Employee Questions Cover Wide Range of Topics

During November, a cross-section of employees was invited to attend a question and answer session with Vice President Jay Carter.

A number of subjects were discussed and among them were:
Return on factory assets, NCR, joint ventures with European countries and international business.

Jay will continue to meet with employees on a monthly basis and the results will be published for everyone’s information.

9. What happens if the Omaha Works and Network Cable Systems do not meet the projected 1992 return on assets (ROA)?

A. I’m not even thinking about that right now. We may not have made ’91, but we are going to make ’92. We’ve learned a tremendous amount by our experiences in ’91. Now, rather than dwelling on the negatives, I think we have a plan in place to make the 1992 objectives. I know we can do it; there’s no question in my mind.

9. How about plastic molded products?

A. I haven’t given that much thought. That’s a good one to look into.

9. Will the Omaha Works ever get into any other product line beside telecommunications?

A. Excellent question. We’re trying to. That’s part of the strategy we’re talking about for the future. We’re looking at something called core competencies which is a fancy way of asking ourselves “what are we good at?” What do we do better than anybody else?

What are our core competencies? We know things like plastic molding and we know high-volume manufacturing and we know wire production. We have some unique capabilities in terms of what we can do when making wire, and insulating it and jacketing it.

What we’re doing is evaluating our “core” things—things we do better than anyone else—to see how we can expand beyond telecommunications products.

Continued on page 5
Bowling

WEOMA CLUB FRIDAY MIXED LEAGUE STANDINGS

<table>
<thead>
<tr>
<th>TEAM</th>
<th>WON</th>
<th>LOST</th>
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<tbody>
<tr>
<td>W-BBB'S</td>
<td>64</td>
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<tr>
<td>IMMORAL &amp; IMMATURE</td>
<td>62</td>
<td>34</td>
</tr>
<tr>
<td>THE ROOKIES</td>
<td>58</td>
<td>38</td>
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<tr>
<td>LADY &amp; THE TRAMP</td>
<td>50</td>
<td>46</td>
</tr>
<tr>
<td>JAG</td>
<td>48</td>
<td>48</td>
</tr>
<tr>
<td>BAGS &amp; BALLS</td>
<td>48</td>
<td>48</td>
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<tr>
<td>WE TRY</td>
<td>48</td>
<td>48</td>
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<tr>
<td>MYSTERY TEAM</td>
<td>45</td>
<td>51</td>
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<tr>
<td>HOT DOGS &amp; BUNS</td>
<td>41</td>
<td>55</td>
</tr>
<tr>
<td>TWO BABES &amp; A GUY</td>
<td>41</td>
<td>55</td>
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<tr>
<td>THE BULLDOZERS</td>
<td>36</td>
<td>60</td>
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<tr>
<td>THE TERMINATORS</td>
<td>31</td>
<td>65</td>
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</table>

HIGH GAMES, SERIES-
Connie Clark (172-460), Al Wilson (245-605), Eileen Bullard (488),
Jerry O'Dell (502), Sue O'Dell (177-496), Earl Miles (213, 240-611), Tim
O'Connor (537), Linda Cascholi (171, 190, 176-557), Karen Dappen (184-512),
Ted Hoffman (545), Dee Winters (180-178-513), Gene Bowman (209, 231-602),
Kathy Coffman (177), Joy Benning (181-460), Don Lieth (203-556), Kathe Scott
(179-482), Ed Dergan (550), Eric Elinarson (235-534), Deb Bazi (178-457).

WEOMA CLUB NITE OWLS STANDINGS

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<td>HAVEN FUN</td>
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<td>STREET KIDS</td>
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<td>FAUXPAS'S</td>
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<tr>
<td>ONE MORE TIME</td>
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<td>54</td>
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<td>BUMPER BOWLERS</td>
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<td>58</td>
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<td>NOAH</td>
<td>38</td>
<td>58</td>
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<td>NO NAME</td>
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</tr>
<tr>
<td>JB'S</td>
<td>31</td>
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</table>

MEN'S 200 GAMES, 500 SERIES-
Dann Kovar (217-542), Chuck Schultz (240-582), Steve O'Dell (211, 202-563)
Dan Dorner (202-559), Andy Barges (208, 208-552), John Jackson (201-527),
Lauren Throener (521), Tom Grzebielski (522), Scott Wolf (501), Bill Deegan
(529), Ed Betzer (514), Darrell LeBeau (544), Perry Vogel (546), Don Hauninger
(548).

