJATC)** and the trade association of **Independent Electrical Contractors (IEC)**, to help train the next generation of electrical apprentices.

NJATC, founded in 1941 by the International Brotherhood of Electrical Workers and the National Electrical Contractors Association, is a non-profit organization dedicated to ensuring that electrical apprentices have the best training possible. IEC is a trade association representing almost 3,800 independent electricians with more than 60 chapters nationwide.

One of IEC's key programs is its apprenticeship training that incorporates workplace training with technical in-school training.

Forty first-year IEC apprentice students recently descended upon T&B's Southaven, Miss., electrical

manufacturing facility for a training program taught by **Tim Pierce** and **Dan Michaelis**, product managers in T&B's U.S. electrical business. **David Kendall**, director of Industry Affairs for T&B coordinated the training activities.

The three-hour, hands-on training session focused on helping the apprentices' understand how to select and install Steel City® conduit and fittings and Kindorf® channel products. As part of the training, each student built a Kindorf Trapeze system and the ever-popular Mr. Steel City.

"Our goal is to help the next generation of electricians know how to work safely and be better prepared for electrical licensing examinations," said David. "Apprentices represent the future of our industry and as a leading manufacturer it's beneficial for us to the support the effort to prepare them for the technical challenges of the industry."

According to Walt Czynnik, executive director of the Mid-South IEC, T&B is one of the leaders in supporting IEC's educational efforts. "T&B's commitment to training our members is outstanding," said Walt.

T&B was also recognized by NJATC by presenting T&B its **Global Level Training Partner** award for participation in their apprenticeship and training program.

This award recognizes the commitment T&B has for the NJATC. T&B has expanded its participation with NJATC's National Training Institute (NTI) trade show, the largest apprenticeship and training program of its kind. In addition, T&B works directly with NJATC on their development of application guidelines with written material and product donations for training purposes and has led two NJATC webinars on innovative new products.

The NJATC awards were presented during the 21st Annual National Training Institute Trade Show held in Ann Arbor, Mich. The two-day trade show event featured 86 vendors and was attended by more than 1,800 electrical industry professionals.

During the show, **Mark Nowak**, T&B's manager of market development, demonstrated the features and benefits of BlueKote®, CorroStall® and stainless steel conduit bodies in one of the best attended training sessions of the conferences. **p**



Tim Pierce demonstrates how to assemble a Kindorf trapeze system, a metal framing product line that helps support and route electrical and low voltage wiring systems throughout a facility.



Dan Michaelis teaches IEC apprentice students how to assemble Mr. Steel City. Mr. Steel City (right) is made up of 10 Steel City brand boxes and fittings and is used to demonstrate the features and benefits of these core products.



"We are honored to have been recognized by the NJATC. We love having the opportunity to introduce future electricians to our high quality products and leading brand names."

– DAVID KENDALL

T&B's Gadsden and Ormond Beach Facilities 'SHARP'en Safety Focus



Employees from the Ormond Beach plating facility hold the SHARP banner before it is installed in the factory. The facility has not had a recordable injury or incident during the last 18 months. L to R: Dan Ray, supervisor; Mike Turner, maintenance; Jim McIntire, EHS manager; Joe Zsembik, maintenance; and Jackie Massey, plating.

>

It's not a big place – just 150 employees – but T&B's Gadsden, Ala., Steel Structures facility has made a big impact when it comes to safety. The facility, located in the foothills of the Appalachian Mountains, recently celebrated 1,000+ days without a lost time injury. In addition, Gadsden had their Safety and Health Achievement Recognition Program (SHARP) status extended for an additional three years.

"We met our safety goals with the help of a behavior-based health and safety program," said **Debbie Wood**, Gadsden human resource and safety manager. "But a program alone doesn't ensure success – it's the diligence and hard work of our employees that really made the difference."

The SHARP program is administered by the Occupational Safety and Health Administration. It acknowledges employers whose workplace safety policies and records set them apart from their peers. Gadsden received their initial SHARP status in 2008 (see *PowerLine* Winter 2008). Steven Weems, industrial hygiene supervisor, and Theo Wages, senior safety consultant worked with the employees and management of Gadsden on their SHARP renewal and was impressed with how the employees have been empowered in developing and managing safety procedures.

