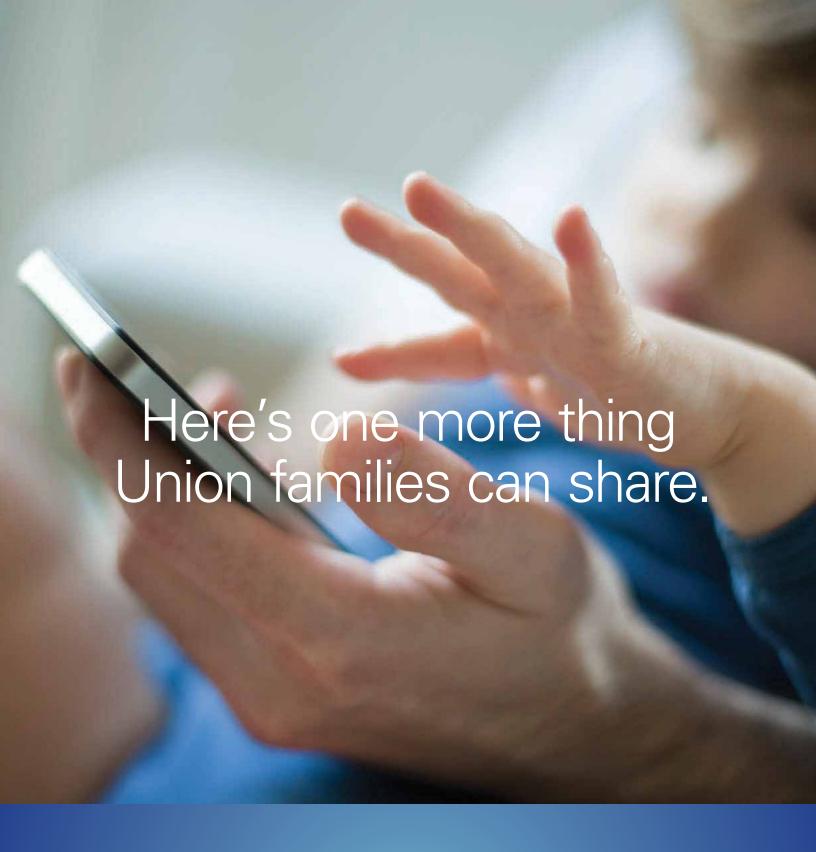


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**LOCAL 11 WINS NACBE** SAFFTY AWARD





LOCAL 627 HOSTS **CODE TRAINING** 

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## on the cover:



#### **BREAKING GROUND ON THE J.G. COOKSEY** TRAINING CENTER IN SALT LAKE CITY, UTAH,

are, left to right, IVP J. Tom Baca, IST Bill Creeden, WSJAC Coordinator Collin Keisling, IR Jim Cooksey, Bank of Labor President Bob McCall, AZZ/WSI Field Project Manager Hunter Hastings, AZZ/WSI VP of Operations Chris Dixon, Lincoln Electric Technical Trainer Dan Klingman and ARB VP and WSJAC Chairman Larry Jansen. The facility is the first of eight being planned in the Western States to meet increasing demand for qualified welders.

▶ SEE STORY

### FREPORTER

#### **JANUARY-MARCH 2017**

Volume 56, Number 1

**NEWTON B. JONES** International President and Editor-in-Chief

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**NEWTON B. JONES** International President

# Preserving national pension involves us all

"The rehabilitation plan will not affect the benefits current retirees receive and will not impact the accrued benefits of active members at normal retirement age."

#### Trustee actions will help address fund imbalance

IN JANUARY, TRUSTEES of the Boilermaker-Blacksmith National Pension Trust took steps to address an emerging threat to the fund. Essentially, the problem is one of too little money going into the fund for the amount being paid out in benefits. If left uncorrected, this imbalance could, over time, trigger government intervention with potentially negative consequences for plan participants.

To address the imbalance, the trustees have elected based on the expert advice of our actuaries — to take the proactive step of treating the fund as if it were in the "red zone" (although it has been certified in the "yellow zone" for 2017). Zone status is a way of measuring the funding percentage of a pension plan, with green being the best funded and yellow and red requiring corrective action. By treating the fund as if it were in the red zone, the trustees are allowed to make changes not available in the yellow zone. These changes are projected to move the fund back into the yellow zone in 2018 and on a "rehabilitation plan" to the green zone.

While the International Executive Council (IEC) has no legal authority over ANY trust fund, nor can the IEC legally influence trust fund trustees, the officers of our Brotherhood fully support the decision of the trustees. They've properly exercised their responsibility under the Employee Retirement Income Security Act (ERISA), the law that governs trust funds and trustees, and acted in the best interests of the plan participants and the plan itself.

The choices facing the trustees were extraordinarily tough and their decisions difficult. The rehabilitation plan they chose will not affect the benefits current retirees receive and will not impact the accrued benefits of active members at normal retirement age. Those benefits will remain exactly as they were prior to the rehabilitation plan.

What will change are "elective" provisions of the plan, such as early retirement and options for how pensions are paid out (with certain grandfathered exceptions).

These changes will positively impact the fund imbalance without the need to increase pension contributions or reduce the current benefit formula. The changes have no impact on our contractors.

It's important for all participants to understand why these changes are necessary and how we can further strengthen the pension fund for current and future participants. I will address these topics below. On the pages following my column is a diagram of the pension trust and its relationships with professional advisory organizations along with a page addressing common questions.

So that participants are better informed about the pension changes, the National Funds Office is developing an informational video that will soon be available online at BNF-KC.com. The video will also be distributed to each lodge that represents plan participants. In addition, the Funds Office will mail documents describing the plan changes to every participant.

#### Why plan changes are necessary

THE HEALTH OF our national pension plan depends on contributions earned by our members (paid monthly by employers) and investment returns on plan assets. These two funding sources fluctuate due to economic, regulatory, demographic, political and other factors.

As our members know too well, the Great Recession of 2008 had a major impact on our plan (and many others across North America). So, too, have environmental regulations under the Obama Administration EPA. Those regulations, together with cheap, plentiful natural gas, have effectively halted the construction of new coal-fired power plants and contributed to the closure of hundreds of existing plants. The restrictions on new coal-fired plants and the shuttering of so many others have cost our members millions of man-hours.

In fact, Boilermaker man-hours have trended downward since 2009. At the end of 2016, one active Boilermaker was paying into the fund for every 2.4 retirees receiving benefits. Last year, the plan paid out \$851 million while contributions totaled just \$428 million. And return on investments has not made up the difference.

Contributing to the shortfall is the simple fact that people are living longer — and that means the fund is paying out benefits for more years, on average, than in previous times. While of course a longer life is a wonderful thing, increased years of payout do place additional strain on the fund.

But there is another major reason for the shortfall that is our own fault as a union. On too many projects, we are giving up Boilermaker work to other trades due to a lack of available Boilermaker craftsmen and women. Every time another trade performs our work, the pension contribution that would have gone into our fund instead goes into that of another union. Of course, we sometimes fill in gaps for other trades, but our Funds Office reports that we give up substantially more contributions than we take in.

We are not alone in the shortage of skilled craftsmen, especially welders. This is a problem across North America with other trades as well as the nonunion workforce. There simply are not enough skilled welders to take on the work.

A key challenge we face is the reluctance or opposition on the part of some construction lodges and individual members to take in additional members. This is a persistent problem that must be overcome if we are to secure market share and preserve our pension and other benefits. A larger, well-trained and top-performing Boilermaker workforce means greater opportunity to fully man construction and maintenance projects and win a greater share of available work. To get there, all of us must embrace change. We must welcome recruits into our locals and ensure they are trained to the highest performance levels. The best way to take on nonunion competition is to bring those workers into our union. That benefits them and us. As we grow our membership and our man-hours, we restore our pension plan.

To better address our challenges in manning projects fully with properly skilled Boilermakers, I have made two new appointments to International staff. Jeffrey Hughes, BM-ST for Local 26, is now Director - National Training Services and Assistant Director - Construction Sector Operations. Tim Simmons, BM-ST for Local 108, is our new Director - National Recruitment Services and Assistant Director - Construction Sector Operations. These two Directors will focus on growing our membership and ensuring our field construction members have the appropriate training to meet the needs of industry.

#### We must work together to safeguard our pension

BOILERMAKERS HAVE LONG enjoyed a robust and reliable pension plan that has set the standard in our industry. However, over the last decade, economic, regulatory and other forces have placed substantial pressures on our fund. Thanks to an exceptional board of trustees (appointed in equal numbers from our contractors and the union) we have responded appropriately to preserve our plan for current and future retirees.

These trustees carry a heavy legal burden to safeguard the plan, and they take this burden seriously. They monitor the fund's health continually and, as an independent body, make all decisions on modifying the fund, relying on the advice of actuaries and investment managers.

Our National Funds Office likewise includes dedicated professionals who ensure that the trustees' decisions are carried out accordingly.

We need a collective effort involving all our participating locals to restore our fund to full health. This means recruiting more construction members and fully manning every call-out for Boilermakers. It means our members taking advantage of every available man-hour and not forfeiting hours (and pension contributions) due to absenteeism or job-hopping. If we live the Boilermaker Code, forfeiting hours unnecessarily will become a thing of the past.

The Boilermaker-Blacksmith National Pension Trust is worth fighting for, as any member who has lived a dignified retirement life can attest. It will take every construction lodge and every construction member to ensure that pension contributions are sufficient to fully secure our pension (in combination with our investment returns).

With the prospect of greater economic activity, especially involving infrastructure development and a greater focus on fossil fuels, now is the time to expand our recruitment and training initiatives, to recover our market share and to secure our pension for decades to come.

Since its creation in 1960, the Boilermaker-Blacksmith National Pension Trust has never missed a payment to a retiree or beneficiary. Let's work together to keep it that way by building our man-hours and growing our organization.

### **HOW YOUR**

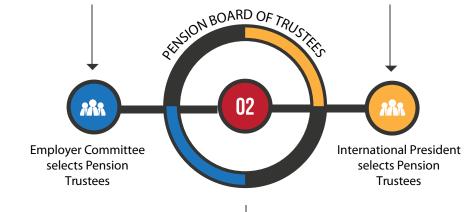


The Union and Participating Contractors/Employers negotiate agreements that fund the Boilermaker Blacksmith Pension Trust EMPLOYERS
Contractors/Employers pay pension contributions to fund monthly

Live The Pension Contractors of the pension contributions to pension contributions per hour worked

01

A TAFT-HARTLEY TRUST is a benefit fund established by multiple employers and a union. It is most common among construction unions where workers frequently work for more than one contractor as they go from job to job. A board of trustees with an equal number of employer and union representatives jointly operate the fund.



#### INVESTMENT CONSULTANTS

Chosen by the Board, these experts recommend investments that will best achieve the goals of the fund



**ACTUARIES** 

Monitor fund health

and identify strategies

to keep plan on track

# \$

INVESTMENTS

Money accumulated in trust is invested to earn a return

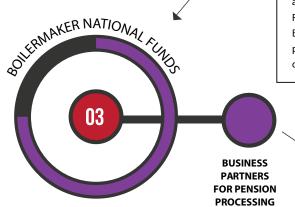
03

THE NATIONAL FUNDS OFFICE administers all Boilermaker Trust Funds including the Pension Trust. Business partners are used to process pension checks and distribute to recipients.

02

#### THE PENSION BOARD OF

TRUSTEES is made up of Employer representatives and Union representatives. They are an independent body with legal responsibility to oversee the pension. Their duties include selecting investment consultants, tracking fund investments, using actuaries to analyze the health of the fund, and ensuring proper reporting to all government agencies charged with pension oversight including the U.S. Treasury Department. They are the only entity allowed by law to make changes to the plan under the Taft-Hartley Fund rules set forth by the Labor Management Relations Act of 1947.





PENSION RECIPIENTS

#### **FREQUENTLY ASKED QUESTIONS**

#### What is the role of the International in the Pension Trust?

The International has no role in the operation of the the Pension Trust (or any other Taft-Hartley trust) beyond assigning union representatives to serve as trustees. The International President does not serve as a trustee and has no vote on any changes. The Employee Retirement Income Security Act (ERISA) governs the operation of the Pension Trust and protects participants.

#### Who is responsible for making plan changes?

The Board of Trustees has sole authority and responsibility to make plan changes. An equal number of employer-selected and union-appointed trustees oversees the pension trust and makes adjustments as financial conditions warrant. Neither the International President nor the employers can change the plan in any way or directly influence the decisions of the trustees. In fact, they are forbidden by law to do so.

#### Where do pension contributions go?

For each hour worked, a participant earns a contribution towards the pension. Each month, employers are required to submit payments to the Funds Office for those hours. The Funds Office accumulates those payments and deposits them in Bank of Labor. A pension processing company then calculates and disburses the benefits to all eligible retirees and beneficiaries. Pension contributions never go to the International and cannot be spent by the union under any circumstances.

#### What determines the health of the fund?

Man-hours worked is the sole generator of contributions. When man-hours don't meet expectations, there may be a shortfall, and the ratio of money coming in to money going out may drop. A plan that is 80 percent or more funded is considered healthy. Investment returns also impact a plan's health and will rise or fall based on financial markets.

#### What can be done to strengthen the fund?

Every missed opportunity for work (absenteeism, no-shows, early quits) results in lost pension contributions. Members should maximize their man-hours wherever possible. Growing union membership will also strengthen the fund, as more members will be contributing. The International Executive Council has launched major initiatives for recruitment and organizing to bring up membership numbers.

#### Will the pension be there for me?

This question is often asked not only for pensions but for Social Security as well. The answer is that nobody can guarantee the future. However, keep in mind that the Boilermaker-Blacksmith National Pension Trust has never missed a payment to retirees and beneficiaries since its founding in 1960. The more man-hours that are generated, the more secure the pension will be.

# IVP-Northeast Haggerty retires after

distinguished career

#### **IEC elects Fultz to succeed**

INTERNATIONAL VICE PRESIDENT, Northeast Section, D. David Haggerty will retire May 1 after nearly six years as an IVP and a Boilermaker career spanning four decades. He will be succeeded by CSO Executive Director John Fultz.

The changes were announced March 6 by International President Newton B. Jones during the Construction Sector Operations conference in Marco Island, Florida.

Haggerty, who was elected by the Boilermakers' International Executive Council (IEC) just prior to the convening of the 32nd Consolidated Convention in 2011, was reelected by delegates to that convention as part of the Proven Leadership Team.

During the 33rd Consolidated Convention, IVP Haggerty chaired the Constitution and Law Committee, a position of extreme importance, as the committee is charged with processing numerous resolutions aimed at modifying the Boilermakers' governing document. He was again reelected IVP-NE by delegates to that convention as part of the Proven Leadership Team.

In the summer of 2014, Haggerty represented the Boilermakers union in support of the United Mine Workers of America as they marched in Pittsburgh to oppose job-killing EPA regulations aimed at closing coal mines and coal-fired power plants. His activism on the front line of the march resulted in his arrest, along with that of other labor leaders like UMWA International President Cecil Roberts. Largely symbolic, the arrests nevertheless sent a powerful message of solidarity, demonstrating that organized labor stands together to resist injustice and attacks on the livelihoods of union workers.

Haggerty began his career in the construction trades in 1974, working for his father at the Yorktown Oil Refinery in Virginia while attending Virginia State College, majoring in Industrial Arts Education. He became an apprentice in 1977 through Local 45 (Richmond, Virginia), graduating as a journeyman in 1980.

In 1984, he was elected president of Local 45. He also served as an assistant business agent from 1984 through 1988. He was elected business manager/secretary-treasurer for the lodge in 1993. In 1998, he was appointed as a safety rep for MOST (Mobilization, Optimization, Stabilization,



**D. DAVID HAGGERTY** 

"When I started in 1974, my goal was to make my dad proud and not embarrass him... It has been an amazing journey. I am forever grateful to all the Boilermakers who helped me along the way."



**HAGGERTY REPRESENTED THE BOILERMAKERS UNION** in support of the United Mine Workers of America as they marched in Pittsburgh to oppose job-killing EPA regulations aimed at closing coal mines and coal-fired power plants.

and Training), a position he held until his appointment as Director of National Construction Agreements in 2006.

As D-NCA, Haggerty represented the interests of the union across a range of labor-management agreements

involving construction trade unions and contractors. As the Boilermakers representative, he participated in processing grievances involving multi-trade jurisdictions, among other responsibilities.

Haggerty currently serves as a trustee on the Boilermaker-Blacksmith National Pension Trust, a position he's held since 2011. He was also a trustee on the Boilermakers National Annuity Trust from 2012 to 2015. He has held the designation of Special Assistant to the International President since January 1, 2009.

"David has served this organization with distinction and greatly contributed to the lives of our members," said IP Jones. "He has helped guide the Northeast with demonstrated leadership, initiative and integrity. These are important qualities for a leader. While we will miss having David as a part of the leadership team, we wish him a well-earned retirement."

Haggerty said that his time working with the Boilermakers provided lasting friendships, and security and stability for his family. "When I started in 1974, my goal was to make my dad proud and not embarrass him," he said. "I did not even dream that someday I would become an officer of this great organization. It has been an amazing journey. I am forever grateful to all the Boilermakers who helped me along the way."

#### Fultz leaves newly-appointed ED-CSO, AD/AAIP posts to become IVP-NE

WITH HIS ELECTION to succeed Haggerty as IVP-NE, John Fultz will relinquish his staff positions as Executive Director - Construction Sector Operations and Assistant Director of Administrative Affairs of the International President effective May 1.

He received both appointments effective Jan. 1 upon the retirement of Kyle Evenson.

Fultz retains his positions as trustee and secretary on the boards of the Boilermakers National Health and Welfare Fund and the Boilermaker-Blacksmith National Pension Trust. He also continues to serve on the Joint Committee on Administration for the National Funds.

Like Haggerty, Fultz has a Boilermaker career spanning four decades. He became an apprentice with Boilermakers Local 175, Oswego, New York (now Local 5, Zone 175), in 1974 and graduated as a journeyman in 1978. He worked in the field until 1997, when he became BM-ST of L-175.

In 2004, Fultz became a Construction Division International Rep while also working as L-175 BM-ST. He moved to a full-time rep position in 2008.

In 2009, Fultz was appointed Assistant Director-CSO and was designated Assistant to the International Presi-



JOHN T. FULTZ

dent. In 2016, he was designated Special Assistant to the International President.

"John stood out as the right person to fill the role as Vice President of the Northeast," said IP Jones. "He is wellrespected, and he already has strong relationships with the members throughout the region, as well as with our contractor and owner communities. We know he will be an excellent addition to the leadership team."

Fultz noted at the recent CSO conference, "I've been a Boilermaker a long time. That's the only thing I've ever done. I'm proud to serve this organization. It will definitely be a challenge to fill David Haggerty's shoes, but we've got a good crew in the Northeast. David is one of my greatest friends in life. I've known him 20 years. I wish him well."

#### IP Jones announces other CSO staff changes

WITH THE RETIRMENT of IVP Haggerty and election of ED-CSO Fultz, IP Jones has announced a number of staff appointments in the Construction Division.

Effective May 1, Mark Vandiver will become ED-CSO, and Mike West will assume the role of Director of the National Transient Division (D-NTD)/Assistant Director - Construction Sector Operations. Shon Almond will succeed West as Assistant Director - National Transient Division (AD-NTD).

Other appointments include: Jeffrey Hughes, Director of National Training Services/AD-CSO; Timothy Simmons, Director of National Recruitment Services/ AD-CSO; Martin Stanton, Director of Jurisdictional Services/AD-CSO; and Eugene Forkin, III, Executive Director of the Quality Control Council of the United States/AD-CSO. ■

# CSO conference tackles industry challenges

#### Pension changes headline meeting

CONSTRUCTION LODGE LEADERS from across North America gathered in Marco Island, Florida, March 6-9 to address challenges, opportunities and changes affecting the Boilermaker membership.

