

The HEADLINER



A newsletter of the Omaha Works of Network Cable Systems

March 11, 1992

The HEADLINER. It's your newspaper.

This is the first issue of *The HEADLINER*, the new employee publication at the Omaha Works.

The HEADLINER will be published every other week and represents a combination of the best of three newsletters—*The Westerner* (Linda Ryan, editor), *The Weoma Club News* (Jerry Berger, editor) and *Employee Involvement Today* (Linda Enterline, editor).

As we all know, the Omaha Works is facing a big challenge in today's economy. Everyone is taking a hard look at how and why we do things. During these tough competitive times, communication is more important than ever—communication among everyone.

We looked at our publications to see how we could do several things: make the information more relevant and timely; streamline our efforts while eliminating duplication; provide a way for all of us to communicate more effectively; to design a publication that's recyclable and to cut typesetting, paper and reproduction costs. We also wanted a publication to complement our video monitor system.

We also took a look at how to make the best use of time and bring out the talents of each individual. We've decided on a team approach to writing and reporting the plant news. Our desktop publishing system eliminates typesetting costs. We're working closely with the print shop to reduce the amount of paper and make the paper recyclable by using only black ink.

We think *The HEADLINER* is a good way to talk with each other. We know a plant publication is only as good as the support it receives from employees. That's why we're asking for your input on stories and information for the paper.

The HEADLINER will continue to include Pioneer and Weoma Club news, as well as the classified advertising and Pioneer Porch pages.

We rely on you to tell us about significant accomplishments, feature ideas, your thoughts and concerns. We're committed to making *The HEADLINER* an effective employee publication.

Unfortunately, we're losing a valued member of our team. Jerry Berger will no longer be working with us on publications, but will be returning fulltime to the shop floor.

As editor of the *Weoma Club News*, Jerry has been a hardworking, capable communicator who's kept us informed of what's happening with the Pioneers and a wide range of Weoma Club activities.

Jerry is single-handedly responsible for bringing the newsletter from a single sheet of classified ads each week to the very popular weekly publication we all look for each Wednesday. We thank you, Jerry, for reading enjoyment each Wednesday without fail. Your nose for news and your sense of humor will be greatly missed.

Linda Ryan and Linda Enterline will continue to work on *The HEADLINER*, as will each member of our public relations staff.

We expect *The HEADLINER* to evolve and change as we work together to make this paper a success. In fact, we want to be sure our newsletter is, above all, adaptable. That's why it's so important we look at *The HEADLINER* as our newspaper.

So, we're off and running!

Members of the public relations organization
Shannon Hitchcock, Linda Ryan, Maxine Altic, Bob Carlson and Linda Enterline

United Way of the Midlands Responds to Criticism of United Way of America

The following are excerpts of a letter from Sharon G. Marvin, Chairman of the Board, United Way of the Midlands to United Way supporters in the metro area:

"In recent weeks, volunteers and staff at the United Way of the Midlands have watched with growing concern, as national media reports have examined the management practices of William Aramony, president of United Way of America. Although Mr. Aramony recently retired as a result of this controversy, we are concerned that it has created misunderstanding regarding the relationship between United Way of America and our United Way of the Midlands.

"United Way of the Midlands is a local, autonomous organization run by a local volunteer board of directors to serve our local community. It is not a part of, nor does it report to the United Way of America—an autonomous trade association in Alexandria, VA.

"United Way of the Midlands does pay dues of less than 1 percent of campaign proceeds to United Way of America on a voluntary basis to purchase a variety of valuable services, such as training for volunteers and staff, national publicity, fund-raising films and printed materials and program and service data from 2,100 local United Ways across the country.

"The United Way of the Midlands has reduced its already low operating costs in each of the last three years so that nearly 90 cents of every dollar contributed goes directly to needed services in our community. I can assure you that our local United Way will continue to maintain the highest standards of efficiency and accountability.