"No measure of productivity is more important than plant safety," said **Chris Heaton**, Gadsden plant manager. "We're committed to providing

an environment and a mindset that emphasizes employee safety – from daily work practices to emergency procedures."

"We live and breathe safety 24 hours a day, seven days a week, 365 days a year."

– JIM MCINTIRE

T&B's two facilities in Ormond Beach, Fla., can also lay claim to being a SHARP program leader. The two facilities – which manufacture electrical connectors sold under the Homac® and Blackburn® brand names – have earned four SHARP distinctions in four years despite economic challenges and a change in company ownership.

According to **Jim McIntire**, environmental, health and safety manager, all of the employees at Ormond Beach are committed to – and share responsibility for – the facility's deeply rooted safety culture.

"We live and breathe safety 24 hours a day, seven days a week, 365 days a year," said Jim. "Our employees are empowered to take action when they see an unsafe behavior or condition."

Kathleen King, manager of human resources, credits the company's Safety Points program



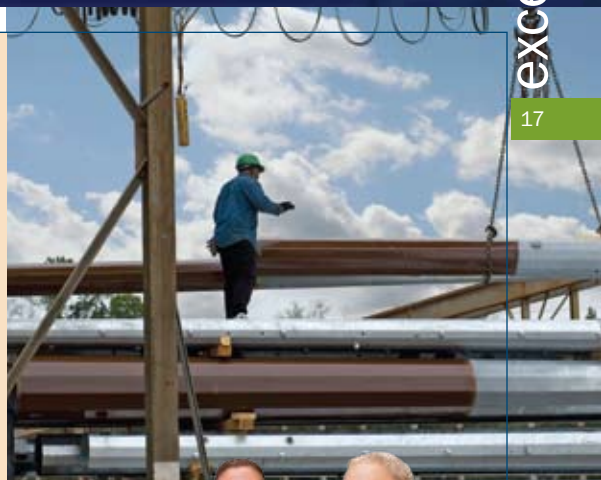
Top: In celebration for making safety a priority, Gadsden employees enjoy a steak luncheon served by management. L to R: Jim Wiederholt, president, Steel Structures; Chris Heaton, Gadsden plant manager; Joe Schnippert, vice president operations; and Neva McGruder, director of human resources, Steel Structures.

Bottom: Employees from the Ormond Beach connector facility hold the SHARP program certificate (L to R): Jeffrey Gordon, machine operator; Jessica Bohan, occupational H&S technologist; Mary Odom, production support; Kim Collins, senior planner; Betty Pyzinski, machine operator; John Baller, electrical maintenance; Jim McIntire, EHS manager; and Dave Burton, production manager.

for encouraging employees to take ownership of safety. Employees can earn points for identifying and correcting hazards and for reporting near misses and unsafe acts. Worksite safety audits are held every month and the results are posted and shared so that all employees can see how safely each department scores. Employees are also evaluated on their safety performance in the annual review process.

“We are honored and very proud of our facility’s SHARP accomplishment, but also humbled,” said King. “Staying focused on safety is a never-ending journey. By working together, we help ensure success and continuous improvement.” **P**

Safety is a **M.U.S.T.** for T&B’s Houston Steel Structures



As you can imagine, delivering 180 foot poles weighing 25,000 pounds (11,400 kilograms) can be a tough and dangerous job. But superior logistics and the ability to deliver “just in time” to our customers is what makes T&B’s Steel Structures business successful.

That’s why T&B’s Houston, Texas, facility was honored to be recognized by Landstar Systems as Customer of the Year 2010 as part of Mutual Understanding of Safety Together (M.U.S.T.) program. Landstar is a global leader in transportation and logistics services.

Working together as part of the M.U.S.T., Landstar and T&B evaluated safety procedures related to loading and unloading freight and made several small changes that lead to a big change in safety for drivers and facility personnel.