International President Newton B. Jones began his remarks by announcing the retirement of IVP-NE David Haggerty, the IEC's election of ED-CSO John Fultz to that office as well as staff changes in Construction Sector Operations. (See story on page 6.)

Changes to the Boilermaker-Blacksmith National Pension Trust drew extensive discussion and debate as presenters explained why changes are necessary and what they will entail.

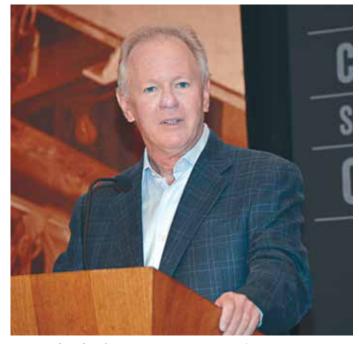
IP Jones stressed that the funds are entirely separate from the Boilermakers union. "The International — and certainly the International President — do not control any of the national funds," he said. "Those are independent from the organization. They're governed by the Employee Retirement Income Security Act, ERISA. They do not allow influence from the International President or International Vice President or International Executive Council."

Defined benefit pension plans across the country, including many in the construction trades, are facing funding problems due to the Great Recession of 2008 and a slow economic recovery, Jones said. He also pointed to restrictive environmental regulations and shifting market conditions that have cut deeply into Boilermaker man-hours.

"It's really up to us to see to it that every man-hour opportunity we have is filled by a Boilermaker who's going to have that contribution come into the pension plan," he said.

John Fultz, who serves as Secretary on both the Boilermaker-Blacksmith National Pension Trust and the Boilermakers National Health & Welfare Fund, led a presentation on the pension plan changes, along with Director

"It's really up to us to see to it that every man-hour opportunity we have is filled by a Boilermaker who's going to have that contribution come into the pension plan."



IP NEWTON JONES announces IVP Haggerty retirement,



PARTICIPANTS LISTEN to a presentation on pension changes.

of Retirement Plans Christine King and Tom Del Fiacco, an actuary from The Segal Group. Fund trustees at the conference also participated. Business managers expressed their concerns about the impact of pension changes as presenters detailed why changes are necessary and how decisions were reached.

King said the National Funds Office will mail all pension plan participants a detailed explanation of the changes. The office will also produce an informational video that will be posted to www.BNF-KC.com. DVDs will be mailed to each lodge that has members participating in the pension fund.

Also addressing the topic of defined benefit pensions was Michael Scott, Executive Director of the National Coordinating Committee for Multiemployer Plans. Scott spoke on developments that may impact union pensions in the future, including a proposal to create a "composite pension plan." Such a plan would include a defined contribution option such as a 401(K). The Boilermakers union is strongly opposed to such an option, as it would undercut the strength of defined benefit plans.

#### IP Jones outlines initiatives for growth

A KEY ELEMENT in restoring the pension to full health while also strengthening the union — is growing the membership, a topic IP Jones emphasized during his remarks. He announced several initiatives to achieve that end.

Two recent staff appointments will address training and recruitment, respectively.

Jeffrey Hughes, BM-ST of Local 26 (Savannah, Georgia) is now Director - National Training Services. He will focus on upgrading training standards where needed and ensuring construction members have the right welding skills required by the industry.

Tim Simmons, BM-ST of Local 108 (Birmingham, Alabama), is now Director – National Recruitment Services. He will focus on identifying and placing new recruits into construction lodges to help ensure they have sufficient workers to fully man jobs.

"I have great confidence that Jeffrey Hughes has the skill and the dedication in his heart to help us improve the training we're doing across the country," Jones said. "He will work closely with Tim Simmons. We have a lot of recruitment that goes on in some areas, but in some we don't. We need to get out there and recruit. We have to grow. I'm confident we can do this."

Jones also spoke about the need to consider market recovery initiatives in states like Texas, where union labor density is low. He said expanding tripartite outreach into such states is under consideration.



NACBE GUEST SPEAKER U.S. AIR FORCE MAJ., RETIRED, BRIAN **SHUL** describes his Vietnam War experiences and later career flying the SR-71 Blackbird spy plane.

#### **NACBE** speaker recounts career as Air Force pilot

NACBE GUEST SPEAKER, Maj. Brian Shul, U.S. Air Force, retired, took the stage to relate the harrowing story of his survival and recovery after being shot down near the Cambodian border during the Vietnam War and his "second career" piloting the SR-71 Blackbird reconnaissance aircraft, the fastest and highest-flying plane in the world.

After Shul's crash, doctors told him he'd never fly again because of the extensive burns he'd suffered. He proved them wrong. "The best day was the day I walked out of the hospital and an Air Force man was taking me back to fly again. It was like a do-over," he said.

He used his "do-over" to become one of only 93 people to pilot the elite spy plane, the SR-71 Blackbird, which could travel at three times the speed of sound. During his seven years piloting the SR-71, he took up photography as a hobby and used his skills to shoot photos of the Blackbird and other aircraft. After 20 years of military service, Shul retired to pursue photography and other endeavors. He

Continued on next page



**IAN MACGREGOR** calls for tax credits to retrofit coal-fired plants with CCUS.

## CONSTRUCTION CONFERENCE continued from page 9

encouraged conference participants to follow their passion and live in the moment. "Don't miss a minute of your life or any opportunity."

#### **Entrepreneur urges CCUS tax credits**

IAN MACGREGOR, CHAIRMAN of North West Upgrading, described the NWR Sturgeon Refinery near Edmonton, Alberta — an \$8 billion project that incorporates CCUS into the overall design. Once phase one is complete at the end of 2017, the refinery will have the capacity to process approximately 79,000 barrels per day of bitumen-blend feed stock into approximately 80,000 barrels per day of high-value, high-demand refined products, according to MacGregor.

He said there is a need for U.S. tax credits now being applied to alternative energy development to go to CCUS retrofits of coal-burning plants. MacGregor said if the U.S. could get the \$23 per megawatt subsidy now going toward solar energy, there could be thousands of new jobs retrofitting old plants and an abundant supply of cheap electricity.

#### **BOL's Snowden seeks local lodge support**

MIKE SNOWDEN, WHO joined the Bank of Labor as Executive Vice President of Operations in 2016, stressed



**BANK OF LABOR EXECUTIVE VICE PRESIDENT MIKE SNOWDEN** urges business managers to help the bank grow.

that BOL is the Boilermakers' bank, existing to serve the union community. He said the bank has invested a significant amount of time and energy raising its awareness across the labor community. He encouraged business managers to help the bank grow.

"Now that people know who we are, we're going to target union hall to union hall and ask for their business," said Snowden. "It's the right thing to do. It's the right place to put our money."

#### Speakers update MOST, BNAP, other areas

CONFERENCE PRESENTERS COVERED a range of other topics on areas of importance to local lodge leaders in the Construction Sector.

Participants heard from D-DGA Cecile Conroy on political and legislative developments and D-NCA Tony Jacobs on national agreements. MOST Administrator Dale "Skipper" Branscum discussed the Boilermaker Code and other MOST programs, and BNAP National Coordinator Mark Wertz provided updates on the Boilermaker National Apprenticeship Program. AD-CSO Marty Stanton spoke about Boilermaker jurisdiction, and D-H&SS Mark Garrett reported on health and safety issues.

Also addressing the conference were Nick Trella of Segal Marco Advisors; Walt Ingram, Director of Union Relations with the Union Sportsmen's Alliance; and Ed Smith, President and CEO of ULLICO (Union Labor Life Insurance Company).

# Local 11 wins national safety award



#### Safety records improve in two areas

THE NATIONAL ASSOCIATION of Construction Boilermaker Employers (NACBE) presented its annual safety awards to the 2016 top-performing locals from the Boilermakers' four U.S. vice-presidential sections during the Construction Sector Operations conference held at Marco Island, Florida on March 5-9.

Local 11 (Helena, Montana), representing the Western Section, took national honors, with zero lost-time accidents, zero compensable injuries and zero OSHA recordable injuries. Jess LaBuff, L-11 business manager, secretary-treasurer accepted the award. The award was based on safety performance during 2016.

The three other lodges finishing first in their sections included Northeast Local 193 (Baltimore), Daniel Weber, BM-ST; Great Lakes Local 85 (Toledo, Ohio), Tim Timmons, BM-ST; and Southeast Local 454 (Chattanooga, Tennessee), Scott May, BM-ST.

NACBE Executive Director John Erickson said the safety index covered just under 60 percent of all construction Boilermaker man-hours worked in 2016. Incidents are calculated per 200,000 man-hours worked.

The compensable injury rate stood at 4.09 percent, down from 2015's 4.49 percent. By comparison, the rate stood at 83.02 in 1990, the first year NACBE began tracking safety performance. OSHA recordables dropped from 1.54 percent in 2015 to 1.39 in 2016.

The lost-time injury rate for 2016 showed a slight uptick to 0.21 over 2015's 0.17. The record low since the index began stands at 0.12, achieved in 2013. Thirty-seven locals came in at zero lost-time injuries, down from 39 in 2015. Fourteen locals recorded zero compensable injuries for 2016, up from 13 in 2015.

The nearly 23 million man-hours worked in 2016 finished 5.3 percent down from the previous year and clocked in at the lowest since 2013 — the second lowest in 10 years.

Safety awards are based on the lowest injury rates followed by the highest percentage of Boilermaker man-hours from NACBE contractors participating in the index.

# Union breaks ground for regional training center "We want to make sure that

Salt Lake City facility will feature robotic welding, 30 booths

THE BOILERMAKERS UNION broke ground Feb. 9 on a new regional training center in Salt Lake City designed to provide advanced welding instruction to journeymen, apprentices and helpers.

J. Tom Baca, International Vice President for the Western States, said other Boilermaker skills such as fabrication and rigging will also be taught; however, the emphasis will be on turning out top welders to address industry shortages. "We want to make sure that union Boilermakers — who are some of the best welders in the world — are available to the contractors and owners that need them to get their jobs done on schedule and on budget. This facility and others we have planned will allow us to address the growing demand."

The Salt Lake City facility is named for International

Representative Jim Cooksey as the J.G. Cooksey WSJAC Boilermaker Training Center.

AZZ/WSI will provide robotic welding machines and training; Lincoln Electric will provide equipment for 30 welding stations. Financing for the facility is being provided by Bank of Labor.



**IR JIM COOKSEY** 

IVP Baca and the Western States

Joint Apprenticeship Committee hosted the groundbreaking, which was attended by IST Bill Creeden, International staff, Western States business managers, Bank of Labor officers, contractor representatives and other guests.

Baca said a total of eight new regional training centers are being planned to bolster the eight local lodge training facilities throughout the West. Part of the growing demand for qualified Boilermakers comes from oil refineries in California, he noted. State law now requires that at least 60 percent of workers who maintain those refineries (there are 19) must be graduates of an apprenticeship program certified by the state.

"California is going to be short thousands of Boilermakers," Baca said, "and there's going to be a lot of opportunity to bring nonunion members into our organization."

"We want to make sure that union Boilermakers — who are some of the best welders in the world — are available to the contractors and owners that need them to get their jobs done on schedule and on budget."

- J. TOM BACA, WESTERN STATES IVP



THE NEW J.G. COOKSEY WSJAC BOILERMAKER TRAINING
CENTER is being financed by Bank of Labor. Left to right: Bob McCall,
BOL President; Bill Arnold, BOL Executive Vice President/Director of
Client Services; J. Tom Baca, IVP-WS; Bill Creeden, IST; and Joe Keller,
BOL Senior Vice President, Manager Commercial Banking Division.

He explained that nonunion workers have been enthusiastic about joining the Boilermakers and the opportunity for better wages and benefits. "They can't believe... that they actually get healthcare for their children and their wives, not just themselves, and that they have a pension they can retire on."

The center will be located at 1965 Bending River Court, near downtown Salt Lake City and the area's international airport. Construction is expected to be completed in late summer or early fall 2017.

# Boilermakers' USA shoot hits fundraising high

#### Event raises \$160,000, draws 186 shooters

THE UNION SPORTSMEN'S Alliance (USA) 8th Annual Boilermakers Kansas City Sporting Clays Shoot raised more than \$160,000 to set a new record for all USA shooting events Sept. 24. The event, held at the Powder Creek Shooting Park in Lenexa, Kansas, attracted 186 participants. Representing the Boilermakers union were 23 teams from various locals and from the International. A total of 38 teams participated.

The money raised from the shoot will support the USA's conservation mission, according USA CEO and Executive Director Scott Vance. "Proceeds from the shooting program are critical to funding the mission of the USA," he said. "Funds raised at USA shoots help fund conservation projects, member programs, and the day to day operations of the organization."

Evie Turney, participating on a team from the IBB, and also a youth shooter, earned the HOA ladies title with a score of 50. Dillon Gercone, shooting with Team Roofers International, went home with the HOA youth award, earning a score of 93.

"As we near our 10th anniversary and work to complete our 100th conservation project, we want to thank the IBB and all of its members for their dedicated support of our cause," said Vance. "The IBB was one of our original charter unions, and its annual

Kansas City shoot is one of our longest running events and continues to break fundraising records." ■

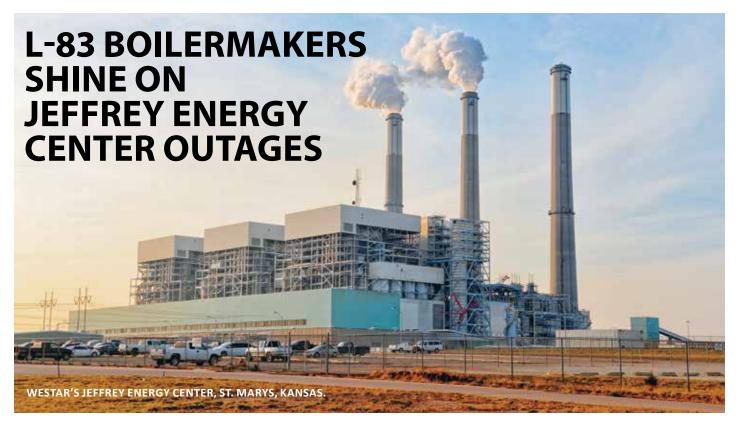
ERICA TURNEY, A SECRETARY WITH THE IBB INTERNATIONAL (TOP), AND DAUGHTER EVIE TURNEY TAKE TURNS BUSTING CLAYS. Evie, who competed in the youth category, also went on to capture the HOA ladies title.



Membership in the USA is free to all Boilermakers, thanks to the union's status as a charter organization. To find out more about the USA or to join, visit unionsportsmen.org



**BOILERMAKERS LOCAL 83 RETIREES** TOOK TOP HONORS AS THE HIGH **OVERALL (HOA) TEAM WITH A** NOTABLE SCORE OF 467. L-83 retiree team member KEVIN JACOBSON (PICTURED FAR RIGHT) ACHIEVED THE HOA INDIVIDUAL AWARD FOR A **SECOND YEAR IN A ROW BY BUSTING** 100 CLAYS. Other L-83 team members included Shobe Smith, Jamie Adams, Pete Schrler and Justin Sturgon.



## Members replace re-heat outlet headers, air heater baskets

LOCAL 83 (KANSAS CITY, MISSOURI) Boilermakers employed by Day & Zimmerman are demonstrating their skills at Westar Energy's Jeffrey Energy Center in St. Marys, Kansas, where crews are working the spring outage on Unit 1. The job follows on the heels of the Unit 2 fall outage, successfully completed late last year. Jeffrey Energy Center is the largest fossil power generation plant in Kansas, with three units rated at a combined 2,155 MW.

The Unit 1 outage mirrors work performed on Unit 2, including the replacement of re-heat outlet headers and air heater baskets as well as ancillary repairs to the boiler and other components. Boilermakers worked more than 100,000 man-hours on Unit 2 and are expected to work a similar number on Unit 1.

Replacing the old header sections, each weighing some 36,000 pounds, required use of a 500-ton hydraulic crane positioned below the penthouse of each unit. Following the 200-foot lifts, Boilermaker crews moved the new headers into place using a series of trolleys and air hoists.

On Unit 2, over 1,700 terminal tube welds were made, along with 28 6-inch riser tube welds, two 26-inch welds, and two 30-inch link connection welds. Crews achieved a weld rejection rate of just 1.6 percent, and the header project remained on schedule or slightly ahead of schedule from start to finish.

Welding on the new Unit 1 headers began in late March.

On the Unit 2 fall outage, Boilermaker crews pulled and replaced more than 1,000 air heater baskets while also making repairs to the air heater system. The same work is currently under way on Unit 1.

Bull steward Mark "Shoe" Shoemaker praised Boiler-maker crews and commended Day & Zimmerman and Westar engineers who worked months in advance to plan the outages and choreograph critical work such as the header change-outs. "A job is successful for many reasons — sound planning, solid leadership, working the plan, teamwork, communication and skilled men and women who know their job and perform it safely," he said.

Shoemaker added, "With all the environmental regulations and competition from other sources of electricity, it is reassuring to see power plant owners making upgrades to their coal-fired units."

Day & Zimmerman Site Manager Ryan Statler said, "We've got a great set of Boilermakers from Local 83. They're top-notch guys. They do it right the first time. Together, we attack [the project] as a team and do it safe and on time."



See pages 16 & 17 and visit www.boilermakers.org for more photos





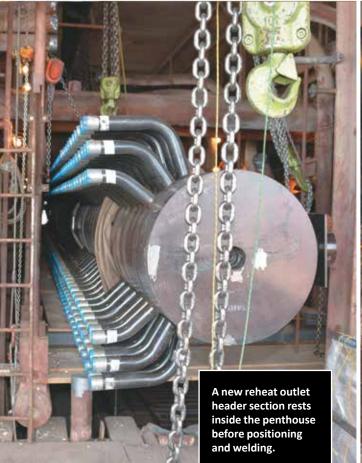


L-83 MEMBERS WORKING ON UNIT 1: TOP TWO PHOTOS, DAY SHIFT; BOTTOM PHOTO, NIGHT SHIFT.











# L-627 hosts Boilermaker Code training

#### Owner, contractor reps show support

LOCAL 627 (PHOENIX) hosted two days of Boiler-maker Code and steward training Jan. 17-18 in Farmington, New Mexico, drawing more 34 members, including some from Local 4 (Page, Arizona).

The Boilermaker Code is the newest program of the MOST trust and is aimed at educating and inspiring members to work with absolute professionalism on every project. The program stresses the importance of "living the Code" to build trust and earn opportunities for more work.

MOST Code trainers Ernie Dorsey and Steve Speed presented the class, which includes 10 teaching modules that incorporate video interviews and situational re-creations of unprofessional behavior. MOST Representative Jay Brophy provided technical support.

Jacob Evenson, L-627 BM-ST, said he was pleased with member participation and noted that owners and contactors also sat in on the class. "We had plant managers from Public Service Company of New Mexico (PNM) and Arizona Public Service (APS) as well as representatives from several contractor companies," he said. "They interacted very well with our members and brought their own perspectives and insights, which are important for our members to hear. Our members also shared their own experiences and viewpoints."

Local 627 members attending the class included Daniel Anaya, Allison Beyale, Fred Canyon, Ashley Cly, Vernon Davis, Ike Dugi, Darrell Goldtooth, Edison Gordo, Lynn Harris, Anthony Harrison, Lester Henry, Ben Joey, Daniel John, Delbert John, Filbert King, Monty Kinlicheenie, Craig Lane, Philbert Laughter, Ames Meyers, Melvin Mike, Preston Mitchell, James Presley, Ray Rentz, Karlyn Smallcanyon, Chanell Thompson, Vanson Tapaha, Aaron White, Aaron Wood and Stanley Young. Local 4 members attending included Ray John, Trina Salazar, Garrison Smith, Lorinda Smith and Virginia Tsinnijinnie.

