

DOES YOUR NAME APPEAR
SOMEWHERE IN THE
"WIN WITH SAFETY"
ARTICLE? IF SO, CALL
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Weoma Club NEWS

February 19, 1992



Have a Question? Ask Jay Carter!

Copper Apparatus and Wire Vice President Jay Carter held an employee communication meeting on Friday, Jan 31, 1992.

A cross-section of employees was invited to attend the monthly meeting to ask questions and share with Jay what's on their minds.

Employees who do not attend the session but have a question they'd like to ask are encouraged to complete the form found in this edition of the *Weoma Club News* and return it to the public relations office. Jay will answer your question at his next meeting.

Following is a summary of the discussion at the January session.

Q: Did all the money used to finance the recent employee buyouts come from our operating budget? If so, how did that affect our bottom line?

A: Excellent question. When we offered buyouts and SIPP, the cost to the company was \$5 million. Yes, it did come from our operating budget and that's one reason our 1991 results were so low.

I'd like to build some more on your question. Many times people ask "Are we investing in this plant or aren't we?" That \$5 million we spent on early retirement incentives was an investment in the future of the Omaha Works.

We hired new people last March. We could have taken the easy way out and sent layoff notices to those 200 people. It wouldn't have cost the company any money and our results would have been better by \$5 million. We decided the right thing to do for both our people and for the long-term viability of the Omaha Works is to spend the \$5 million and invest it in our employees.

Q: Can you update us on what's going on in Europe? Have plans been finalized for a plant in Ireland or anywhere else?

A: Europe is fascinating. For us Europe can be separated into two parts—Western Europe and the Eastern Bloc countries that were once Communist. With respect to Western Europe, we've had tremendous success in selling PDS SYSTIMAX(R). The demand has been just great. We believe it makes sense to have some manufacturing capabilities in Western Europe—someplace to satisfy demand in that market.

A big reason for this: We have to meet the short-term demands of our customers. When a customer says they need something, we're looking at a standard interval of 4 to 6 weeks. We make the product here and ship it across the Atlantic.

Some customers want delivery in a week or two. Then we have to ask the question "Do we want to have all this cable sitting in inventory while we're waiting for a customer order—which costs us money—or can I get closer to the customer with my manufacturing capabilities so I don't spend so much time shipping across the Atlantic?"

Another factor to consider is currency fluctuations. We make products in U.S. dollars and then we sell

(Continued on pg. 5)

Sports

NOTE:

League secretaries are asked to turn in score results each week to the Weoma Club News.

- Editor

Bowling

WEOMA CLUB FRIDAY MIXED LEAGUE

	STANDINGS	
	WON	LOST
LADY & THE TRAMP	100	60
W-BBB'S	97	63
THE ROOKIES	95	65
WHERE'S THE POCKET	92	68
ACES	88	72
IMMORAL & IMMIATURE	86	74
JAG	86	74
MYSTERY TEAM	77	83
WE TRY	77	83
BAGS & BALLS	72	88
THE BULLDOZERS	70	90
TWO BABES & A GUY	66	94
THE TERMINATERS	57	103
HOT DOGS & BUNS	57	103

HIGH SCORES-

Mitch Scott (215-545), Kathie Scott (199-522), Evie Winters (197, 181-515) Sandy Bowman (177), Don Lieth (520), Dick Nightser (191-508), Deb Bazis (171-495), Sue O'Dell (188-510), Earl Miles (211, 206, 217-634), Jerry O'Dell (503), Al Wilson (510), Bob Nelson (200, 210, 222-632), Eileen Bullard (185), Ted Hoffman (211, 186-541), Jerry Stockwell (186-481)

PRESIDENT
Sharon Justsen

VICE PRESIDENT
Jerry Fitzgerald

EXECUTIVE VICE PRESIDENT
Robert L. Miller

TREASURER
William C. Fleming

ASSISTANT TREASURER
Anna Applegate

SECRETARY
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WEOMA CLUB NEWS
Jerome F. Berger
-Editor