“Landstar does businesses with some of the best companies in the world,” said **Steve Shepard**, Houston plant manager. “We are honored to have been recognized with such a prestigious award.” **P**

L to R: Henry Brown and Steve Shepard of T&B’s Houston Steel Structures; Yania Trejo, Jon Nance, Linda David and Veronica Mancias of Landstar; and Chris Heaton and Michael Miller of T&B’s Gadsden Steel Structures.

Now Hear This

Protect Your Ears from Damaging

Noise

Stop and listen.

Dogs barking; radios blaring; horns honking; children laughing; people talking; production line machines running — the simple fact is, life is noisy.

So noisy, in fact, that it's estimated that 26 million Americans between 20 and 69 suffer from permanent, irreparable hearing loss due to chronic exposure to high levels of noise. But it doesn't have to be that way.

"Noise-induced hearing loss is 100 percent preventable with the right kind of protection," said **Edwin Ward**, T&B's corporate safety manager.



Athens employees Chester Brown, extrusion line operator and Kim Miller, value stream manager for Extrusion and Strut Accessory Manufacturing, wear the PPE that feels most comfortable to them.

"That's why we provide employees with the protective gear they need to limit the stress on their hearing while on the job."

Noise is measured in decibels (dB). The OSHA standard states "maximum safe exposure to noise is no more than 90dB over an eight-hour period." At T&B facilities, hearing protection is required at 85dB. An

increase of just a few dB represents a considerable increase in sound intensity and can make the difference between safe noise levels and levels that can damage hearing.

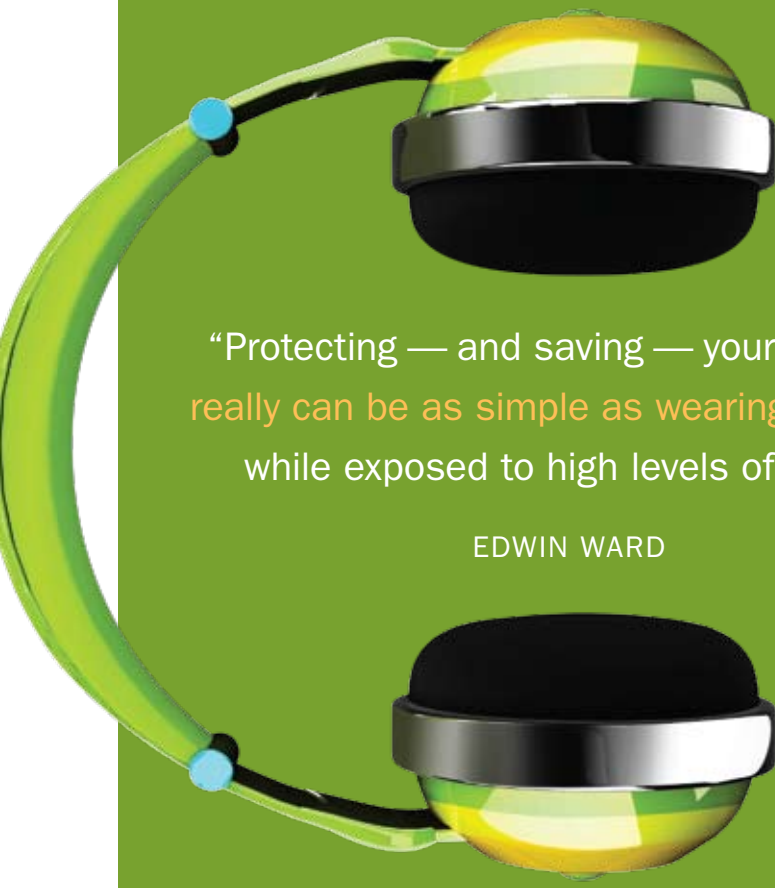
At facilities where noise exceeds the OSHA standard, T&B offers baseline hearing tests for new employees that will be working in high noise areas above

85dB. Annual hearing tests for all employees that work in high noise areas, protective equipment (PPE) such as earplugs or earmuffs are provided.