Also attending were Tom Fallgren, PNM plant manager, San Juan generating station; Tom Livingston, APS plant manager, Four Corners generating station; Chicago Bridge & Iron (CB&I) representatives David Bittner, director of operations, APS fossil fleet; Steve Skidd, director of business development; Charlie Hughart, site manager Four Corners generating station; and from Babcock & Wilcox Construction Co. (BWCC), Brian Talcott, construction manager, and Kris Pincock, district construction manager.

The two days of training also offered sessions on steward training and jurisdiction, taught by Richard Lerma, assistant business manager.



THIRTY-FOUR MEMBERS OF L-627 AND L-4 ATTEND BOILERMAKER CODE AND STEWARD/JURISDICTION TRAINING IN FARMINGTON, NEW MEXICO, JAN. 17-18. Jacob Evenson, L-627 BM-ST, is in the first row, fifth from left. Instructors include Code trainers Ernie Dorsey, first row, far left, and Steve Speed, first row, far right; and L-627 Assistant Business Manager and steward/jurisdiction trainer Richard Lerma, second row, far left. Jay Brophy, MOST representative/technical support is in the third row, far left.



TWELVE EMPLOYEES OF THE BOILERMAKERS NATIONAL FUNDS ATTENDED MOST'S BOILERMAKER CODE TRAINING Feb. 9 at the BNF office in Kansas City, Kansas. MOST Administrator Dale "Skipper" Branscum led the training. Lori Jasperson, BNF Chief Operating Officer, said she felt it was important for the funds office to attend the class. "This training helps the staff stay connected to the Boilermaker culture and the people we serve," she said. Front row, I. to r., Nicole Fergus, Cyndy DeKeyser, Christine King, Bridget Hillebert, Tonya Pavelac-Walker, Kathy James and Stephanie Leiker. Back row, I. to r., Branscum, Jasperson, Mario Rodriguez, Margaret Shriver, Rhonda Mahon-White and Brian McEnroe.

"This training helps the staff stay connected to the Boilermaker culture and the people we serve." — LORI JASPERSON, BNF CHIEF OPERATING OFFICER





L-374 MEMBERS listen to a presentation by MOST instructors Ray Parrot and Jim Porter.

# L-374 members learn Code during AEP Rockport project

#### Owner, contractor sponsor training for 100

NEARLY 100 MEMBERS of Local 374 (Hammond, Indiana) received paid time off for Boilermaker Code training during a project to install a selective catalytic reduction (SCR) system at the AEP Rockport, Indiana, plant February 21-23. The training was sponsored by AEP and contractor Graycor. The night shift attended the first session, and the day shift broke into two segments to attend training on the second and third days.

L-374 BM-ST Dan McWhirter credited the training opportunity to the positive relationship among the union, owner and contractor. "Code training is typically handled on a voluntary basis and away from a live project," he said. "The training at Rockport is a great example of tripartite partners cooperating to take advantage of a program that can benefit everyone."

Attending the class were, from L-374, McWhirter, Business Agent Douglas Ewell II, Terry Allen, Chris Alvey, Rex Below, Wayne Blakeman, Richard Boring, Brandon Boswell, Morgan DeJarnette, Christopher Driskell, Brandon Egdorf, Troy Flener, Cody Foster, Kevin Franzman, Michael Futrell, Daniel Gayer, Aaron Gonzales, Michael Grasela, Bryan Hall, Chris Hobgood, Tracy Howard, Zach Johnson, Larry Kalinowski, Gabe Lamar, Bryan Lester, Jared Lock, Richard Maier, Scott Marshall, James Master-



**CODE TRAINER RAY PARROT** makes a point about the impact of tool theft on contractors and union crews.

son, Timothy McDonald, Kyle McPherson, Aaron Messmer, Aaron Monroe, Clayton Morgan, Mike Onyett, Seth Raetz, Tonya Rankin, Nathan Rice, William Huckleberry, Sammy Roberts, Tyler Schnell, Seth Scott, Travis Sitzman, Bryson Spears, Casey Sturgess, Jason Thomas, Travis Thomas, Warren Wolf, Brad Woodward and Thomas Youngs. Also completing the training were, from Local 40, Charles South and Matt Ward; and from Local 667, Scott Tansey.

MOST Code trainers Ray Parrot and Jim Porter taught the class. MOST representative Tony Smarra provided technical support. ■







BOILERMAKERS WORKING AT AEP ROCKPORT GATHER FOR GROUP PHOTOS FOLLOWING CODE TRAINING. In bottom photo, L-374 BM-ST Dan McWhirter is seated at far left; MOST trainers Ray Parrott and Jim Porter are standing second from left and far right, respectively. MOST representative Tony Smarra is standing at far left.



# Seventy-two receive field supervisor training in Canada

#### Locals 128, 203, 146 and 555 host courses

NATIONAL TRAINING, CANADA, taught the Field Supervisor Leadership Training Course to 72 members across the country during 2016 (group photos on pages 23-26). The two-day sessions were held at Local 128 (Toronto, Ontario), Local 146 (Edmonton, Alberta), Local 203 (St. John's, Newfoundland), and Local 555, facilities in Regina, Saskatchewan and Winnipeg, Manitoba.

The course is designed for first-line supervision in areas such as administrative responsibilities, people

skills and the business aspects of construction. Grant Jacobs, Director of National Training, continues to encourage all members, including current and future supervisors, to sign up for an upcoming course through their local lodge training departments.

"Enhancing the performance of our field supervisors can significantly improve most, if not all aspects of a project, including safety, crew morale, productivity and costs attributed to rework," said Jacobs, "all of which will help to maintain and improve upon the competitive advantage that members have worked hard to establish."



L-146 (EDMONTON, ALBERTA), FEB. 10-11 — Seated, left to right: Grant Jacobs (Director of National Training) and Jonathan White (Assistant National Training Coordinator). First row, standing, Travis Smith, Josh Maisonneuve, Maurice Bennett, Kevin Rogalski, Bobby Palaypay, and Luc Berube. Back row, standing, Rohit Sonawane, Ken Van Der Veen, Jameel Houssian, Dean O'Dell, Vicky White, Vince Viczko, James O'Donoghue and Jason Aitken.

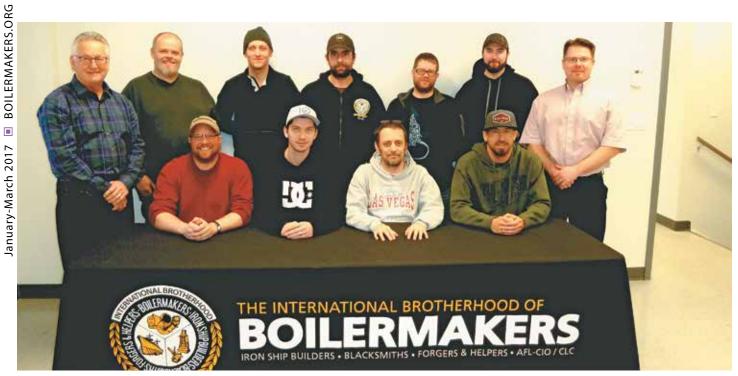
# **MOVING? LET US KNOW!**

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Also please notify the secretary of your local lodge.



#### **EDUCATION**+TRAINING



L-555 (REGINA, SASKATCHEWAN), FEB. 17-18 — Seated, left to right: Sean Dixon, Justin McRedmond, Noel Loffler and Mike Feiffer. Back row: Grant Jacobs (Director of National Training), Dallas Rogers, Clayton Stephanson, Dana Koloski, Travis Englesman, Jade Herman and Jonathan White (Assistant National Training Coordinator).



L-555 (WINNIPEG, MANITOBA), MAR. 15-16 — First row, left to right: Jonathan White (Assistant National Training Coordinator), Tyler Dueck, Grant Jacobs (Director of National Training), Eugéne Sabot and Christian Gauthier. Second row, Bob Rentz, Bradley Kulbaba, Alan Versavel, Kevin Rooney, Andre Gauthier and Justin Graham. Back row, Eric Pearch.



**L-203 (ST. JOHN'S, NEWFOUNDLAND), DEC. 6-7** — Front row, left to right: Bob Lewis, Dave F. Wade, Jeff Wall, Kenneth Delaney, Corina Skanes, Bradley Wade and George Mercer. Back row, Grant Jacobs (Director of National Training), Kenneth Simms, Sam Whelan, Trevor Ennis, Clem Smith, Riley Snow, Tom Cantwell, Raymond Flaherty and Jonathan White (National Training Coordinator).



L-128 (TORONTO, ONTARIO), DEC. 13-14 — Front row, left to right: Blair Allin (Local 128 Health & Safety Instructor), Chris McIntosh, Justin Elrick, Don Logan, Al Dempster, Ward Barrett and Fran Guilherme. Back row: Jonathan White (National Training Coordinator), Alex MacLeod, Josh Turcotte, Lloyd Taylor, Scott Millette, Mike Bosanac, Brandon Charbonneau, Chris Craft, Doug Harkness, Ken Barber and Benny Groulx.



**L-146 (EDMONTON, ALBERTA), DEC. 20-21** — Left to right: Jonathan White (National Training Coordinator), Sam Bruso, Martin Cote, Tanner Lee, Glenn Cosby, Basile Babineau, Janny Gonzalez, Taylor Horn, Jessey Enjeneski, Jeffrey Clarke, Joshua Evans and Grant Jacobs (Director of National Training).



# **MOST** holds project management training

FIFTEEN MEMBERS FROM 10 Boilermaker lodges traveled to Kansas City, Missouri, to attend a project management training class sponsored by MOST, the Boilermakers' Mobilization, Optimization, Stabilization and Training Fund. Held at the Embassy Suites Hotel near Kansas City International Airport Jan. 23-27, the class teaches Boilermakers to take leadership roles in managing multi-craft projects, and to make decisions that positively benefit the owner, the contractor and the union. Instructing the class were Pittsburgh Local 154 retiree Gerry Klimo and Chicago Bridge & Iron retired contractor Mike Suplizio.

MOST, the Boilermakers union and the National Tripartite Committee established the training in 2004 with the goal of increasing the supply of Boilermaker project managers, according to MOST Administrator Dale "Skipper" Branscum. At the time, contractors were relying on other crafts for the management of Boilermaker projects.

"The idea was that MOST would start to cultivate and train Boilermakers to move into those upper-level management positions, because they could more effectively and efficiently run Boilermaker projects," said Branscum.



**GERRY KLIMO** introduces a skills development exercise in customer service.

Klimo said the class has been successful because of the quality students, the project management experience of the instructors, and the interactive and collaborative materials. "This course is designed so that students have hands-on training in every section and they work together as a team."

Branscum said they've seen good results from people that have come through the class. "We know a lot of them have gone on to be project managers and are still working in those capacities."



PARTICIPATING IN THE MOST PROJECT MANAGEMENT TRAINING are, left to right, front row: Chad Smit, L-374 (Hammond, Indiana); Jaime Cartwright, L-107 (Milwaukee); Mike Suplizio, Instructor; Bridget Connors, MOST; Tony Smarra, MOST; and Skipper Branscum, MOST. Middle row: Darryll Tedford, L-60 (Peoria, Illinois); Andrew Perry, L-85 (Toledo, Ohio); Bernard Ackerman, L-154 (Pittsburg); John Putz, L-154; Scott Whittemore, L-647 (Minneapolis); Nathan Cauley, L-502 (Tacoma, Washington); and Charles Slattery, L-13 (Philadelphia). Top row: Gerry Klimo, instructor; Cal Nate, L-374; Brent Houseworth, L-363 (East St. Louis, Illinois); Will Howard, L-110 (Hattiesburg, Mississippi); Jared Simatic, L-502; Frank Norris, L-363; and Jed Melnick, L-154.

# Union trades join together to benefit

area children

## Toy drive nets over \$1,200 and nearly 600 toys

IN A MULTI-CRAFT effort to make the holidays merry for those less fortunate, Boilermakers from Local 29 (Boston) spearheaded a Toys for Tots campaign at the O'Connor Corporation's Salem Harbor Project jobsite in Salem, Massachusetts, last December. In addition to the Boilermakers, the IBEW, UBC, UA and LiUNA also collaborated in the holiday effort. The O'Connor Corporation offered their support of the month-long donation drive as well.

Every morning at 5:30, L-29's Gary Fess and Don Harteny stood ready to receive donations at the collection box, built by the carpenters and scaffolding workers. The electricians also collected toys and, at the end of the drive, provided a truck to help transport the toys when the Toys for Tots trailer proved too small. Spouses also participated by painting a sign and shopping for toys.

The holiday campaign raised over \$1,200 and amassed nearly 600 toys.

"I was surprised at the number of toys collected," said L-29 BM-ST Chuck Hancock. "Unions give back a lot to the community, and it's always nice when everybody can come together."



**LITTLE PARKER SULLIVAN**, son of Tommy and Nicole Sullivan, shows off his Boilermaker Code T-shirt. His father purchased the shirt last year while serving as a delegate to the 33rd Consolidated Convention. After going through MOST's Boilermaker Code training, Tommy, L-154 (Pittsburgh), became an enthusiastic supporter. "It's never too early to start living the Code," he says.



**DON HARTNEY, L-29**, gives Toys for Tots representative Tony Gatro a check for over \$1,200.





L-45 BM-ST DANNY WATSON, left, speaks in support of the proposed Atlantic Coast Pipeline project on January 30 at the Virginia State Capitol. Photo courtesy of Daniel Duncan, AFL-CIO Maritime Trades Department

# Unions rally in support of Atlantic Coast Pipeline

#### New pipeline could employ Boilermakers on gas-fired units, compression stations

BOILERMAKERS AND OTHER union members from Virginia's building and construction trades gathered at the Virginia State Capitol on January 30 to advocate for the Atlantic Coast Pipeline. Danny Watson, Business Manager/Secretary Treasurer for Local 45 (Richmond, Virginia) spoke at the rally. He said they were also there to show support for Governor Terry McAuliffe, who backed the project in spite of opposition from environmental activists.

Watson said Boilermakers could be among those finding work building three gas-fired units for the ACP. In addition, maintenance of the three compression stations planned along the route will create ongoing jobs for Boilermakers.

"That work is critical to our members, our families, and our communities," said Watson. "And once the ACP is built, it will lead to economic development and new projects that will keep creating more opportunities for good-paying work."

The proposed ACP is a 600-mile natural gas transmission pipeline that would run through Virginia, West Virginia and North Carolina. According to Atlantic's website, the project is estimated to generate \$2.7 billion in total economic activity. The pipeline is on schedule to start construction in the fall.

"We train for many years to develop the skills necessary to build massive projects such as the Atlantic Coast Pipeline, but seldom do we get the chance to be involved on a large project that will directly benefit the community around us," said Watson.



**ALL DONATIONS FOR THE CALENDAR** go to St. Jude Children's Research Hospital in Memphis, Tennessee.

# Retired Boilermaker creates art for charity

FREDRICK W. MCDONALD, Jr. is using his passion for art to raise money for St. Jude Children's Research Hospital in Memphis, Tennessee. The Local 83 (Kansas City,

Missouri) retiree created a 2017 calendar with his original art, including some drawings of children, in an effort to help St. Jude advance its mission to find cures and to prevent pediatric diseases.

In addition to producing the calendar on his own initiative, McDonald sketches pictorial biographies of famous

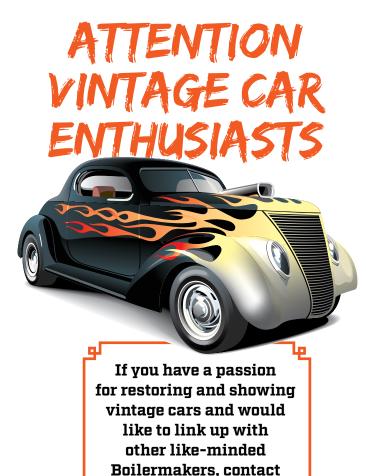


FREDRICK W. MCDONALD, JR.

people and crafts large and small stained glass creations. Some of McDonald's glass is displayed in the lobby of Kansas City, Missouri, television station KSHB and also in the homes of friends.

McDonald graduated from college with an art degree in 1973 and worked odd jobs for several years following graduation. His father, a member of the United Auto Workers, encouraged him to apply for the Boilermakers National Apprenticeship Program, which he did in 1978. Since his retirement in 2010, McDonald has become active in the local arts community. He gives his work away at no cost, but if someone insists on paying him, he donates the money to charity.

To purchase a 2017 calendar to benefit St. Jude, call McDonald at 913-250-0755. The suggested donation is \$10. ■





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# **Local 73 good Samaritan backs** cross-Canada cyclist

#### Trip raises awareness of veteran suicide rate

LEAVE IT TO a Boilermaker to help a stranger when he's down. That's what Kevin Michaud, Local 73 (Halifax, Nova Scotia) did when he saw Sean Richardson, cyclist and veteran advocate, pushing his bike along the highway in Edmundston, New Brunswick in August 2016.

Richardson was five hours into his ride from Halifax to Vancouver to raise awareness of the veteran suicide rate when he struck debris in the road, causing muscle tearing in the tendons in his arm. He kept pushing through the pain, but after a few days Richardson's right side was black and blue, and painfully swollen.

"I needed some downtime," he said. "I wasn't sure I was going to carry on, because I couldn't even sit on the bike anymore."

Enter Michaud, who stopped to pick up the injured cyclist, heard his story and offered his home to Richardson for a few days of recuperation. That's not all. According to L-73 BM-ST David Noel, Michaud also encouraged his brothers at the local to become a partial sponsor of Richardson's effort, which they did. "He was riding for a very good cause," said Noel, a sentiment that Michaud echoes.

"I really believe that our vets need help," said Michaud. "And this is the Brotherhood that will give them that chance." He noted Boilermakers already support the Helmets to Hardhats program.

When Richardson felt well enough to ride, Michaud bought a bicycle so he could ride with his new friend on a portion of his journey.

"He absolutely stepped up. He raised awareness as well as bent over backwards to help me," said Richardson. "He told me about the Brotherhood, and I was quite impressed. All of this support was a massive, massive part of my morale and in me finishing this trip." ■

Chartered in 1973, Local 73 is a construction and shop lodge with jurisdiction for the provinces of Nova Scotia, New Brunswick and Prince Edward Island.



SEAN RICHARDSON, LEFT, AND KEVEN MICHAUD, L-73, pause during their ride across Canada to raise awareness of the veteran suicide rate.



Sean Richardson has lost several friends who were veterans to suicide. In an effort to raise awareness and funds, he joined the movement 22 A Day, a North American effort to halt the suicide rate in vets. More information is available at www.mission22.com and

www.woundedwarriors.ca.



# Remembering Number 17

## Local 13 family keeps son's memory alive with philanthropy

RETIRED BUSINESS AGENT Jack Borzell, his wife Mary Claire, and daughter Julianna have turned the tragic loss of their son and brother, John, into a positive mission of honor and remembrance.

John "Beno" Borzell lost his life Sept. 3, 2011, in a motorcycle accident. As a promising young athlete, John wore number 17 on his football jersey and baseball uniform. Although John was being scouted for a sports scholarship from several colleges, his passion for the outdoors led him to pursue a Bachelor of Science degree in earth and environmental science at Wilkes

University in Wilkes-Barre, Pennsylvania. His fatal accident occurred just four months after graduation. He was 22.

The Borzells want the legacy of John's caring personality and zest for life to continue, and so they set about raising money for a scholarship fund. Jack, a retired Local 13 (Philadelphia) member, along with his wife and daughter, started a successful golf fundraiser in John's name in 2012. Last year, on September 17, the tournament drew 144 golfers. The event attracts participants from the construction industry, including Boilermakers, other union



MARY CLAIRE, JULIANNA AND JACK BORZELL



"We decided on the room in the science center because he always wanted to help other students."

trades and contractors. Many of John's friends participate as well. The tournament has been sold out the last two years and has already been sold out for 2017.

