

THE THIRD OF A
3-PART SERIES OF
EMPLOYEE QUESTIONS
ARE ANSWERED BY
JAY CARTER
(See Special Insert)

Neoma Club NEWS

October 9, 1991



Among the approximately 15,000 runners and walkers at the 11th Annual Corporate Cup Run were 287 Omaha Works employees who finished the race.

PHOTO BY BOB SUNDELL

Among them was Kenny Deman, Dept. 577, who wore the race number 11115. Can you locate him in the photo above?

Weoma Club Sports

NOTE:

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

- Editor

Bowling

WEOMA FRIDAY AFTERNOON MIXED

STANDINGS

	WON	LOST
LADY & THE TRAMPS	32	8
THE ROOKIES	30	10
IMMORAL & IMMATURE	26	14
BAGS N' BALLS	26	14
MYSTERN TEAM	25	15
JAG	24	16
WHERE'S THE POCKET	24	16
ACES	16	24
W-BB'S	16	24
HOT DOGS & BUNS	15	25
TWO BABES & A GUY	15	25
THE BULLDOZERS	14	26
THE TERMINATORS	13	27
WE TRY	8	32

WOMEN OVER 175 & 450-

Linda Cashoili (179-490), Kathe Scott (181-490), Eileen Bullard (190-494), Evie Winters (500), Jan Carlson (182-455)

MEN OVER 200 & 500-

Tim O'Connor (233-519), Ed Dergan (235-600), Mitch Scott (200-532), Gene Bowman (200-541), Don Lieth (219-201-600)

Weoma Club

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WORK SERVICE

STANDINGS

	PTS.
WESTERN BOWL	111.5
HIGGINS TROPHIES	101.0
MATTHEW'S PUB	96.0
GATEWAY LANES	92.5
JETS	85.5
SABRES	81.5
W.E.R.M. ENTERPRISES	77.0
BROADWAY BOWL	68.5
CARI RENTALS	65.1
ROCKETS	57.5
THE NEW COTTNER STREET	54.0

500 SERIES-

Dave Borstad (631), Al Pickering (606), Dick Nightser (586), Tom Pluta (581), Dave Chonis (580), Gene Stuto (579), Mike MacVittie (552)

200 GAMES-

Dave Borstad (241-222), Al Pickering (239), Dave Chonis (232), Gordy Viner (225), Dick Nightser (221), Ken Batchelder (212), Mike MacVittie (211), Darrell Seaton (210), George Stock (209)

FRIDAY MORNING MIXED

STANDINGS

	WON	LOST
STARS	22	2
CHUMPS	19	5
MISFITS	18	6
ODD BALLS	16	8
FIRST COMERS	14	10
NEED HELP	10	14
BYE TEAM	8	16
TEN PINS	6	18
WE TRY	4	20
CRUISERS	3	21

500 SERIES - 200 GAMES

Chuck Wigginton (534), Tom Leroux (209-528), Dan Moran (209-223-624), Bob Roh (522), Bob Goodwin (229-593), Bill Sharpe (527), Denny Todd (207-513), John Smyth (503), Linda Sellin (550)

WEOMA NITE OWLS MIXED

STANDINGS

	WON	LOST
DODGERS	28	4
KING PINS	28	4
HAVEN FUN	24	8
STREET KIDS	22	10
KC & I	18	14
ONE MORE TIME	16	16
NO GAS	14	18
NO NAME	12	20
BUMPER BOWLERS	12	20
WE TRY	12	20
J-B's	10	22
FAUXPAS'S	10	22
MOVERS & SHAKERS	10	22
OH NO	8	24

MEN'S 500-

Darrell LeBeau (562), Lauren Throner (529), Mick McGuire (539), Ed Betzer (502), Chuck Schultz (513), Perry Vogel (548), Don Huenniger (517)

MEN'S 200-

Perry Vogel (202), Mick McGuire (226), Darrell LeBeau (215)

WOMEN'S 450-

Jessie Knutson (508), Sandy Barnes (471), Linda Huenniger (485)

WOMEN'S 170-

Linda Huenniger (170, 185), Sandy Barnes (180), Jessie Knutson (206)

SPLITS-

Bessie Janousek (2-7,3-10,2-7), Jean Belmudez (3-10), Sandy Barnes (3-10), Ed Betzer (3-10,5-10), Don Donovan (3-10), Jessie Knutson (3-10), Jesse Alba (3-10)

WEOMA CLUB SPORTS

Has Anyone Ever Asked
You To Be A
Big Brother Or Big Sister?

