

# powerline

Connecting Employees Worldwide

WINTER 2009-2010

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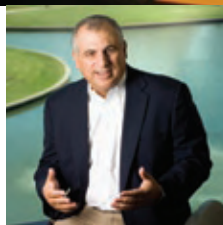
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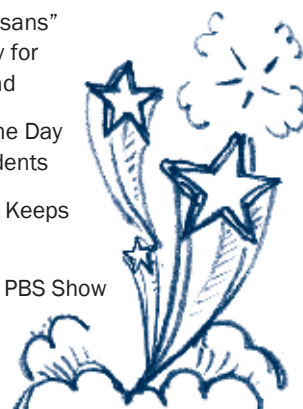
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## To Our Readers:

In the last edition of *PowerLine*, we asked for your feedback on what you liked or didn't like about the magazine's new design and content. In summary, here's what we heard:

1. You love the new design and photography
2. You think the layout is reader friendly and easy to navigate
3. You love reading about individual employees who make a difference
4. You'd like to hear more about our employees and facilities around the world

Point #4 is where you come in. Any publication is really only as good as the content and we need your help in gathering information for potential articles and stories. Please send your story ideas directly to **Powerline@tnb.com** or ask your Human Resources representative to contact Lisa Stephenson at **(901) 252-5466** or **lisa.stephenson@tnb.com**.

To spur interest in our survey, we entered all respondents into a drawing for a US \$100 American Express gift card. There was such tremendous feedback that we decided to pick two winners. The winners are:

- **Willie Williams**—Material Handler, Byhalia, Miss.
- **Rick Humphrey**—Manager, Sales and Marketing Development, Mississauga, Canada

Congratulations to our winners and thanks to everyone who participated in the survey. We sincerely appreciate your thoughtful comments. Your input is extremely valuable and we look forward to effectively addressing the concerns and features that are of most importance to our readers.

## editor's note



In this issue of *PowerLine*, you'll find a plethora of stories about our employees around the world. In fact, our feature story focuses on T&B's new production facility in Saudi Arabia. This is a good example of how we're expanding internationally in fast-growing markets that need high quality industrial, construction and utility products. Our new facility is targeted at serving the petro-chemical industry in the Middle East.

In *Conversations*, we spoke to Dominic Pileggi about T&B's vision and how every employee is responsible for approaching their job with a focus on innovation, an attitude of "service first" to both internal and external customers and a relentless drive for quality.

### Read and enjoy!

Sincerely,

A handwritten signature in cursive script that reads "Tricia".

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**



# T&B Opens *Saudi Arabia* Facility to Serve Petro-Chem Industry

## Provides Fast, Flexible, Customer-Focused Service to Region's Growing Oil & Gas Industry

Over the past three decades, the Gulf Cooperation Council or GCC\* has experienced a phenomenal boom, as countries have reaped the natural resources of the region—including oil and natural gas—and turned the riches from these enterprises into world-class residential, recreational, commercial and industrial enterprises. And there is no end in sight. Despite the desire of the industrialized nations to reduce their dependence on oil from the Middle East, demand continues to grow, and with it, the need for high-quality and reliable industrial products suited to the tough environment on oil rigs and refineries.



Employees performing load testing on cable trays.

All of this creates big opportunities for global companies offering much needed industrial and MRO (maintenance, repair and operation) products such as Thomas & Betts. For several years, T&B has successfully sold a number of construction-related products such as grounding and emergency lighting into the region. Now, the company has opened a new manufacturing facility in Dammam, Kingdom of Saudi Arabia (KSA) to serve the industrial markets of the oil conglomerates. Code named "Project Kingdom," the project was put on the fast track after receiving approval from the Board of Directors in late 2008 and officially opened in October, 2009.

The new 200,000 plus square foot facility (18,581 square meters) will produce T&B® brand aluminum and steel cable tray used extensively in oil and gas projects. Phase 2 of the project will expand the product line further to include metal framing, high-voltage products and others. In addition to products manufactured on location, Thomas & Betts has a broad array of other industrial and construction products applicable to the region. T&B explored locations in six countries before selecting KSA for the facility.

*Discussing the final layout of the facility are (left to right) Steve Levesque, manager, Manufacturing Engineering & Projects, Alain Quintal, vice president, Manufacturing & Technology and Bill Smith, manager, Marketing and Product Development.*





Philip Lituana welds the first tray order.

The T&B team standing outside the new 200,000 square foot manufacturing facility in Dammam, Kingdom of Saudi Arabia.

Led by **Imad Hajj**, senior vice president of global operations, small teams from around the world worked together to meet an aggressive timeline. **Alain Quintal** and **Steve Levesque**, vice president of manufacturing and manager of engineering respectively for T&B Canada, were critical to getting the equipment, machinery and manufacturing processes in place. **Bill Smith**, product manager for cable tray, was instrumental in getting T&B positioned as a preferred supplier. **David Smith**, assistant general counsel for the company, managed the legal requirements for the project. On the ground in the Middle East, **Samer Hajj** managed the day-to-day activities and government relations regarding permits, regulatory requirements, etc. The new facility will report to **Fabrice Van Belle**, president of Europe, Middle East & Asia.

## “This is an exciting and *game-changing* opportunity for Thomas & Betts.”

“This is an exciting and game-changing opportunity for Thomas & Betts,” said Imad. “Customers in the Middle East prefer to work with suppliers who are truly committed to the region. Putting a manufacturing facility on location not only demonstrates our commitment but is also the most cost-effective and flexible way to serve customers such as Aramco and others.”

Aramco is the state-owned national oil company of Saudi Arabia and the biggest oil company in the world with the largest proven crude oil reserves and production. The company manages over 100 oil and gas fields in Saudi Arabia totaling more than 260 billion barrels of oil reserves. Aramco’s headquarters are located just a few miles from T&B’s new facility.

“We have had good, but limited, success in getting our broad offering of industrial products specified on projects in

the Middle East operating from outside the region,” said Fabrice. “Getting approved as a supplier for Aramco is an important step in doing business throughout the region. We expect this to be the first step in expanding our presence in this fast-growing region.”

And the prospects for long-term growth are good. A recent report from Bank of America Merrill Lynch noted that higher oil prices would help growth in the GCC outpace other regions in 2010 and 2011 despite recent concerns about the real estate market and financial issues in Dubai. In addition to continuing to develop their abundant natural resources, local governments have upped their spending on infrastructure and services such as roads, schools, hospitals, cultural centers, railroads, and ports. You name it and they are building it. And the price tags are impressive— from \$50 million to \$50 billion per project. The Bank of America study also noted that Saudi Arabia would probably grow the fastest due to higher oil prices, higher infrastructure spending and stable domestic demand.

“We are moving deliberately to establish a stronger presence in the Middle East,” said **Dominic Pileggi**, T&B chairman and chief executive officer. “The dynamics of doing business in this region are very different and patience is the key to understanding the markets and being successful. Our team did a great job in working through the maze of legal, social and other requirements to get our facility up and running in record time. This physical foothold in the region should, over time, provide the opportunity to introduce the broad line of T&B electrical components into these markets.” **P**

*\*The GCC is comprised of the Persian Gulf states of Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates.*

# conversations

with Dominic J. Pileggi

Chairman & CEO

## The Power of the Pyramid



Ten years ago, when Dominic Pileggi returned to Thomas & Betts to lead the renaissance of the Electrical business, he articulated a vision for his division employees: To be the Brand of Choice for the end user of our products and to be the Supplier of Choice for our distributor customers. When Dominic moved into a corporate leadership role, he took that vision with him. Today, no matter where you work for T&B—Europe, Asia, Australia, Canada, Middle East, U.S. Mexico—and no matter what business you support—Electrical, HVAC or Steel Structures—and no matter what your role is—supervisor, administration, finance, production associate, manager, executive—this vision should guide your work. *PowerLine* sat down with Dominic, chairman and chief executive officer of Thomas & Betts, to add some color to the meaning of the Pyramid of Culture.