Seventeen graduates of the Wyoming Area High School, John's alma mater, have been awarded scholarships — \$1,700 per student — to represent the number 17 that John wore during his years there.

Some of the Borzells' fundraising efforts go towards an environmental chemistry lab at the new Wilkes University science building. "We decided on the room in the science center because he always wanted to help other students," says Julianna. "By having this lab named after him, this was one way he could continue to do that, even after

he's gone."

In 2017, the family will make their last payment on the lab that bears John's name. The payment will be made on Earth Day 2017 as a tribute to John's love of the outdoors and the environment.

Keeping John's name alive is important to the Borzells. As Jack recalls, shortly before John's death he told his mother, "I'm going to make a name for myself."

"We're keeping it going this way," Jack says, referring to the golf tournament, science lab and scholarships. ■

This story is adapted, with permission, from an article in the Wilkes University magazine.

To contribute to the golf tournament contact Jack Borzell at jbor13@comcast.net.



WILSON MULL, a retired member of L-29 (Boston), appears on the History Channel's American Pickers and barters off some of his extensive collection of old signs and antique stoves.

# Retiree plugs the Boilermakers union on American Pickers

#### Show's hosts barter for antiques

WILSON MULL, A retired member of Local 29 (Boston), bartered on the air with the hosts of the History Channel's American Pickers during a December episode of the show. In addition to making money by selling off antiques, he gave the Boilermakers a positive mention at the beginning of the show, taped at his Rochester, Massachusetts, home.

"When they came to film, I had on a Boilermaker T-shirt," said Mull. "They liked that because the people running the cameras were union." They told him that something about the Boilermakers would definitely go into the final show.

American Pickers, hosted by Mike Wolfe and Frank Fritz, is a reality TV show that travels around the United States exploring antique and junk collections. The hosts then acquire items to sell online and in their two shops.

"I have an extensive antique stove collection I started in the 1970s," said Mull, who confesses that his antiques take up a lot of space in his house and his three-story barn.

The show discovered Mull after reaching out to a local historical society. They contacted Mull in October. They then sent out an advance team to see his collection and get an idea of what he might sell.

"They wanted to make sure I was a person they could deal with," said Mull. "They kind of like a bit of erratic behavior because that's part of the show."

Mull said the overall concept of American Pickers is bartering, which is why he agreed to appear on the show. "I viewed [the show] as a possibility to sell off some of my collection, basically," said Mull, who has been collecting for nearly five decades. He bartered so much, the Pickers had to bring two, small rented trucks to haul off all the items they purchased.

"It turned out to be a lot of fun." His favorite part of the show was selling several signs he bought in the 1970s, which cost around \$1.50 at time and sold for \$700 to \$800.

"They were surprisingly nice folks," said Mull.

## **LOCALS AWARD SERVICE PINS**

#### **National Transient Lodge**

MARK VANDIVER, DIRECTOR, National Transient Division Services, reports presentation of a membership pin to the following:

50 YEARS Barry L. Mitchell.

#### Local 1 · Chicago

JOHN F. RIEL, BM-ST of Local 1, Chicago, reports presentation of membership pins to the following:

65 YEARS Anthony Panozzo; and

40 YEARS Daniel Spano.

#### Local 13 • Philadelphia

MARTIN WILLIAMS JR., BM-ST of Local 13, Philadelphia, reports presentation of membership pins to the following:

70 YEARS Albert Oxtal;

**65 YEARS** James Banford Sr., James Benjamin, Robert Finn Sr.;

**60 YEARS** Theodore Fink, Garth Fisher, John Hutton, Joseph Matonti Jr., Peter P. Mulligan, John Scanlan;

55 YEARS Charles Focht, Dennis Hall, John Kovalick;

**50 YEARS** Robert Banas, John Carlisle, Walter Davis Jr., Thomas Deandrea, Joseph Deliberty, Merlin Freeman, Robert C. Haig, William Hall, Myles Halstead, Quentin Kelly, John Manley, Dean Parker Sr., Wayne Smith, Granville Strachan, Joseph Stroka;

**45 YEARS** Robert Barben, George Benscoter, Ronald Bensinger, Edward Bergen, Carl Bergen, William Boston, Joseph Ciferni, Robert Davies Jr., Paul DeCarlo, Frank Dercole, Larry Dillmore, Richard Engleman, William Drobinski, Gary Hummel, Al Kliamovich, James Krause, Peter Mannherz, William Mitchell, Daniel J. Morris, Ronald Olson, Joseph Potts Jr., James D. Purin Sr. David Sieklicki, John Sieklicki, Mike Tarantino, William Thompson, Albert Watkins, Martin Williams Sr., Robert Wynd, John Zicovage Jr.;

**40 YEARS** Gary Czapnik, Gary Everly, Mike Mangan, Gary Montgomery, Larry Namiotka, John O'Brien Sr., David Packer, Shahid Qureshi, Joseph Retkowski, Charles Schiliro, Terry Zegetowsky;

**35 YEARS** Joseph Carlisle, Joseph Clark, Darrin Clark, Ronald Dae, William Drobinski, William Ellsworth Jr., Juri Ervin, Thomas Fink, Terry Gillespie, Thomas Heffner, Victor Hnatczenko, Philip Jacoby Jr., Robert Kershner, Mike Kotarski, Daniel Lloyd, Thomas McKenna Jr., Michael Musiano, Philip Noble, Robert Paynter Jr., John Pinto, Wayne Ranalli, David Ras, Joseph Roccia, Stewart Russell, Jerry Shupp, Charles Spruill, Timothy Suter, Roy Yost;

**30 YEARS** John D. Bland, Thomas A Clark, Robert Cryder Jr., Francis Gushue Jr., John P. Gushue, Michael Hartman, Frank Laborde, William McCardell, Richard Mustaro Jr., Larry Simms Jr.;

**25 YEARS** James Belles, George Boettcher, Thomas Bray, James Ciferni, Paul Davies, James Faulls Jr., Kenneth Fortune, George Hackling, Robert Helms III, James Loftis, Sandor Ordog Jr., Edward Sawyer Jr., William Shingler, Art Wilson Jr.;

**20 YEARS** Peter Dolnack, Richard Kiefaber Sr., Jason Laber, Greg Lippincott; and

15 YEARS Merrill Alloway Jr., Michael Angstadt, Sean Beck, James Berry, Kevin Birney, Burton Blanch Jr., James P. Bodkin, James D. Breslin, Deborah Bricketto, William Chopko, Boyd Clark, Guy Clement, Joshua Collins, Sam Crossley, Gerald Davies, Vincent Deasey, Daniel Drumm, Dennis Feeney, Samuel Ferguson, John Frantis, Gilberto Garcia, Christopher Geyer, Matthew Gonzalez, Christopher Gray, Daniel P. Gushue, Matthew Gushue, Harry Haines III, Robert Hall, Jayson Harris, James Harth, Randy Hartz, Michael Hawke Jr., James Heston Jr., Jeffery Horn, George Hunsicker, Arthur Johnson, James Johnson, Paul Jones, Kenneth Kerr, Shawn Kilbane, Phillip Knepp, William Knoll, Kevin Lennon, Anthony Leonard, John Martin, Daniel Noll III, Oliver Nyari, Eugene Olear, Daniel Orbanus, William Ottey, David Patton, Thomas Paynter, Preston Penick, Ranzy Penn, James Prato Jr., Wilton Price, Stephen Raleigh, Giovanni Rochester, Gale Roland Jr., Joshua Roos, Jason Salverio, Timothy Scanlan, Justin Sebelin, Gregory Secora, Mark Seward, Rocky Slaughter, Ryan Stauffer, Jon Sweeney, Jared Sweitzer, Joseph Travagline, Michael Uhle, James Vance, Doug Vogrin, Harry Watkins, Shawn Whitmire, Ninel Zaharia.

#### Local 60 • Peoria, Illinois

GARY L. LUSK, BM-ST of Local 60, Peoria, Illinois, reports presentation of membership pins to the following:

**50 YEARS** Rick Luncsford, Monte Emmons;

**40 YEARS** Don Bozarth, Tom Bradley, Tom Bussey, Larry Couch, Dale Derose, Danny Fischer, Dennis Granger, Kim Moore, Tony Reese, John Rogers, Ron Ross, Bruce Sack, William Watkins, David Weber;

30 YEARS Edward Goveia, Tom Goveia, William Goveia;

25 YEARS Rodney Morello, Mick Lamkin;

20 YEARS John Williams; and

**15 YEARS** Kurk Jonaway, Nick Wood, Marvin Schoonover, Scott Kolesar.

CORRECTION: In this section of the October-December 2016 issue of the *Boilermaker Reporter* a typographical error noted Michael Autry as the BM-ST of Local 83, Kansas City, Missouri, under the Local 40 pin announcement. Michael Autry is the BM-ST of Local 40, Elizabethtown, Kentucky.

#### Local 83 · Kansas City, Missouri

JOE LEWANDOWSKI, BM-ST of Local 83, Kansas City, Missouri, reports presentation of membership pins to the following:

40 YEARS Frank Broyles, Eddie Powell;

25 YEARS Billie Helmich, James Long;

20 YEARS Forrest Stevens, Jack Wilson; and

**15 YEARS** Bill Barton, Thomas Burgess Jr., Jason Bynum, Billy Carroll Sr., Christopher Cleveland, James Crawford, Kurtis Eckenroed, Michael Graham, Josh Gridley, Howard Hart, Kenneth Hurlburt, Robert Kings, Christopher Knox, Mark Ledford, Garry McBride. Raymond Ross, Bradley Smith, Ron Teel, John Wagner.

#### Local 69 • Little Rock, Arkansas

RODNEY E. ALLISON, BM-ST of Local 69, Little Rock, Arkansas, reports presentation of membership pins to the following:

65 YEARS Buddy Bryant;

60 YEARS Harold Brown, William Kelly, J.D. Woodall;

50 YEARS Michael Sipes;

45 YEARS Johnny Myers;

40 YEARS Dale "Skipper" Branscum, Patrick Clark, Randy Echols, Alfred Harrison, Clarence Sublett, Eugene Thomas;

20 YEARS Michael Brown, Liston Hughes; and

15 YEARS Paul Duncan, Timothy Elumbaugh, James Hallam, Andrew Johnson, Mike Key, Frankie Landers, Don Shrable, Chris Whittaker.

#### Local 502 • Puyallup, Washington

TRACEY EIXENBERGER, BM-ST of Local 502, Puvallup. Washington, reports presentation of membership pins to the following:

**60 YEARS** Billy Jackson, Richard Sprackland;

55 YEARS Larry Attleson, Peter Cartwright, Marvin Crusch, Maurice Hyatt, Norman Massey, DuWayne Rader, Edwin Rawlings;

50 YEARS Joseph Begay, William Cook, Lester Daniels, James W. McPherson, Larry Mustain, Robert Orcutt, Paul Schoepke:

45 YEARS George Ballard, David Hall, Maurice Lavachek. Fred Moon, Rolland Roberts, Bill Rogers Jr., Curtis Stout, David Thompson;

40 YEARS Joseph Candito;

35 YEARS Kevin Weber;

30 YEARS Charles Bartholomew, Jerald Eagle, Darold Johnson Jr., Kenneth Little, Dale Mason, George Strash Jr.;

25 YEARS Fred Caswell, James Chase, Kelly Crowl, Rory Davis, Renard DuFrense, Tracey Eixenberger, Michael Goodson, Richard Kainu, Randall Kendall, Tim Ketzenberg, Ronald Schinke, Keith Wills;

**20 YEARS** Mike Anthony, Edward Cauley, Richard Flanders.

#### Local 549 • Pittsburg, California

MARK SLOAN, BM-ST of Local 549, Pittsburg, California, reports presentation of membership pins to the following:

35 YEARS David Ross;

25 YEARS Lance King;

20 YEARS Dave Berger, Thomas Rafferty,

Matthew Stockdale; and

15 YEARS Charles Lillis.

#### Local 627 • Phoenix

JACOB M. EVENSON, BM-ST of Local 627, Phoenix, reports presentation of membership pins to the following:

65 YEARS Arden Martin, Kenneth Turner;

**50 YEARS** Yuen Ah Jr., Andres Amado, Richard Charland. David Hartman, Billy Hughes, Gary Kashiwamura, James Liapis Jr., Glenn Pruett, Richard Ray, Ira Sexton, Gilbert Voorhes;

45 YEARS Gerald Baird, Michael Bloodworth, Raymond Brown, Terry Davis, David Francis, Ken Ketcherside, Sylvan Marks Jr., J. Dave Martin, Dennis O'Brien, Byron Pilley, William Qualls, Robert Schumann, Charles Vanbuskirk, Meriel Wahwassuck:

40 YEARS Larry Lane, William Mann, Mark Smith. Thomas L. Thomas;

**35 YEARS** Jerry Beal, Phillip Dale, Terry Gruenwald, Dean Hurt, Randy Jones, John Presley, Benny Tiemann, John Williams, Lemuel Wilson;

30 YEARS Daniel Curran, Sui Chak Hui:

25 YEARS John Backer, James K. Burdett, Billy R. Clark, Mark Matthews, Roberto Ugarte;

**20 YEARS** Francis Adakai, Tom Barnes Jr., Thomas Bigthumb, Douglas M. Cayan, Lloyd Chavez, Marcus Petropoulos, Larry Williams; and

**15 YEARS** Barry Abrahamson, Darrell Bedonie, Darryle Begay, Billy Bigthumb, John Caban, Charlie Comstock, Marcus Dolan Sr., Jess Edmenson, David Elliot, Nathan Feliciano, Ralph Garcia, Gary Graham, David Hoefer, Jimmy Iron, Tillman John, Benjamin Labisores, Michael McAllister, Sung Shik Na, Mark Parsons, James Pierce, Steve Sherwood, Michael Vinano.

#### **DON'T SEE YOUR LODGE?**

We publish only those lists sent from local lodge officers for pins received in the current year. If you don't see your lodge here, please ask one of your lodge officers to send us the list.

MAIL:

The Boilermaker Reporter

753 State Ave., Suite 570 Kansas City, KS 66101

FAX: (913) 281-8110

**EMAIL**: reporter@boilermakers.org

# //ith deep sorrow,

the International Brotherhood records the death of these members as reported to the International Secretary-Treasurer's office and extends its heartfelt sympathy to the bereaved families.

	Dellas Lass C
NTL	Belles, Larry G.
NTL	Rolfes, Aloysiu E.
NTL	Sumner, Joe W.
NTL	Havard, J. L.
NTL	Smith, Nerlie E.
NTL	Card, Bobby G.
1	Plebanski Jr., Stanley
2	Jolly, David L.
5	Froehlich, James
6	Hill Jr., Olin
6	Edmiston, Jerry W.
6	Gonzales, Charles A.
13	Smith, Joseph F.
13	Jacoby, Philip P.
13	Eckhart, Glen E.
26	Carter, Nattie L.
26	Monroe, Dewey L.
26	Wilder, Henry W.
27	Watkins, John E.
27	Barth, Stanley D.
27	Austin, Robert L.
27	Roberts, Jesse
29	Cash, Robert H.
37	Rogers, Jimmy R.
37	Buttone, Harold A.
40	Ross, Dennis R.
40	Chandler, Thomas A.
57	Waller, Frances M.
60	Schwing, Steven C.
66	Taylor, Tony A.
73	Smith, Trevor F.
73	Kenny, Domitien
73	Grant, Michael B.
73	Caissie, Normand
73	Samson, Joseph D.
73	Allen, Donald A.
74	Medina, L. T.
83	Reed Jr., David A.
83	Dill, William

ymį	pathy to the b
85	Arellano, Dominic M
85	Keaton, Glen A.
101	Hackenberg, Lyle K.
105	Conner, Michael J.
105	Mitchell, Kenton M.
105	Shuster, Charles M.
107	Erickson, Daniel W.
107	Baden, Donald B.
108	Taylor, Roy D.
112	Stagner, Ray E.
128	Marin, Norman
128	Marshall, Alfred W.
128	Martelle, Tom
128	Lawrence, Robert A.
128	Aitken, Douglas J.
128	Holmes, John M.
128	Hunter, Daniel J.
128	Paulmert, Joseph A.
128	Oblak, Tom
128	Mitchell, Carl
128	Gingras, Yvan
128	Cremin, T. M.
128	McMahon, Daniel
128	Thibeault, Gaston
128	Noble, F. G.
128	Selman, Daniel A.
132	Michalsky, Daniel L.
132	Kolenovsky, Freddie
146	Valan, Herman L.
146	Weiss, Gerhard
146	Pituch, Czeslaw
146	Pothorin, George P.
146	Fedak, Marsh A.
146	Legarde, Dan
146	McNeil, Neil W.
146	Juurlink, Joseph J.
146	Kotyk, William J.
146	Moos, Donald F.
146	Leicht, Jerry D.
146	Fistric, Boris I.
146	Daoust, Yves

146 Cummings, Dennis P.

ave	d families.
146	Therrien, Cale L.
146	Babineau, Roger J.
146	Cholach, Joe
154	Aymar, Frederick H.
154	Mushinsky, Walter H.
154	Helmeci, Ronald
154	Kosic, Richard J.
154	Dreibellis, Walter G.
158	Kester, Mark
169	Allen Jr., Charles K.
175	Palmitesso, Carl
175	Ackerley, Edward J.
177	Dobry, David
191	Weigel, Ernest J.
197	Tate, Lowell E.
213	Terrell Sr., J. D.
249	Cornwell, Edgar L.
263	Parker, Paul E.
271	Dumont, Marc
316	Laske, Richard
359	Realff, Michael H.
359	Haller, Rolf E.
359	Flury, Joe A.
359	Venne, Leo
363	Grant, Deldon B.
374	Angermeier, Lynn E.
454	Brackett, Hugh L.
455	Kimbrough, Billy C.
455	Holt, Christopher D.
455	Smith, Ricky N.
456	Boyette, William H.
482	Bechtold, Timothy J.
500	Garber, Samuel M.
500	Oman, Robert N.
502	Hollander, Joseph P.
502	Davis, Mark W.
549	Gonzales, Cenobio
549	Johnson, William
555	Larouche, Jean B.
568	Kroupa, Frank A.

568 Turner, Malcolm N.

577 Garza, Armando L.

F07	Ablarim Donald C
587 587	Ahlgrim, Ronald E. Sadler, Alvin M.
590	Sanford, Annie L.
	•
614 627	Crow, Henry E.
	Wilden, Lonnie R.
647 647	Fincher, Dale L. Piatz, B. W.
647	Enderle, Dennis W.
647	Lapos, B. P.
647	Dickinson, Keith O.
647	Engler, Phillip R.
647	Pastorius, Daniel P.
650	Binner, David J.
656	Hartline, Oscar D.
667	Wilkins, Arch S.
667	Neal Jr., Carleton P.
667	Brown, Paul W.
688	Parker, Jack F.
693	Boyd, Zackary W.
693	Anderson, De'Launa
730	Austin, Bobby W.
744	Focarelli, Michael A.
744	Conway, Joe
744	White, Jack L.
799	Nenstiel, Bernard
802	Luedecke, Frank R.
802	Pearson, Wayne A.
900	Cline, David P.
902	King, James M.
1509	Brophey, Lawrence J.
1592	Smith, Herman G.
1999	Grymes, Roy E.
D041	Merk, Lyle R.
D109	Vineyard, Paul R.
D139	Conner, Albert N.
D173	Krueger, Charles J.
D366	Stone, Ross E.
D408	Morelli, Walter
D533	Ventrone, Greg M.
S1978	Edwards, Edward E.

83

83

83 Newberry, Terry Q.

Saunders, Jack E.

Ebert Jr., Lester

# Get a routine physical & be entered to WIN a gift card of your choice!

### What is a routine physical? -

A routine physical is an examination your physician performs to check your overall health. Exams are used to:

- Check for possible diseases so they can be treated early.
- Identify any issues that may become future medical concerns.
- Update necessary immunizations and ensure you are maintaining a healthy diet & exercise.