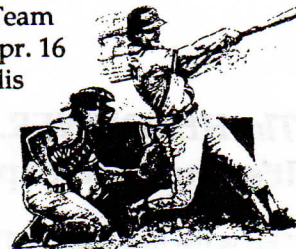
"We are deeply concerned about these recent events, just as you and your employees must be. In April, our local volunteer board of directors will meet to review any changes in procedures and policies at the United Way of America to ensure that they meet our high standards." ■

Does your name appear somewhere in the "Win With Safety" article? If so, call x3583 or x3415 to claim your prize.

Royals Tix, Anyone?

The Omaha Royals Baseball Team begin their season with the Apr. 16 opener against the Indianapolis Indians.

Interested in tickets? Call **CARMEN VACANTI**, ext. 3549.



- Americans receive almost two million tons of unsolicited junk mail every year.
- Almost 44 percent of all junk mail is never opened.
- If only 100,000 people had the U. S. Postal Service stop the delivery of junk mail to their homes, 150,000 trees could be saved annually. If

one million people stopped junk mail delivery, nearly 1.5 million trees could be saved each year.

■ The energy generated in the U.S. from the junk mail in one day alone could produce enough energy to heat 260,000 homes.

Are you interested in decreasing the amount of junk mail delivered to your home? Write today, and include your name and address:

Mail Preference Service
c/o Direct Marketing Assoc.
11 West 42nd St., P.O. Box 3861
New York, NY 10163-3861

Editor's Note: Thanks to Sr. Girl Scout **MICKI SIEVERS** of Omaha for providing this recycling information.

Jay Answers Your Questions

Do you have a question for Jay Carter or an issue you would like him to address at his next employee meeting in the Works auditorium? Write it down here—your name is not necessary. Your questions/comments will be given to Jay for consideration before he holds his next meeting later this month. (Watch the video news monitors for the exact date.)

Please return forms to the public relations office, Dept. 206.

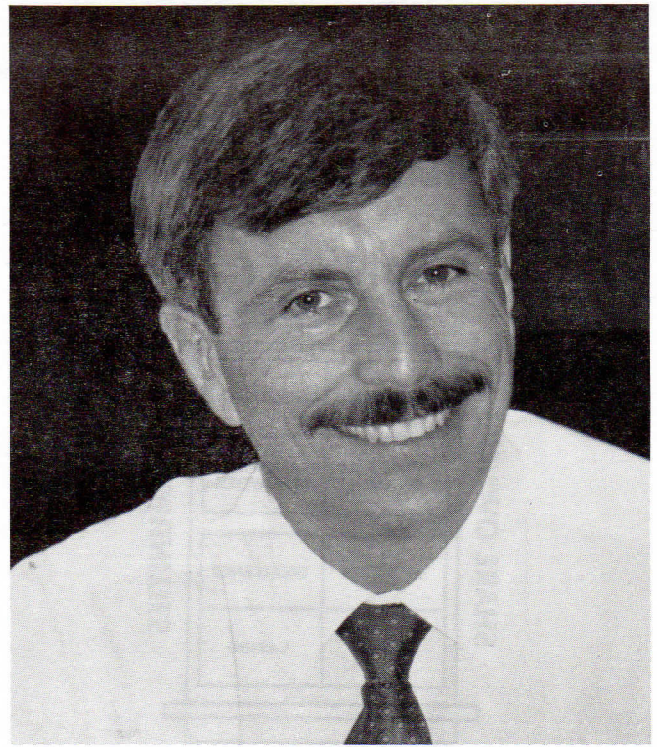
What's your question for Jay Carter?

Second Shift Employees Meet With Jay Carter to Discuss Works Issues

Copper Apparatus and Wire Vice President JAY CARTER held an employee communication meeting on second shift Thursday, Feb. 20, 1992.

This monthly meeting was the latest in a series of employee meetings designed to provide all employees an opportunity to communicate and share their ideas and concerns.