Ward notes that the trick is making sure the earplugs are put in correctly or they may not provide sufficient protection. Training is provided when the PPE is used. In extremely loud areas, earmuffs — which cover the ears — are more effective. The inside of the muff cup is lined with acoustic foam which can reduce noise by as much as 15 to 30 decibels. **P**

"Protecting — and saving — your hearing
really can be as simple as wearing earplugs
while exposed to high levels of noise."

EDWIN WARD



Let the Sun Shine!

Going “green” is more than a buzzword — it’s a long-term commitment to protect the environment.

In 2010, T&B’s facility in Saint-Jean-sur-Richelieu, Quebec, Canada, delivered on that commitment when it installed a solar wall to help lower energy usage.

“Our facility has been making an effort to reduce energy or raw material consumption for a number of years,” said **Michel Pinet**, plant manager for Saint-Jean. “Our new solar wall will reduce our heating energy consumption by approximately 15 percent annually.”

The solar wall uses solar energy to heat and ventilate indoor spaces. The most visible component of the system is the exterior metal cladding. Specially perforated collector panels are installed several inches from a south-facing wall, creating an air cavity. When the wall is heated by the sun, hot air forms in the cavity and is drawn to the top by a fan where it is distributed into the building.

According to **Yvon Voyer**, financial controller at Saint-Jean, “We’re always on the lookout for improvement opportunities with a “green” component. The solar wall is just the latest step in our green journey.”

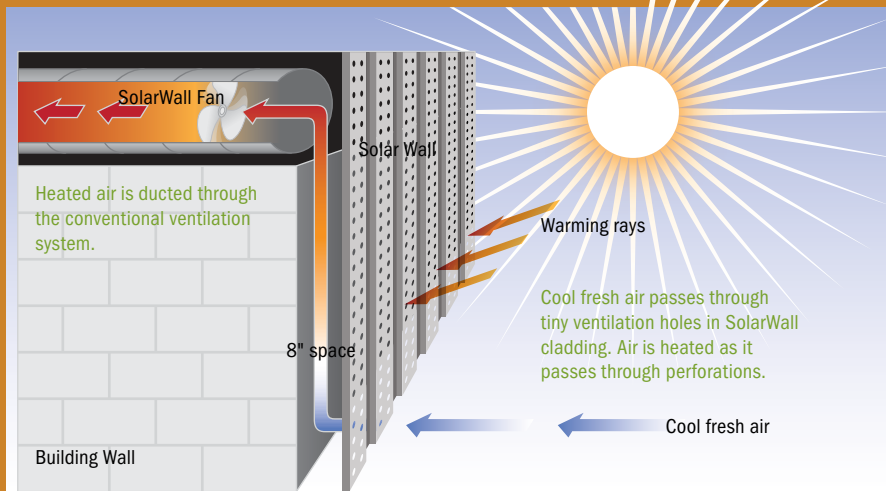
In 2003, the facility replaced its water-cooled compressors with new air-cooled models and heat recovery systems to reduce water consumption. Last year, they installed coolers on all welders. Together, these two projects reduced water consumption by 80 percent – from 60 to 12 million gallons (225-450 million liters) per year.

Another project Saint-Jean fulfilled last year was replacing the old heating system that was rusty, inefficient and very costly to operate. Following a successful pilot project, Saint-Jean replaced all heating units with high efficiency Reznor® gas units from T&B’s HVAC business; in doing so it saved the facility \$100,000 annually and 325 tons of CO₂.

“Our gas consumption has already dropped by 40 percent since 2008 and with our new heating system, we expect to save another 50 percent,” added Michel. “The net result of all these projects has been positive from both an environmental and economic standpoint.”

Saint-Jean manufactures boxes and fittings sold under the Iberville®, StarTeck® and T&B brand names and has 400 employees. ■

Saint-Jean Facility Reduces Energy Usage with Solar Wall



T&B's Saint-Jean facility in Quebec is focused on going green — saving energy and lowering costs. Standing around a close-looped cooling system used to lower water consumption are (L to R): Andre Labonte, manufacturing technician; Didier Royer, manufacturing engineer; Victor Iliescu, manufacturing engineer; Yvon Voyer, plant controller; Claude Desmarais, maintenance coordinator; Richard Benoit, technical service manager.