### Know before you go!

When scheduling your appointment, request an "annual preventive visit" with your doctor.

- Stay in-network. In-network means a lower, or for preventive services, a \$0 out-of-pocket cost for you!
- Ask before you go. Your primary care doctor may be in-network but the other providers they refer you to might be out-of-network. If you are referred to another provider, ask for an in-network provider.
- Use Cigna's online directory to find an in-network provider. Go to myCigna.com, access the mobile app or call the number on your Cigna ID card.



### **Drawing details**

- Must be an eligible participant or spouse under Cigna active or retiree coverage; one entry per person for routine physicals completed between January 1st-June 30th.
- 150 winners; limited to one per household (\$50 value).
- Participants eligible for the drawing will be identified through claims reporting & winners will be notified in July 2017 by mail with further instruction on how to claim their gift card.

TOUT FAMILY Depends On You Fivery Depends Of Your Family Depends On You Fivery Depends On Your Fivery Depends On Y

**BOILERMAKERS NATIONAL FUNDS**"always protecting our Boilermaker family"

#### DEATH BENEFITS

The death benefit plan under the Boilermaker-Blacksmith National Pension Trust has paid the beneficiaries of the following deceased members who were covered by the plan since the last issue of our publication. If you have not yet been furnished this information, contact your local lodge, secure the beneficiary forms, complete the required information, and forward to the Administrative Office of the Pension Fund, 754 Minnesota Avenue, Suite 522, Kansas City, KS 66101, at the earliest possible date.

NOTE: These additional death benefits can only be derived for members who worked under a collective bargaining agreement with an employer contributing to the Boilermaker-Blacksmith National Pension Trust.