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**PL:** *The T&B Pyramid is a powerful, dynamic visual but can you give us a little more color on why you picked a pyramid and what it really means?*

**Dominic:** Sure. Every organization has a vision or picture of what it wants to be and T&B is no different. As you know, our vision is to be the “Brand of Choice” and “Supplier of Choice.” To communicate this vision, we decided to use more than just text and created a symbol that would transcend language differences. Conceptually, the pyramid worked very well, particularly because the “all seeing eye” is already widely recognized worldwide. So our vision—represented by the eye at the top—is supported by our focus on Innovation, Service and Quality (ISQ)—the magnifying glass. Our focus, in turn, is supported by our corporate-wide initiatives which are symbolized by a tool belt.

**PL:** *But isn't being the 'Brand of Choice' and 'Supplier of Choice' the responsibility of the sales and marketing teams?*

**Dominic:** Not at all. Being the Brand of Choice and Supplier of Choice is not just about products, service and relationships. Fundamentally, it's about our culture. Brands represent promises about what customers expect from a

company, which is really what they expect from the people involved in delivering the brand. In other words, we all have to “live the brand” and ensure that our internal values are aligned with the external brand values our customers expect. Innovation, Service, Quality—these are all attributes our customers expect from our brands. These are the attributes that we all need to focus on, day in and day out, in everything we do. And being the Supplier of Choice is simply being the branded company for the distributor.

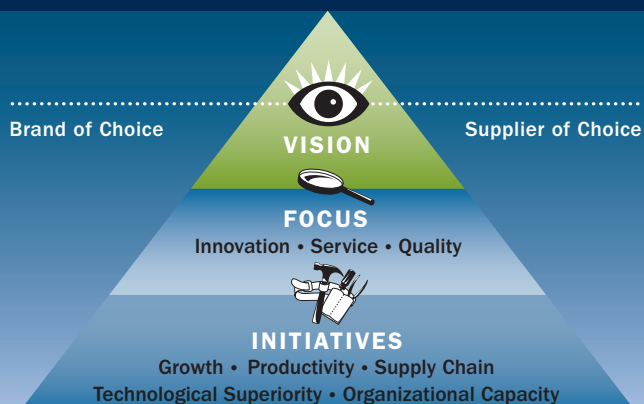
**PL:** *ISQ are three simple letters and three simple concepts, but can they really be applicable to every person, function and activity at T&B?*

**Dominic:** Absolutely. Innovation is about more than developing game-changing products that are “easier to install.” It's about being forward thinking in everything we do. It's about being nimble and flexible and never being satisfied with the status quo. It's about tapping into the imagination and intellectual power of every one of our more than 9,000 employees globally. Everyone has a sphere of influence; everyone can make a difference.

Service is more than filling customer orders quickly and accurately. More often than not, it's about providing



# Thomas & Betts Pyramid



“Brands represent promises about what customers expect from a company, which is really what they expect from the people involved in delivering the brand.”

services to one another so as an entity we can perform more efficiently and excel on an individual and group basis. It might be as simple as acknowledging an e-mail or communicating in a timely fashion on project needs or goals.

Quality is more than product reliability. Quality means doing it right the first time, whether it's building a component, balancing the books or providing information for a colleague in another department. Everyone at T&B should strive for “best in class” quality for whatever activities or responsibilities they influence.

**PL:** *That makes sense. What about the key initiatives? Aren't only certain employees involved in the key initiatives?*

**Dominic:** Yes and no. Our vision and our focus is supported by Key Initiatives that are the foundation for continuous improvement. Our key initiatives are not “one off” big ticket projects meant to fix a problem or leap frog the competition in one fell swoop. Rather, they are efforts lead by fluid teams of associates from across the company that look for process improvements that will allow us to get little wins day after day. You may not be currently on a key initiative team, but the work you do may influence the activities of the team.

A good example is our Growth initiative. It's not just about finding the right acquisition; it's looking at strengthening our presence in key vertical markets, pursuing appropriate international expansion and being innovative in developing new products. If you have an idea that you think is appropriate to any of the teams, you shouldn't hesitate to contact your manager or a member of the team. Our guiding principles clearly state that, in addition to valuing creativity and innovation, we encourage open communication and we treat each other with respect. Personally, I recently brought forward an idea for a new product. It might work; it might not. But it was worth sharing it in order to find out. **P**



# California YMCA “LEEDs” the Way with Reznor



A large crane lifts one of 17 Reznor PreevA units onto the rooftop of the LEED-certified YMCA building.

>

W

hen it comes to reducing energy use, improving indoor air quality, providing comfortable working conditions and earning LEED points, design engineers for a newly built Antelope Valley Family YMCA in Lancaster, Calif. chose Reznor's® PreevA series modular, hybrid HVAC equipment.

LEED (Leadership in Energy and Environmental Design) is an internationally recognized green building certification system that measures the “green-ness” of a building.

For the Lancaster YMCA, the building architect, engineer and facility manager worked together to optimize the building performance while keeping costs in check. They agreed that the Reznor system did just that and installed a total of 17 Reznor units.

“The YMCA team was excited to find that our hybrid system is designed to sense both indoor and outdoor conditions, automatically switching back and forth from standard DX cooling mode to evaporative cooling mode as needed,” said **Tim Roberts**, vice president of engineering for HVAC. “This allows the best of both worlds, simultaneously minimizing valuable water usage and operating costs while increasing energy efficiency.”

The Reznor hybrid system features an exclusive AquaSaver™ technology which increases the evaporative efficiency while reducing water consumption. In California, water provides “free” cooling, but is also a valuable resource and conserving water is a major LEED focus. Reznor's evaporative cooling system is designed to operate until preset





## GREEN BUILDINGS CAN REDUCE

### ENERGY USE

24%\* – 50%†

### CO<sub>2</sub> EMISSIONS

33%‡ – 39%‡

### WATER USE

40%†

### SOLID USE

70%†

\* Turner, C. Frankel, M. (2008). Energy performance of LEED for New Construction buildings. Final Report.

† Kats, C. (2003). The Costs and Financial Benefits of Green Building: A Report to California's Sustainable Building Task Force.


‡ GSA Public Buildings Service (2008). Assessing green building performance. A post occupancy evaluation of 12 GSA buildings.

**Reznor AquaSaver** simultaneously minimizes valuable water usage and operating costs while increasing energy efficiency.



humidity levels are reached. Only then does the unit convert to DX cooling mode. Once the desired indoor space temperature level is reached and the humidity level falls, the units convert back to the more cost-effective evaporative cooling mode.

In addition, the Reznor units promote improved air quality by providing up to 100 percent fresh outside air.

"The YMCA is a gathering place for families and children. It's important to ensure that the air quality is the best possible," said **John McKissack**, product manager for HVAC. 

## What does it mean to LEED?



Developed by the U.S. Green Building Council (USGBC), LEED provides commercial and residential building owners a concise framework for identifying and implementing practical and measurable green building design, construction, operations and maintenance solutions.