T&B Netherlands Revs Up Race Car

When engineering students at the Technical University in Delft, Netherlands, were stumped at how to organize the complex wiring in an experimental fuel-cell-powered racing vehicle they designed, they turned to Thomas & Betts for help. Fuel cells convert chemical energy from hydrogen and oxygen into electrical energy. Fuel cell vehicles emit no harmful tailpipe emissions and have the potential to significantly reduce society's dependence on oil.

Intrigued by the project – which would create a car that could accelerate from 0 to 100 kilometers an hour in just five seconds – **Edward Vermeule**, T&B's sales manager for electrical products in the Netherlands, offered T&B's Ty-Rap® cable ties, Bind-It® braided sleeves, Shrink-kon® heat shrinkable insulators and Sta-Kon® insulated ferrules to help the students manage their car wiring needs.

The car proved its value in the Formula Zero Race held at The Hague, the third largest city in the Netherlands. In a race to the finish against a gasoline-powered go-kart around a 250 meters circuit, the Delft team won the competition by just a few tenths of a second. The Formula Zero Race is part of a series of demonstration and championship races among top universities from all over the world. **D**



Students from Technical University in Delft, Netherlands, pose with their fuel cell-powered high-performance race car, the Forze III. Pictured (L to R): Matthijs Koorneef, team engineer; Koen Lubbers, team manager; Hielke Wesdorp, team technical manager; Edwin de Kreij, team chief engineer; Edward Vermeule, area sales manager for T&B Netherlands.

Caribe Facility Honors 40-year Employee, Luis Marcano

Luis Marcano, production supervisor at T&B's Puerto Rico facility, is in it for the long haul: Luis has been with T&B for 40 years and doesn't expect to retire any time soon.

To commemorate Luis' dedication to T&B, the facility planned a traditional Puerto Rican luncheon for approximately 225 employees. All employees with more than five years of service were recognized at the event. When **Elizabeth Diaz**, human resources manager for the facility, started counting, she discovered that nearly 75 percent of the employees in Caribe have between 10 and 40 years with the company and, collectively, they have nearly 3,000 years of service.

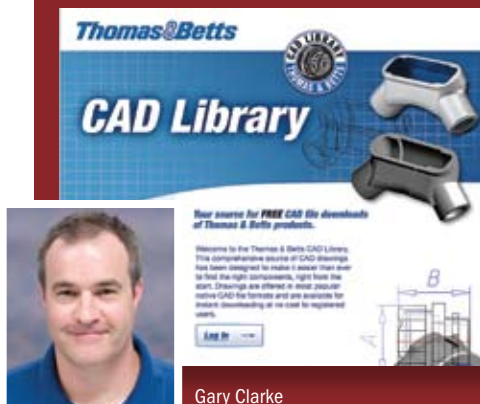


Caribe employees celebrate nearly 3,000 years of service with T&B. Right: Luis Marcano, production supervisor at T&B's Puerto Rico facility.



At the celebration, **Tim Coates**, vice president of Electrical operations, **Joanna Donati**, senior manager of human resources, **José Rodriguez**, operations manager for Caribe and Elizabeth Diaz, gave a special recognition to Luis and thanked all the employees for their loyalty and dedication to the company. **D**

New Online CAD Library Launched



Gary Clarke

T&B recently launched a new online computer-aided design (CAD) library that allows users to view and download 2D and 3D CAD drawings of the most popular T&B products. CAD software allows architects, engineers and technicians to prepare fast and accurate drawings while offering the flexibility to change drawings with minimal effort.

"Our new CAD library is the cutting edge of technology," said **Gary Clarke**, T&B's group director, conduit and fittings. "It allows our customers to save time and money by inserting drawings of our highly specifiable products directly into their CAD applications. For T&B, this CAD library will act as a product specialist that is on the job 24/7."

Currently the library contains approximately 3,000 conduit and fittings products as well as floor boxes with more added every week. Metal framing products will be added at a later date. Research has shown that when a customer uses a CAD download in their drawing, there is an 85 percent chance that product will be purchased.