WORKS SERVICE BOWLING LEAGUE

	STANDINGS	
	WON	LOST
BROADWAY BOWL	401.0	259.0
WESTERN BOWL	399.5	260.5
W.E.R.M. ENTERPRISES	387.0	273.0
SABRES	382.5	277.5
HIGGINS TROPHIES	371.0	289.0
JETS	366.5	294.5
MATTHEW'S PUB	359.5	300.5
GATEWAY LANES	353.5	306.5
THE NEW COTTNER STREET	348.0	312.0
ROCKETS	331.5	328.5
CARI RENTALS	305.5	354.5

HIGH SCORES-

Dan Moran (202, 220, 223-645), Marvin Seaton (202, 244-633), Archer Witherell (221, 206-603), Jerry Henely (217-570), Ken Mass (256-569), Dave Chonis (216-568), Darrell Seaton (203-556), Frank Bogatz (232), George Chonis (218), Rick Novak, Jr. (202), Dick Kusmierski (201), Dick Nightser (201).

WEOMA CLUB MIXED BOWLING LEAGUE WEOMA NITE OWLS

	STANDINGS	
	WON	LOST
DODGERS	102	56
KING PINS	99	61
NO GAS	93	67
MOVERS & SHAKERS	88	72
HAVEN FUN	87	73
STREET KIDS	84	76
KC & I	83	77
WE TRY	82	78
OH NO	75	85
BUMPER BOWLERS	72	88
FAUXPAS	72	88
ONE MORE TIME	62	98
JB'S	60	100
NO NAME	59	101

MEN'S 200 GAMES, 500 SERIES-

Ed Betzer (563), Dan Kovar (527), Dan Dormer (517), Tom Grzebielski (514), Lauren Throener (544), Bob Cathy (533) Darrell Le Beau (267-586), Otis Knutson (515), Mick McGuire (219-602), Perry Vogel (519), Don Huenniger (219-549), Bill Deegan (556), Jim Furlong (500).

WOMEN'S 170 GAMES, 450 SERIES-

Helen Solomon (185, 180-518), Dee Stinson (200, 179-534), Sandy Barnes (189, 179-523), Marion Doane (183, 479), Jessie Knutson (214-517), Barb Wiersema (468), Eileen Roffman (185).

SPLITS-

Helen Solomon (5-6), Paulette Mullen (2-7), Jessie Knutson (5-8-10, 5-10, 5-6)

WEOMA CLUB BASKETBALL

	STANDINGS	
	WON	LOST
GODSEY	5	0
KELLER	4	1
PAYNE	3	2
BOLDEN	1	3
SPENCER	1	3
JOHNSON	0	5

Results of games played February 9-

Payne 49.....	Bolden	41
POINTS SCORED-		
PAYNE: Steve Cassady (6), Drew Lucas (10), Ron Payne (18), Dan Staudt (3), S.Wolf (8), Taylor (4).		
BOLDEN: Kaspar (17), Garza (6), Ferguson (5), Bolden (2), Dean (11).		
Spencer 62.....	Johnson	32
POINTS SCORED-		
SPENCER: Les Craig (33), John Spencer (15), R. Boyce (4), Terry Westbrook (6), T. Anderson (4)		
JOHNSON: Brian Buhrman (12), Rhett Zeplin (8), Mike Gregory (8), Scott Mauch (3), David Tso (1)		
Godsey 73.....	Keller	58
POINTS SCORED-		
GODSEY: Plambeck (20), Allen (14), Dempsey (4), Horner (4), Godsey (11), Denny Horner (8), Larry Cherry (12).		
KELLER: Bob Keller (14), Sam Davis (4), W. Jackson (7), Nate Jackson, Jr. (16), P. Jackson (3), Rosencrans (2), Clarence Elliott (12)		

WEOMA CLUB WEDNESDAY VOLLEYBALL

	STANDINGS	
	WON	LOST
SIDEOUTS	49	17
CURLEY Q'S	38	28
DEUCES	35	31
THE BUNCH	34	32
TITANS	8	52

WEOMA CLUB THURSDAY VOLLEYBALL LEAGUE CLASS A

	STANDINGS	
	WON	LOST
BUNCH II	51	14
BOOKER T & THE M.V.P.	40	25
KINKS	36	29
DEUCES	34	31
Y.P.M.O.	19	46
LOCAL YOCALS	15	50