**The LEED Green Building Rating System® assigns points to a building in six categories:**

- Sustainable sites
- Energy and atmosphere
- Indoor environmental quality
- Water efficiency
- Materials and resources
- Innovation and design process

If a building scores 26 points, it is LEED-certified. The maximum number achievable is 69.

Home owners interested in finding out more about how to design or retrofit their home to have a positive impact on energy efficiency and the environment can visit the Green Home Guide ([www.greenhomeguide.com](http://www.greenhomeguide.com)) for more information.

**"The YMCA is a gathering place for families and children. It's important to ensure that the air quality is the best possible."**

— JOHN MC KISSACK

T &amp; B IS AGAIN THE

# "Best of the Best"

SAYS LEADING TRADE PUBLICATION

Published monthly and updated daily on-line, The Electrical Distributor (also known as TED) magazine is the "go to" place to find news and information on the electrical industry. When TED speaks, people listen and recently TED said T&B was "The Best of the Best"—AGAIN!



TED holds an annual "Best of the Best" awards competition to recognize the outstanding marketing campaigns of the year. In 2009, more than 300 entries were received. Categories are split by sales volume, to ensure that like-sized firms (presumably with similar resources to expend) compete against one another.

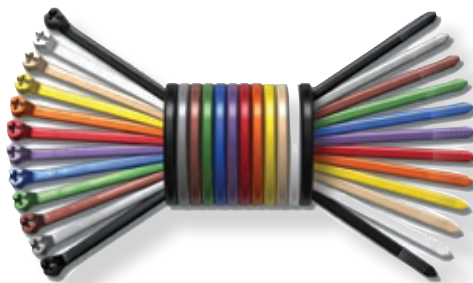


Kendall Morgan receives the TED award from Dr. Drew Stevens, keynote speaker and one of the five judges.

**"We put a lot of effort into creating strategic marketing materials that would make an impact with the end user and drive sales."**

— KENDALL MORGAN

"It's an honor to be recognized by TED magazine and testimony to our team's ability to plan, prepare and stay focused while delivering a multi-faceted marketing effort," said **Gretchen Boyer**, senior marketing communication specialist for the electrical division.



*Thomas & Betts took home the prize in the following categories:*

## BRAND AWARENESS

For the Ty-Rap® 50th Anniversary Campaign which emphasized the legacy of Ty-Rap brand as the original high performance cable tie. (See article in *PowerLine*, Winter 2008-2009, "Ty-Rap Celebrates 50 Years!")

## PUBLICATIONS FOR e-CONNECTIONS

Another honor included e-Connections, an on-line publication by T&B that provides exclusive information on new products, promotions and case studies of how T&B solves end user problems in the field.

*T&B also received an Honorable Mention award in the:*

## PUBLIC RELATIONS/COMMUNITY OUTREACH

category for its work on the Mid-South Independent Electrical Contractors (IEC) Joint Venture Project to help Shelby County Tennessee manage electrical outages. T&B helped save the County over \$100,000 by donating commercial products to install a back-up generator.



Bob Johnson, Shelby County Chief Electrical Inspector, looks on as Mayor A C Wharton starts the generator.

T&B received the TED awards at the National Association of Electrical Distributors (NAED) AdVenture™ Electrical Marketing Conference in Chicago, Ill. **Kendall Morgan**, formerly vice president of marketing for the electrical division, represented the company at the awards ceremony.

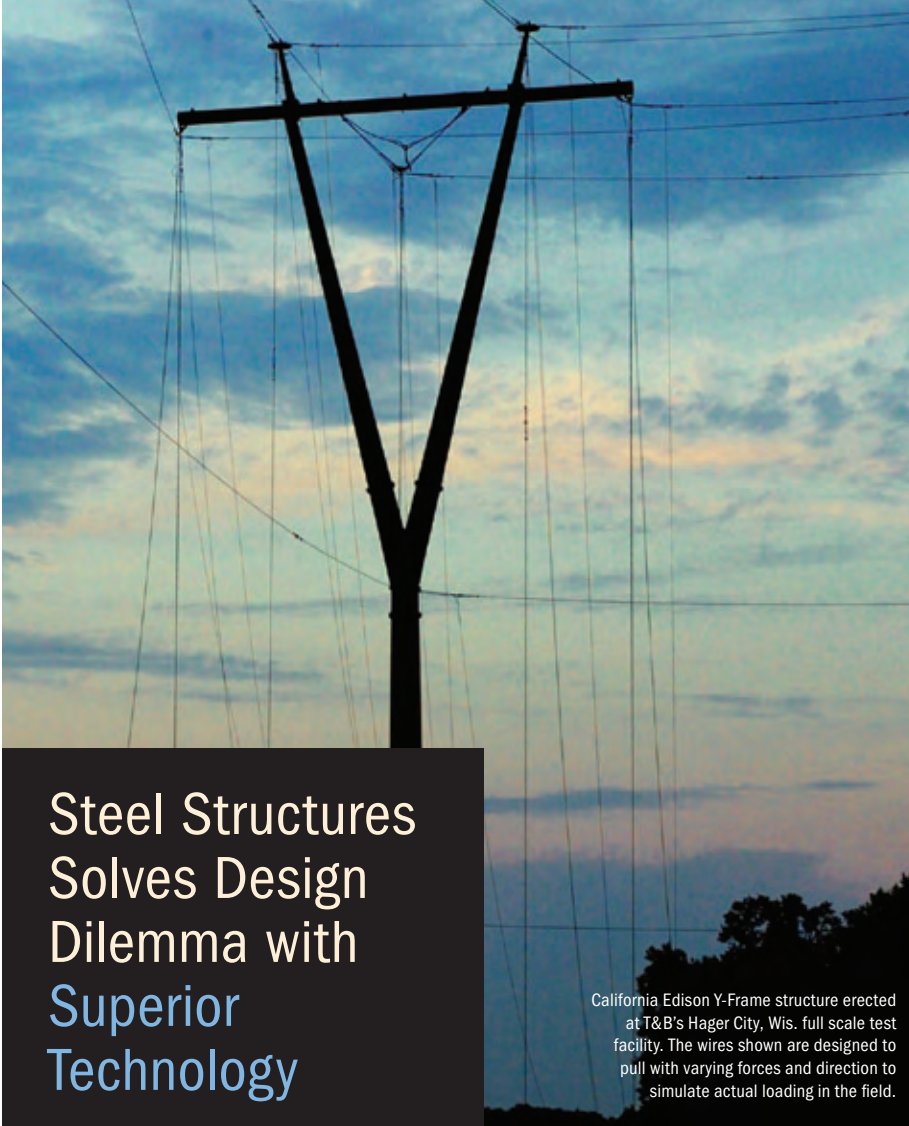
"We put a lot of effort into creating strategic marketing materials that would make an impact with the end user and drive sales," said Kendall. "It's gratifying to be recognized by TED and the distributor channel. It's also gratifying to know that only one other manufacturer won multiple awards, while our largest competitors were completely shut out." **P**

## Publication Campaign: T&B eConnections Connects With Distributors

Performance Nearly Doubles Industry Average







## Steel Structures Solves Design Dilemma with Superior Technology

The Steel Structures division recently proved that technological superiority is truly one of T&B's competitive advantages when it used its unique system that collects and analyzes full-scale testing data in real time to solve a significant design challenge facing one of their key customers, Southern California Edison (SCE).

SCE is one of the largest public electric utilities in the U.S. providing power to more than 13 million people in central, coastal and Southern California.