The library is available to registered users and can be accessed through the corporate website www.tnb.com/cadlibrary. **P**

A Lifetime of Dedication — Jaap Pierneef Retires After 45 Years

Van Lien has been a producer of a wide range of quality emergency lighting products for more than 50 years. For more than 3/4 of that time, **Jaap Pierneef**, team



Jaap Pierneef (center) with Chuck Treadway and Dominic Pileggi.

leader at the Barendrecht, Netherlands facility, has been a dedicated employee. When Jaap started working for Thomas & Betts in 1965 as an electro mechanic, he was just 14 years old.

"Jaap is one of the most disciplined and diligent people I've ever known," said **Frans Waaijers**, operation manager. "He has always demonstrated excellent leadership skills and team spirit. Overall, he is considerate,

empathetic, and a hard working individual with determination and purpose."

"When I started working for T&B, I never thought I would still be here after all these years," said Jaap.

"I've made lots of friends and I'll miss working with everyone. It's just been my life. It will be a big adjustment, but it's time to get out my fishing pole and enjoy the outdoors."

Jaap's accomplishments were recognized by **Dominic Pileggi**, chairman and CEO and **Chuck Treadway**, president and COO, on a recent visit to the facility. **P**

T&B Access Now Bilingual!



As the bridge between manufacturers and end-user customers, distributors need to respond quickly when customers need information.

To help our distributors respond in a timely fashion, T&B launched its first self-service, web-based portal for distributors in 1997. Just 19 orders were processed in the first month. Today, using T&B Access, distributors can find stock availability, pricing, enter orders, check and confirm shipping schedules, receive tracking data and much more. Thousands of transactions are handled using T&B Access daily.

T&B Access was recently enhanced with new and expanded features designed to be more informational and user-friendly. Among other additions, the site is now multilingual, offering English, Spanish and French. As T&B Access continues to evolve, other languages will be added.

"These improvements reflect our commitment to be 'easy to do business with'," said **Wes Latham**, system support analyst of e-Commerce.

"Distributors have a choice of whose brands they elect to sell," said **Woody Savage**, T&B's director of e-Commerce for the U.S. electrical business. "The easier we make it for the distributor personnel to work with T&B, the more likely we are to attract their business." **P**



T&B's Kecskemét Facility Responds to Local Crises with **Speed** and **Compassion**

2010 was a year of drama and tragedy for the people of Hungary. First, in May, torrential rains led to massive flooding in northeast Hungary, forcing thousands of people from their homes and creating millions of dollars-worth of damage. Just some months later, part of western Hungary was devastated when the retaining walls of a reservoir at an aluminum plant collapsed, unleashing a toxic mix of industrial waste through three villages.

"As our products help light up the world, our employees wanted to help **light the way** for the victims of these tragedies." —**TAMAS INSPERGER**



In the wake of these catastrophes, employees from T&B's Kecskemét facility – located about 90 kilometers (55 miles) from Budapest – joined forces to raise money for the victims.



Pictured above are a few of the Kecskemét employees who raised money for the flood victims of Hungary (L to R): Róbert Vakulya, Ildikó Mészáros, Józsefné Nemes, Józsefné Kis, Ferenc Szántai Kis, Imréné Fazekas, Józsefné Ónodi, Melinda Horváthné Jakab, Ildikó Konfár, Anita Dunai, Sándorné Csöndör, Imre Gábor, Jánosné Mészáros, Anna Vácziné Sóti and Gabriella Szabó.

The proceeds were sent to one of the damaged villages.

"As our products help light up the world, our employees wanted to help light the way for the victims of these tragedies," said **Tamas Inspurger**, Kecskemét facility manager.

"We're extremely proud of our employees for coming together and

showing an outpouring of concern for their countrymen," said **Peter Elias**, human resource manager, Hungary.

Our Kecskemét facility employs 240 associates who manufacture Ty-Rap®, Ty-Fast® and Catamount® cable ties and assemble printed circuit boards used in T&B's Endurance™, DayLite™ and Bulkhead™-brand emergency lighting systems. **■**

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