WEOMA CLUB THURSDAY VOLLEYBALL LEAGUE CLASS B

	STANDINGS		
	WON	LOST	PCT.
PALMA	46	9	84
BLESSNER	39	16	70
ABBOTT	28	27	51
CASHOILI	30	30	50
REESE	23	32	42
KARLOFF	20	35	36
FERRAGUTI	9	46	16

RESULTS OF FEB 6-

Abbott 4.....	Ferraguti	1
Blessner 3.....	Palma	2
Cashoili 4.....	Reese	1
Karloff (bye)		

Retirements

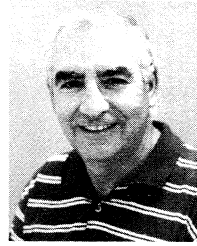
The names and photos are those of employees whose retirements became effective in January and February 1992.

Not pictured:

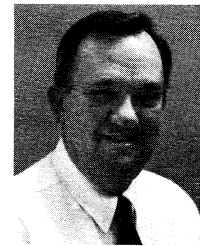
Jim Aken—31 years
 Francis Kennedy—32 years
 Bob Doidge—28 years
 Les Domina—32 years
 Darwin Robbins—33 years
 Ray Retzlaff—39 years



Kathy Fink
22 years



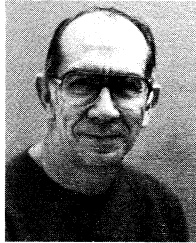
Al Anthonie
34 years



Hugh Wells
22 years



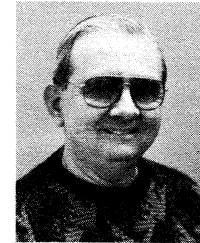
Loretta Baker
27 years



Bob
Griswold
25 years



Ruth Lake
32 years



Jim Turner
32 years



Tange Toledo
32 years



Darryl Ruhl
38 years



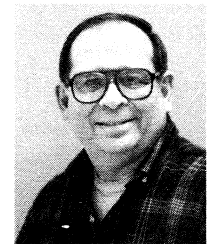
Elidia
Arellano
32 years



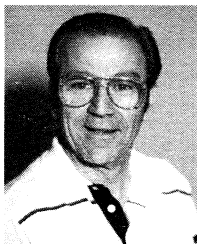
Jack
Zelenka
40 years



Mary Olsen
25 years



Paul Quandahl
33 years



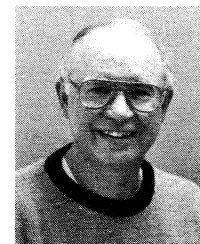
George
Chonis
33 years



Walter
Peterson
31 years



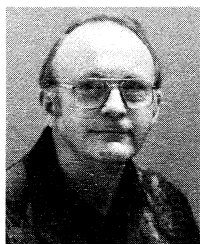
Colleen Lamb
26 years



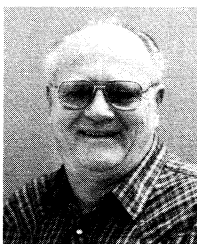
Gordie
Harlow
32 years



Rosemarie
Lollie Davis
24 years



Lloyd Warren
27 years



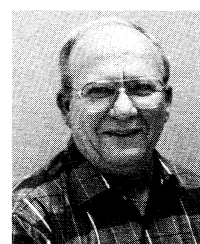
Carl
Peckman
32 years



John Malone
39 years



Carla Yonkie
22 years



Jerry Subbert
35 years



Dwight Morris
31 years

The LOTTO BULL JACKPOT is up to \$1,200!

The second and third week of February produced no winners in the Lotto Bull Safety Awareness Contest. Be sure and read the February Fact Sheet available at all plant entrances. The question for the fourth week in February is worth \$800 and the bonus question is worth \$400 for a total of \$1,200. The winner receives a Westroads Gift Certificate for the value of the prize.

Read and win big bucks playing LOTTO BULL!

Racquetball Tournament Provides Tough Competition

The Annual Weoma Club Racquetball Tournament was held Sat., Feb. 8 at the Sports Courts. Eighteen participants competed in 3 divisions and cash awards were given to the top 3 finishers in each division. A round robin format was used. Each contestant paid a \$5 entry fee which was applied to the prize fund and refreshment costs. Non-Sports Courts members were charged an additional \$5 guest fee. Everyone received a can of racquetballs as a door prize.