SCE also has a goal of providing more than 20 percent of power from renewable resources such as solar, wind, geothermal and hydro by 2010. To achieve this goal, SCE launched the Tehachapi Renewable Transmission Project (TRTP), a series of transmission lines spanning 250 miles (402.336 km) that will access more than 3,400 wind

turbines in the remote Tehachapi Pass in the mountains outside of Bakersfield, Calif. When complete, TRTP will deliver "green" power to more than 3 million homes in Los Angeles.

To address the concerns raised by local land and home owners regarding the visual impact of the project, SCE decided to use monopole steel structures and designed a "Y-frame" structure. While aesthetically pleasing, the structure size was unprecedented. To minimize the risk in using a new design, SCE turned to the industry leader, Thomas & Betts, for assistance.

"Designs using Y-frames are extremely challenging to design and fabricate because the two sides of the "Y" continually work against each

other, essentially trying to rip the segment apart, much like a zipper separates," said **Kunjal Pathak**, Steel Structures' regional engineering supervisor for the western U.S.

T&B has the only full-scale vertical test facility in North America in Hager City, Wis. Using the data collected from tests on past designs, our engineers can readily determine stress and structure calculations for new designs. Enhancements to the technology now allow T&B to offer real-time data collection and analysis. Our competitors have to rely on theory which can sometimes result in real world failures.

Steel Structures engineers, Kunjal Pathak (left) and Randall Perkins (far right) stand with Jim Wiederholt, president-Steel Structures.



Our competitors have to rely on theory which can sometimes result in real world failures.

According to **Randall Perkins**, the lead structural engineer on the project, T&B tested two of the SCE designs. The first structure was 115 feet tall (.035 kilometers) and weighed over 50,000 pounds (22,679 kilograms). The second was 135 feet tall (.0411 kilometers) and weighed over 45,000 pounds (20,411 kilograms). Both structures passed—confirming the value of our proprietary database and engineering design software.

"We have Y-frame designs that have been in the field for decades," said **Ed Antar**, market development manager for Steel Structures. "Their proven performance combined with our unique ability to test the new designs gave SCE provided the confidence to move forward with the Tehachapi project." ■

## Waste Not, Want Not

Reznor's Waste Oil Heaters in Hot Demand at Auto Service Center

When Cummins Automotive, a premier Mercedes-Benz service center located in the Atlanta, Georgia suburbs, decided to "go green", they chose Reznor®, the leader in waste oil heaters.

Burning waste oil to obtain cheap heat is an environmentally friendly way—and EPA\*-approved method—to assist in reducing pollution. Reznor has offered heaters specifically designed for onsite recycling of used oils since 1988. In addition to efficiently consuming used oil, the heaters help keep energy costs down—critical for smaller operations such as garages and repair shops.

"The Reznor waste oil heaters paid for themselves within a couple of years and continue to save us thousands of dollars every year in heating costs," said Brian Sinclair, owner of Cummins Automotive.

Sinclair noted that their energy use declined so much that a representative from the local utility company came out to investigate if the shop had illegally bypassed their gas meter.

Sinclair is also happy that the move to Reznor helps to protect the environment as well. Recycling the used waste oil eliminates liability associated with having waste oils shipped off-site for disposal.

When asked to sum up his experience with Reznor, Sinclair was quick to reply: "Quality, performance and efficiency, what more could you ask for?"

Waste oil heaters from Reznor are an environmentally friendly way to reduce energy costs at facilities that service trucks, heavy equipment, fleets, etc. and use lubrication products such as engine fluids, hydraulic oils and gear lubes. **D**



"The Reznor waste oil heaters paid for themselves within a couple of years and continue to save us thousands of dollars every year in heating costs."



Brian Sinclair, owner of Cummins Automotive, appreciates that his Reznor waste oil heater paid for itself in less than two years. Reznor waste oil heater mounted in ceiling at Cummins Automotive Garage.

\*EPA - Environmental Protection Agency of the United States



## Homac Storm-Safe Increases Safety In Power Restoration

Terrible storms can be unpredictable and devastating in their ability to disrupt power. In particular, falling branches and debris can snag utility wires between the distribution pole and a home or business. Depending upon how the cables fall, they may be energized, causing a safety hazard to the public, emergency response and utility personnel.

To address this dangerous problem, T&B's Utility division introduced Homac® Storm-Safe® Service Entrance Disconnect System, a new product designed to immediately break the link between the mechanical support allowing the cable to come down de-energized without damage to the utility equipment, home and/or business.

Storm-Safe consists of two primary components:

- Mechanical breakaway link that breaks on force, preventing damage
- Mating contacts that separate after the line breaks, providing a safe disconnect of power

After the storm passes, power can be quickly and cost effectively restored by installing a new link and re-inserting the contacts. **D**





# READY... SET... SALES BLITZ!

T&B **Attacks** Calif. Food Processing Industry



The team consisted of (back row l-r): Salvador Magnano (T&B), Dave Lowerre (Healy Mattos Electric), Jim Casey, Greg Hewitt (T&B), Mike Garrigan (Healy Mattos Electric), Ray Mackewicz (T&B), Marc Mattos (Healy Mattos Electric), Gary Clarke (T&B); (front row l-r) Bill Elberfield, Robert Deweez, Roland Engle and Mark Nowak (T&B).

T&B's Northern California sales team, product marketing managers and several employees from Healy Mattos Electric (T&B's Ocal® Agent) were recently unleashed for a four-day sales blitz in the top food processing markets in the Central Valley of California. More than 640 food processing companies call the region home.

A sales blitz is an organized effort to focus on a specific task in one specific territory. The goal is to identify, qualify and engage potential new customers.

"We chose the Central Valley area because it contains the largest food and beverage market in the U.S. and it's in the top five in the world," said **Tony Aimi**, T&B's Northwest regional manager. "We created great awareness of a complete T&B industrial portfolio and exposed new solution-oriented products."

"The goal was to increase our customer base and grow market share and it worked," said **Gary Clarke**, product marketing manager—Electrical. "We worked with two strong distributor partners: Willie Electric and Allied Electric.

"We couldn't have asked for better cooperation from everyone involved in the blitz," said **Ray Mackewicz**, T&B's national specifications manager—Food Processing.

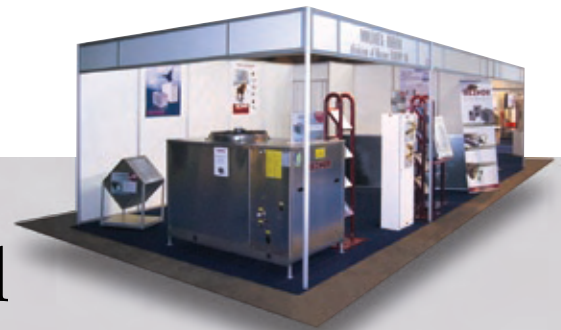
Some of the T&B products showcased during the blitz included: T&B® BlueKote®

Universal Conduit Elbow, Ocal® Corrosion Protection System and Color-Keyed® KUBE® Motor Lead Connectors, among others. Several top manufacturers visited included: Land O'Lakes®, Sunkist®, Diamond Pet Foods and E. & J. Gallo Winery. **P**



## The Central Valley

is approximately 42,000 square miles (110,000 km) or roughly the size of the state of Tennessee and is one of the world's most productive agricultural regions. On less than one percent of the total farmland in the U.S., the Central Valley produces eight percent of the nation's agricultural output. Virtually all non-tropical crops—including tomatoes, almonds, grapes, cotton, apricots and asparagus—are grown in the region.



REZNOR

## Plays It Cool

at the "Cool & Comfort" Exhibition in Belgium

There's nothing more important for a manufacturer than communicating new product benefits with customers and a trade show exhibition is a great place to do this.