Nosier, Cheryl A									
INTL   Deven, Frances M.   \$6,000   13   Jacoby Sr., Philip P.   \$6,000   83   Black, Ronnie L.   \$6,000   NIT.   Noland, Helen   \$6,000   13   Kohan, Joseph W.   \$6,000   83   Black, Ronnie L.   \$6,000   NIT.   Noland, Helen   \$6,000   13   Kohan, Joseph W.   \$6,000   83   Black, Ronnie L.   \$6,000   NIT.   Noland, Helen   \$6,000   13   Kohan, Joseph W.   \$6,000   83   Black, Ronnie L.   \$6,000   NIT.   Solono, All Roll P.   Solono   24   Kent, Eddle D.   \$3,637   83   Harris, Michael L.   \$6,000   Roll P.   Solono   Solono, NIT.   Solono, Roll P.   Solono   24   Kent, Eddle D.   \$3,637   83   Harris, Michael L.   \$6,000   Roll P.   Solono	BNF	Mosier, Cheryl A.	\$6,000	13	Anderson, James F.	\$6,000	79	Romero, Joey H.	\$6,000
INTI	BNF	Orlowski, Janet S.	\$6,000	13	Hamilton Sr., Richard L.	\$6,000	83	Bass, Charles V.	\$6,000
INTL   Noland, Helen   \$6,000   13   Ryan, Joseph W.   \$6,000   83   Dill, William   \$6,000   NIL   Aslone, Anthony E.   \$6,000   24   Kent, Eddie D.   \$3,637   83   Harris, Michael L.   \$6,000   \$6,000   NIL   Solore, List S.   \$6,000   26   Carter, N.L.   \$6,000   83   Kamps, Monty H.   \$6,000   NIL   Condict, Norman D.   \$6,000   26   Corenshaw, Bobby C.   \$6,000   83   Newern, Year Q.   \$6,000   NIL   Condict, Norman D.   \$6,000   26   Corenshaw, Bobby C.   \$6,000   83   Newern, Year Q.   \$6,000   NIL   Condict, Norman D.   \$6,000   26   Lively, James C.   \$6,000   83   Reyes, Jim   \$6,000   NIL   Foutch, Lloyd D.   \$6,000   26   Martin, Leon W.   \$6,000   83   Reyes, Jim   \$6,000   NIL   Foutch, Lloyd D.   \$6,000   26   Morroe, Dewey L.   \$6,000   83   Reyes, Jim   \$6,000   NIL   Gonzales Jr., Pedro G.   \$6,000   26   Midder, Henry W.   \$6,000   84   Taylor, Robert A.   \$6,000   NIL   Gonzales Jr., Pedro G.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Jackson, Frank C.   \$6,000   NIL   Ingram, James R.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Jackson, Frank C.   \$6,000   NIL   Ingram, James R.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Jackson, Frank C.   \$6,000   NIL   Ingram, James R.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Jackson, Frank C.   \$6,000   NIL   Roberts, Jerry R.   \$6,000   28   Roott, Helen S.   \$6,000   85   Jackson, Frank C.   \$6,000   NIL   Roberts, James E.   \$6,000   29   Roott, Helen S.   \$6,000   29   Bail, Richard L.   \$6,000   NIL   Rolfes, James E.   \$6,000   29   Loadman, James R.   \$6,000   29   Bail, Richard L.   \$6,000   NIL   Sparks, Robert E.   \$6,000   29   Loadman, James R.   \$6,000   29   Bail, Richard L.   \$6,000   20   Roott, Helen S.   \$6,000   29   Roott, Helen S.   \$6,000   20   Roott, Helen S.   \$6,000   2	INTL	Deven, Frances M.	\$6,000	13	Jacoby Sr., Philip P.	\$6,000	83	Belk, Ronnie L.	\$6,000
INIL   Malser, A.E.   S6,000   24   Kent, Eddie D.   S3,637   83   Harris, Michael L.   \$6,000   \$6,000   \$7.   \$8.   Ebert Jr., Lester B.   \$6,000   \$8.   Ebert Jr., Lester B.   \$6,000   \$8.   Ebert Jr., Lester B.   \$6,000   \$8.   Marris, Michael L.   \$6,000   \$8.   Mewberry, Terry Q.   \$6,000   \$8.   Meyberry, Terry Q.   \$8.   Meyberry, Te	INTL	Hurst Jr., Sam	\$6,000	13	Kohan, Joseph	\$6,000	83	Black, Kenneth W.	\$6,000
INTL   Walser, A.E.   \$6,000   24   Kent, Eddie D.   \$3,637   83   Harris, Michael L.   \$6,000   \$6,000   \$7.   \$8.   \$6.000   \$7.   \$8.	INTL	Noland, Helen	\$6,000	13	Ryan, Joseph W.	\$6,000	83	Dill, William	\$6,000
NTL         Asalone, Anthony E.         56,000         24         Kent, Eddie D.         33,637         83         Harris, Michael L.         56,000           NTL         Chandler, Elbert G.         \$6,000         26         Cordero, Luis A.         \$6,000         83         Newberry, Terry Q.         \$6,000           NTL         Cox, Kenneth E.         \$6,000         26         Cordero, Luis A.         \$6,000         83         Newberry, Terry Q.         \$6,000           NTL         Cox, Kenneth E.         \$6,000         26         Lively, James C.         \$6,000         83         Reves, Jim         \$6,000           NTL         Duffee, John W.         \$6,000         26         Martin, Leon W.         \$6,000         83         Reyes, Jim         \$6,000           NTL         Givens, Herbert E.         \$6,000         26         Milder, Henry W.         \$6,000         83         Yeager, Henry         \$6,000           NTL         Goraels-Jr., Pedro G.         \$6,000         27         Wilder, Henry W.         \$6,000         85         Barror, Jeffery J.         \$6,000           NTL         Grant, Dennist.         \$6,000         27         Wilder, Henry W.         \$6,000         85         Sadoski, Mark A.         \$6,000	INTL		\$6,000	13		\$6,000	83	Ebert Jr., Lester B.	\$6,000
NTL         Boyer Jr., Charle's S.         \$6,000         26         Carter, N.L.         \$6,000         83         Kamps, Monty H.         \$6,000           NTL         Charler, Elbert G.         \$6,000         26         Cordero, Luis A.         \$6,000         83         Newberry, Terry Q.         \$6,000           NTL         Condict, Norman D.         \$6,000         26         Lively, James C.         \$6,000         83         Reed, David A.         \$6,000           NTL         Duffee, John W.         \$6,000         26         Marint, Leon W.         \$6,000         83         Reed, David A.         \$6,000           NTL         Foutch, Lloyd D.         \$6,000         26         Marint, Leon W.         \$6,000         84         Taylor, Robert A.         \$6,000           NTL         Gironales Jr., Pedro G.         \$6,000         26         Reddick, Lloyd E.         \$6,000         84         Taylor, Robert A.         \$6,000           NTL         Greenhaw, Jimmie D.         \$6,000         27         Wijand, John R.         \$6,000         85         Jackson, Frank C.         \$6,000           NTL         Kimble, Dennis I.         \$6,000         28         Froehlich, James C.         \$6,000         85         Savade, Robert L.         \$6,000			\$6,000				83	Harris, Michael L.	
NTL         Chandler, Elbert G.         \$6,000         26         Cordero, Luis A.         \$6,000         83         Newberry, Terry Q.         \$6,000           NTL         Cox, Kenneth E.         \$6,000         26         Crenshaw, Bobby C.         \$6,000         83         Reed, David A.         \$6,000           NTL         Duffee, John W.         \$6,000         26         Martin, Leon W.         \$6,000         83         Reed, David A.         \$6,000           NTL         Fout, Loyd D.         \$6,000         26         Mornore, Dewey L.         \$6,000         83         Reed, David A.         \$6,000           NTL         Good, Loyde, Loyd	NTL		\$6,000	26	Carter, N.L.	\$6,000	83		\$6,000
NTL         Condict, Norman D.         \$6,000         26         Crenshaw, Bobby C.         \$6,000         83         Ott, Donald F.         \$6,000           NTL         Duffee, John W.         \$6,000         26         Lively, James C.         \$6,000         83         Reed, David A.         \$6,000           NTL         Duffee, John W.         \$6,000         26         Martin, Leon W.         \$6,000         83         Reed, David A.         \$6,000           NTL         Gurse, Herbert E.         \$6,000         26         Redick, Lloyd E.         \$6,000         84         Taley, Robert A.         \$6,000           NTL         Gonzales Jr., Pedro G.         \$6,000         26         Redick, Lloyd E.         \$6,000         85         Barror, Jeffery J.         \$6,000           NTL         Gonzales Jr., Pedro G.         \$6,000         27         Niewald, Herbert A.         \$6,000         85         Sadoski, Mark A.         \$6,000           NTL         Ingram, James R.         \$6,000         28         Rooth, Helen S.         \$6,000         85         Sadoski, Mark A.         \$6,000           NTL         Pethel Jr., Arthur W.         \$6,000         29         Boily, Claude N.         \$6,000         85         Sadoski, Mark A.         \$6,000     <	NTL		\$6,000	26	Cordero, Luis A.	\$6,000	83		\$6,000
NTL         Cox, Kenneth E.         \$6,000         26         Lively, James C.         \$6,000         83         Reed, David A.         \$6,000           NTL         Duffee, John W.         \$6,000         26         Martin, Leon W.         \$6,000         83         Reed, David A.         \$6,000           NTL         Givens, Herbert E.         \$6,000         26         Monroe, Dewey L.         \$6,000         84         Taylor, Robert A.         \$6,000           NTL         Givens, Herbert E.         \$6,000         26         Milder, Henry W.         \$6,000         84         Taylor, Robert A.         \$6,000           NTL         Greenhaw, Jimmie D.         \$6,000         27         Niewald, Herbert A.         \$6,000         85         Barror, Jeffery J.         \$6,000           NTL         Ingram, James R.         \$6,000         28         Rooth, Helen S.         \$5,000         85         Sadoski, Mark A.         \$6,000           NTL         McAdams, Jerry R.         \$6,000         28         Rooth, Helen S.         \$5,000         88         Easterday, Leslie C.         \$6,000           NTL         Rolfes, Aloysius E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Barl, Richard L.         \$6,000 <td>NTL</td> <td></td> <td>\$6,000</td> <td>26</td> <td></td> <td></td> <td>83</td> <td></td> <td></td>	NTL		\$6,000	26			83		
NTL   Duffee, John W.   \$6,000   26   Martin, Leon W.   \$6,000   83   Reyes, Jim   \$6,000   NTL   Fourth, Lloyd D.   \$6,000   26   Monroe, Dewey L.   \$6,000   83   Yeager, Henry   \$6,000   NTL   Gonzales Jr., Pedro G.   \$6,000   26   Reddick, Lloyd E.   \$6,000   85   Barror, Jeffery J.   \$6,000   NTL   Goranles Jr., Pedro G.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Barror, Jeffery J.   \$6,000   NTL   Ingram, James R.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Sadoski, Mark A.   \$6,000   NTL   Kimble, Dennis I.   \$6,000   28   Froehlich, James C.   \$6,000   85   Sadoski, Mark A.   \$6,000   NTL   Kimble, Dennis I.   \$6,000   28   Froehlich, James C.   \$6,000   85   Sadoski, Mark A.   \$6,000   NTL   Modams, Jerry R.   \$6,000   28   Froehlich, James C.   \$6,000   85   Sadoski, Mark A.   \$6,000   NTL   Rogers, James E.   \$6,000   29   Boily, Claude N.   \$6,000   92   Bail, Richard L.   \$6,000   NTL   Rogers, James E.   \$6,000   29   Cash, Robert H.   \$6,000   92   Barbour, Robert L.   \$6,000   NTL   Rogers, James E.   \$6,000   29   Fabyan, James E.   \$6,000   92   Barbour, Robert L.   \$6,000   NTL   Spradling, Dan D.   \$6,000   29   Loadman, James R.   \$6,000   92   Fritz, Lawrence J.   \$6,000   NTL   Woode, Gene F.   \$6,000   29   Loadman, James R.   \$6,000   92   Hanou, Frits J.   \$6,000   NTL   Woode, Gene F.   \$6,000   37   Fruge, Ira   \$6,000   92   Kramer, Jurie G.   \$6,000   10   Hawkins, Loren A.   \$6,000   10   Moral, James E.   \$6,000   92   Moral, James E.   \$6,000   93   Moral, Ja	NTL	Cox, Kenneth E.	\$6,000	26	Lively, James C.	\$6,000	83	Reed, David A.	\$6,000
NTL   Givens, Herbert E.   \$6,000   26   Reddick, Lloyd E.   \$6,000   85   Barror, Jeffery J.   \$6,000   R.   \$6,000   R.   \$6,000   \$7   Niewald, Herbert A.   \$6,000   \$85   Barror, Jeffery J.   \$6,000   \$85   Barror, Jeffery J.   \$6,000   \$85   Roth, Jeffery J.   \$8,000   \$10   Roth, Jeffery J.   \$8,000   \$	NTL	Duffee, John W.	\$6,000	26	•	\$6,000	83	Reyes, Jim	\$6,000
NTL   Gonzales Jr., Pedro G.   \$6,000   25   Wilder, Henry W.   \$6,000   85   Barror, Jeffery J.   \$6,000   NTL   Greenhaw, Jimmie D.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Jackson, Frank C.   \$6,000   NTL   Ingram, James R.   \$6,000   27   Wyland, John R.   \$6,000   85   Sadoski, Mark A.   \$6,000   NTL   McAdams, Jerry R.   \$6,000   28   Rooth, Helen S.   \$5,000   85   Sadoski, Mark A.   \$6,000   NTL   McAdams, Jerry R.   \$6,000   28   Rooth, Helen S.   \$5,000   85   Sawade, Robert L.   \$6,000   NTL   Pethtel Jr., Arthur W.   \$6,000   29   Rooth, Helen S.   \$5,000   88   Easterday, Leslie C.   \$6,000   NTL   Rogers, James E.   \$6,000   29   Gash, Robert H.   \$6,000   92   Barbour, Robert L.   \$6,000   NTL   Rogers, James E.   \$6,000   29   Davidzuk, Paul E.   \$6,000   92   Barbour, Robert L.   \$6,000   NTL   Sprakfs, Robert E.   \$6,000   29   Davidzuk, Paul E.   \$6,000   92   Barbour, Robert L.   \$6,000   NTL   Spradling, Dan D.   \$6,000   29   Loadman, James R.   \$6,000   92   Hanou, Frits J.   \$6,000   NTL   Spradling, Dan D.   \$6,000   29   Spencer, Carlton W.   \$6,000   92   Hawkins, Loren A.   \$6,000   10   Hawkins, Loren A	NTL	Foutch, Lloyd D.	\$6,000	26	Monroe, Dewey L.	\$6,000	83	Yeager, Henry	\$6,000
NTL   Greenhaw, Jimmie D.   \$6,000   27   Niewald, Herbert A.   \$6,000   85   Jackson, Frank C.   \$6,000   NTL   Kimble, Dennis I.   \$6,000   28   Froehlich, James C.   \$6,000   85   Sadoski, Mark A.   \$6,000   \$6,000   \$7   Wyland, John R.   \$6,000   \$85   Sadoski, Mark A.   \$6,000   \$95   Sadoski, Mark A.	NTL	Givens, Herbert E.	\$6,000	26	Reddick, Lloyd E.	\$6,000	84	Taylor, Robert A.	\$6,000
NTL         Ingram, James R.         \$6,000         27         Wyland, John R.         \$6,000         85         Sadoski, Mark A.         \$6,000           NTL         Kimble, Dennis I.         \$6,000         28         Froehlich, James C.         \$6,000         85         Sawade, Robert L.         \$6,000           NTL         Roddams, Jerry R.         \$6,000         29         Boily, Claude N.         \$5,000         88         Easterday, Jeslie C.         \$6,000           NTL         Rogers, James E.         \$6,000         29         Boily, Claude N.         \$6,000         92         Bail, Richard L.         \$6,000           NTL         Rofes, Aloysius E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Butts, Marvin L.         \$6,000           NTL         Sparks, Robert E.         \$6,000         29         Fabyan, James E.         \$6,000         92         Hunou, Frits J.         \$6,000           NTL         Spardling, Dan D.         \$6,000         29         Fabyan, James E.         \$6,000         92         Hawkins, Loren A.         \$6,000           NTL         Wood, Gene F.         \$6,000         37         Fruge, Ira         \$6,000         92         Hawkins, Loren A.         \$6,000 <t< td=""><td>NTL</td><td>Gonzales Jr., Pedro G.</td><td>\$6,000</td><td>26</td><td>Wilder, Henry W.</td><td>\$6,000</td><td>85</td><td>Barror, Jeffery J.</td><td>\$6,000</td></t<>	NTL	Gonzales Jr., Pedro G.	\$6,000	26	Wilder, Henry W.	\$6,000	85	Barror, Jeffery J.	\$6,000
NTL         Kimble, Dennis I.         \$6,000         28         Froehlich, James C.         \$6,000         85         Sawade, Robert L.         \$6,000           NTL         McAdams, Jerry R.         \$6,000         28         Rooth, Helen S.         \$5,000         85         Sawade, Robert L.         \$6,000           NTL         Rogers, James E.         \$6,000         29         Boily, Claude N.         \$6,000         92         Bair, Richard L.         \$6,000           NTL         Rolfes, Aloysius E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Butts, Marvin L.         \$6,000           NTL         Sparks, Robert E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Butts, Marvin L.         \$6,000           NTL         Sparks, Robert E.         \$6,000         29         Dadman, James E.         \$6,000         92         Hanou, Frits J.         \$6,000           NTL         Wood, Gene F.         \$6,000         37         Fruge, Ira         \$6,000         92         Harwins, Loren A.         \$6,000           1         Graland, Thomas         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Martinez, Richard H.         \$6,000	NTL	Greenhaw, Jimmie D.	\$6,000	27	Niewald, Herbert A.	\$6,000	85	Jackson, Frank C.	\$6,000
NTL         McAdams, Jerry R.         \$6,000         28         Rooth, Helen S.         \$5,000         88         Easterday, Leslie C.         \$6,000           NTL         Pethtel Jr., Arthur W.         \$6,000         29         Boily, Claude N.         \$6,000         92         Bail, Richard L.         \$6,000           NTL         Rolfes, Aloysius E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Butts, Marvin L.         \$6,000           NTL         Spardling, Dan D.         \$6,000         29         Fabyan, James E.         \$6,000         92         Hanou, Frits J.         \$6,000           NTL         Wood, Gene F.         \$6,000         29         Spencer, Carlton W.         \$6,000         92         Hanou, Frits J.         \$6,000           1         Flanagan, James J.         \$6,000         37         Fruge, Ira         \$6,000         92         Hanvins, Loren A.         \$6,000           1         Gardand, Thomas         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gustafson, Lee H.         \$6,000         37         Willen, Kaj L.         \$6,000         92         Martinez, Richard         \$6,000	NTL	Ingram, James R.	\$6,000	27	Wyland, John R.	\$6,000	85	Sadoski, Mark A.	\$6,000
NTL         McAdams, Jerry R.         \$6,000         28         Rooth, Helen S.         \$5,000         88         Easterday, Leslie C.         \$6,000           NTL         Perthel Jr., Arthur W.         \$6,000         29         Boily, Claude N.         \$6,000         92         Bail, Richard L.         \$6,000           NTL         Rolfes, Aloysius E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Barbour, Robert L.         \$6,000           NTL         Sparks, Robert E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Butts, Marvin L.         \$6,000           NTL         Spardling, Dan D.         \$6,000         29         Loadman, James R.         \$6,000         92         Hanou, Frits J.         \$6,000           NTL         Wood, Gene F.         \$6,000         37         Spencer, Carlton W.         \$6,000         92         Hawkins, Loren A.         \$6,000           1         Flanagan, James J.         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gradnd, Thomas         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Martinez, Richard H.         \$6	NTL	Kimble, Dennis I.	\$6,000	28	Froehlich, James C.	\$6,000	85	Sawade, Robert L.	\$6,000
NTL Rolfes, Aloysius E.         \$6,000 29         29 Davidzuk, Paul E.         \$6,000 56,000         92 Barbour, Robert L.         \$6,000 92 Butts, Marvin L.         \$6,000 56,000           NTL NTL Sparks, Robert E.         \$6,000 29         29 Fabyan, James E.         \$6,000 92         92 Fritz, Lawrence J.         \$6,000 92 Hanou, Frits J.         \$6,000 92 Hanou, Frits J.         \$6,000 92 Hawkins, Loren A.         \$6,000 92 Hawkins, Loren A.         \$6,000 92 Kramer, Jurie G.         \$6,000 92 Martinez, Richard H.         \$6,000 92 Martinez, Richard H.         \$6,000 92 Martinez, Richard H.         \$6,000 92 Martinez, Richard H.         \$6,000 92 Mora, James E.         \$1,000 92 Mora, James E.         \$1,809 92 Permenter, Debra A.         \$6,000 92 Permenter, Debra A.         \$6,000 92 Permenter, Debra A.         \$6,000 92 Washington, Booker T.	NTL	McAdams, Jerry R.	\$6,000	28	Rooth, Helen S.	\$5,000	88		\$6,000
NTL         Rolfes, Aloysius E.         \$6,000         29         Davidzuk, Paul E.         \$6,000         92         Butts, Marvin L.         \$6,000           NTL         Sparks, Robert E.         \$6,000         29         Fabyan, James E.         \$6,000         92         Fritz, Lawrence J.         \$6,000           NTL         Wood, Gene F.         \$6,000         29         Spencer, Carlton W.         \$6,000         92         Hanou, Frits J.         \$6,000           1         Flanagan, James J.         \$6,000         37         Fruge, Ira         \$6,000         92         Hawkins, Loren A.         \$6,000           1         Garland, Thomas         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gregerson, John W.         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Mayberry, Mervin A.         \$6,000           1         Gregerson, John W.         \$6,000         37         Vilen, Kaj L.         \$6,000         92         Mayberry, Mervin A.         \$6,000           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000	NTL	Pethtel Jr., Arthur W.	\$6,000	29	Boily, Claude N.	\$6,000	92	Bail, Richard L.	\$6,000
NTL         Sparks, Robert E.         \$6,000         29         Fabyan, James E.         \$6,000         92         Fritz, Lawrence J.         \$6,000           NTL         Spradling, Dan D.         \$6,000         29         Loadman, James R.         \$6,000         92         Hanou, Frits J.         \$6,000           NTL         Wood, Gene F.         \$6,000         37         Spencer, Carlton W.         \$6,000         92         Hawkins, Loren A.         \$6,000           1         Flanagan, James J.         \$6,000         37         Fruge, Ira         \$6,000         92         Martinez, Richard H.         \$6,000           1         Garland, Thomas         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gustafson, Lee H.         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Mayberry, Mervin A.         \$6,000           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Leonhardt, Herman         \$6,000         40         Heep, William F.         \$6,000         92         Smith, Donald W.         \$6,000	NTL	Rogers, James E.	\$6,000	29	Cash, Robert H.	\$6,000	92	Barbour, Robert L.	\$6,000
NTL         Spradling, Dan D.         \$6,000         29         Loadman, James R.         \$6,000         92         Hanou, Frits J.         \$6,000           NTL         Wood, Gene F.         \$6,000         29         Spencer, Carlton W.         \$6,000         92         Hawkins, Loren A.         \$6,000           1         Granand, Thomas         \$6,000         37         Fruge, Ira         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gregerson, John W.         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gustafson, Lee H.         \$6,000         37         Wilen, Kaj L.         \$6,000         92         Mora, James E.         \$1,809           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Piebanski Jr., Stanley E.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Booker T.         \$6,000           4         Griffiths, David L.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000	NTL	Rolfes, Aloysius E.	\$6,000	29	Davidzuk, Paul E.	\$6,000	92	Butts, Marvin L.	\$6,000
NTL         Wood, Gene F.         \$6,000         29         Spencer, Carlton W.         \$6,000         92         Hawkins, Loren A.         \$6,000           1         Flanagan, James J.         \$6,000         37         Fruge, Ira         \$6,000         92         Kramer, Jurie G.         \$6,000           1         Garland, Thomas         \$6,000         37         Martin, Alan T.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gregerson, John W.         \$6,000         37         Wilen, Kaj L.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Mora, James E.         \$1,809           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Leonhardt, Herman         \$6,000         40         Heep, William F.         \$6,000         92         Smith, Donald W.         \$6,000           1         Wooden, Oniev D.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Boker T.         \$6,000	NTL	Sparks, Robert E.	\$6,000	29	Fabyan, James E.	\$6,000	92	Fritz, Lawrence J.	\$6,000
1         Flanagan, James J.         \$6,000         37         Fruge, Ira         \$6,000         92         Kramer, Jurie G.         \$6,000           1         Garland, Thomas         \$6,000         37         Martin, Alan T.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gregerson, John W.         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Mayberry, Mervin A.         \$6,000           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Plebanski Jr., Stanley E.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Booker T.         \$6,000           1         Wooden, Oniev D.         \$6,000         40         McDaniel, James A.         \$6,000         92         Washington, Booker T.         \$6,000           4         Griffiths, David L.         \$6,000         40         McDaniel, James A.         \$6,000         92         Washington, Booker T.         \$6,000           4         Griffiths, David L.         \$6,000         40         McDaniel, James A.         \$6,000         92         Washington, Booker T.	NTL	Spradling, Dan D.	\$6,000	29	Loadman, James R.	\$6,000	92	Hanou, Frits J.	\$6,000
1         Garland, Thomas         \$6,000         37         Martin, Alan T.         \$6,000         92         Martinez, Richard H.         \$6,000           1         Gregerson, John W.         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Mayberry, Mervin A.         \$6,000           1         Gustafson, Lee H.         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Mora, James E.         \$1,809           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Pitts, Marvin M.         \$6,000         40         Heep, William F.         \$6,000         92         Smith, Donald W.         \$6,000           1         Wooden, Oniev D.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           4         Griffiths, David L.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           4         Griffiths, David L.         \$6,000         40         Prizer, Penueal J.         \$6,000         100         Hall, Jessie L.         \$6,000 </td <td>NTL</td> <td>Wood, Gene F.</td> <td>\$6,000</td> <td>29</td> <td>Spencer, Carlton W.</td> <td>\$6,000</td> <td>92</td> <td>Hawkins, Loren A.</td> <td>\$6,000</td>	NTL	Wood, Gene F.	\$6,000	29	Spencer, Carlton W.	\$6,000	92	Hawkins, Loren A.	\$6,000
1         Gregerson, John W.         \$6,000         37         McMillan, Shelton R.         \$6,000         92         Mayberry, Mervin A.         \$6,000           1         Gustafson, Lee H.         \$6,000         37         Vilen, Kaj L.         \$6,000         92         Mora, James E.         \$1,809           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Pibanski Jr., Stanley E.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Booker T.         \$6,000           1         Wooden, Oniev D.         \$6,000         40         McDaniel, James A.         \$6,000         92         Washington, Booker T.         \$6,000           4         Griffiths, David L.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           4         Griffiths, David L.         \$6,000         40         Ross, Dennis R.         \$6,000         100         Hall, Jessie L.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Ross, Dennis R.         \$6,000         101         Beard, Lee A.         \$6,000	1	Flanagan, James J.	\$6,000	37	Fruge, Ira	\$6,000	92	Kramer, Jurie G.	\$6,000
1         Gustafson, Lee H.         \$6,000         37         Vilen, Kaj L.         \$6,000         92         Mora, James E.         \$1,809           1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Pitts, Marvin M.         \$6,000         40         Flener, Donnie D.         \$6,000         92         Smith, Donald W.         \$6,000           1         Plebanski Jr., Stanley E.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Booker T.         \$6,000           4         Griffiths, David L.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           6         Austin, Hurbert H.         \$6,000         40         Ross, Dennis R.         \$6,000         100         Hall, Jessie L.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Smith, LD.         \$6,000         101         Beard, Lee A.         \$15,000           6         Brooks Jr., George H.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000 <t< td=""><td>1</td><td>Garland, Thomas</td><td>\$6,000</td><td></td><td>Martin, Alan T.</td><td>\$6,000</td><td></td><td>Martinez, Richard H.</td><td>\$6,000</td></t<>	1	Garland, Thomas	\$6,000		Martin, Alan T.	\$6,000		Martinez, Richard H.	\$6,000
1         Leonhardt, Herman         \$6,000         40         Chandler, Thomas A.         \$6,000         92         Permenter, Debra A.         \$6,000           1         Pitts, Marvin M.         \$6,000         40         Flener, Donnie D.         \$6,000         92         Smith, Donald W.         \$6,000           1         Plebanski Jr., Stanley E.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Booker T.         \$6,000           4         Griffiths, David L.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           6         Austin, Hurbert H.         \$6,000         40         Piper, Penueal J.         \$6,000         101         Hall, Jessie L.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Smith, L.D.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Brooks Jr., George H.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000	1		\$6,000		McMillan, Shelton R.	\$6,000		Mayberry, Mervin A.	
1         Pitts, Marvin M.         \$6,000         40         Flener, Donnie D.         \$6,000         92         Smith, Donald W.         \$6,000           1         Plebanski Jr., Stanley E.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Booker T.         \$6,000           1         Wooden, Oniev D.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           4         Griffiths, David L.         \$6,000         40         Piper, Penueal J.         \$6,000         100         Hall, Jessie L.         \$6,000           6         Austin, Hurbert H.         \$6,000         40         Ross, Dennis R.         \$6,000         101         Beard, Lee A.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Smith, L.D.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Brooks Jr., George H.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Rasker, Thomas L.         \$6,000 <t< td=""><td>1</td><td></td><td>\$6,000</td><td>37</td><td>Vilen, Kaj L.</td><td>\$6,000</td><td></td><td>Mora, James E.</td><td></td></t<>	1		\$6,000	37	Vilen, Kaj L.	\$6,000		Mora, James E.	
1         Plebanski Jr., Stanley E.         \$6,000         40         Heep, William F.         \$6,000         92         Washington, Booker T.         \$6,000           1         Wooden, Oniev D.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           4         Griffiths, David L.         \$6,000         40         Piper, Penueal J.         \$6,000         100         Hall, Jessie L.         \$6,000           6         Austin, Hurbert H.         \$6,000         40         Ross, Dennis R.         \$6,000         101         Beard, Lee A.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Smith, L.D.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Brooks Jr., George H.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000           6         Franklin, Louis E.         \$6,000         69         Herold, Donald A.         \$6,000         104         Cleasby, Bruce H.         \$6,000	1	Leonhardt, Herman		2				Permenter, Debra A.	
1         Wooden, Oniev D.         \$6,000         40         McDaniel, James A.         \$6,000         96         Adams, Connie L.         \$6,000           4         Griffiths, David L.         \$6,000         40         Piper, Penueal J.         \$6,000         100         Hall, Jessie L.         \$6,000           6         Austin, Hurbert H.         \$6,000         40         Ross, Dennis R.         \$6,000         101         Beard, Lee A.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Smith, L.D.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Browk, Mack C.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000           6         Franklin, Louis E.         \$6,000         69         Hamilton, Thomas W.         \$6,000         101         Rossett, Vince R.         \$6,916           6         Hansen, Donald V.         \$6,000         69         Herold, Donald A.         \$6,000         104         Flock, G.D.         \$6,000           6<	1	Pitts, Marvin M.		1				Smith, Donald W.	
4         Griffiths, David L.         \$6,000         40         Piper, Penueal J.         \$6,000         100         Hall, Jessie L.         \$6,000           6         Austin, Hurbert H.         \$6,000         40         Ross, Dennis R.         \$6,000         101         Beard, Lee A.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Smith, L.D.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Browk, Mack C.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000           6         Franklin, Louis E.         \$6,000         69         Hamilton, Thomas W.         \$6,000         101         Rossett, Vince R.         \$6,916           6         Hansen, Donald V.         \$6,000         69         Herold, Donald A.         \$6,000         104         Cleasby, Bruce H.         \$6,000           6         Kreuter, Jan         \$6,000         72         Bastrica, Petar S.         \$6,000         104         Flock, G.D.         \$6,000           6 <td>1</td> <td></td> <td></td> <td>1</td> <td></td> <td></td> <td>i</td> <td>Washington, Booker T.</td> <td></td>	1			1			i	Washington, Booker T.	
6         Austin, Hurbert H.         \$6,000         40         Ross, Dennis R.         \$6,000         101         Beard, Lee A.         \$6,000           6         Bowman, Carlie R.         \$6,000         40         Smith, L.D.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Brooks Jr., George H.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000           6         Franklin, Louis E.         \$6,000         69         Hamilton, Thomas W.         \$6,000         101         Rossett, Vince R.         \$6,916           6         Hansen, Donald V.         \$6,000         69         Herold, Donald A.         \$6,000         104         Cleasby, Bruce H.         \$6,916           6         Hill Jr., Olin         \$6,000         72         Bastrica, Petar S.         \$6,000         104         Flock, G.D.         \$6,000           6         Kreuter, Jan         \$6,000         72         Hull, Bobby L.         \$6,000         104         Kimbrough Sr., Robert D.         \$6,000	1			1					
6         Bowman, Carlie R.         \$6,000         40         Smith, L.D.         \$6,000         101         Jameson, Jamie R.         \$15,000           6         Brooks Jr., George H.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000           6         Franklin, Louis E.         \$6,000         69         Hamilton, Thomas W.         \$6,000         101         Rossett, Vince R.         \$6,916           6         Hansen, Donald V.         \$6,000         69         Herold, Donald A.         \$6,000         104         Cleasby, Bruce H.         \$6,000           6         Hill Jr., Olin         \$6,000         72         Bastrica, Petar S.         \$6,000         104         Flock, G.D.         \$6,000           6         Kreuter, Jan         \$6,000         72         Hull, Bobby L.         \$6,000         104         Gillespie, John M.         \$6,000           6         Kukkonen, Gary L.         \$6,000         72         Reedy, Homer D.         \$6,000         104         Kimbrough Sr., Robert D.         \$6,000	4			1			:		
6         Brooks Jr., George H.         \$6,000         60         Bennett, Lyle L.         \$6,000         101         Nagel, Mark W.         \$6,000           6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000           6         Franklin, Louis E.         \$6,000         69         Hamilton, Thomas W.         \$6,000         101         Rossett, Vince R.         \$6,916           6         Hansen, Donald V.         \$6,000         69         Herold, Donald A.         \$6,000         104         Cleasby, Bruce H.         \$6,000           6         Hill Jr., Olin         \$6,000         72         Bastrica, Petar S.         \$6,000         104         Flock, G.D.         \$6,000           6         Kreuter, Jan         \$6,000         72         Hull, Bobby L.         \$6,000         104         Gillespie, John M.         \$6,000           6         Kukkonen, Gary L.         \$6,000         72         Reedy, Homer D.         \$6,000         104         Kimbrough Sr., Robert D.         \$6,000           6         Larcade, Frank H.         \$6,000         72         Shipley, Raymond E.         \$6,000         104         Mixchell, Jack D.         \$6,000 <t< td=""><td>6</td><td>Austin, Hurbert H.</td><td></td><td>1</td><td>•</td><td></td><td>:</td><td>Beard, Lee A.</td><td></td></t<>	6	Austin, Hurbert H.		1	•		:	Beard, Lee A.	
6         Brown, Mack C.         \$6,000         60         Morgan, Kern L.         \$6,000         101         Parker, Thomas L.         \$6,000           6         Franklin, Louis E.         \$6,000         69         Hamilton, Thomas W.         \$6,000         101         Rossett, Vince R.         \$6,916           6         Hansen, Donald V.         \$6,000         69         Herold, Donald A.         \$6,000         104         Cleasby, Bruce H.         \$6,000           6         Hill Jr., Olin         \$6,000         72         Bastrica, Petar S.         \$6,000         104         Flock, G.D.         \$6,000           6         Kreuter, Jan         \$6,000         72         Hull, Bobby L.         \$6,000         104         Gillespie, John M.         \$6,000           6         Kukkonen, Gary L.         \$6,000         72         Reedy, Homer D.         \$6,000         104         Kimbrough Sr., Robert D.         \$6,000           6         Larcade, Frank H.         \$6,000         72         Shipley, Raymond E.         \$6,000         104         Maxwell, Jack E.         \$6,000           6         Orr, Larry I.         \$6,000         72         Szabo, Louis         \$6,000         104         Mitchell, Jack D.         \$6,000	6			40	•		:		
6         Franklin, Louis E.         \$6,000         69         Hamilton, Thomas W.         \$6,000         101         Rossett, Vince R.         \$6,916           6         Hansen, Donald V.         \$6,000         69         Herold, Donald A.         \$6,000         104         Cleasby, Bruce H.         \$6,000           6         Hill Jr., Olin         \$6,000         72         Bastrica, Petar S.         \$6,000         104         Flock, G.D.         \$6,000           6         Kreuter, Jan         \$6,000         72         Hull, Bobby L.         \$6,000         104         Gillespie, John M.         \$6,000           6         Kukkonen, Gary L.         \$6,000         72         Reedy, Homer D.         \$6,000         104         Kimbrough Sr., Robert D.         \$6,000           6         Larcade, Frank H.         \$6,000         72         Shipley, Raymond E.         \$6,000         104         Maxwell, Jack E.         \$6,000           6         Orr, Larry I.         \$6,000         72         Szabo, Louis         \$6,000         104         Mitchell, Jack D.         \$6,000           6         Sam, Douglas         \$6,000         72         Voorhies, Louis L.         \$6,000         104         Nichols, James W.         \$6,000	6								
6       Hansen, Donald V.       \$6,000       69       Herold, Donald A.       \$6,000       104       Cleasby, Bruce H.       \$6,000         6       Hill Jr., Olin       \$6,000       72       Bastrica, Petar S.       \$6,000       104       Flock, G.D.       \$6,000         6       Kreuter, Jan       \$6,000       72       Hull, Bobby L.       \$6,000       104       Gillespie, John M.       \$6,000         6       Kukkonen, Gary L.       \$6,000       72       Reedy, Homer D.       \$6,000       104       Kimbrough Sr., Robert D.       \$6,000         6       Larcade, Frank H.       \$6,000       72       Shipley, Raymond E.       \$6,000       104       Maxwell, Jack E.       \$6,000         6       Orr, Larry I.       \$6,000       72       Szabo, Louis       \$6,000       104       Mitchell, Jack D.       \$6,000         6       Sam, Douglas       \$6,000       72       Voorhies, Louis L.       \$6,000       104       Nichols, James W.       \$6,000         6       Smith, Weldon       \$6,000       74       Williams, Phillip R.       \$6,000       104       O'Brien, Dianna L.       \$6,000         11       Ravndal, Harold       \$12,514       79       Antee, Arlan W.       \$6,000	6								
6         Hill Jr., Olin         \$6,000         72         Bastrica, Petar S.         \$6,000         104         Flock, G.D.         \$6,000           6         Kreuter, Jan         \$6,000         72         Hull, Bobby L.         \$6,000         104         Gillespie, John M.         \$6,000           6         Kukkonen, Gary L.         \$6,000         72         Reedy, Homer D.         \$6,000         104         Kimbrough Sr., Robert D.         \$6,000           6         Larcade, Frank H.         \$6,000         72         Shipley, Raymond E.         \$6,000         104         Maxwell, Jack E.         \$6,000           6         Orr, Larry I.         \$6,000         72         Szabo, Louis         \$6,000         104         Mitchell, Jack D.         \$6,000           6         Sam, Douglas         \$6,000         72         Voorhies, Louis L.         \$6,000         104         Nichols, James W.         \$6,000           6         Smith, Weldon         \$6,000         74         Williams, Phillip R.         \$6,000         104         O'Brien, Dianna L.         \$6,000           11         Ravndal, Harold         \$12,514         79         Antee, Arlan W.         \$6,000         104         Pyles, Donald L.         \$6,000									
6       Kreuter, Jan       \$6,000       72       Hull, Bobby L.       \$6,000       104       Gillespie, John M.       \$6,000         6       Kukkonen, Gary L.       \$6,000       72       Reedy, Homer D.       \$6,000       104       Kimbrough Sr., Robert D.       \$6,000         6       Larcade, Frank H.       \$6,000       72       Shipley, Raymond E.       \$6,000       104       Maxwell, Jack E.       \$6,000         6       Orr, Larry I.       \$6,000       72       Szabo, Louis       \$6,000       104       Mitchell, Jack D.       \$6,000         6       Sam, Douglas       \$6,000       72       Voorhies, Louis L.       \$6,000       104       Nichols, James W.       \$6,000         6       Smith, Weldon       \$6,000       74       Williams, Phillip R.       \$6,000       104       O'Brien, Dianna L.       \$6,000         11       Ravndal, Harold       \$12,514       79       Antee, Arlan W.       \$6,000       104       Pyles, Donald L.       \$6,000				:					
6       Kukkonen, Gary L.       \$6,000       72       Reedy, Homer D.       \$6,000       104       Kimbrough Sr., Robert D.       \$6,000         6       Larcade, Frank H.       \$6,000       72       Shipley, Raymond E.       \$6,000       104       Maxwell, Jack E.       \$6,000         6       Orr, Larry I.       \$6,000       72       Szabo, Louis       \$6,000       104       Mitchell, Jack D.       \$6,000         6       Sam, Douglas       \$6,000       72       Voorhies, Louis L.       \$6,000       104       Nichols, James W.       \$6,000         6       Smith, Weldon       \$6,000       74       Williams, Phillip R.       \$6,000       104       O'Brien, Dianna L.       \$6,000         11       Ravndal, Harold       \$12,514       79       Antee, Arlan W.       \$6,000       104       Pyles, Donald L.       \$6,000				1			:		
6       Larcade, Frank H.       \$6,000       72       Shipley, Raymond E.       \$6,000       104       Maxwell, Jack E.       \$6,000         6       Orr, Larry I.       \$6,000       72       Szabo, Louis       \$6,000       104       Mitchell, Jack D.       \$6,000         6       Sam, Douglas       \$6,000       72       Voorhies, Louis L.       \$6,000       104       Nichols, James W.       \$6,000         6       Smith, Weldon       \$6,000       74       Williams, Phillip R.       \$6,000       104       O'Brien, Dianna L.       \$6,000         11       Ravndal, Harold       \$12,514       79       Antee, Arlan W.       \$6,000       104       Pyles, Donald L.       \$6,000									
6       Orr, Larry I.       \$6,000       72       Szabo, Louis       \$6,000       104       Mitchell, Jack D.       \$6,000         6       Sam, Douglas       \$6,000       72       Voorhies, Louis L.       \$6,000       104       Nichols, James W.       \$6,000         6       Smith, Weldon       \$6,000       74       Williams, Phillip R.       \$6,000       104       O'Brien, Dianna L.       \$6,000         11       Ravndal, Harold       \$12,514       79       Antee, Arlan W.       \$6,000       104       Pyles, Donald L.       \$6,000									
6       Sam, Douglas       \$6,000       72       Voorhies, Louis L.       \$6,000       104       Nichols, James W.       \$6,000         6       Smith, Weldon       \$6,000       74       Williams, Phillip R.       \$6,000       104       O'Brien, Dianna L.       \$6,000         11       Ravndal, Harold       \$12,514       79       Antee, Arlan W.       \$6,000       104       Pyles, Donald L.       \$6,000		•							
6 Smith, Weldon \$6,000 74 Williams, Phillip R. \$6,000 104 O'Brien, Dianna L. \$6,000 11 Ravndal, Harold \$12,514 79 Antee, Arlan W. \$6,000 104 Pyles, Donald L. \$6,000		. ,					:		
11 Ravndal, Harold \$12,514 79 Antee, Arlan W. \$6,000 104 Pyles, Donald L. \$6,000				1			:	•	
							:		
11 Widdicombe, James E. \$6,000 79 Hoke, Robert E. \$6,000 104 Stansberry, Ronald C. \$6,000					•				
	11	Widdicombe, James E.	\$6,000	79	Hoke, Robert E.	\$6,000	104	Stansberry, Ronald C.	\$6,000