The results of the tournament were:

Division 1

- 1st (\$10) Matt McDonald
- 2nd (\$7) Mike Curley
- 3rd (\$5) Jim Webster

Division 2

- 1st (\$10) Scott Mauch
- 2nd (\$7) Phil True
- 3rd (\$5) Gary Kahler

Division 3

- 1st (\$10) David Hitchcock
 - 2nd (\$7) Jim Grabenbauer
 - 3rd (\$5) Bill Fleming
- Congratulations to all!

Death Notice DONALD A. HORVATH



Service Date: 8/13/69
Date of Death: 2/10/92

HORVATH—Donald A., Sr. age 41,
February 10, 1992.

Survived by sons, Donald A., Jr., Michael R., Shawn D., Daniel S.; daughter, Richelle K., all Omaha; granddaughter, Ashlea. Donald is also survived by brothers, Michael J., Bellevue, Steven J., David L., Mark, Anton (Tony) J.; grandmother, Fern Horvath, all Omaha. Donald was an employee at AT&T for over 22 yrs. and was also employed at Omaha Parks and Recreation for over 16 years.

ATTENTION LADY GOLFERS!

A morning golf league could be organized if there is enough interest shown. If you have missed playing on the afternoon league because of working on second shift or would simply like to play on a team in the morning please contact Pauline Lieth, ext. 3517 or deliver your response to her, 50 Bldg., Dept. 583, Col. 6C, 3rd shift, 12-8:30 a.m. or Dee Garcia, x3721.

NAME _____

DEPT. NO. _____ EXT. NO. _____

Which morning of the week do you prefer? _____

Which golf course would you like to play?

Are you interested in being an officer? _____

Handy Bowls Perfect 300

Jerry Handy, Dept. 597, bowled a perfect game in the A.D. Hill League at Sky Lanes on Sat., Feb. 8. In addition to his 300 game, he added games of 246 and 200 for a splendid 746 series.

\$100 DISCOUNT
ON ADULT ADMISSION

GOOD ONLY
Tuesday, Feb. 25, 1992
6:00 p.m. to 10:30 p.m. (this date)
Wednesday, Feb. 26, 1992
6:00 p.m. to 10:30 p.m. (this date)
Thursday, Feb. 27, 1992
10:00 a.m. to 5 p.m. (this date)
Friday, Feb. 28, 1992
(noon to 5 p.m. this date)

OMAHA BOAT, SPORTS AND TRAVEL SHOW OMAHA CIVIC AUDITORIUM

February 25 thru March 1, 1992
"THE GREAT FAMILY GET TOGETHER"

Sponsored Annually by the Omaha Fish & Wildlife Club, Inc.

AT & T

\$100 DISCOUNT
ON ADULT ADMISSION

GOOD ONLY

Tuesday, Feb. 25, 1992 from 6:00 p.m. to 10:30 p.m.
Wednesday, Feb. 26, 1992 from 6:00 p.m. to 10:30 p.m.
Thursday, Feb. 27, 1992 from 6:00 p.m. to 10:30 p.m.
Friday, Feb. 28, 1992 from noon to 5 p.m.

Discount tickets are available in the main and cable cafeterias and in the employee mall. Questions? Call Pam Raabe, x3617.

Qs and As (Continued from pg. 1)

them to a customer who uses another currency. Europe is now working toward the goal of a common currency. This effort is called EUROPE '92. A common European currency is expected by the end of this year. We're hopeful a common European currency will get rid of the problems we're having with monetary fluctuations.

We sent a team to Europe in November 1991 to look at potential manufacturing sites in Europe. Right now, our number one choice is the AT&T Ireland facility. We're talking about a single jacketing line and 80 MCF of cable. Relative to what we make here, that's a very modest amount of equipment. That's the kind of operation we're looking for and we would like to have up and running before the year is out.

We're still working on the other part of Europe. Market opportunities for our outside plant products are best in Eastern Bloc countries. We're making those products at the Omaha Works and shipping them overseas.

Q: In the current economic times, do you foresee the consolidation of the three Network Cable System plants or the closing of a plant?

A: That is clearly a question that's always foremost in our minds. I certainly don't think so, but I've been amazed this past year how dynamic the U.S. and world economy has been. I'd love to be able to say to all of you that it's absolutely impossible, but with the things that have happened this last year, I can't say that with any degree of certainty.