A cross-section of employees were invited to attend the meeting. Employees who'd like Jay to talk about a specific issue are encouraged to complete the form found in this edition of *The Works* and return it to the public relations office. Your question will be discussed at the next employee meeting on the third shift, Sunday, Mar. 22, 12:15 am, in the auditorium.



Copper Apparatus & Wire VP Jay Carter

Q. Why are some of the newly-hired people under the impression they would not be affected by a layoff because they were hired under a state tax incentive program? They are actually saying they would not be affected by a layoff.

A. That is not correct. If there is a layoff, it's based on seniority and the least senior person would be the one laid off. That's the way the rules work. That's why we offered SIPP rather than going the layoff route.

Q. You're in the process of changing department numbers again. Why do we do that? The cost has to be high to change all the systems and everything else. Why? You're in the process of eliminating good supervisors off the floor yet I can't even get tools sometimes because they say we don't have them or they're not in the storeroom. Despite all this, you're spending all this money to change department numbers.

A. We learned in 1991 that we didn't have sufficient focus on getting the cost out of the business and we didn't put enough emphasis on our productivity.

We believe that one of the best ways of doing that is to change the organizational structure to produce more focus. We decided on more tightly-knit teams of people working together to get the cost out of the business.

It's always a judgment call, that's for sure. The process took us three months with input from more people than

you can imagine. Part of that is what you see with changing department numbers, and there certainly is a cost associated with it; however, that cost was a worthwhile investment for the benefits that we'll see from the organizational change.

Q. I have a comment on the first question that was asked. I think these people are under the impression that under Kay Orr's administration there was supposed to be a tax reduction to the employer if employees were hired and retained for five years.

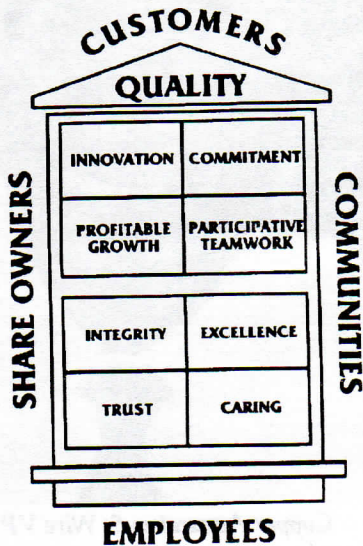
A. Let me have GENE SAAB, Labor Relations, comment on that...

Gene Saab: I don't know all of the ramifications of the law, but we did not get any tax credit for the people we hired last year. A decisional ruling has been made on that. We did not apply to the state nor did we receive any monies for hiring people. We are under no obligation to retain people for five years and no restriction exists on the people we have. We're hoping they will all stay with us.

Q. How much does Engineering Week cost us and how much good does it do?

A. This year, E-Week cost us nothing. We wanted to recognize our engineers and keep them together as a professional community, but we had no money to spend on E-Week in 1992. We cut out all dinners—everything.

NETWORK CABLE SYSTEMS SHARED VALUES



Q. I'd like to know about certification jackets. Dept. 584 is on hold now in getting their jackets and everyone is pretty closed-mouthed about what's going on. Are the jackets part of our cost reduction?

A. Yes. We spent \$25,000 on certification jackets before the current cost situation came down around our ears. Since we're in the process of involuntarily separating people from the payroll, we made the decision to suspend giving out more certification jackets.

That's not to say we're never going to give them to employees again. It means that with the current financial conditions, we decided we weren't going to spend any more money on them now.

Is that fair to the people whose areas were certified near the end of this overall process? Nothing is ever fair, but this is one more way that we have to cut costs. Certification jackets will not be awarded until finances pick up.

Q. Does that also include the perfect attendance dinners?

A. Yes. We're trying to cut back on every single thing that we can to preserve jobs. It's really that simple. We can question why we're doing this or that, but we're trying to cut back on every single item.