Reznor Europe recently attended the "Cool & Comfort" exhibition in Mechelen, Belgium to introduce the new Reznor® PreevA air handler. The M-series air conditioning unit was also presented.

The "Cool and Comfort" exhibition is Belgium's main event for architects, engineers and contractors involved in heating and cooling.

According to **Chris Grammens**, director of engineering HVAC Europe, Reznor is already well known for gas-fueled heating products so this was a great opportunity to promote Reznor cooling products. Chris and **Heike Roels**, product manager—Cooling Products HVAC Europe, were onsite to answer technical questions about the products.



"This show gave us the opportunity to speak directly with many contractors and others to let them know that Thomas & Betts' Reznor brand is fully engaged with cooling and renewable HVAC products," said **Joseph Boeckx**, general manager of HVAC Europe. **P**

Heike Roels, Chris Grammens and Joseph Boeckx introduce Reznor to the Belgium cooling market.

## New T&B Tools don't



# Crimp on Comfort



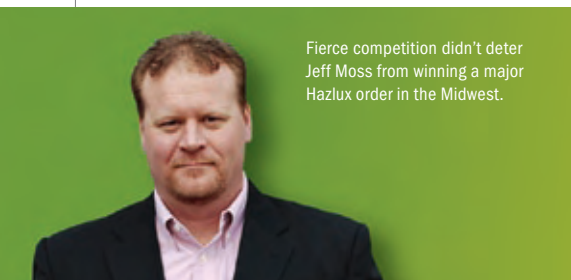
Matt Willard demonstrates how easy and comfortable it is to use the new Comfort Crimp tool.

Splicing and crimping wires is easy but when you are a professional electrician and you are crimping wires constantly, even the easiest of tasks can strain your muscles. That's why T&B recently redesigned the Color-Keyed® and Sta-Kon® Comfort Crimp family of tools to offer improved performance and more comfort.

"The newly redesigned Comfort Crimp Tool family represents a major step forward in terms of ergonomics for hand-powered compression tools," said **Matt Willard**, T&B's tools product manager. "Notably, the new patented design requires 25 percent less pressure than its predecessor and up to 75 percent less than leading competitors."

The new ergonomic handle positions the user's hands correctly to minimize the risk of strain while soft, over-molded grips cushion the user's fingers and palm for increased comfort. In addition, the new Crimp Assist™ foot stabilizes the tool when the user needs to rest it on a work surface for leverage when crimping larger connectors. **D**

## SPECIFICATION is Name of the Game for Hazlux



Fierce competition didn't deter Jeff Moss from winning a major Hazlux order in the Midwest.

"This is a fantastic example of how focusing on getting our products specified can result in tremendous business opportunities."

— CHRIS CASTLEBERRY

Energy Holdings and Consolidated Grain and Barge Co. (CGB) are building an even bigger plant—capable of producing 220-million gallons (833 million liters) of ethanol annually. The facility will sit on 116 acres near the Port of Indiana and will cost approximately \$400 million (€277.12 million).

"This is a fantastic example of how focusing on getting our products specified can result in tremendous business opportunities," said **Chris Castleberry**, director Industrial Market Segments. "Everyone involved in this project did a great job."

Castleberry noted that **Pat Joyce**, **Tim Jumper**, **Robert Reeves** and **the entire manufacturing team in T&B's Southaven facilities** excelled in meeting a very demanding delivery schedule. **D**

A few years ago, the U.S. experienced a mini "dot com" phenomenon in the construction of facilities that can convert corn and other commodities into fuel such as ethanol. That all changed abruptly with the drop in the economy and today, U.S. ethanol companies are taking a cautious approach toward building new plants. Projects are fewer and farther between and the competition to win business is fierce. Nonetheless, T&B was able to secure \$700,000 (€486,000) Hazlux®-only specification on

two new ethanol plants being built in Illinois and Indiana. **Jeff Moss**, T&B's Mid-South Regional sales rep handled the order with help from **Steve McIlwain**, technical application specialist, who provided technical data and project-specific calculations.

In Illinois, Abenoa Bioenergy's new \$275 million (€190.91 million) ethanol facility will use nonfood feedstock, ranging from wood chips to rubber tires, to produce up to 88 million gallons (333 million liters) of ethanol each year. In Indiana, Aventine Renewable





## Mike Kenney retires

as President of Canada, EMEA

**Mike Kenney, president of Thomas & Betts' Canadian, European, Middle Eastern and Asian businesses, retired from the company in January 2010.**

In anticipation of Mike's retirement, in the fall of 2008, Nathalie Pilon was named president of T&B Canada and Fabrice Van Belle was named president of our European, Middle Eastern and Asian businesses in the fall of 2008.

"Mike did an outstanding job leading our Canadian business over his 13 year tenure with Thomas & Betts," said **Dominic J. Pileggi**, chairman and chief executive officer.

"As a result of Mike's sharp focus on customer service, product innovation and operational efficiency, Thomas & Betts is the leading supplier of electrical components and emergency lighting in Canada and has enhanced its presence in Europe and other regions."

Mike joined Thomas & Betts in 1996 to lead the company's operations in Canada, Australia and Asia. He assumed responsibility for the company's European and Middle East operations in 2007. In 2009, Mike received the prestigious Industry Recognition Award from the Electro-Federation of Canada (See *PowerLine*, Summer 2009). **P**

lead

making a  
difference



Dan Bartel, vice president of Global Procurement with Imad Hajj, senior vice president of Global Operations discuss how to capitalize on global sourcing opportunities.

## T&B Hires Vice President of Global Procurement

One of T&B's key initiatives is to improve how we manage our supply chain and achieve synergies across regions and divisions in how we purchase raw materials, capital equipment and services. To advance this effort, T&B recently hired **Dan Bartel** as vice president of Global Procurement. Dan is a seasoned supply chain executive with more than 13 years of supply chain and procurement experience with Danaher, Flowserve and Rockwell. Notably, he has broad experience in managing sourcing from low-cost countries such as China,

Singapore, India, Eastern Europe, Mexico and South America.

"Creating this new position and changing how we manage our purchasing activities should allow us to achieve meaningful cost savings and better efficiency," said **Imad Hajj**, senior vice president of Global Operations. "As a Master Black Belt in Lean manufacturing techniques, Dan will be a valuable addition to our global operations team."

In his new role, Dan will develop a comprehensive procurement strategy and measurement system appropriate for all of our businesses. He will also lead the company's Supply Chain Council. The U.S. electrical purchasing team will report directly to Dan while purchasing management in Canada, Europe and Steel Structures and HVAC will report on a dotted line basis to Dan.

Dan received a bachelors degree in Production Operations Management from the University of Wisconsin. **P**

# Electrical Marketing Realigned to Strengthen Market Focus

(L to R): Alan Neal, vice president, Engineering and Quality and Bob Caporale, vice president, Product Marketing and Engineering.



T&B's U.S. electrical business recently restructured how it manages its businesses in order to strengthen our focus on offering a portfolio of products for key market segments. As part of the reorganization, **Bob Caporale** assumed the position of vice president, Product Marketing and Engineering. Bob formerly led T&B's utility products group. The utility group—which now includes communications products—is now directed by **Kendall Morgan**. **Ned Camuti** now serves in the key role of vice president of Sales and Distribution.

In his new assignment, Bob will lead T&B's U.S. electrical product management and engineering functions to maximize the strength of our brands across all market segments. Bob will also lead the effort to coordinate product marketing efforts globally and continue to oversee our Jennings® Technology business based in California.