The key keeps coming back to this: Are we as competitive as we can be? If we are, there's no reason to do any of those things. However, if the volume of business went completely away, then I don't know what might be decided.

We're working closely with AT&T economists who tell us there's no doubt we're in a down economy, but they're also confident the economy is going to pick up this summer. As we get into '93 and '94, the volume of business is definitely going to come back.

We have to keep satisfying traditional customer demands. I spend a lot of personal time with our Bell Labs people and our product managers trying to figure out some new product areas we can get into. We've been particularly successful in that effort in our EW&C line of business. We've come out with new products and new applications and we've found new markets. We need to do more work in the copper apparatus area to figure out what we can do that might result in new business opportunities.

The key keeps coming back
to this:

Are we as competitive
as we can be?

—Jay Carter

Q: You say our goal is to make 20 percent on copper apparatus and 15 percent on EW&C. You also mentioned we're not going to make a profit in 1991 because of the recession. Why do we have such high goals?

A: The average sales volume for our products seems to be flat so our only option to improve our profitability is to reduce costs.

We're saving money on the salaries of 200 shop people who took the early retirement incentive, and that money flows right to the bottom line. These expense reductions in people and general belt-tightening flow to our bottom line.

The general cost cutting isn't unique to us here at the Omaha Works. A letter went out in early February to all AT&T Network Systems people saying force adjustments are needed throughout AT&T Network Systems. We pay for other people outside the Omaha Works like the sales force. When the sales force makes reductions, we save money, too. By the time you count lower factory costs, lower expenses we have direct control over and lower expenses in other organizations, the combination will result in a bigger profit for us in 1992.

We need to keep looking for new products and new market opportunities so we can continue to grow the business. We just can't stay flat and keep cutting and cutting. You can cut yourself to death.

Q: How many of the 20 expense people that are to be cut are higher executives? Considering the cost cutting, has any consideration been given to salary adjustments for executives at AT&T?

A: The answer to both is yes. We work very hard to respect the dignity of each individual, whether they leave voluntarily or not.

Over the last several years at the Omaha Works, there were many more people on the third floor

(Continued on page 6)

Qs and As (Continued from page 5)

where I sit. Today, Jim Andry and I are the only managers there. Furthermore, we've remodeled the entire area into office space we lease to our AT&T sales force.

We've made some substantial cuts both here and throughout AT&T at all levels of management, right up through vice presidents.

Salary treatment plans haven't been finalized for this year but we do know the officers of the corporation will have an opportunity to earn less than 50 percent of what they would normally be entitled to under the performance award plan. This year's pot has been automatically cut in half.

Within Network Cable Systems, the pot of money for management people was reduced by 30 percent.

The theory is this: The higher you are, the more responsible you are for the results. Consequently, you have the chance to earn less money in extra payouts. The fact of the matter is less money is being handed out the further up the organization you go.

Q: Clarify one thing for me. When you say they will "have an opportunity," does that mean it's a voluntary thing and they'll say "Yes, I'll give up some money"?

A: A pool of money is set aside and a formula is set up to determine how that money will be distributed. The pool is sized by AT&T's overall results as well as salary surveys. Network Systems President Bill Marx and the management committee make most of these decisions. Then, as always, there are differences in individual performances from year to year.

Let me give you an example. Network Cable Systems' performance in 1991 was the worst of all seven Network Systems business units. Operation Support Systems had the best year so I would expect the members of that group to get a very nice amount of compensation this year. I would not personally expect nor would I expect people in NCS to do nearly as well because NCS did poorly. That's the way it will work out.

Q: The expense and direct people who've left or are going to leave amount to around 10 percent of our personnel. Have the other Network Cable Systems facilities been similarly affected?

A: The question is a good one. The difficulty in the answer is what time frame you pick.

Our numbers represent something that started for us this past summer. The Phoenix plant started taking cuts before we really started.

Atlanta has been the one area that up until now has not made proportional reductions. The Atlanta fiber SBU has announced the first of some very major downsizing in their universes as well. Atlanta, in fact, eliminated some fourth level management positions.