Q. Is it true we have 2.3 supervisors per 1 department manager?

A. We have a 3 to 1 supervisor to department chief ratio.

Q. Why? You have one supervisor for 65 people on the floor and yet you have one department head for three supervisors?

A. I think in all of the cutbacks, a number of questions have been raised relative to management superstructure and how all of these things stay in line or don't stay in line.

You can go back a couple of years and up to where I sit. It was my understanding that the third floor was totally populated with managers and assistant managers. Today, no one is up there anymore.

Just in the year that I've been here, several third level managers have left. These jobs were not back-filled and these managers were not replaced. Department managers have also left the company.

We try to look at people's needs, which includes every person in the organization. I realize many times the perception isn't that way and I also realize that many times in the process of communication, we often mess up. That bothers me because ultimately I am responsible for that.

When someone isn't notified in an appropriate way, when something slips out that should not, that to me is a tragedy. It affects another human being who has worked here a long time and made many, many contributions.

In fact, while I'm on this topic, it's so important that we recognize that these folks leaving now are not bad employees. Let me repeat that. They are not bad employees. They've made valuable contributions to AT&T but unfortunately we find ourselves in a situation where we simply can't afford the same number of people on the payroll. It's happening throughout AT&T and it's happening in every company in America right now. It's happening at every level up and down the chain of command.

When people leave, it's not celebrated. We don't go out and say "This person was forced to leave and this person volunteered to leave."

We don't want to broadcast the reasons because we respect the dignity of every person.

It's something that's unfortunate and I wish it would never happen.

Q. If we want to cut costs, then why have these meetings?

A. If you don't want to have these meetings, I won't have

the meetings; however, I've been told repeatedly by most of you that these meetings are valuable. You've told us you want to hear what's going on with the business because it's not my business, it's our business.

If the sentiment is that we shouldn't have these meetings, then I'd be happy to abide by that. You have to let me know and that's why I ask you to fill out those blue comment forms.

Q. The press reported that in 1991, nine of the top managers of AT&T split \$12 million in bonuses. Why? If our profit factor is so important, why are these people making that kind of money?

A. We've been seeing a lot in the press lately because of the many things happening in Japan. It basically gets down to "Why are any of our salaries what they are?" I'm not trying to say that it's right. I'm not trying to defend it one way or the other. I'd just like to tell you how it gets to be that way.

Everybody's salaries—yours, mine, AT&T executives—are relative to what happens in other industries. It's no different than with baseball players who are signing \$5 million contracts. Are these guys worth \$5 million a year? I don't know, but the reason they end up with \$5 million is because their salary is based on what somebody else is making doing the same job.

Whether we like it or not, American CEOs make millions of dollars. The CEOs of the Fortune 500 companies all are paid that way.

Our wages are based on salary surveys. I know IBEW does the salary surveys that ask "Are we competitive with what other people make?"

When you look at labor wages in Thailand, the people are paid a dollar a day. Do we want to be paid a dollar a day? No, because our salary is based on the relativity here. Do we have too much of a gap between what the workers make and what the CEO makes? Quite possibly.

Q. You say our stockholders want a certain amount of profit. Are you talking 15 to 20 percent for manufacturing? Why don't these stockholders go after the CEO and ask them why they are getting this kind of money?

A. Some are. There are a number of suits by shareholders now, though I don't believe AT&T is involved in any of them. I saw an article in the paper two weeks ago

about a group of shareholders who wanted the CEO salary issue placed on the ballot at the company's annual meeting. I think Bell Atlantic and IBM were involved. You're right. There is an increasingly strong movement among shareholders asking that same question. I don't know how the thing is going to turn out.

Q. I'm from the molding shop. Last year, we lost one-third to a quarter of our people to the buyout. Our schedule slackened up for a while but now everything has broken loose. We have all of these schedules and the new people are not being trained. We are being told they will do it when they get to it. As far as I am concerned, we are letting products go out of here that are not quality products. I'm told to just let it go. I don't like that. Our certification has gone downhill, too. Any comments?