If Not, Consider Yourself
Asked By The Over 300 Boys
And Girls Who Are Waiting
For A Friend Like You.

BIG BROTHERS-BIG SISTERS OF THE MIDLANDS 339-9720

Kunz, Richardson Lead AT&T Corporate Cup Runners



KUNZ



RICHARDSON

A record number 287 employees from the Omaha Works finished the 1991 Corporate Cup Run/Walk on Sunday, September 15. The times for the 6.2 mile event ranged from 40:20 to 2:17:58 for the AT&T participants.

Leading the men was Harvey Kunz with the 40:20 time followed by Deny Horner at 41:05. Jay Carter (43:15), Richard Skrok (43:36) and Ken Deman (43:53) placed in the next three positions.

A familiar name in running competition, JoAnne Richardson, paced the AT&T women with a time of 47:41. Norma Jablonski (52:23) and Rita Wilmott (52:34) placed second and third, respectively. They both are employed at the downtown office. Flo Helme (54:35) and Judy Riggle (1:03:11) finished fourth and fifth.



(Photo by Bob Sundell)

Thousands of participants anxiously await the starters gun for the 1991 Corporate Cup race. The Omaha Works was well represented at the annual event.



(Photo by Bob Sundell)

They're off and running! Photographer Bob Sundell caught Ken Deman (#11115) as the pack this out about a

half-mile into the race. About 300 AT&T employees participated with 287 finishing the 6.2 mile event.

OMAHA WORKS DERBY

**YOU ARE INVITED
TO ATTEND THE
OMAHA WORKS DERBY**

**MEETINGS ARE
SCHEDULED
OCTOBER 7-17
IN THE AUDITORIUM**



**Prizes will be given to the
WINNING TICKET HOLDERS**

**The Race is on for the 1991
UNITED WAY/CHAD DRIVE**

**(MORE INFORMATION IS COMING
ON THE TV MONITORS OUTLINING
THE 1991 DRIVE)**

**The Omaha Works Goal -
8% INCREASE OVER 1990
PER CAPITA CONTRIBUTION**

Controlled by alcohol and driven by drugs.
I would have died for my addictions.
But you helped break the habits that owned me
when you gave to United Way CHAD.
Now I live for myself and my people,
fighting the drugs that would destroy us.
I pray that we will win.

United Way CHAD



It brings out the best in all of us.



Frankie Hupp of Douglas County. Helped by the Chicano Awareness Center and You.

Part III

Carter Replies To Questions Regarding Works

The following is Part III and the final installment of replies by Works Vice President Jay Carter to the questions asked by employees at meetings held in July.

Questions concerning the future of the Omaha Works and other employee concerns are highlighted in this segment.



Future of Omaha

Q. How bright is our future here?

A. I think our future here is very bright. We have a vision to be a world class manufacturing facility and our manufacturing excellence plan will get us there. There will be a lot of hard work and continuous changes, but I know we can do it.

Q. Are there any new products scheduled for Omaha in the future?

A. Yes. We are constantly looking for new products. Newest include Flexterm 5000 and 6000, Bantam Jacks for DSX, 80 Cabinets for Cellular, and Non-Halogenated cable.

Q. When can we expect more work in cable terminals? Who should have known we were running out of business?

A. The economy is expected to start recovering from the recession in the second half of 1991. Our business lags the economy by six to nine months. I do not expect our business to recover until the middle of next year 1992. I should have anticipated the recession's impact on us sooner.