Atlanta's situation in the area of factory-direct employees is different from ours. Their volume has still been there. They also have a whole different set

of issues they're trying to solve, but in the management and expense issues, they are absolutely making the same level of cutbacks. In the hourly universe, there's been no need for cutbacks.

**Jay's next employee
communication meeting is
Thursday, Feb. 20, 5 pm
in the auditorium**

Q: We have continuing problems with getting supplies from outside vendors in a timely fashion. We can't meet our shipping commitment and it just keeps going on!

A: Yes, and that's very troubling to me. It's the role of our purchasing and transportation organizations to work with our engineers and our operating people to select the best supplier. The best supplier doesn't necessarily mean the vendor with the lowest price. The best vendor should be decided on quality and timeliness of shipping. That's the same way we do business with our customers.

I'm with you. I don't understand what goes on when we stay with unsatisfactory vendors. If someone can't meet our quality and timeliness conditions, we

(Continued on page 7)

**Questions for Jay?
Fill out the form on page 8 and
return to the public relations office.**

Qs and As (Continued from pg. 6)

don't want them as our supplier anymore. It's just that simple.

We also have to look at how we're making these decisions. We're not saving anything when we try to buy a part for five cents less and then we end up with bad quality. By the time we figure out there is a quality problem, it's cascaded through all of our operations and we've lost so much money it's not worthwhile for us. At that point, we could still lose the order because of quality or a missed shipping performance.

You're absolutely right about vendor quality. I can't agree with you more. We have so many things we need to do and that's another area where we need to keep working away until we see significant improvements.

Q: Along the line of reductions at other locations, we contribute to the health and well-being of our corporate offices in New Jersey. Will they also be making cuts?

A: Yes. There's no question about that. Clearly, AT&T is trying to keep every person we can. Any way we can squeeze money out of the budget we're going to do.

Q: In his recent State of the Union address, President Bush talked about research and development improvement. Is that going to affect AT&T?

A: I get my information from reading the newspaper, like all of you, but it's my understanding that Pres. Bush's proposal would reinstate the investment tax credit for research and development (R&D). My understanding is that some portion of our R&D money would be taken away from our tax liability. That's extremely attractive and the idea has worked in the past.

If that's the case, I think there's no question AT&T would take advantage of the tax and R&D benefits.

Q: Our financial results show we made two to three percent on our assets. That's 13 to 17 percent lower than our goal. What are the contributing factors? Was it our product quality or service? I know we've had problems in those areas before.

A: That's an excellent question. Why did we miss in '91? It's a combination of things. First, the volume of our business was off about 18 percent in copper apparatus and about 15 percent in electronic wire and cable. We have a huge business here involving hundreds of millions of dollars. When we put together a budget for a given year we try to make

sure we have the resources to accomplish the budget. That budget is based on what we think our level of sales will be.

A series of things happened last year that caused our volume of business to drop 15 to 20 percent. All of a sudden, we found ourselves paying money to salespeople who through no fault of their own aren't producing any revenue.

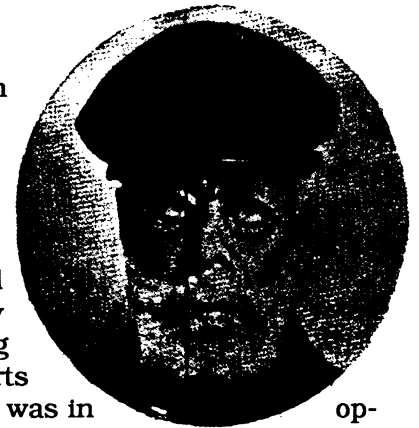
Factory costs also hit us really hard. We missed our factory cost targets because we had too many people on the payroll relative to our revenues.

We also had expenses for R&D, marketing and development people who are hired to grow the business just at the time we were losing business.

The third big expense is our cost of quality. How much scrap do we have? We invested time and money in a product that ultimately had to be scrapped. We estimate annually this cost of quality and scrap to be around \$10 million. I think that number is totally wrong. I think it's closer to \$30-40 million each year. That's the single biggest area here at the Omaha Works where we can attack our cost of quality. ■

February is Black History Month

Elijah McCoy, the son of runaway slaves, played a prominent role in the development of transportation and factory machinery after the Civil War. In 1872, McCoy invented a lubricating cup that fed oil to parts of a machine while it was in operation. This made it possible for locomotives, steam boilers and factory machinery to be oiled without interrupting their operations. Inventor McCoy received more than 57 patents for his various devices.