A. First of all, I appreciate your concern. RAY SWARTZ, who's responsible for the molding shop, is taking notes right now on what you're saying. I can't answer right now but we're going to find out the facts.

**Jay's next employee meeting
is Sunday, March 22, 12:15 am,
in the auditorium.**

Q. (Question continues) This affects our quality.

A. You bet. I understand. Training is important and our employees have to be trained. You'll get me going on my pet peeve of the cost of quality. If we're junking stuff because we're not making it right or we have machines out of adjustment, that makes no sense at all.

Q. I have a question on cost control. With all of the people who've taken SIPP and have been laid off, does that count as a cost reduction for 1991 or 1992? The company paid out \$5 million for the SIPP offering. Did that count for 1991 or 1992? How much did we save by all these people leaving?

A. All of the costs you're talking about were booked against the 1991 results, which is a primary reason our earnings were so poor last year.

We've been able to basically wipe the slate clean in 1992. Because 208 hourly employees left the payroll last year, we get the full benefit of that in 1992.

The thirty salary-graded people who took the retirement offer left in mid-February and we'll take the bulk of that cost reduction this year.

The financial benefits of management people leaving

between now and the end of March were booked in 1991. We'll pick up nine months of cost reduction there.

Q. Are you aware a lot of employees want to be on an idea team but have never been approached about doing so? This makes these employees a little bitter toward the idea team process because they've been entirely ignored and blocked out.

A. An employee who wants to be an idea team member needs to talk to their supervisor, who will contact other coaches to see if a team needs additional members. Their supervisor can also process the forms to start a new team if the employee knows of six other people that want to be on a team.

Q. The last four or five days I've been hearing rumors we may be losing the 80-type cabinet job to Mexico. Is there any truth to that?

A. None whatsoever. 80-type cabinets are our bread and butter and they're very profitable. In fact, I just heard this week we received orders for eighty 80-type cabinets.

Q. The reelex-rewind area in Bldg. 50 seems to have work. They took people in a couple of weeks ago and now they're loaning people out. I don't understand that logic.

A. I don't have the specific details. Again, we try to balance things as best we can in all the different areas of the shop. We look forward four weeks at a time and we look at several things—what's the production demand, what is it we have to package and what must we get out the door?

I know the output of Bldg. 50 in EW&C has been tremendous over the last two months. Keep up the good work.

Q. (Continued)...Yes, but if you're not over there, you can't do it. That's why I don't understand that logic.

A. We track what we're doing versus "customer owings." Are we keeping current with the demands our customers are putting on us? We were badly back scheduled on EW&C products through the Christmas holidays. We're still a little backlogged, but not as bad as we were during the third week in January.

Q. Are we emptying the warehouses? We had a nine million foot order for cable and now we're down to one million feet.

A. Inventory costs money. We've been doing a full court press to reduce inventory (some of that is in our Material distribution centers), yet at the same time we want to maintain the level of service our customers expect. It's a

AT&T Network Cable Systems Mission

**is to be the world's pre-eminent
designer, manufacturer and
supplier of network cable
systems that meet people's needs
in the information society.**

tricky balancing act but we have to reduce our inventory.

Q. Going into 1992, we were losing more people out of trades. Some nights, the machine I've been on has been down for six hours because we don't have enough machinists to make repairs. Is there a plan to replace the people who are retiring so that our needs are covered?

A. We have 17 employees that have been brought into the Trades and are being trained right now. We're thinking of adding two electricians and one pipefitter. We're going to take a look at our needs and see if these people can handle the job.

Q. I work in the 80 type cabinet area and several weeks ago a trainer from New Jersey came in to teach us blueprint reading. You know how complex the 80 type cabinets are. The trainer agreed with us that the four hour class wasn't long enough. He touched on the first two pages of the blueprints and we were out of time. My other concern—we have no engineering on second shift. An engineer stays over for about a half hour. On day shift, four engineers cover everything. Without competent blueprint training, it's hard for us to stay busy in some cases. We also don't have the support people to do our job properly.