Q. All we hear about is cabinets-- what is happening to the rest of us?

A. Much is happening in all areas. New products like Flexterm, DSX, Non-Halogenated Cables, Major Floor Layout Changes, C.O. Connecting Blocks, Patch Cords, and 50 Building rearrangements.

Q. Focus magazine never has any articles about manufacturing 80 type cabinets. Public Relations should take care of this. Why can't we send a video of the 80 type cabinets or of the Works to our Senators so they know what we are about?

A. We have recently made a video about our Manufacturing location and the affects of the bill currently in Congress that would allow the RBOCs to enter into manufacturing. This video has been sent to our Congressmen and Senators and will be shown in our auditorium during lunch hours so that all who participated can view it and also learn about other aspects of the bill.

Q. Where does Manufacturing fit within AT&T?

A. Manufacturing is essential to AT&T. As recently as June 1991, Bob Allen and the business unit Presidents, reaffirmed that Manufacturing was one of four key AT&T strategies for the decade of the 1990's.

Q. What is your vision on machinery replacement?

A. My main vision on our equipment is a preventive maintenance approach. Many studies have shown that properly maintained old machines work better than new machines. However, we will install new machines for quality improvements and cost reductions.

(more)

People

- Q. What are some of the Focus groups working on now?
- A. The Focus groups are working with three different supervisory groups to develop customized programs to address: Communications, Quality, Customer Focus, Leadership, Supervision and Performance Appraisals.
- Q. Why is no one participating on a Focus group from the night shifts?
- A. There were three night shift Focus groups. Two were on second shift and one on third.
- Q. How can we get the wheels moving in order to get an idea conception implemented?
- A. The Idea Team works program is a good start. We are working to refine and streamline the process to be more responsive and quicker to implement.
- Q. Is it true that we can go to Service Merchandise and spend our Award shares from the suggestion system?
- A. Not at this time. All Maritz award share checks must be redeemed through Maritz. Any new award shares issued will be redeemable through Service Merchandise.
- Q. Much concern over trades: What will happen with massive retirements; when will training start; lack of cooperation between trades organization; perhaps need some dedicated trades to work numerous small issues--tendency is to only work the big problems and little ones are never closed; status of contracting trades work outside.
- A. We meet quite regularly with the Joint Skills Trade committee and have recently launched our apprenticeship program. We recognize the impact of the retirements and are working the issues.
- Q. Trade training--what are we doing with that?
- A. We just recently got four new machinists and/or toolmakers. We have promoted three to five people to be pipe fitters. Our shortage of trades people isn't a result of layoffs, it is a result of people taking the buy out. The schedule for trades training will begin right after Labor day.
- Q. Why are people forced to go to training when the courses do not pertain to their job? (40 hours) When the training starts up again, will we have more to select from?
- A. Training for employees is selected by their supervisor or line management. Some employees may feel that certain training isn't necessary and we need to do a better job of explaining the need for the training. The training organization develops courses based on user feedback as to needs.
- Q. We committed to 40 hours of training for the year and that seemed to come to a halt. It seemed as though much of that training was in non-job related areas such as communication. If they start the training up again, why should we be forced to go?
- A. Training may not be optional, but you should be able to take the courses that are related to your job.
- Q. What do we offer to teach our people what our products are used for?
- A. Other than our Stepping Stone's slide show and a review with all employees in 1983 in the Product Display center, we have not done a lot to acquaint our employees to the use of the products we make. Possibly, we could focus on an IBU and its products each month in our Bi-weekly newspaper. This needs more analysis.
- Q. If you come from the shop into the office, do you have a right to go back to the shop?
- A. Yes, you have the right to go back to the shop.

(more)

People

Q. It seems that we are going backwards in health care as far as costing us more, and it is becoming very complicated to understand.

A. Health care costs are rising rapidly. Individual needs vary widely depending on family circumstances. The plan is designed to best meet individual needs but contain cost at the same time. The Employee Resource Center is staffed with four people who can help you understand and make the right choices with your health care options.