Reporting to Bob is T&B's recently hired vice president of Engineering and Quality, **Alan Neal**. Alan joined T&B from Ametek-Electromechanical Group, where he served as a divisional vice president of Global Engineering based in Shanghai, China.

At Ametek, Alan lead a staff of 130 engineers including major development centers in China, Italy and the U.S.

In his new role, Alan will work closely with the marketing and operations teams to develop new products that are reliable and easy to install for the end user and can be efficiently manufactured. The Product Engineering Group, Technical Liaison Group, Technical Documentation, R&D Lab and quality functions of the U.S. Electrical division will report to Alan.

Alan has an Executive MBA from Duke University in addition to an MS in Electrical Engineering from Arizona State University and a BS in Electrical Engineering from Ohio State University. **P**

From left: David Alyea, vice president—Controller, John Gildee, director—Audit Services, and Sathish Venugopalan, division controller—HVAC.



Chuck Gilreath (seated) and Dan Otten showcase Reznor's M series condensing units.



## Job Swapping Offers Growth Opportunities in Finance

Cross-functional training can be an important step in career development and succession planning. A good example is recent changes made in the finance area. **John Gildee**, former financial controller for T&B's HVAC business, has swapped jobs with **Sathish Venugopalan**, formerly director of Audit Services. The switch accomplishes two goals: Provides Sathish with the opportunity to put his deep knowledge of internal systems and processes to use in day-to-day management while providing John with the chance to lead and develop a stand-alone functional area. Also in the finance area, **David Alyea** has been named vice president—Controller. David has served as vice president, assistant corporate controller since August 2004. **P**

## HVAC Personnel Changes

In addition to Sathish Venugopalan joining the HVAC team, **Chuck Gilreath**, formally director of manufacturing supply chain for the U.S. Electrical group, has been named vice president of operations for the HVAC segment. Chuck replaces **Dan Otten**, who will assume responsibility for HVAC sales. Chuck is an 18-year veteran of T&B and has extensive knowledge in production, Lean operations, purchasing and materials management. Dan's knowledge of manufacturing, product development and operations combined with his past sales experience at Snyder General Corporation should help him drive a dynamic global sales team. **P**



# European Finance Conference Brings Together Far-Flung Team

*“Nothing can substitute for face-to-face interaction when building a team and establishing a culture.”*

— BILL WEAVER



Photo Above: The EMEA finance conference brought together financial professionals from more than 10 countries.

**Frank den Brok**, head of finance for T&B’s European, Middle Eastern & Asian (EMEA) operations, recently brought together 30 T&B financial professionals from more than 10 countries at the company’s European headquarters in Belgium to discuss the strategic role of finance. **Bill Weaver**, chief financial officer, helped set the agenda and was the featured keynote speaker.

“The role of the financial controller is very broad. Fundamentally, they need to understand all aspects of the business and act as a true business partner to management, helping define strategic direction and performance improvement,” said Bill. “This meeting helped reinforce the values and expectations of the function.”

“Nothing can substitute for face to face interaction when building a team and establishing a culture,” said Frank. “This conference was an excellent way to introduce new members of the team while diving deep into the professional challenges of our jobs.”

Frank joined T&B in early 2009 to replace **Fabrice Van Belle** upon his promotion to president of EMEA, so the conference was the first opportunity that he had to discuss key initiatives and issues such as Lean enterprise, technology’s role in finance and inter-regional transactions and reporting procedures.

The conference also gave Bill Weaver a chance to meet the international financial team and was a great opportunity for the team to meet its newest members—**Gyorgy Biro**, financial controller for our facility in Kecskemét, Hungary, and **Mohammed Abdullah**, controller for T&B’s newest facility in Dammam, Saudi Arabia. (See related story in the Feature section.) **P**



With much enthusiasm, Joe Warren (right) hands Mike Arney a stack of Federal Tax regulation books for his new role as vice president.

## Mike Arney Promoted to Vice President—Tax

**Mike Arney**, a member of T&B’s tax team since 1996, has been promoted to vice president—Tax. Mike succeeds **Joe Warren**, who will remain with T&B as vice president and treasurer. Previously, Joe led both the tax and treasury functions.

“Mike has a comprehensive and deep knowledge of tax laws and

T&B’s systems and operations,” said Bill Weaver, senior vice president and chief financial officer. “Under Joe’s leadership, he has grown into a strong and capable leader. This transition is part of our strategic succession plan.”

Mike is a Certified Public Accountant and has a Master’s Degree in Taxation.

In addition to helping Mike’s transition successful, Joe will devote his time to treasury, risk management and custom matters as well as assist on Corporate Finance related projects as needed. **P**

# Closing the Language Gap

T&B Employee  
Invests Time Teaching  
Co-Workers English



From left to right: Leyla-Belgin Cinar, Waltraud Rebakowski, Matthias Kellner, Dayana Bräunert and Angelika Hennig.

As a U.S.-based company, T&B relies on English as the common denominator for communication. However, with approximately 48 percent of our associates in countries where English is not the native tongue, challenges will arise.

In Germany, one T&B employee, **Dayana Bräunert** took it upon herself to establish an English language training course for her colleagues.

Dayana—the financial controller for Kaufel Berlin and T&B Germany—undertook this project voluntarily. It wasn't in her job description but she felt strongly that being able to speak and understand English was a critical skill for her team.

"English is important to learn as a second language because much of our communication is in English," said Dayana. "I wanted my team to feel confident when they communicate via phone or e-mail."

And the timing was right. In 2010, the Berlin facility will convert to T&B's financial system which is based in English. To ensure that the conversion is successful, Dayana and the implementation team needed to "bridge the language barrier" with employees who are less familiar with English.

T&B's Berlin facility employs 80 associates and manufactures Kaufel® emergency lighting systems.

Once a week for one hour, Dayana and her team meet to discuss the day's lesson. The general structure for the class is 20 minutes of grammar, 20 minutes of reading an article or a story together and 20 minutes of conversation. In addition, games are used to reinforce the lesson along with a review of the previous day's session.

"Dayana has a passion for the work she does and the benefits it brings to her employees," said **Stephan Seelaar**, human resources' manager in the Netherlands.



Kaufel Emergency Lighting Systems manufactured at T&B's German facilities.

"They love learning from her. Her enthusiasm and excitement for teaching is displayed every day in her positive and encouraging demeanor." **D**

## English as an International Language

**W**hile English is currently the "lingua franca" (lingua franca is a language systematically used for communication between persons not sharing a mother tongue) of international business, science, technology and aviation, it hasn't always been that way. From the 17th century until the 1940s, French was the language of diplomacy and is still a working language of international institutions (hence, the reason you see it on your passport). The rise of English as the preferred language of diplomacy and business began in 1919 when the Treaty of Versailles (following World War I) was written in English as well as French. The widespread use of English was further advanced by the prominent role played by English-speaking nations in the aftermath of World War II, particularly in the creation of the United Nations and, more recently, the Internet.

- More than **375 million** people speak **English as their native tongue**
- More than **375 million** people speak **English as their second language**
- One in four people speak English to some degree
- **English** has **official status in 75 countries** with a population of over two billion



# Hickory Facility Uses Lean to Blast Away Waste

T&B's Hickory, North Carolina facility isn't big or elaborate. Just 38 associates operating in a 20,000 square foot (1,860 square meters) facility. When Thomas & Betts bought Hi-Tech® Fuses in August 2006, the company saw opportunities to integrate Lean manufacturing processes that had been successfully done in other T&B facilities.