The LOTTO BULL JACKPOT
is up to
\$1,200!

WHAT'S YOUR SAFETY SCORE?

Safe Habits Are Easy To Learn

We all try to be safety conscious, but at times we find excuses for not acting safely, both on and off the job. This quick "quiz" can help you identify some common safety practices, and may help you find areas that you can improve. Take a few minutes to find out your safety score. (Circle the answer that you think best describes your own practices.)

Safe Practices

1. I wait until after work to let off steam in "horseplay."
usually once in a while never
2. I read labels before using chemicals.
usually once in a while never
3. I use the right equipment, even when it takes longer.
usually once in a while never
4. When I see a spill, I clean it up.
usually once in a while never
5. When I start a new job, I ask questions to make sure I understand how to do it right.
usually once in a while never
6. I come to work well-rested and awake.
usually once in a while never
7. My workshop and home are equipped with a fire extinguisher.
yes no

Gary Todd

8. Emergency police, medical, and fire numbers are posted where all can easily find them.
yes no

Safe Conditions

1. When the proper safety equipment is not available, I let my supervisor know right away.
usually once in a while never
2. I inspect the area and machines I'm responsible for.
usually once in a while never
3. I make sure electrical cables and wires are in good condition.
usually once in a while never
4. When I see a condition that might be dangerous, I take care of it myself or report it right away.
usually once in a while never
5. I know the hazards of my job, and I don't begin until I've taken all necessary precautions.
usually once in a while never
6. In winter climates, I carry sand, salt, or chains in case of snow.
usually once in a while never
7. I disconnect plugs from outlets by pulling on the plug, not the wire.
usually once in a while never

Safe Attitudes

1. I stay focused on the task at hand.
usually once in a while never
2. When I'm angry, I take a "time out" before going back to a possibly dangerous task.
usually once in a while never
3. When I see a situation that might be dangerous, I report it.
usually once in a while never
4. When I take a safety class, I ask questions and pay attention.
usually once in a while never
5. When I know a coworker is taking drugs or drinking, I let my supervisor know.
usually once in a while never
6. I come to work in a good state of mind.
usually once in a while never
7. I relax without alcohol or drugs.
usually once in a while never
8. I'm careful to put out matches, cigarettes, or fires completely.
usually once in a while never

SCORING

Give yourself 3 points for each "usually" or "yes," 2 points for each "once in a while," and 1 point for each "never" or "no."

Over 58: Excellent. Excellent attitude, habits, and a bright, safe future.

47-58: Good. Select 5 areas for improvement and try to change your "once in a while" to "usually."

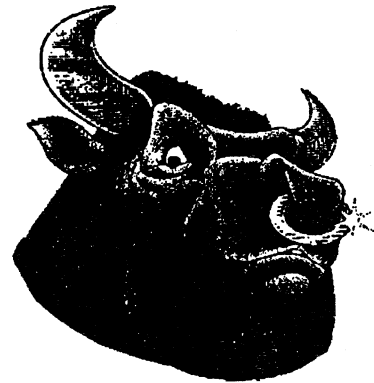
36-46: Lucky. You're lucky if you've never been in an accident. Work on changing your "once in a while" or "never" to "usually."

Under 36: *Time Band!* You are an accident waiting to happen. Better start work on 5 dangerous habits today!

Mixed League Sand Volleyball

A recreational outdoor sand volleyball mixed league is being formed for play at McCormack's Volleyball Beach, 140th & L St. Six teams are needed and matches are set for Thursday at 4:30 pm beginning Apr. 12 through June 12.

If interested, contact Barb Cremeens or Cindi Kern, x3439. Act now before team rosters are filled!



The LOTTO BULL JACKPOT is up to \$1,200!

Next week...Look for pictures of the Weoma Club Winter Park Ski Trip!

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. 521

What's your question for Jay Carter?

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.

FREE

BICHON FRISE: female, about 3- yrs. old, small dog, very affectionate & playful; moving, so I need to find her a good home. 330-1086 after 4 p.m.