Q. What parking requirements do we have for our customers (i.e. is "out front" space adequate)?

A. We have overflow parking for our customers in the office parking lot.

Q. Why do we have so many yellow spaces for parking? Forty of them are not needed.

A. Plant engineering provides the number of reserved stalls (both yellow and blue) that the security organization requests based on usage reviews. On July 23, 1991, department 521 requested that building 30, second shift yellow spaces be reduced from 52 to 28 to satisfy current needs. W-430305 was issued the same day to fulfill this request and the work was done the same week.

Q. Can we open up the East and West parking lots to first-come, first-served basis and remove the reserved spaces?

A. We are re-evaluating all of our parking requirements. We have over three thousand people who work here and we must take into account everyone's needs before making this type of a change. We have reduced the number of reserved spaces as a result of these meetings.

Q. Request to reinstitute Jack McKinnon "Pumpkin" sheets for say two weeks every quarter.

A. We don't intend to reinstitute the Pumpkin sheets because of the negative results. We had asked all employees with questions, concerns, or topics that they would like us to address on our video monitors and set up an internal number for access with a recorder. We received little input.

Q. Do you have sales people reporting directly to you?

A. No. The Sales people report directly to Regional Vice Presidents. This enables the Sales people to build close relationships with our customers by offering "one-stop" shopping for all AT&T products to our customers.

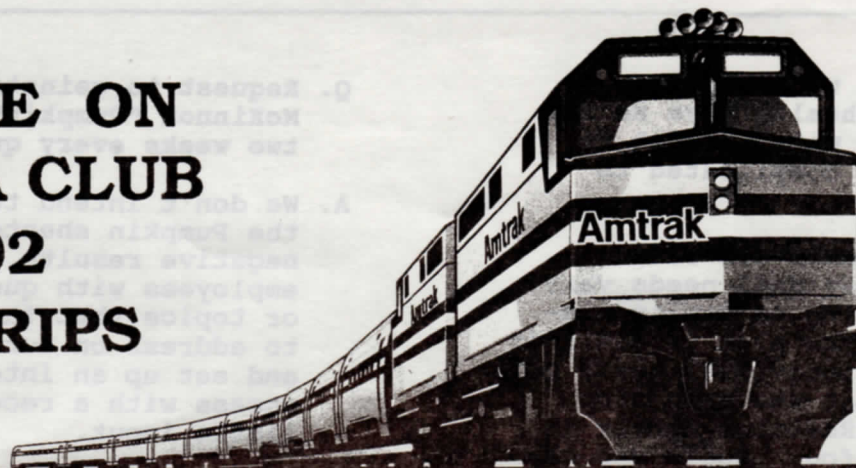
Q. Will we sponsor one or two of our deaf employees to attend annual deaf conference?

A. Yes. Two employees attended the conference which was held in Chicago.

Q. What leadership role will AT&T take in the Omaha community?

A. AT&T has, and will continue to take, a leadership role in the greater Omaha area.

UPDATE ON WEOMA CLUB 1992 SKI TRIPS



ALL ABOARD AMTRAK 

The Weoma Club is offering two exiting trips for 1992.....

OPTION I: This is geared toward economy and the novice or average skier. It offers a 1-day free ski lesson and will travel to Winter Park, Colorado via AMTRAK. Fifty-four seats have been reserved on the train. Several seats still remain for this February '92 trip. The cost for 4 days skiing is about \$350.

OPTION II: An upscale trip which will fly into Salt Lake City, Utah with 4 days lodging at the Downtown Hilton and a rental car. The cost for this March '92 trip is about \$600. It will appeal to the EXPERT SKIER or couple looking for a luxury vacation experience. The air trip is sold out at this time but, you can get on a "cancellation standby" list...first come, first served.

FEBRUARY 1-6 TRAIN TRIP TO COLORADO 4 DAYS APPROXIMATE COST \$350.