WOMEN'S 170 GAMES, 450 SERIES-
Sandy Barnes (228-497), Kathy O'Dell 187-451, Paulette Mullen (175-471),
Patty Griffin (181, 212-547).

Splits-
Dee Stinson (5-7-9), Kathy O'Dell 3-7, 2-10, Steve Ferguson (5-6).

Racquetball

WEOMA CLUB RACQUETBALL

DIVISION I STANDINGS

<table>
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Latest Results-
Delgado 3..................True 0
Mcdonald 2..................Curley 1
Koziol 2....................Welker 1

DIVISION II STANDINGS

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Results of 12/2-
Koziol 3..................Peterson 0
Ward 2....................True 1
Thoms 2....................Lucas 1
Howard 3..................Hamilton 0
Kahler 2..................Curley 1

WEOMA CLUB SPORTS

(continued on page 4)
A Grateful Public Thanks the Telephone Pioneers

The 1991 Telephone Pioneer Thanksgiving Turkeyfest brought the real meaning of the holiday to 940 elderly and underprivileged citizens of Omaha. This was the number of dinners prepared and delivered by employees and retirees of the Omaha Works.

A team of volunteers began their work on Wednesday evening cooking a total of 40 turkeys at their homes and then delivered them to the Salvation Army's South Corps headquarters early Thanksgiving Day.

Once assembled, they began preparing the gravy, mashed potatoes, vegetables, dressing and individually packaged portions of cranberry sauce.

On an assembly line basis, the food was placed in individual styrofoam containers, set in boxes and sacks and then rushed to the private homes or high rises.

With each delivery the stories would come in to South Corps about how the recipients so appreciated the Thanksgiving day meal. Without the efforts of the Pioneers and the Salvation Army, 940 people would not have enjoyed what most of us take for granted...a traditional turkey dinner with all the trimmings.

In addition to the forty turkeys already mentioned, three volunteers bought turkeys, prepared them and delivered them to the Salvation Army headquarters.

Bob Miller, Pioneer administrator, estimated that over 100 Pioneers, Partners, and interested employees contributed their time and talents toward this endeavor. He also noted that the Cornhusker Chapter donated $1,132 toward the purchase of the food. Of this amount, $615 was raised during the recent Bake Sale held in the main cafeteria.

If you missed this opportunity to be a friend to the less fortunate, you can still show your concern by ringing bells at any one of several locations. Call the Pioneer office or put your name on the poster located in the main cafeteria.

Drive Nets 1 1/2 Tons of Meat

Omaha Works employees donated $1,799 during the annual Pioneer Food Drive on behalf of the Omaha Area Food Bank. The Cornhusker Chapter added $728 for a total of $2,527. Employees left 127 pounds of miscellaneous groceries at the collection points in various areas of the plant.

The cash donations bought 648 lbs. of balony; 684 lbs. of weiners; 936 lbs. of bacon; and 702 lbs. of pork sausage.

"The Food Bank was still enjoying a generous supply of surplus foods from Operation Desert Storm and they preferred fresh meat," said Bob Miller, Pioneer and Weoma Club administrator.

One of the many duties at the Pioneer Turkeyfest is placing cranberry sauce in paper cups. Jim Kelly (above) supervises the "cranberry crew."

Seaton Week's Top Bowler; Honors Also Taken by Griffin

Marvin Seaton, bowling in the Works Service league, rolled a 640 series with games of 243, 233 and 164. Seaton won "bowler of the week" award with 121 pins over average.

Al Wilson, bowling for We Try in the Weoma Club Friday mixed league, rolled the week's high game of 245. He finished with a 605 series.

Patty Griffin took honors among the lady bowlers with a 212 game and a 547 series. She bowls in the Weoma Club Nite Owls league.
WIN WITH SAFETY

Deck your halls ... Safely

Place decorations and trees away from heat sources - radiators, fireplaces, candles, lights - and out of reach of small children.

Be especially careful to place candles where children can't reach and where you can't knock them over.

And don't forget to take these precautions.

* Keep natural Christmas trees moist; dry needles can catch fire.
* Don't leave candles burning in an empty room.
* Turn out holiday lights when you leave the room.
* Don't leave gift wrap near a heat or ignition source.
* Don't place a space heater near anything that could catch fire.
* Don't use a fireplace without a metal screen or glass doors in place.