A. I'm glad you've mentioned these concerns. I'll look into it. You have some very valid and excellent points.

Q. Has there been a decision yet about the FDI wiring job going to Mexico?

A. We are doing some wiring in Mexico and plan to do so for the foreseeable future. That action will not affect any employees currently on roll here.

Do you have a question for Jay Carter?
Complete the form on the following page and
he'll respond to your concerns at the next
employee meeting.

Glenn Dormer

MANAGING WORK STRESS

Practical Suggestions

Pressure at work, worry about a sick child, not enough time: many things can cause stress on the job.

There are many *positive* ways to deal with *negative* stress. This sheet will give you some suggestions you may find helpful.

Identify Stress

What is stress? Simply, it is when you are asked to respond to any person or event. Stress is neither good nor bad. As a matter of fact, if your life had no stress, it would mean noone and nothing is asking you to respond. You would hardly be living at all!

These are examples of stress: trouble with a coworker; worry about layoffs; the excitement of a promotion.

You can learn to handle stresses related to your job. First, write them down in a few words: "new job, lots of changes;" "long commute;" "kids have to wait for dinner."

Don't be surprised if your list is long. Most people who work must juggle many parts of their lives. This in itself can be stressful.

Identify Responses

Next to each stress, write down a few ways you usually deal with it: "watch T.V. when I get home;" "listen to radio during traffic jams;" "have older child fix a snack for the little ones."

When you're done, look over your list. Place a check mark next to the responses that don't work well or are not good for your body.



When you are tense or angry, take 5 deep breaths.

New Responses

You can come up with ideas for new ways to respond. You might ask a family member or friend to help you with this part.

Go through all your checked responses and brainstorm some new responses. "Brainstorm" means think up ideas without deciding whether they're good or



Find healthy ways to relax after a stressful day.

not. The more ideas you come up with, the more chance you'll come up with a good one.

Try to come up with at least three ideas for each stress. For example, let's say the stress is time pressure: you never have enough time to get your work done. A list of brainstorm responses might be: 1. get to work earlier; 2. make a list of what things are most important to do first; 3. figure out what my "time wasters" are.

Once you have all your ideas, go through them. Pick one or two that might help you experience less stress related to work. Commit yourself to starting them all within two weeks.

Helping Hints

These extra hints can help you manage your stress at work.

1. When you are tense or angry, take five deep breaths.
2. Avoid unhealthy ways of relaxing. Alcohol, drugs, cigarettes, and overeating add to your stresses in the long run.
3. These can be signs of *distress*: headaches, stomach aches, drinking alcohol every day (including beer), frequent tense or angry feelings. If you show signs of distress, you may want to see a counselor. He or she can help you change the way you respond to the stresses in your life.

Everyone has some stress on and off the job. Think about how you respond to your stresses. It can help you manage them better.

How to play the LOTTO BULL SAFETY AWARENESS CONTEST.