MARCH 5-9 AIR TRIP TO UTAH 4 DAYS APPROXIMATE COST \$600

FOR INFORMATION CONCERNING EITHER OF THE TWO TRIPS CONTACT ANY OF THE FOLLOWING REPRESENTATIVES:

4 DAY UTAH TRIP

Terry Kamino X3788

4 DAY COLORADO TRIP

John Pinkerton (2nd shift) X3474

Terese Sakalas X3353

Jim Kelly X3727

Darwin Fager X3077

WINTER PARK



WINTER
PARK
RESORT

WINTER
PARK
UPDATE

Winter Park has completed a multi-million dollar expansion over the summer. This includes a new high-speed quad to serve the upper mountain and the Mary Jane summit.

The name of the new quad is the HIGH LONESOME EXPRESS. It cuts chair time in half on the upper mountain.

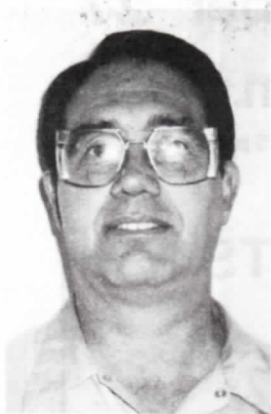
Toastmaster Finishes 2nd

After winning first place in the Toastmasters Area contest that was reported last week, Jerry Golmanavich, Dept. 594, placed second in the Division contest on September 26. The contest was held at Smith Barney, Inc.

Julio's Restaurant was the site of a grand farewell to Toastmaster Fran Gill who is retiring and returning to Baltimore, Maryland.

The next meeting is set for October 10, 4 p.m. in the Pioneer Meeting Room.

LOTTO BULL CONTEST



Orlan Jurgenson, Dept. 583, will surprise his wife with \$150 in Westroads gift certificates. He knew the answer to the question - "What are CO2 fire extinguishers used for?" His answer was: type B and Type C fires. Orlan also won the bonus money by naming the Safety film he had seen at his last Departmental Safety meeting.

Be sure to save the FACT SHEET from the Weoma Club News and read it so you will know the answer to the LOTTO BULL question if your name is drawn. The main question will be worth \$100 and the bonus, \$50.

WIN WITH SAFETY!

(If your name appears in this article call x3415 or x3583 to arrange to pick up your prize)

Eight out of ten people will suffer from low back pain at some point in their lives. Low back problems are the most common cause of worker absenteeism. Research indicates that the total cost of low back pain, including lost wages, lost productivity and other expenses, is \$80 billion a year.

Today, most companies do a good job of incorporating lifting education into their training and safety programs. The single most important step a company can take to reduce back injury is often left undone. Companies need to ask employees what they perceive to be problems and redesign jobs to reduce the amount of bending, twisting, lifting and climbing to reduce the number of back injuries workers suffer.

Statistics indicate that workers who have suffered an episode of low back pain are four times more likely to reinjure their backs. C.H. Placzek. Because of the high likelihood of reinjury, employee education and reevaluation of both the job task and the work area are essential.



The need is great and answering the call in a big way is Mary Purcell, Dept. 596. An avid seamstress, Mary has volunteered to dress fifty-two dolls for the annual Dress-A-Doll program.

She not only makes all the doll clothing by hand but, also purchased the many different materials with her own funds. Sewing is not new for Mary, as she has been doing it for years and considers it a hobby. This, however, is the first year she has participated in the Dress-A-Doll campaign.

It is people like Mary who give real meaning to volunteerism, the backbone of the Telephone Pioneers.

Jim Kelly, Cornhusker Chapter vice president, has announced the names of three new Telephone Pioneers. Joe Shavlik, Dept. 502, Sandy Bowman, Dept. 597 and Edith Hess, Dept. 086 are the newest members of the chapter.

I would like to thank my fellow employees and The Alliance for being so thoughtful and caring during the accident and death of my grandson.

Thank you again.

Joy Barfield Jones

We wish to extend our sincere thanks to all of our friends and co-workers for the kind expressions of sympathy at the time of our father Peter Pilus' death.