LOTTO BULL CONTEST

There was no winner for the first week of December in the LOTTO BULL SAFETY AWARENESS CONTEST.

The second week's question will be worth a big $200 in Westroads gift certificates and the BONUS will be $100.

Harvey Kraz, Dept. 592-3, is the lucky winner in the LOTTO BULL SAFETY AWARENESS CONTEST this past week. He will surprise his wife with $200 in Westroads gift certificates. He correctly answered the question: "When wearing a lot of clothes, you should dress in ___?" His answer was: "layers."

Harvey didn't win the bonus money so the next question will be worth $100 and the BONUS $150.

Be sure you read the FACT SHEET in this issue of the Weoma Club News.

Smoking

Don't smoke around decorations or trees. Provide deep ashtrays for family members or visitors who smoke. And don't Mark Liekhus empty an ashtray unless you're sure all cigarettes and matches are fully extinguished.

REMEMBER: NEVER SMOKE IN BED!!

Weoma Club Sports

(continued from page 2)

DIVISION III

<table>
<thead>
<tr>
<th>STOCKS</th>
<th>DIVISION IV</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIN</td>
<td>LOST</td>
</tr>
<tr>
<td>HOWARD, Jim</td>
<td>20</td>
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<tr>
<td>PEREZ, Paul</td>
<td>12</td>
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<td>HERZBERG, Dave</td>
<td>18</td>
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<tr>
<td>PARKS, Tim</td>
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<tr>
<td>FLEMING, Bill</td>
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<tr>
<td>HITCHCOK, David</td>
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<td>SCHAFFER, Steve</td>
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<td>PETERSON, Jim</td>
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<tr>
<td>COMMONS, Mike</td>
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<tr>
<td>GRABENHUA, Jim</td>
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</table>

Results of 11/21-

Herzberg 3 ......... Wolterman 0
Howard 3............. Grabenbauer 1
Commons 2............ Fleming 1
Peterson 2........... Johnson 1

Results of 11/26-

Tyrca 2.............. Moody 1
Seeman 3............. Hazuka 0
Staat 2.............. Nielson 1
Fleming 3........... Johnson 0
Q. The RBOCs are our biggest customers. These same customers say we’re stealing some of their customers away in the long distance markets. Will the RBOCs cut their orders with us because of the increased long distance competition?

A. In today’s world, your customer can be your competitor who can be your supplier who can sometimes be your partner. Somehow we all have to think how we can operate in a world where it’s hard to tell the good guys from the bad guys anymore. From one day to the next, you really don’t know. We need to evaluate every business decision on its own merits.

Q. Did the Hollings Bill pass?

A. No, it hasn’t. The RHC Manufacturing Relief has been approved by the Senate but not by the House. It is likely to come up for a vote in the spring.

I think if the Hollings Bill passes, there’ll be more pressure on us to be even more productive and more cost competitive. I continue to believe we make the best products in the world. We just have to keep on making sure our customers see it that way and we have to make sure our products are the highest quality at the lowest cost so our customers will want to stick with us.

Q. I’m a former US West employee. Jim Hawes, vice president of US West, tells me we have nothing to worry about when it comes to the Hollings Bill. Does US West want to get into the same manufacturing arena as AT&T?

A. I’d like to tell you about an article in the Minneapolis City Business Magazine in August with the headline “ADC Corporation Likely to be Acquired by an RBOC” such as US West.

ADC happens to make digital cross-connect (DSX) frames, as we do—in Bldg. 30 just past the 710 connector area. Now we don’t know if US West would buy ADC and it’s difficult to predict how these things might go; but we think they could very easily get into this kind of business. It’s hard to guess how something like this might go but we do know of areas—and DSX is one of these—where we think they could very easily get into that kind of business.

The RBOCs might not intentionally get into our business but they might form an alliance with Siemens or Alcatel or some other large foreign country that happen to make the same products we make here. That’s where the Hollings Bill could really come back and affect us.

Q. Is AT&T planning joint ventures in eastern Europe, specifically the Baltic states?

A. It’s too early to tell. Right now, our joint venture activity focuses on the central European countries of Poland, Czechoslovakia and Hungary. These three have more stable economies than the Baltics and various Russian republics. We’re also looking at an opportunity right now in the Moscow area.

AT&T employees with language skills may have an opportunity at an overseas assignment. I’m not sure how the ECOS system ties in with international job openings but the main thing is to make your supervisor aware of your interest and your skill level.