FOR RENT

PASTURE & FACILITIES: for boarding, care, incubation & investment of ostriches. 443-5308, anytime. Ask for Lee.

FOR SALE

MUSICAL

PIANO: Yamaha Clavinova, Model CVP-8, full keyboard, like new, hardly used, \$3,800 new, asking \$2,200. 331-2628.

YAMAHA PC1000: keyboard, playcard system w/stand, \$300. 339-6862.

SPORTS EQUIP

BERETTA SHOTGUN: .410 single shot, \$85. FRANCHI SHOTGUN: 12 ga., automatic, \$200. 895-2351.

APPLIANCES

J.C. PENNEY REFRIGERATOR/FREEZER: almond, 19 cu. ft. HOTPOINT WASHER: hvy. duty, lge. capacity. WHIRLPOOL DRYER: lge. capacity, 3-cycle, 4 temp. 896-1523 or leave message.

HOTPOINT ELECTRIC RANGE: 30" self-cleaning, window in door, clock, timer, power saver feature, etc., almond color, very nice condition. 330-5075.

HOME FURN

WATERBED: king size, w/mirrored headboard, mattress, liner & heater. 896-1523, leave message.

VANITY: w/mirror & stool, \$35. 895-2351.

BUNK BEDS: king-size, captain style, Harrison (mfg.), \$150. 593-6616.

WATERBED: king-size, triple dresser & night stand, liner, mattress & heater included, 12-drawer pedestal also included. 733-8326 after 4:30 p.m.

PARTS AND ACCESSORIES

ALUMINUM RIMS: fancy, 5-hole, 15", fit Ford Explorer, etc., \$100 ea. or best offer. REAR END: complete, fits Ford F-350 with dual wheels, best offer. 366-5004 or 325-9053. Council Bluffs, IA

VEHICLES

1979 DODGE VAN: brown w/318 V-8, 3-speed stick, fully carpeted inside, cabinets, bed, inside lights, porthole, good tires, starts every day, runs good, looks good, must see to appreciate, \$1,100 or best offer. 344-0320.

1981 DODGE ARIES: 2-dr., good condition, \$1,200 or best offer. 366-5004 or 325-9053. Council Bluffs, IA.

1984 DATSUN 300ZX: 5-speed, all power, white, low mileage, smoke free, no winter driving, excellent condition. 323-9299, 5:00-9:00 p.m., M thru F. Fort Calhoun, NE.

1988 CHEVY 4X4: 3/4-ton, low mileage, auto., PS, PW, power door locks, AM/FM, bedliner, very sharp. 731-6238 after 4 p.m.

1986 CAMARO IROC Z: bright blue, V-8, auto., air, PS, PB, tilt, cruise, AM/FM cassette, T-tops, 4-wheel disc brakes, 38,500 mi., excellent condition. 331-3532 after 5 p.m.

1980 YAMAHA MAXIM: 650cc, 9,000 mi., like new, \$800. 571-9501.

1985 FORD TEMPO GL: blue int/ext., 49,600 mi., new tires, brakes, very dependable, 4-dr., stereo, AM/FM, air, runs great, great MPG, auto. Serious inquiries only. 731-3781, leave message.

1976 CHRYSLER CORDOBA: PS, PB, AT, PW, runs good, reliable, asking \$600 or best offer. 592-3527. Ask for Mke.

MISCELLANEOUS

WEIGHT BENCH: \$24. WEIGHT SET: \$28. Sony Head Set Radio: \$8. Generic Ski Machine: \$18. Concrete lawn statue (100 lbs) \$15. 895-5222.

SADDLES (2): roping & pleasure, both in excellent condition. DRIVING HARNESS: single, used 3 times. 895-5471 after 6:30 p.m. or leave message.

POWER TROWEL CEMENT FINISHER: 36", 5hp Briggs & Stratton. 592-8986, days.

MARY KAY PRODUCTS: 50% off. 896-3972.

DRESS: maroon velvet, mid-length, V-neck in back, size 5-7, great for wedding or prom, \$250 new, best offer. OLIVETTI ELEC. TYPEWRITER: model S90, legal size., \$600 or best offer. 344-0320.

Use the
Weoma Club
Classifieds.
They're
convenient,
effective and
the price is
right!