Bob & Mary Ann Pilus

PIONEER

AUTO RALLY & DANCE

Sunday, October 27

1:00 p.m.

(instructions at 12:45 p.m.)



TICKETS

PIONEER & PARTNER	\$6. ea.
GUEST	\$8. ea.
CHILD	\$3. ea.
(under 12)	

(Limited to 300 People)

MENU

BUFFET

POPCORN

COFFEE

POP

BEER

CONTACT:

Bldg. 20

Sharon Justsen, X4946

Bldg. 30

Bob Bloodsworth, X3278
Joe Boniauto, X3386
Dick Kusmierski, X3379

Pioneer Office

Clara Hendricks, 691-3617

Bldg. 50

Dave Kempkes (2nd) X3136
Jim Kajdasz X3649
Tom Pluta X3207
Bonnie Stuto, X3649

START IN EAST OFFICE PARKING LOT

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.

Transportation

RIDE NEEDED: from 85th & Charles, 7:00-3:30, 5 blocks So. of Blondo, Jackie Spracklin, x3258, Home phone - 393-4151.

For Rent

PASTURE, PENS, FEED & CARE: for ostriches; in exchange for a % of the chicks. Lee Wade. 1-443-5308. Colon, NE

Free

KITTENS: 3 females, 10 wks. old, litter trained, shots, eat like pigs, get into everything. 322-0142. Crescent, IA

Wanted

OLD PINBALL MACHINES: 339-8248.

For Sale

Musical

YAMAHA PSR-50 KEYBOARD & STAND: good condition, \$300. 330-5131 after 4:00 p.m.

Pets

BAY MARE: 10 yrs. old, well broken & gentle, priced to sell. 895-5184.

Sports Equipment

REMINGTON: model 760 BDL, custom deluxe, cal. 308, NIB, \$350. 896-5881 after 5:00 p.m.

Home Furnishings

WOOD DESK: old, \$10. 330-5131 after 4:00 p.m.

ANTIQUA DINING ROOM TABLE: w/5 chairs & 3 leaves, \$250. WATER BEDS: queen (2), complete, very nice, \$150 ea. PICNIC TABLE: lge., wood, good condition, \$75. 393-0543.

DOORS; for fire place, 25" X 32", cheap. 331-5691.

TWIN BED: rails & mattresses, \$30. or best offer. 334-5482 before 2:00 p.m.

Appliances

HOT POINT SIDE-BY-SIDE REFRIG-ERATOR: ice water in door. 331-5691.

TITAN ELECTRIC HEATER: fan forced, thermostat controlled, 2 temperatures, 1500 & 1200 watts, \$25.00. 498-0530.

GE RANGE: self cleaning, harvest gold, \$70. 334-2393.

Lawn & Garden

LAWN MOWER: 21" McCulloch, 4 hp, push type, \$50. 896-5881 after 5:00 p.m.

Parts & Accessories

RALLY WHEELS (4): for Chevy 4 X 4 w/rings, caps & centennial fortress all-season radial tires, size P235-75R15, near new, \$350. 457-5304.

1958 CHEVY TRUCK PARTS: cheap. 331-5691.

FOREMOST MAGS: black spoke, 14" X 8", fits Fords. 331-5691.

SUPERIOR MAGS: (2), w/gold insets & 4 Ford factory mags. All have spinner caps & chrome lug nuts. All fit Ford vans & pickups w/5 hole lug pattern. 895-9273 after 4 p.m.

KEYSTONE WHEELS: (4) 14", chrome w/hub covers, chrome lugs & security locks, fits Camaro & Firebird, \$200. 895-4539.

Tires

TIRE: brand new, on new rim, never used, size P205/75R14 WW. Fits Ford 4-hole, asking \$55. 731-7829, evenings.