Q. I’m interested in a job in the financial area in either Europe or the Middle East. It’s very hard to find information on such jobs in the ECOS system. Can you give us some ideas on how to find out about positions in AT&T joint ventures?

More Q and A on page 6
A. One of the biggest problems we run into in international ventures is the astronomical cost of sending somebody from the U.S. overseas on assignment. These people are known as expatriates. Mike Fuller, who was operations manager in the cable shop, is in Bangkok and it costs us three times as much to have Mike there than it does to have him here. Three times! So, AT&T tries to fill those jobs with people from the local countries. I realize that limits opportunities, but that's just a fact of life. Despite the limitations, we'll do what we can to help make employees aware of overseas opportunities.

"We're learning and growing as individuals and as a business."
—Jay Carter

Q. How does AT&T cover the cost of starting up international business?

A. Fortunately, getting started in international business doesn't usually require a high investment. AT&T is usually in the black on a venture within two years of startup.

AT&T first does an indepth business case study of projected revenues and sales and associated costs before any major investment is made. Then we figure out how much money we expect to make.

In the case of our joint venture in Thailand, we expect to lose a small amount of money in 1992 and then go positive in 1993. Any loss will be more than offset by the money we're going to make on the parts we ship to Thailand to be used in the joint venture.

Q. I happened to be in Atlanta recently and heard some product line management people saying AT&T is losing international business because of technical misunderstandings and fundamental contract problems. What are we doing to fix that problem?

A. I'm not aware of anything like that happening. When we lose bids, it's typically for two reasons. First, we can't get our foot in the door because our products don't meet the specifications of the other countries. In so many places, we're out right off the bat.

Secondly, even if we get over the spec hurdle, we're frequently priced too high because our costs are too high. We have to price above our costs. When our costs are above market level, as they are in a number of product lines, we lose.

Q. The Omaha Works has been doing business in Mexico. I understand we sent a trainer from our plant to teach wiring to workers in the Mexico plant. A translator was used. Why didn't we select a wiring person who knows the process as well as speaks Spanish?

A. We look at several things when making such decisions. We look at who has the training skills, who knows the process and who has the language skills. We sent one of our professional trainers with excellent technical skills who worked through an interpreter.

Some people on our sales and marketing development teams speak fluent Spanish as do a number of employees at the Phoenix Works. That's important when working with customers in Mexico and South America.

We have to look at each case. Using a Spanish speaker may have been more effective and in the future we may do things differently. We're learning and growing as individuals and as a business. That means we work to do things better the next time around.

Q. Do we have a plan in place to increase productivity and if so, what is it?

A. We have a detailed plan for both the copper and the cable shops. On the copper side, we have a written plan involving twenty to thirty individual projects that could each save several hundred thousand dollars in cost improvement. The cost saving of all these projects could add up to millions of dollars.

To get these savings, we're going into Just-in-time manufacturing wherever we can. We're working to get the teams together and getting the teams to work together. We want to make what our customers want, when they want it.

Jay holds his next meeting with employees
Wednesday, Dec. 18
9 AM, Auditorium
PREVENTING "COLD STRESS"
Protecting Against Hypothermia

When your body temperature drops even a few degrees below normal (which is about 98.6°F), you can begin to shiver uncontrollably, become weak, drowsy, disoriented, unconscious, even fatally ill. This loss of body heat is known as cold stress or hypothermia. Persons who work outdoors, or who enjoy outdoor activities should learn about how to protect against loss of body heat. The following guidelines can help you keep your body warm and avoid the dangerous consequences of hypothermia.

Dress In Layers
Outdoors, indoors, in mild weather or in cold, it pays to dress in layers. Layering your clothes allows you to adjust what you're wearing to suit the temperature conditions. In cold weather, wear cotton, polypropylene, or lightweight wool next to the skin, and wool layers over your undergarments. In warm weather, stick to loose-fitting cotton clothing. For outdoor activities, choose outergarments made of waterproof, windresistant fabrics such as nylon. And, since a great deal of body heat is lost through the head, always wear a hat for added protection.

Keep Dry
Water chills your body far more rapidly than air or wind. Even in the heat of summer, falling into a 40° lake can be fatal in a matter of minutes. Always take along a dry set of clothing whenever you are working (or playing) outdoors. Wear waterproof boots in damp or snowy weather, and always pack raingear (even if the forecast calls for sunny skies.)