Tollefson, William M.   S6,000   374   Bess, Michel L.   S6,000   647   Relson, Clayton L.   S6,000   648   Relson, Clayton L.   S6,000   647   Relson, Clayton L.   S6,000   648   Relson, Clayton L.   S6,000   647   Relson, Clayton L.   S6,000   648   Relson, Clayton L.   S6,000   648   Relson, Clayton L.   S6,000   648   Relson, Clayton L.   S6,000   647   Relson, Clayton L.   S6,000   648   Relson, Clayton L.   S6,000   648   Relson, Clayton L.   S6,000   649   Relson, Clayton L.   S6,000									
104   Mard, Richard L	104	Tollefson, William M.	\$6,000	374	Bess, Michel L.	\$6,000	647	Lapos, Benedict P.	\$6,000
Name	104	Vielman, Antonio N.	\$6,000	374	Day, Jerry L.	\$6,000	647	Nelson, Clayton L.	\$6,000
Davenport, Horace W.   Sci.   Springer, Larry G.   Sci.	104	Ward, Richard L.	\$6,000	374	Guerrero, Julio N.	\$6,000	647	Piatz, Bernhard W.	\$6,000
105   Halk_Afilm	105	Abdon, Dennis A.	\$6,000	374	Rine, Larry K.	\$6,000	647	Skalsky, Charles	\$6,000
105	105	Davenport, Horace W.	\$6,000	374	Springer, Larry G.	\$6,000	651	Marsh, Allen E.	\$6,000
Shuster, Charles M.	105	Hall, Arlin	\$6,000	433	Prine, J.P.	\$6,000	667	Bradford, Billy G.	\$6,000
106         Burchett, Ruben O.         \$6,000         454         Brackett, Hugh L.         \$6,000         677         Real, Carleton P.         \$6,000           107         Coover, Douglas B.         \$406         455         Long, Jimmy H.         \$6,000         673         Ryan, John F.         \$6,000           108         Key, Matthew         \$501         455         Werfel, David E.         \$6,000         677         Jackson, John W.         \$6,000           110         Goodwin, Donald L.         \$6,000         483         Scharf, Earl         \$6,000         684         Andersen, Richard H.         \$6,000           110         Robinson, Marshall C.         \$6,000         487         Ecloux, Roger D.         \$6,000         697         Michalski, Marvin         \$6,000           112         Lee, Gaston         \$6,000         500         Stevens, Lloyd C.         \$6,000         697         Hichalski, Marvin         \$6,000           132         Ulsrud, Glen D.         \$6,000         500         Stevens, Lloyd C.         \$6,000         744         White, Jack L.         \$6,000           132         Wordford, Elmer E.         \$6,000         549         Johnson, William         \$6,000         744         White, Jack L.         \$6,000	105	Heckenmueller, Joseph R.	\$6,000	449	Schley, Leslie A.	\$6,000	667	Haddox, Donald E.	\$6,000
107	105	Shuster, Charles M.	\$6,000	453	Satterfield, Harold E.	\$6,000	667	Hubeaut, William H.	\$6,000
Waters, Calvin F.	106	Burchett, Ruben O.	\$6,000	454	Brackett, Hugh L.	\$6,000	667	Neal, Carleton P.	\$6,000
Cahela, B.J.	107	Coover, Douglas B.	\$406	455	Long, Jimmy H.	\$6,000	673	Ryan, John F.	\$6,000
108   Key, Matthew   \$501   455   Woodruff, Rodney W.   \$6,000   684   Andersen, Richard H.   \$6,000   687   Mingate, Philip F.   \$6,000   697   Michalski, Marvin   \$6,000   687   Michalski, Marvin   \$6,000   730   Austin, Bobby W.   \$6,000   632   Michalski, Marvin   \$6,000   730   Austin, Bobby W.   \$6,000   632   Michalski, Marvin   \$6,000   730   Austin, Bobby W.   \$6,000   632   Michalski, Marvin   \$6,000   744   Focarelli, Michael A.   \$6,000   549   Mingate, Philip F.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Bailey, Shedrick B.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Baikey, Charles A.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   549   Mirphy, Winfred C.   \$6,000   802   Luedecke, Francis R.   \$6,000   540   Mirphy, Winfred C.   \$6,	107	Waters, Calvin F.	\$6,000	455		\$6,000	677	Brislin, Donald C.	\$6,000
100	108	Cahela, B.J.	\$6,000	455	Werfel, David E.	\$6,000	679	Jackson, John W.	\$6,000
110	108	Key, Matthew	\$501	455	Woodruff, Rodney W.	\$6,000	684	Andersen, Richard H.	\$6,088
112         Fincher, Frank A.         \$6,000         487         Le Cloux, Roger D.         \$6,000         697         Michalski, Marvin         \$6,000           132         Jurecek, Johnnie R.         \$6,000         500         Stevens, Lloyd C.         \$6,000         697         Stock, Charles F.         \$6,000           132         Ulsrud, Glen D.         \$6,000         502         Davis, Mark W.         \$6,000         744         Forarelli, Michael A.         \$6,000           132         White, Phillip E.         \$6,000         549         Davis, Noel J.         \$6,000         744         White, Jack L.         \$6,000           154         Aymar, Frederick H.         \$6,000         549         Kirchner, Robert H.         \$6,000         802         Balley, Charles A.         \$6,000           154         Dreibelbis, Walter G.         \$6,000         549         Kirchner, Robert H.         \$6,000         802         Balley, Charles A.         \$6,000           154         Pitzerell, Carl         \$6,000         \$64         Springstead, Kenneth J.         \$6,000         802         Leedecke, Francis R.         \$6,000           154         Pitzerell, Carl         \$6,000         \$68         Kroupa, Frank A.         \$6,000         802         Leersen, Joseph M	110	Goodwin, Donald L.	\$6,000	483		\$6,000	687	Wingate, Philip F.	\$6,000
132   Lee, Gaston   \$6,000   500   Garber, Samuel M.   \$6,000   697   Stock, Charles F.   \$6,000   132   Usrud, Glen D.   \$6,000   500   Stevens, Lloyd C.   \$6,000   734   Austin, Bobby W.   \$6,000   132   White, Phillip E.   \$6,000   549   Davis, Noel J.   \$6,000   744   White, Jack L.   \$6,000   132   Woodford, Elmer E.   \$6,000   549   Johnson, William   \$6,000   802   Baley, Shedrick B.   \$6,000   549   Johnson, William   \$6,000   802   Baley, Shedrick B.   \$6,000   549   Johnson, William   \$6,000   802   Baley, Shedrick B.   \$6,000   549   Murphy, Winfred C.   \$6,000   802   Baley, Charles A.   \$6,000   549   Murphy, Winfred C.   \$6,000   802   Baley, Charles A.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Leedecke, Francis R.   \$6,000   802   Leedecke, Francis R.   \$6,000   803   Leedecke, Francis R.   \$6,	110	Robinson, Marshall C.	\$6,000	487	Berg Jr., Gerald H.	\$6,000	696	Beyer, Ronald V.	\$6,000
132   Jurecek, Johnnie R.   \$6,000   500   Stevens, Lloyd C.   \$6,000   730   Austin, Bobby W.   \$6,000   132   Winter, Phillip E.   \$6,000   502   Davis, Mark W.   \$6,000   744   White, Jack L.   \$6,000   132   Woodford, Elmer E.   \$6,000   549   Johnson, William   \$6,000   802   Bailey, Shedrick B.   \$6,000   154   Aymar, Frederick H.   \$6,000   549   Johnson, William   \$6,000   802   Bailey, Shedrick B.   \$6,000   154   Dreibelbis, Walter G.   \$6,000   549   Murphy, Winfred C.   \$6,000   802   Bailey, Shedrick B.   \$6,000   154   Kosic, Richard J.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Bailey, Shedrick B.   \$6,000   154   Kosic, Richard J.   \$6,000   549   Springstead, Kenneth J.   \$6,000   802   Jensen, Joseph M.   \$6,000   154   Pitzerell, Carl   \$6,000   568   Krupre, Malcolm N.   \$6,000   802   Jensen, Joseph M.   \$6,000   169   Biniarz, Gregory P.   \$6,000   568   Krupre, Malcolm N.   \$6,000   802   Jensen, Joseph M.   \$6,000   169   Griffin, Russell E.   \$6,000   574   Tamulevich, Joseph T.   \$6,000   802   Taylor, Raymond M.   \$6,000   169   Hamilton, George E.   \$6,000   582   Robertson, Odell W.   \$6,000   180   Conley, Percy   \$6,000   170   Dobry, David L.   \$6,000   583   Higginbotham, Ervin   \$6,000   1234   Decicco, Alberto   \$6,000   177   Eichman, Edward J.   \$6,000   587   Albgrim, Ronald E.   \$6,000   1234   Decicco, Alberto   \$6,000   180   Griffen, Wesley L.   \$6,000   587   King Sr., Jeffrey G.   \$6,000   1247   Davis, J.D.   \$6,000   170   Davis, Jame L.   \$6,000   587   Solor, Jame Robert A.   \$6,000   587   Solor, Jame Robert A.   \$6,000   580   Solor, Raymer C.   \$6,000   180   Robert A.   \$6,000   580   Solor, Raymer C.   \$6,000   180   Robert A.   \$6,000   580   Solor, Raymer C.   \$6,000   180   Robert A.   \$6,000   580   Solor, Raymer C.   \$6,000   180   Robert A.   \$6,000   580   Solor, Raymer C.   \$6,000   180   Robert A.   \$6,000   580   Solor, Raymer C.   \$6,000   180   Robert A.   \$6,000   580   Robert A.   \$6,000   580   Robert A.   \$6,000   580   Robert	112	Fincher, Frank A.	\$6,000	487	Le Cloux, Roger D.	\$6,000	697	Michalski, Marvin	\$6,000
132         Ulsrud, Glen D.         \$6,000         502         Davis, Merk W.         \$6,000         744         Focarelli, Michael A.         \$6,000           132         White, Phillip E.         \$6,000         549         Davis, Noel J.         \$6,000         802         Baley, Shedrick B.         \$6,000           154         Aymar, Frederick H.         \$6,000         549         Kirchner, Robert H.         \$6,000         802         Blakey, Charles A.         \$6,000           154         Aymar, Frederick H.         \$6,000         549         Kirchner, Robert H.         \$6,000         802         Blakey, Charles A.         \$6,000           154         Kosic, Richard J.         \$6,000         549         Springstead, Kenneth J.         \$6,000         802         Luedecke, Francis R.         \$6,000           169         Allen Jr., Charles K.         \$6,000         568         Kroupa, Frank A.         \$6,000         802         Luedecke, Francis R.         \$6,000           169         Biniarz, Gregory P.         \$6,000         574         Tamulevich, Joseph T.         \$6,000         802         Pearson, Wayne         \$6,000           169         Himilton, George E.         \$6,000         582         Robertson, Odell W.         \$6,000         802	112	Lee, Gaston	\$6,000	500	Garber, Samuel M.	\$6,000	697	Stock, Charles F.	\$6,000
132         White, Phillip E.         \$6,000         549         Davis, Noel J.         \$6,000         744         White, Jack L.         \$6,000           132         Woodford, Elmer E.         \$6,000         549         Johnson, William         \$6,000         802         Balley, Shedrick B.         \$6,000           154         Aymar, Frederick H.         \$6,000         549         Kirchner, Robert H.         \$6,000         802         Cropper, Dennis L.         \$6,000           154         Preibelbis, Walter G.         \$6,000         549         Springstead, Kenneth J.         \$6,000         802         Cropper, Dennis L.         \$6,000           154         Pitzerell, Carl         \$6,000         568         Kroupa, Frank A.         \$6,000         802         Jensen, Joseph M.         \$6,000           169         Biniarz, Gregory P.         \$6,000         568         Turner, Malcolm N.         \$6,000         802         Pearson, Wayne         \$6,000           169         Brillon, George E.         \$6,000         577         Garza, Armando L.         \$6,000         892         Laura, Charles L.         \$6,000           169         Hamilton, George E.         \$6,000         582         Robentson, Odell W.         \$6,000         1086         White, Mitton	132	Jurecek, Johnnie R.	\$6,000	500	Stevens, Lloyd C.	\$6,000	730	Austin, Bobby W.	\$6,000
Noodford, Elmer E.   \$6,000   \$49   Johnson, William   \$6,000   802   Bailey, Shedrick B.   \$6,000   \$40   Aymar, Frederick H.   \$6,000   \$49   Kirchner, Robert H.   \$56,000   \$802   Blakey, Charles A.   \$6,000   \$49   Kirchner, Robert H.   \$56,000   \$802   Cropper, Dennis L.   \$6,000   \$49   Springstead, Kenneth J.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$49   Springstead, Kenneth J.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$49   Springstead, Kenneth J.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$40   Springstead, Kenneth J.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$40   Springstead, Kenneth J.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$40   Springstead, Kenneth J.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$40   Springstead, Kenneth J.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$60   Miller, Charles K.   \$6,000   \$68   Turner, Malcolm N.   \$6,000   \$802   Jensen, Joseph M.   \$6,000   \$600   Miller, Gragory P.   \$6,000   \$600   S60   Turner, Malcolm N.   \$6,000   S802   Fearson, Wayne   \$6,000   \$600   S600   S6	132	Ulsrud, Glen D.	\$6,000	502	Davis, Mark W.	\$6,000	744	Focarelli, Michael A.	\$6,000
154         Aymar, Frederick H.         \$6,000         549         Kirchner, Robert H.         \$6,000         802         Blakey, Charles A.         \$6,000           154         Dreibelbis, Walter G.         \$6,000         549         Murphy, Winfred C.         \$6,000         802         Cropper, Dennis L.         \$6,000           154         Kosic, Richard J.         \$6,000         549         Springstead, Kenneth J.         \$6,000         802         Jensen, Joseph M.         \$6,000           154         Pitzerell, Carl         \$6,000         568         Kroupa, Frank A.         \$6,000         802         Jensen, Joseph M.         \$6,000           169         Allen Jr., Charles K.         \$6,000         568         Turner, Malcolm N.         \$6,000         802         Pearson, Wayne         \$6,000           169         Briniarz, Gregory P.         \$6,000         577         Garza, Armando L.         \$6,000         802         Taylor, Raymond M.         \$6,000           169         Hamilton, George E.         \$6,000         582         Robertson, Odell W.         \$6,000         801         Laura, Charles L.         \$6,000           169         Hamilton, George E.         \$6,000         582         Roshto, Carlisle         \$6,000         1086         Whi	132	White, Phillip E.	\$6,000	549	Davis, Noel J.	\$6,000	744	White, Jack L.	\$6,000
154         Dreibelbis, Walter G.         \$6,000         549         Murphy, Winfred C.         \$6,000         802         Cropper, Dennis L.         \$6,000           154         Kosic, Richard J.         \$6,000         549         Springstead, Kenneth J.         \$6,000         802         Jensen, Joseph M.         \$6,000           154         Pitzerell, Carl         \$6,000         568         Kroupa, Frank A.         \$6,000         802         Luedecke, Francis R.         \$6,000           169         Allen Jr., Charles K.         \$6,000         558         Turner, Malcolm N.         \$6,000         802         Pearson, Wayne         \$6,000           169         Biniarz, Gregory P.         \$6,000         574         Tamulevich, Joseph T.         \$6,000         802         Taylor, Raymond M.         \$6,000           169         Hamilton, George E.         \$6,000         582         Robertson, Odell W.         \$6,000         1806         Conley, Percy         \$6,000           169         Whiteside, Douglas D.         \$6,000         582         Roshto, Carlisle         \$6,000         1806         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         \$60,000         \$83         Higginbotham, Ervin         \$6,000	132	Woodford, Elmer E.	\$6,000	549	Johnson, William	\$6,000	802		\$6,000
154         Kosic, Richard J.         \$6,000         549         Springstead, Kenneth J.         \$6,000         802         Jensen, Joseph M.         \$6,000           154         Pitzerell, Carl         \$6,000         568         Kroupa, Frank A.         \$6,000         802         Ledecke, Francis R.         \$6,000           169         Allen Jr., Charles K.         \$6,000         574         Tamulevich, Joseph T.         \$6,000         802         Pearson, Wayne         \$6,000           169         Briniarz, Gregory P.         \$6,000         574         Tamulevich, Joseph T.         \$6,000         802         Taylor, Raymond M.         \$6,000           169         Hamilton, George E.         \$6,000         582         Robertson, Odell W.         \$6,000         891         Laura, Charles L.         \$6,000           169         Whiteside, Douglas D.         \$6,000         582         Robetson, Odell W.         \$6,000         1086         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         583         Higginotham, Ervin         \$6,000         1234         Dakoumis, Louis         \$6,000           177         Eichman, Edward J.         \$6,000         583         Wilder, Grady         \$6,000         1234         Hall,	154	Aymar, Frederick H.	\$6,000	549	Kirchner, Robert H.	\$6,000	802	Blakey, Charles A.	\$6,000
154         Pitzerell, Carl         \$6,000         568         Kroupa, Frank A.         \$6,000         802         Luedecke, Francis R.         \$6,000           169         Allen Jr., Charles K.         \$6,000         568         Turner, Malcolm N.         \$6,000         802         Pearson, Wayne         \$6,000           169         Biniarz, Gregory P.         \$6,000         574         Tamulevich, Joseph T.         \$6,000         802         Taylor, Raymond M.         \$6,000           169         Griffin, Russell E.         \$6,000         577         Garza, Armando L.         \$6,000         891         Laura, Charles L.         \$6,000           169         Whiteside, Douglas D.         \$6,000         582         Robertson, Odell W.         \$6,000         1086         Conley, Percy         \$6,000           177         Dobry, David L.         \$6,000         582         Roshto, Carlisle         \$6,000         1086         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         583         Higginbotham, Ervin         \$6,000         1234         Decicco, Alberto         \$6,000           177         Eichman, Edward J.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Hall, Willie		Dreibelbis, Walter G.	\$6,000	549	Murphy, Winfred C.	\$6,000	802	Cropper, Dennis L.	\$6,000
169         Allen Jr., Charles K.         \$6,000         568         Turner, Malcolm N.         \$6,000         802         Pearson, Wayne         \$6,000           169         Biniarz, Gregory P.         \$6,000         574         Tamulevich, Joseph T.         \$6,000         802         Taylor, Raymond M.         \$6,000           169         Griffin, Russell E.         \$6,000         582         Robertson, Odell W.         \$6,000         1086         Conley, Percy         \$6,000           169         Whiteside, Douglas D.         \$6,000         582         Roshto, Carlisle         \$6,000         1086         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         583         Higginbotham, Ervin         \$6,000         1234         Decicco, Alberto         \$6,000           177         Guyette, Ronald A.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Hall, Willie         \$6,000           177         Zirbel, Ralph H.         \$6,000         587         Algrim, Ronald E.         \$6,000         1240         Shepherd, Ernest         \$6,000           182         Fife, Wesley L.         \$6,000         587         Bozer, Johnny L.         \$6,000         1247         Davis, J.D.	154	Kosic, Richard J.	\$6,000		Springstead, Kenneth J.	\$6,000		Jensen, Joseph M.	\$6,000
169         Biniarz, Gregory P.         \$6,000         574         Tamulevich, Joseph T.         \$6,000         802         Taylor, Raymond M.         \$6,000           169         Griffin, Russell E.         \$6,000         577         Garza, Armando L.         \$6,000         891         Laura, Charles L.         \$6,000           169         Hamilton, George E.         \$6,000         582         Robertson, Odell W.         \$6,000         1086         Conley, Percy         \$6,000           169         Whiteside, Douglas D.         \$6,000         582         Roshto, Carlisle         \$6,000         1086         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         583         Higginbotham, Ervin         \$6,000         1234         Decicco, Alberto         \$6,000           177         Eichman, Edward J.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Daikoumis, Louis         \$6,000           177         Zirbel, Ralph H.         \$6,000         587         Ablgrim, Ronald E.         \$6,000         1240         Shepherd, Ernest         \$6,000           182         Fife, Wesley L.         \$6,000         587         Sodoto, Jaminy L.         \$6,000         1240         Shepherd, Ernest<	154	Pitzerell, Carl	\$6,000	568	Kroupa, Frank A.	\$6,000	802	Luedecke, Francis R.	\$6,000
169         Griffin, Russell E.         \$6,000         577         Garza, Armando L.         \$6,000         891         Laura, Charles L.         \$6,000           169         Hamilton, George E.         \$6,000         582         Robertson, Odell W.         \$6,000         1086         Conley, Percy         \$6,000           169         Whiteside, Douglas D.         \$6,000         582         Roshto, Carlisle         \$6,000         1086         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         583         Higginbotham, Ervin         \$6,000         1234         Decicco, Alberto         \$6,000           177         Eichman, Edward J.         \$6,000         583         Wilder, Grady         \$6,000         1234         Dacicco, Alberto         \$6,000           177         Zirbel, Ralph H.         \$6,000         587         Ahlgrim, Ronald E.         \$6,000         1234         Hall, Willie         \$6,000           182         Fife, Wesley L.         \$6,000         587         Boozer, Johnny L.         \$6,000         1247         Davis, J.D.         \$6,000           193         Zornak, Robert A.         \$15,000         587         King Sr., Jeffrey G.         \$6,000         1248         Vick, Jimmie         \$6	169	Allen Jr., Charles K.	\$6,000	568	Turner, Malcolm N.	\$6,000	802	Pearson, Wayne	\$6,000
169         Hamilton, George E.         \$6,000         582         Robertson, Odell W.         \$6,000         1086         Conley, Percy         \$6,000           169         Whiteside, Douglas D.         \$6,000         582         Roshto, Carlisle         \$6,000         1086         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         583         Higginbotham, Ervin         \$6,000         1234         Decicco, Alberto         \$6,000           177         Eichman, Edward J.         \$6,000         583         Wilder, Grady         \$6,000         1234         Decicco, Alberto         \$6,000           177         Guyette, Ronald A.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Hall, Willie         \$6,000           177         Zirbel, Ralph H.         \$6,000         587         Ahlgrim, Ronald E.         \$6,000         1240         Shepherd, Ernest         \$6,000           182         Fife, Wesley L.         \$6,000         587         Ahlgrim, Ronald E.         \$6,000         1247         Davis, J.D.         \$6,000           182         Fife, Wesley L.         \$6,000         587         King Sr., Jeffrey G.         \$6,000         1242         Davis, J.D.         \$6,000<		Biniarz, Gregory P.	\$6,000	574	Tamulevich, Joseph T.	\$6,000		Taylor, Raymond M.	\$6,000
169         Whiteside, Douglas D.         \$6,000         582         Roshto, Carlisle         \$6,000         1086         White, Milton E.         \$6,000           177         Dobry, David L.         \$6,000         583         Higginbotham, Ervin         \$6,000         1234         Decicco, Alberto         \$6,000           177         Eichman, Edward J.         \$6,000         583         Wilder, Grady         \$6,000         1234         Dakoumis, Louis         \$6,000           177         Guyette, Ronald A.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Hall, Willie         \$6,000           182         Fife, Wesley L.         \$6,000         587         Ahlgrim, Ronald E.         \$6,000         1240         Shepherd, Ernest         \$6,000           182         Fife, Wesley L.         \$6,000         587         Boozer, Johnny L.         \$6,000         1247         Davis, J.D.         \$6,000           193         Miller, Keith A.         \$15,000         587         Sadler, A.M.         \$6,000         1509         Brophey, Lawrence J.         \$6,000           197         Tate, Lowell E.         \$6,000         590         Dotson, Doris O.         \$6,000         1509         Brophey, Lawrence J.         \$6,000<		Griffin, Russell E.	\$6,000		Garza, Armando L.	\$6,000	891	Laura, Charles L.	\$6,000
177         Dobry, David L.         \$6,000         583         Higginbotham, Ervin         \$6,000         1234         Decicco, Alberto         \$6,000           177         Eichman, Edward J.         \$6,000         583         Wilder, Grady         \$6,000         1234         Diakoumis, Louis         \$6,000           177         Guyette, Ronald A.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Hall, Willie         \$6,000           177         Zirbel, Ralph H.         \$6,000         587         Ahlgrim, Ronald E.         \$6,000         1240         Shepherd, Ernest         \$6,000           182         Fife, Wesley L.         \$6,000         587         Boozer, Johnny L.         \$6,000         1247         Davis, J.D.         \$6,000           193         Miller, Keith A.         \$15,000         587         King Sr., Jeffrey G.         \$6,000         1248         Vick, Jimmie         \$6,000           193         Zornak, Robert A.         \$6,000         587         Sadler, A.M.         \$6,000         1509         Brophey, Lawrence J.         \$6,000           197         Tate, Lowell E.         \$6,000         590         Dotson, Doris O.         \$6,000         1509         Brophey, Lawrence J.         \$6,000 <td></td> <td>Hamilton, George E.</td> <td></td> <td>:</td> <td>Robertson, Odell W.</td> <td></td> <td></td> <td>Conley, Percy</td> <td></td>		Hamilton, George E.		:	Robertson, Odell W.			Conley, Percy	
177         Eichman, Edward J.         \$6,000         583         Wilder, Grady         \$6,000         1234         Diakoumis, Louis         \$6,000           177         Guyette, Ronald A.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Hall, Willie         \$6,000           177         Zirbel, Ralph H.         \$6,000         587         Ahlgrim, Ronald E.         \$6,000         1240         Shepherd, Ernest         \$6,000           182         Fife, Wesley L.         \$6,000         587         Boozer, Johnny L.         \$6,000         1247         Davis, J.D.         \$6,000           193         Miller, Keith A.         \$15,000         587         King Sr., Jeffrey G.         \$6,000         1248         Vick, Jimmie         \$6,000           193         Zornak, Robert A.         \$6,000         587         Sadler, A.M.         \$6,000         1509         Brophey, Lawrence J.         \$6,000           197         Tate, Lowell E.         \$6,000         590         Dotson, Doris O.         \$6,000         1509         Brophey, Lawrence J.         \$6,000           199         Bellers, Jimmie L.         \$6,000         590         Sanford, Annie L.         \$6,000         Madams, Dwight L.         \$6,000 <tr< td=""><td></td><td>Whiteside, Douglas D.</td><td></td><td>:</td><td>Roshto, Carlisle</td><td></td><td></td><td>White, Milton E.</td><td></td></tr<>		Whiteside, Douglas D.		:	Roshto, Carlisle			White, Milton E.	
177         Guyette, Ronald A.         \$6,000         584         Dobbins, Richard         \$6,000         1234         Hall, Willie         \$6,000           177         Zirbel, Ralph H.         \$6,000         587         Ahlgrim, Ronald E.         \$6,000         1240         Shepherd, Ernest         \$6,000           182         Fife, Wesley L.         \$6,000         587         Boozer, Johnny L.         \$6,000         1247         Davis, J.D.         \$6,000           193         Miller, Keith A.         \$15,000         587         King Sr., Jeffrey G.         \$6,000         1248         Vick, Jimmie         \$6,000           193         Zornak, Robert A.         \$6,000         587         Sadler, A.M.         \$6,000         1509         Brophey, Lawrence J.         \$6,000           197         Tate, Lowell E.         \$6,000         590         Dotson, Doris O.         \$6,000         1599         Brophey, Lawrence J.         \$6,000           199         Broadway, Delbert L.         \$6,000         590         Sanford, Annie L.         \$6,000         1600         Adams, Dwight L.         \$6,000           202         Adcox, Jimmy C.         \$6,000         592         Montgomery, Jerry D.         \$6,000         1600         Reynolds, Ken         \$6,00		Dobry, David L.			Higginbotham, Ervin				
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KEEP THE FUND OFFICE INFORMED of changes to your beneficiary, mailing address, telephone number, or marital status. This helps us make sure you and your Beneficiaries receive all information and notices. Designate your Beneficiary by completing the Plan's Designation of Beneficiary Form. The original Beneficiary Form must be received in the Fund Office prior to your death. If your Beneficiary dies before you, or you want to change your Beneficiary, promptly request a Designation of Beneficiary Form from the Fund Office or download a form using the web address:

https://www.bnf-kc.com/downloads.aspx.



## CB&I's O'Connor praises Boilermaker Code

[Addressed to MOST Administrator Dale "Skipper" Branscum]

Dear Mr. Branscum:

On behalf of Eddie Downs and myself, many thanks to MOST and Local One for inviting CB&I to participate in the new Boilermaker Code class this week in Chicago [held in August 2016]. Our class was led by John Skermont [now deceased], Patrick Gallagher, and Tony Smarra, all of whom did a great job.

I cannot overstate how surprised and impressed I was with the program. The one-two combination of bold PowerPoint slides and unexpectedly frank (and well-made) videos led to a lot of candid discussions during our class. This was not an endurance test of boring, stodgy lectures — this was a class where everyone was engaged and participating in healthy debate and self-reflection.

The lesson plan videos included seasoned Boilermakers using very candid, colorful language (let's call it "journeyman prose") that detailed how, for the last 30 years or so, the Boilermakers have been their own worst enemy when it comes to losing market share, due, largely, to the bad attitudes and behaviors of a minority of the membership. Man-hours are down significantly from 20 years ago and growth has been stifled. Owners and contractors are demanding a step change. There are some jobsites where Boilermakers have been unwelcome for so long no one on either side can remember the original reasons why anymore.

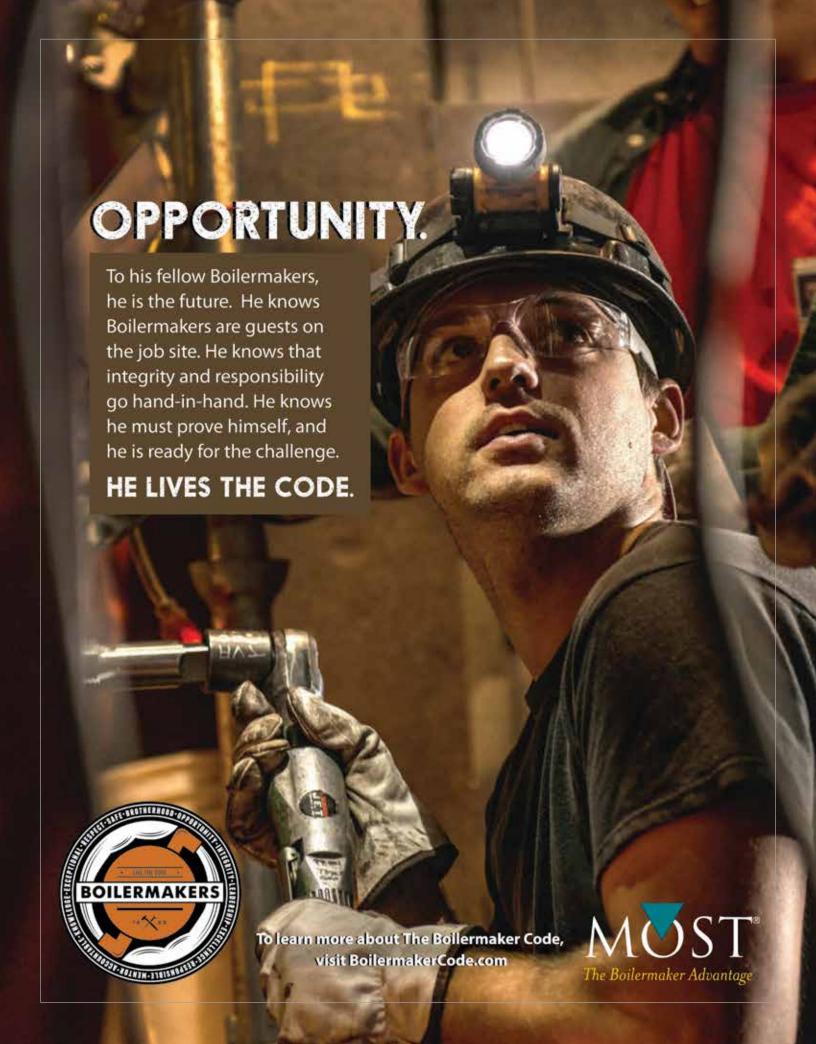
While the Code training program didn't discuss other trades, we all know the UA, IBEW, UBC, LiUNA, and other unions have members who have demonstrated much of the same bad traits, which have led to similar, self-destructive results. The Boilermakers, to their credit, are working to change that dynamic for themselves through the nationwide adoption and implementation of the Code.

"I cannot overstate how surprised and impressed I was with the program...This was not an endurance test of boring, stodgy lectures — this was a class where everyone was engaged and participating in healthy debate and self-reflection."

I'm not naïve enough to think that a written code or creed, by itself, is going to suddenly reverse the long arc of declining market share for union Boilermakers. But the Code and Creed, if taken to heart and put into practice, point to a New Beginning. Who else has a union-developed corrective-action program that looks inward to start addressing its own problems instead of blaming non-union workers, union-hating owners, politicians, or others for the decline in market share. The Boilermakers have decided to stop playing the role of "victim" and to start, day-by-day, memberby-member, earning back the trust of the marketplace through deliberate changes to member behaviors and attitudes.

As the only non-Boilermaker in the classroom, I was made to feel welcome. My opinions were solicited and respected. I urge MOST to continue to invite the participation of other employer representatives like Eddie and me, as well as Owners/Clients to the program. We wish MOST and the Boilermakers Union every success with the rollout of the Code and Creed. We will be watching for the beneficial effects of its implementation on our jobsites.

Patrick O'Connor Labor Relations, CB&I



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