Vehicles

1956 PORSCHE SPEEDSTER 356; 1956 PORSCHE SPEEDSTER "C"; 1956 PORSCHE CLASSIC 359; 1934 CLASSIC CABRIOLET. 1-443-5308. Colon, NE

1977 CHEVY HEAVY HALF-TON: Texas truck, very little rust, 350 4-barrel, auto., PS, PB, AM/FM, camper window, new radial tires, H.D. rear bumper, dual exhaust, \$1,000.00, firm. 1-259-2690. Dunbar, NE

1955 CHEVY & 1958 CHEVY PICKUP: for sale or trade. 331-5691.

1973 CHEVY 4 X 4: snowplow & topper, new paint. 331-5691.

1987 JEEP CHEROKEE 4 X 4: black, excellent condition. 571-6833 anytime after 9 a.m.

1980 MAZDA RX7: 5-speed, air, stereo, \$1,500. 1983 CHEVY SILVERADO 4 X 4: loaded, \$4,000. 347-6348.

1983 FORD CONVERSION VAN: Kellogg Executive conversion, part leather interior, 69,000 mi., equipped to pull trailer, no rust, immaculate, 1-owner, \$6,450. 496-4027.

1985 BUICK REGAL: T Type, good work car. 339-0868. Ask for Kevin.

1970 DODGE CHALLENGER CONVERTIBLE: show car, 70,000 mi., first \$8,000 takes. 593-8620.

1982 JAGUAR XJ6: 62,000 mi. \$6,800. 733-8361.

Miscellaneous

WEIGHT BENCH. FIRE PLACE GLASS DOORS: 25" X 32". 331-5691.

COLLECTOR DOLLS: "Heather" & "Matthew" by Yolanda Bello, will sell below their value. 895-9273 after 4 p.m.

ALFALFA: good 2nd cut, square bales, will deliver. 426-5469. Blair, NE

SEARS BIKE" boys 24" 10-speed, red, \$25. 330-5131 after 4 p.m.

**Weoma
Want Ads
Work!**

The Pioneer Porch

NEBRASKA STADIUM BLANKETS

UNIVERSITY BLANKET

- 50% Acrylic / 50% Polyester for Warmth and Durability.
- Treated to Reduce Shedding and Pilling.
- Machine Washable & Dryable.

NOW ONLY
\$10.

Full or Twin Size
72 x 90 in.

PASS HOLDERS
\$1.50
MAGNETIC BACK

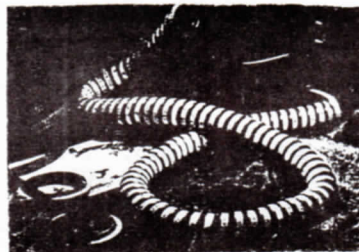


Volume 2
\$8.00

TELEPHONE CORDS

HANDSET TELEPHONE
CORDS...25'...
WHITE, IVORY,
ALMOND, BEIGE....
WHILE SUPPLIES LAST

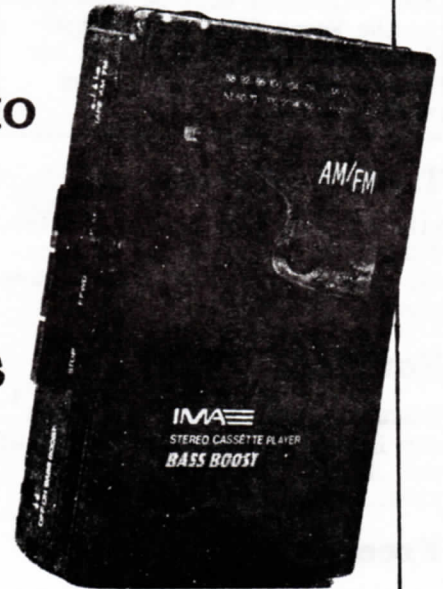
ONLY **\$3.25** EACH



IMA

**STEREO/RADIO
CASSETTE
PLAYER
w/HEAD-
PHONES**

\$19.50



\$1.50

Penlights — Handy, long-lasting disposable flashlights have high-intensity, pre-focused bulbs for bright, dependable light. Use two AAA batteries (included).

**Porcelain Mini Bell
Of The Month**

\$2.25



STORE HOURS

MONDAY

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

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.

FRIDAY

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.