Take A Companion
The effects of hypothermia can be gradual, and often go unnoticed until it's too late. If you know you'll be outdoors for an extended period of time, take along a companion. (At the very least, let someone know where you'll be and at what time you expect to return.) Ask your companion to check you frequently for overexposure to the cold—do the same for your companion. Check for shivering, slurred speech, mental confusion, drowsiness, and weakness. If either of you shows any of the above signs, get indoors as soon as possible and warm up.

Warmth and Understanding
The key ingredients to preventing loss of body heat are staying warm, and understanding what you can do to protect against conditions that can cause hypothermia. Hypothermia can be fatal, but it can also be prevented.

BE BULLISH ON SAFETY...PLAY LOTTO BULL!
Advertisements must be submitted to the Neoma Club office absolutely no later than 7 a.m. on Wednesdays for the following week's issue.

Wanted
Wanted: need crib for new grandson when he visits, must be in good shape, reasonable price, call anytime. 443-5308 Colon, NE. ask for Sandra and leave message.

For Rent
Pasture, will care for your ostriches, will furnish buildings, water, feed, etc for percent of chicks. 443-5308 Colon, NE. call anytime and leave message.

For Sale
Musical
YAMAHA PSR-41 KEYBOARD: stand bench, Panasonic stereo, AKAI turntable, Denon compact disc player, Marantz speakers, Sansu receiver, Phillips tape deck. 339-4740.

KIMBALL ORGAN: small, split keyboard, magic keys, headphones, bench, pecan wood, excellent condition, originally $950, sale $500. 332-4581.

Pets
BOXER PUPS: AKC, white, $100. 733-8361.

Recreational
PING PONG TABLE: standard size, folds up for easy storage, good condition, $45. 330-4647.

Home Furnishings
YOUTH BED: for small child or one that is in the shape of an automobile. 572-1597.

CRIB & MATTRESS: good condition, $40. 697-1911 after 4 p.m.

Appliances
CHEST FREEZER: Penncrest, 18 cubic inch, works excellent, $150. 697-1911 after 4 p.m.

APARTMENT SIZE REFRIGERATOR: 3.5 bar size, 339-4740.


Parts & Accessories
1981 to 1990 5-hole big Ford wheels and studded tires, town & country Firestone, like new, $50. 298-8850 Plattsmouth, NE.

Tires
SNOW TIRES: mounted on GM wheels, GR70 15, $50 pair. 733-8361.

Vehicles
1990 BUICK SKYLARK: automatic, low mileage, AC, AM/FM stereo, like new w/warranty, 1 owner, grey blue in color, excellent condition. 342-3438.

'56 PORSCHE, '56 CORVETTE, '57 T-BIRD, '65 CORRVA: replicar kits, call anytime and leave message 443-5308 Colon, NE.

1975 OLDS CUTLASS: 4 door, original owner, good condition, 350 V8, PB,PS,A/C, automatic, stereo cassette, $1000 offer. 339-6916 leave message.

1979 OLDSMOBILE STARFIRE: runs good, high mileage, good tires, plus studded snow tires, $600. 697-0030.

Miscellaneous
WINDOWS: 4' x 8' steel frame, thermopane, exterior and interior sets, 3 sliding panels each set, $100. 697-0030.

WOODBURNING FIREPLACE INSERT: Eric Jr, with glass doors and blower, best offer. 895-2781.

CHRISTMAS TREES: choose and cut, Friday, Saturday, Sunday 9 to 5, call anytime or leave message 443-5308 Sandra, Colon, NE.

I HEARD HIM EXCLAIM AS HE DROVE OUT OF SIGHT, "IT'S ALL IN THE MALL, AT PRICES JUST RIGHT!"

Shop the Pioneer Store in the Employees Activity Mall
The Great Pioneer Jacket and Sweater Sale

Wearing the flannel-lined baseball jacket is none other than Sue McClellan, Dept. 504 (left photo). This popular garment is available in black, red, gray & burgundy. Sizes: M-L-XL-XXL.

Sue’s look-a-like (at right) is also named Sue. She wears the stylish cardigan sweatshirt. One-size-fits-all. Colors: white, gray, red, navy and royal.

If you want people to do a double take at you, do like Sue!...or Sue’s?

Buy yours now!

$25.50

$24.00

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Funky Earrings * Pocket Savors * Sweat Shirts * Road Atlas

STORE HOURS

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

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

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