In 2007, the Hickory team started a Lean journey, sparked by a desire to improve organization, increase visibility, optimize flow and create a tour ready facility using techniques that had proven so successful at other company facilities.

The Lean journey started by adapting the Five S methodology.

Five S—which represents Sort, Set in order, Shine, Standardize and Sustain—helped the facility pinpoint a number of areas that needed improvement.

“When properly implemented and sustained, a Five S program is proven to have a bottom line impact, not to mention a favorable response from employees and customers,” said **Brian Herald**, Hickory's plant manager. “A clean, organized facility is a safe, well-run and profitable facility.”

The installation of pallet racking (to maximize floor space), labeling shelves and installing a two-bin pull system for various raw materials, were just a few of the changes Hickory made.

Outdated, over-sized work tables

were replaced with smaller, more efficient workstations. This freed up approximately 2,300 square feet (214 square meters) of open floor space for future product growth.

“Layout can have a dramatic impact on improving efficiency levels,” said **Jon Spencer**, Hickory's product engineer. “Not only does it reduce excess material handling but also allows better flow, visibility and communication.”

Next, the plant floor received a much-needed makeover. The worn out, bare concrete floor was replaced with an epoxy flooring system. To avoid interrupting production, the installation was completed in stages over two weekends. The floor was color coded to indicate aisle ways and work space with the addition of safety lines.

“We have a long way to go, but the significant progress made within a short period of time has already delivered major benefits,” said Brian Herald. **P**

before



Photo Above: Before the Hickory facility began its Lean journey, the facility was cramped and not organized for optimal efficiency. Photo Right: The impact of adapting Lean techniques is apparent in this “after” photo which shows clean, well-marked aisle ways and work stations. Pictured (L to R) are Jon Spencer and Brian Herald.

“A clean, organized facility is a safe, well run and profitable facility.”

— BRIAN HERALD

after



# How Do You Make a Good Thing Better?

**If You're Jennings® Technology, You Become ISO 9001:2008 Certified!**

Jennings' auditing team (L-R): John Mulea, senior inspector; Doug McCabe, production supervisor; Jeff Lehman, quality engineer; Robert Speciale, engineering services supervisor; Susie Geiss, manufacturing engineer.



John Mulea, senior inspector and Robert Speciale, engineer services supervisor, look on as Javier Yepiz, Heliarc Welder (sitting) assembles the pump seal on a voltage capacitor.

T&B's Jennings Technology facility, located in San Jose, Calif., achieved a significant milestone in 2009—ISO 9001:2008 certification. The facility manufactures high-voltage vacuum capacitors, relays, interrupters, contactors and coaxial switches.

"Continual improvement has always been an important aspect of Jennings business plan," said **Steve Negrini**, Jennings plant manager. "Achieving ISO certification was an extension of the hard work we've done with Lean manufacturing over the years to improve customer satisfaction by reducing cost, reducing lead time and improving quality.

ISO 9001: 2008 is an internationally recognized quality standard that requires a company to understand customer needs and specifications, implement a documented and effective quality system, and deliver products or services that meet customer requirements. Companies can become certified only after a third-party comprehensive assessment and audit of the facility. The process to become certified took Jennings 16 months.

"Our team has grown during this project and ISO has now become a backbone for our quality and continuous improvement system," said **Jeff Lehman**, Jennings quality engineer and audit team leader.

The key to Jennings' success is top management support, education and training of the workforce. **■**

## There's Safety in Numbers in Monterrey

Employees at T&B's Reznor facility in Monterrey, Mexico have clocked up a massive 950,567 labor-hours (722 days), without a lost time accident.

"Health and safety is a priority for the whole team at the Monterrey facility," said **Gerardo Ruiz**, Reznor Monterrey human resources' manager. "Our people are our most important asset and our top priority is to provide a safe working environment."

According to Ruiz, safety is addressed in pre-employment training, and continues daily, weekly and monthly. In fact, daily safety meetings are held before the start of each shift. Also, a safety team—comprised of employees from all areas of the business—performs a Job Safety Analysis (JSA) to assess every job and determine whether adequate precautions are in place. JSA helps everyone focus on safety before the job starts.

"We have disciplined ourselves to stop, look, listen and correct," said **Javier Chavez**, Reznor Monterrey plant manager. "We are identifying potential hazards and correcting them before incidents happen." **■**

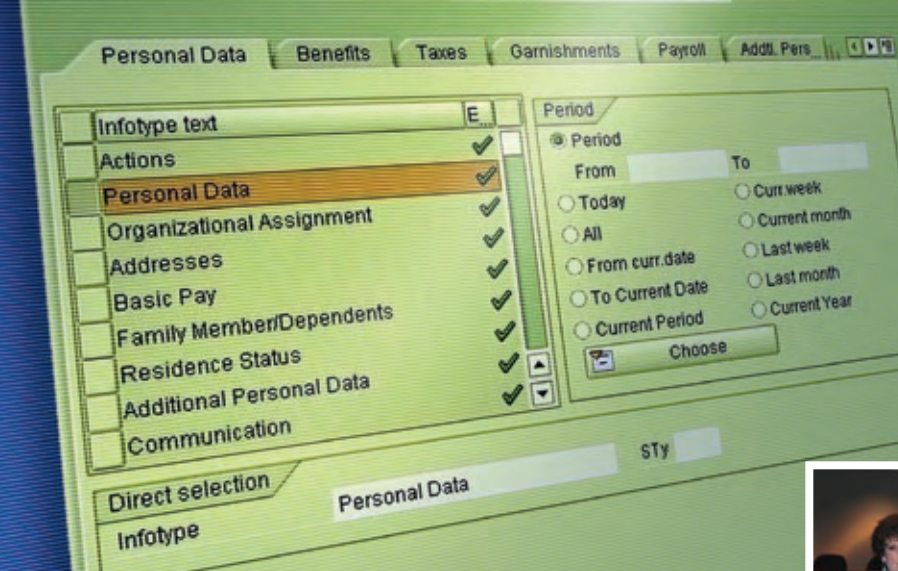


### Monterrey's Health & Safety Commission

Front row (L to R): Maribel Rivera, Luisa Pérez, Dora Treviño, Luz Enriquez, Martha Carranza, Flor Platas, Rosy García. Back row (L to R): Homero Peña, Gerardo Ruiz, Javier Chavez, Alvaro Quezada, Luis Hernandez, Caleb Mendoza, Humberto Garza, Luis Patlan, Mauricio Orozco, Eduardo Ponce.

exceed continued on back cover





## Human Resources is Fast and Focused in Upgrading IT System

**Global Team Manages Complex Project  
on Time and Budget**



Individuals on the SAP team who implemented a system upgrade in record time were: Richard Stanley, Jenny Harris, Cindy Crabb, Debby O'Quinn, Lorna Selkirk, Linda Baxter, Bob Hamilton, Sandra Culp, Beth Gaudet and Chip Bernard. Not pictured are Paula Miller and Scott Carpenter.

**U**pgrading major IT systems is never easy. While necessary to improve functionality, efficiency and increase reliability and flexibility, system upgrades can be labor-intensive and time consuming—especially major systems critical to the operations of companies with a global reach such as Thomas & Betts. Recently, T&B's SAP (system, applications and products) system—which manages employee relationship functions such as payroll, benefits and other human resources tasks—underwent a major upgrade with outstanding success.

“Our team did an outstanding job managing the upgrade. We completed the project on schedule, under budget and without disruptions to everyday human resources processes,” said **Paula Miller**, T&B's vice president-compensation and benefits. “Our customers are our employees and we needed to be sure that our upgrade did not disrupt vital everyday human resources functions.”