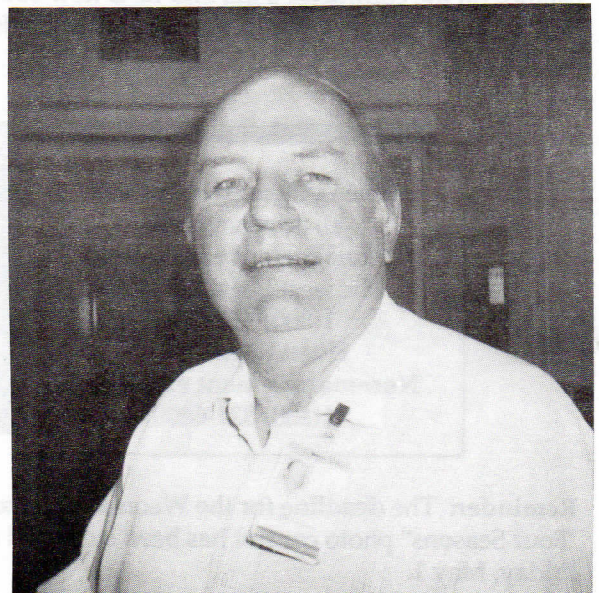
1. The contest to open to represented employees only.
2. Safety Fact Sheets are included in the *Weoma Club News* once each month. This publication is available each Wednesday at all plant entrances.
3. Employees are encouraged to read the fact sheet and post it in their work areas.
4. Employee names are randomly selected by the Safety organization each week. A member of that organization asks the selected employee to respond to that week's question.
5. If the employee responds correctly to the question, a bonus question is asked about the video played at the department's latest safety meeting. If the correct response is given, the bonus is awarded in addition to the prize for the question based on the fact sheet.
6. If the selected employee is unable to answer correctly, the jackpot for the question is increased \$100 each week and the bonus question is increased \$50.



Meet this Week's Lotto Bull Winner!

RICHARD GEISE, 239-1, was one happy guy this week when he won \$100 in the LOTTO BULL SAFETY AWARENESS CONTEST. The question: "Name 3 of 4 cooking techniques used to de-fat foods." His correct response: bake, broil, steam.

Richard didn't win the \$50 bonus, so next week's question is worth \$100 and the bonus is worth \$100. Be sure to read and post the LOTTO BULL Fact Sheet in your area. If you missed it in the Feb. 26 issue of the *Weoma Club News*, ask your supervisor or contact the Safety organization for your copy.



Richard Geise

Classified Ads

Advertisements must be submitted to the Weoma Club office absolutely no later than 7 a.m. on Wednesdays for the following weeks' issue.

Wanted

Anyone who would like to be part of the AT&T Team for the Super Cities Walk for MS on April 5, 1992 please call Annette Eggert on x-4904.

For Rent

APARTMENT: One bedroom, all utilities paid, furnished or unfurnished, has basic cable, central air conditioning and garage, available March 10, \$225/mo. 1-234-7865 Louisville, please leave message and I will return your call.

For Sale

Gun

Smith & Wesson 629 44 mag stainless 6" barrel, shot 100 rds, papers, box, cleaning kit, extra grips. 333-0170.

Lawn and Garden

GRASS CATCHER: for Sears Craftsman 30" riding mower, large double bag, like new, hardly used. 333-7719 after 4 p.m.

Recreational

1986 19' MACH I OPEN BOW BOAT: 350 Chevy 260 hp OMC Cobra outdrive, AM/FM stereo cassette tape, Marine Radio 2 batteries, tandem axle, Road Runner trailer with brakes, stainless steel prop, two aluminum props, much more \$8900. 334-5152.

Home Furnishings

GIRL'S DRESSER AND DESK: matching, dresser has a mirror and shelves, the desk comes with a chair, good condition, asking \$75. 896-3397 in the a.m. and ask for Tami.

MISCELLANEOUS HOUSEHOLD GOODS: 11' x 6' wall mirror, best offer, 1' long 3' high wood banister, rattan furniture papasan chair, foot stool, love seat, all above with cushions, end table, all \$125. 556-4209 call between 8 a.m. and 9 p.m.

LIVING ROOM COUCH: (1) navy and tan, WINGBACK CHAIRS (2) beige, TUTORIAN STYLE CHAIRS (2) beige, OAK OCCASIONAL TABLES (3), excellent condition. 896-2678.

ROLL TOP DESK: \$350. 238-2458.

Miscellaneous

WEIGHT BENCH: with leg lift & 135 pound weight set, \$60. 493-4394.

BUCKET SEATS: (2) high-back on metal bases, color is tan cloth & vinyl, very good condition. 712-366-5831 Council Bluffs, IA.

STORM DOOR: 6' white patio, excellent condition, 1 year old, cost \$350 new asking \$150. 895-4034 after 4 p.m.