The SAP upgrade team included employees from around the world. Team members with a leadership role were: **Beth Gaudet, Linda Baxter, Jenny Harris, Sandra Culp, Debby O'Quinn, Rich Stanley, Lorna Selkirk, Cindy Crabb, Bob Hamilton and Chip Bernard**. They were supported by consultants from Lentech, Inc.

“The team anticipated problems and presented solutions before issues became significant for the project or business users,” said Greg Robinette, consultant, Lentech, Inc. “I have been involved with a variety of Enterprise level projects with different organizations and the T&B SAP team has been the most efficient and professional group I've had the pleasure to work with.”

“This was a very challenging task due to the varied time zones and holiday schedules,” said **Beth Gaudet**, manager of Human Resource Business Process. “We had to move quickly to meet our targeted timeline and the willingness of T&B's SAP community to go the extra mile and their excellent collaboration and communication is what made the difference in meeting our project goals.”

“The improved functionality of the new SAP system will help T&B optimize our business processes and improve operational excellence,” said Miller.

Working from an SAP Upgrade Road Map, individuals on the global team were required to perform intense system testing to ensure the move to the new system would be seamless for users and not disrupt the normal flow of business. Getting it right the first time was critical. **■**

## U.S. Air Force Brass Visit T&B Athens Facility



The mission of the United States Air Force is to “Fly, Fight and Win.” To help achieve that mission, Thomas & Betts recently played a role in helping the Air Force with their operational prowess by demonstrating Lean in action at our Athens, Tenn. facility.

It was an impressive group from the Air Force that visited Athens for the day—14 Generals currently participating in an Executive Lean Leadership Course at the University of Tennessee (UT) Center in Knoxville, Tenn. The Officers saw first-hand how Lean concepts are used in real life.

“The adoption of Lean manufacturing techniques in the Athen’s facility provided a perfect opportunity to link classroom presentations to practical applications,” said Charles A. Parke, lecturer for the University of Tennessee Center for Executive Education. “The tour was extremely well received and the feedback was tremendous. The Athens facility should be very proud of their accomplishments.”

UT’s Executive Lean Leadership Course is designed for senior executive leaders charged with designing a Lean business strategy. The T&B Athens facility was chosen by UT for the Air Force Officer’s tour because of Athen’s success and continuous improvement using Lean tools and concepts.



U.S. Air Force Generals, University of Tennessee representatives and Herb Bradshaw, T&B Athens facility plant manager, pose at the conclusion of their facility tour.



Athen's facility plant manager, Herb Bradshaw, explains the use and benefits of the Daily Walk three-sided boards to the Air Force Generals and UT representatives.

## Hager City “Artisans” Create Special Entry for Discovery Playground



Complete with bright colors, amazing aromas and interactive play areas, Discovery Garden and the Universal Playground at Colville Park in Red Wing, Minn. is unlike most other playgrounds. And, visitors are welcomed to the playground by a bright red metal archway designed and fabricated by the team from T&B’s Hager City, Wis. facility. Across the top of the arch are cut-outs of children holding hands including children in wheelchairs.

“We are very excited to have helped create such a visible symbol for the playground,” said **Jeff Boigenzahn**, Hager City facility manager. “Interaction on the playground is an important part of being a kid and learning how to relate to the world around them. We are pleased to have been part of making the Universal Playground unique and friendly.”




## Ty-Rap Saves the Day for Engineering Students

Creating a racing car from scratch is not easy, but that's what a team of 12 students at Wayne State University in Detroit, Michigan did using Ty-Rap® cable ties and other T&B products.

Each year, the Society of Automotive Engineers (SAE) organizes the Formula SAE competition held at Michigan International Speedway.

"When it comes to fastening small components on the car, we can always rely on Ty-Raps," said Sanket Sirpotdar, team co-captain. "This year, during testing, about 15 minutes before the car was to race, the floor pan of the car came off due to constant scraping on the ground. An instant decision was made to use Ty-Raps to hold it in place for the endurance, and sure enough, there were no further issues with the pan for the entire event."

The competition draws more than 2,000 students representing more than 100 teams from around the world. In addition to the teams in the United States, international teams such as Canada, Venezuela, Japan, Germany, South Korea, Australia, Puerto Rico, the United Kingdom, the Netherlands, India, Finland and Brazil compete each year.

To accomplish their goals and objectives, Wayne State students rely on the generosity of many private and corporate sponsors such as Thomas & Betts. 



Engineering students from Wayne State University create mini Formula One race cars using T&B products.


## A Doodle a Day Keeps Boredom Away

### Research Suggests Doodling Improves Memory

Is there anyone who hasn't found themselves drawing mindless circles, squares, stars or flowers at one time or another when caught in a boring meeting or tedious presentation? Well, the latest research suggests some good news for doodlers everywhere. A new study in Applied Cognitive Psychology suggests that mindless doodling might actually improve memory.

According to the study, subjects listened to a dull phone message mentioning the names of eight people going to a party. Half the participants were told to shade in squares and circles printed on a piece of paper while listening to the tape and the other half wasn't given a task. After it was over, the participants were asked to recall the names in a surprise memory test.

The results suggest that doodlers had better recall. Those who were told to color shapes while listening to the message had a 29 percent improved memory recollection compared to non-doodling subjects.

So, next time you're worried about being bored in a meeting, bring a notepad. If you're caught doodling, you can say it's all in the name of improved concentration. 



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## T&B Debuts on PBS Show

The Hometime team from left to right are Dan Laabs, Miriam Johnson, Dean Johnson, Tom Weckwerth and Judd Nelson.



When one of the longest-running (24 years and counting!) Do-It-Yourself shows on television today—*Hometime*—decided to build a state-of-the-art 3,100 square foot cottage-style home in Minneapolis, Minn., they wanted the best electrical products on the market. So naturally, they called Thomas & Betts.

*Hometime*, hosted by Dean Johnson, is one of the best-known brands in home improvement television. Currently in its 24th season, *Hometime* is featured on 230 Public Television

Stations (PBS) and carried by 340 additional stations in syndication. More than 1.7 million people watch the show each week.

T&B donated a variety of products including Carlon® floor boxes, Carlon® Structured Cabling Management Systems, Omnilink® floor box accessories, Steel City® floor boxes, Marrette® wire connectors, Red•Dot® weatherproof boxes & covers, Catamount® mounting bases, T&B BlueKote™ conduit, T&B® Electrician Supplies, Ty-Rap® cable ties and an EZCode® EZL500® thermal printer. The products will be announced and discussed as they are installed




Left: Artist's rendering of state-of-the-art home being built on PBS's *Hometime* show. The house features T&B electrical products. Above: Gretchen Boyer, senior marketing communication specialist for Electrical, coordinated the effort to secure and ship T&B products quickly to *Hometime* in order to meet the production deadline.

### Clariza Garcia Recognized for Continuous Safety Success in HVAC



**Clariza Garcia**, team leader of Monterrey Mexico's HVAC team, has a right to brag a bit as she celebrates 19 years without a lost-time injury. Clariza has worked for Thomas & Betts since September 28, 1990.

When asked what her secret was to holding such an amazing record, Clariza replied, "Observation and discipline: I make sure my workplace is clean and organized. I'm always observing to prevent unsafe acts."

"This is a significant and remarkable accomplishment, setting an example for all of us," said **Gerardo Ruiz**, Reznor Monterrey human resource manager. "Clariza has a passion for her work and takes it very seriously." 

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