GIRL'S BICYCLES: (2) 25" 5-speed, 895-4034 after 4 p.m.

Vehicles

1976 CORDOBA: good shape, runs good, many new parts, asking \$600 or best offer. 592-3527 ask for Mike.

1979 CHEVY MALIBU: 68K, 4dr, V8, \$1500, 1978 CHEVY SUBURBAN: 2wd, 454V8, \$3000, 1984 TRANS AM: 56K, 305V8, 5-speed stick, \$4500. 895-4539.

1973 4X4: good shape, snow plow & topper. 331-5691.

1990 SUZUKI DR350S: barely street legal, mint condition, 900 miles, \$2300. 333-0170.

Parts & Accessories

ALUMINUM WRAP-AROUND SUNSHIELD: to fit '82 to '92 Firebird or Camero, black lacquer finish, \$100. 496-0931 after 6 p.m. or weekends.

KEYSTONE CHROME WHEELS: (4) with hub covers and lugs, 14" fits Cameros, \$200. 895-4539.

SMOKE BLUE GLASSTITE SHELL: for '89 to '92 Chevy pickup 8' box. 392-1132 after 4 p.m.

TROLLING MOTOR: new 65MX, \$165, BOAT TRAILER: late model 1 galvanized for 15' to 17' vertical shaft engine w/electric start, rebored \$200. 391-5796.

Tires

TIRES: Uniroyal Tiger Paw tires (2), mounted on GM wheels, \$25 a piece. 571-5890.

The citywide effort is headed by Former Pioneer President Jerry Fitzgerald.



A
FUND RAISER
FOR

Big Brothers-Big Sisters
of the Midlands

Saturday May 2, 1992
&
Saturday May 9, 1992

Maplewood Lanes
3030 N. 101st Street
Omaha, NE

You don't have to be a terrific bowler to have fun & raise money for a great cause!

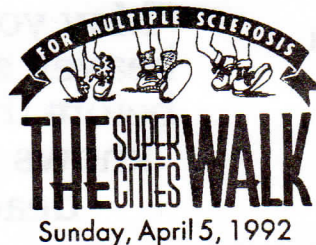
You sign up sponsors who pledge money to Big Brothers-Big Sisters of the Midlands to help kids right here in Omaha and Council Bluffs.

Everyone comes together and bowls two FREE games, is treated to FREE food, becomes eligible for prizes and has a great time.

Find four other persons like yourself who would like to join in the fun and in the effort to make sure that more Little Brothers & Sisters find that special friendship this year.

You Can Make a
BIG
Difference!

Registration forms for both of these worthwhile fundraisers are now available in the Employee Mall. Won't you participate?



Sunday, April 5, 1992

The Pioneer Porch



Your one stop Irish source!

2 styles of MESH CAPS

"Great to be Irish"

and

"Proud to be Irish"

\$4.50

IRISH T-SHIRTS

If they don't know you're Irish, they sure will now!

3 messages to choose from

\$9.50

SPARKLE BUTTONS

Let your Irish light shine!

2/\$1.00

NAIL DECALS

\$1.00 per set

GREEN GARTERS

We bet you have something you need to hold up!

\$1.75 each



STORE HOURS

MONDAY

7:00 - 8:00 a.m.
10:30 a.m. - 12:30 p.m.
3:00 p.m. - 4:00 p.m.

WEDNESDAY

7:00 a.m. - 8:00 a.m.
10:30 a.m. - 12:30 p.m.
3:00 p.m. - 4:00 p.m.

THURSDAY

10:30 a.m. - 12:30 p.m.
7:00 p.m. - 8:30 p.m.

FRIDAY

3:30 a.m. - 5:00 a.m.
7:00 a.m. - 8:00 a.m.
10:30 a.m. - 12:30 p.m.
3:00 p.m. - 4:00 p.m.

The Pioneers say
"May you be in
heaven an hour
before the devil
knows you're
dead!"