



Appointments

May 31, 1996

POWER GENERATION BUSINESS UNIT AND ENERGY SYSTEMS BUSINESS UNIT

MANAGEMENT PERSONNEL

One of the most critical re-engineering efforts underway is to ensure that the Power Generation Business Unit has a focused, team-oriented approach to address our "go to market" plan. Traditionally, field sales has had the day-to-day contact and broad overall interaction with the customer, while marketing has been more transaction oriented and geared towards proposal-specific tasks. The effective integration of field sales and marketing coverage into a focused business platform with the task of assessing market/customer requirements and getting the order is vital to our growth strategy. In 1995, we refocused our North American field sales efforts into customer teams integrated with division marketing, capable of providing customer coverage for the Energy Services Divisions, Generation Systems Division (new apparatus and projects), as well as the Energy Systems Business Unit. Although the North American effort is primarily driven by operating plant service, we have also been successful through this structure in increasing our new apparatus market share.

With greater than 70% of PGBU future orders, primarily for new apparatus, coming from outside of North America, we are now, in conjunction with ESB, restructuring our international field sales and marketing efforts to create a virtual customer coverage network for our international efforts.

To accomplish this we need to have a more integrated PGBU customer interface. We are restructuring the relationship between field sales (PSI) and GSD marketing and are announcing the following appointments:

Mr. M.D. (Mike) Costa is appointed Director, International Marketing and Vice President, Power Systems International (PSI). Mike will be responsible for all international field sales locations in Latin America, Europe, Middle East, Africa, and Asia, with the exception of China and India. In recognition of the need for close coordination of new equipment and projects, he will also be responsible for all new apparatus and project marketing activities in those regions.

The following organizational assignments are effective immediately:

Mr. P.A. (Pete) Russo is appointed Marketing Manager, Middle East and will be responsible for building our commercial platform for Saudi Arabia and the neighboring Gulf States. The PSI office in Al Khobar will report to Mr. Russo and he will also interface with ISCOSA to coordinate and provide leadership for all in-country activities.

Mr. J.J. (Joe) Leemon is appointed Marketing Manager, Europe/Africa. The PSI offices in Brussels and Madrid will report to Mr. Leemon. In addition, he will interface with Tom Szabo, ESD Warsaw, to leverage the PGBU business platform in Poland.

Mr. D.A. (Dave) Pacyna is appointed Marketing Manager, Latin America and will be responsible for South/Central America and the Caribbean. The PSI offices in Buenos Aires, Bogota, Caracas, and Brazil will report to Mr. Pacyna.

In order to continue to focus on our regional new apparatus strategy in North Asia, Mr. E.A. (Ernie) Izzo is appointed Marketing Manager, Korea, Taiwan, and Japan.

In order to focus on the regional new apparatus strategy for Southeast Asia, Mr. E.L. (Eric) Four is appointed Marketing Manager, Southeast Asia.

Messrs. Russo, Leemon, Pacyna, Izzo, and Four will report to Mr. Costa.

The following PSI Regional Directors, representing all Power Systems in-country activities, will also report to Mr. Costa:

- M.E. Glasgow - Regional Director - Seoul, Korea
- C.B. Martin - Regional Director - Taipei, Taiwan
- H.O. Ponce - Regional Director - Tokyo, Japan
- R.G. Gross - Regional Director - Singapore (Mr. Gross will interface for all sales activities with WISAPL - Singapore, WIST - Thailand, and WEAL - Australia.)

Mr. G.E. (George) Baker, PSI Manager, Business Administration, will continue to report to Mr. Costa.

In order to provide additional focus on our activities in two of the largest growth markets, the following appointments are made:

Mr. D.D. (Darrell) Aulds is appointed Marketing Manager, India/Pakistan. This appointment will focus PGBU resources on the expanding business opportunities in these large markets. Messrs. E.A. (Ev) Elijah and D.K. (Dinesh) Agarwal will report to Mr. Aulds. In addition, PGBU will be shortly opening an in-country Power Generation office in India that will also report to Mr. Aulds.

Mr. K.S. (Kurt) Steinebronn continues as Marketing Manager, China responsible for all GSD sales to the People's Republic of China.

Mr. R.C. (Dick) Gaskins and Mr. J.F. (Fred) Sperry continue as Regional Directors, China located in Beijing and responsible for all Power Systems in-country activities.

Mr. R.E. (Bob) Nowak continues as Manager, Product Line Marketing. In addition, Mr. Nowak will have responsibility for all GSD proposals and contracts. Mr. J.P. Forquer will now report to Mr. Nowak.

Mr. G.C. (George) Lamonettin is appointed Director, North American Marketing for GSD responsible for the United States, Canada, and Mexico. Mr. L. (Leo) Soschin, Regional Director, PSI Mexico, will report to Mr. Lamonettin in addition to Messrs. R.L. (Bob) Misback, J.M. (John) Wilson, T.R. (Tim) Eves, R.G. (Rich) Rapagnani, G.D. (Gary) Albrecht, and C.E. (Chris) Cuyler. Mr. Lamonettin and Mr. D.M. (David) Miller, Director, North American Field Sales, will interface to ensure effective field coverage for new apparatus.

Mr. Costa will report to Mr. C. Weeks (GSD), and on a matrix basis to Mr. T. A. Christopher (ESD) and to Mr. R. J. Sero, General Manager, Systems & Major Projects Division.

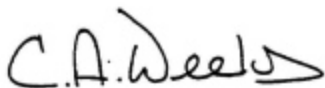
Messrs. Aulds, Steinebronn, Gaskins, Sperry, Nowak, and Lamonettin will report to Mr. Weeks.

Messrs. Rees, Coffman, Rumancik, Farr, Neale, and Young will continue in their current assignment reporting to Mr. Weeks. Mr. T. J. Herder will continue to report to Mr. Weeks on a matrix basis.

Each PSI country office will continue to represent and provide overall customer coverage for all Power Systems activities including GSD, ESD, and ESB. U.

In addition, ESD will continue to coordinate its in-country activities with PSI and GSD. This coordinated Business Unit strategy will continue our growth initiatives in the global market.

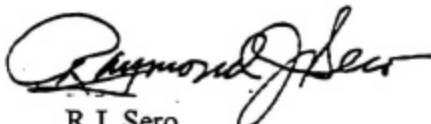
We believe this revised structure will enhance our total customer coverage while leveraging the strengths of the respective organizations within PGBU and ESB. U. in order to achieve maximum market success.



C.A. Weeks
General Manager
Generation Systems Division
Power Generation Business Unit

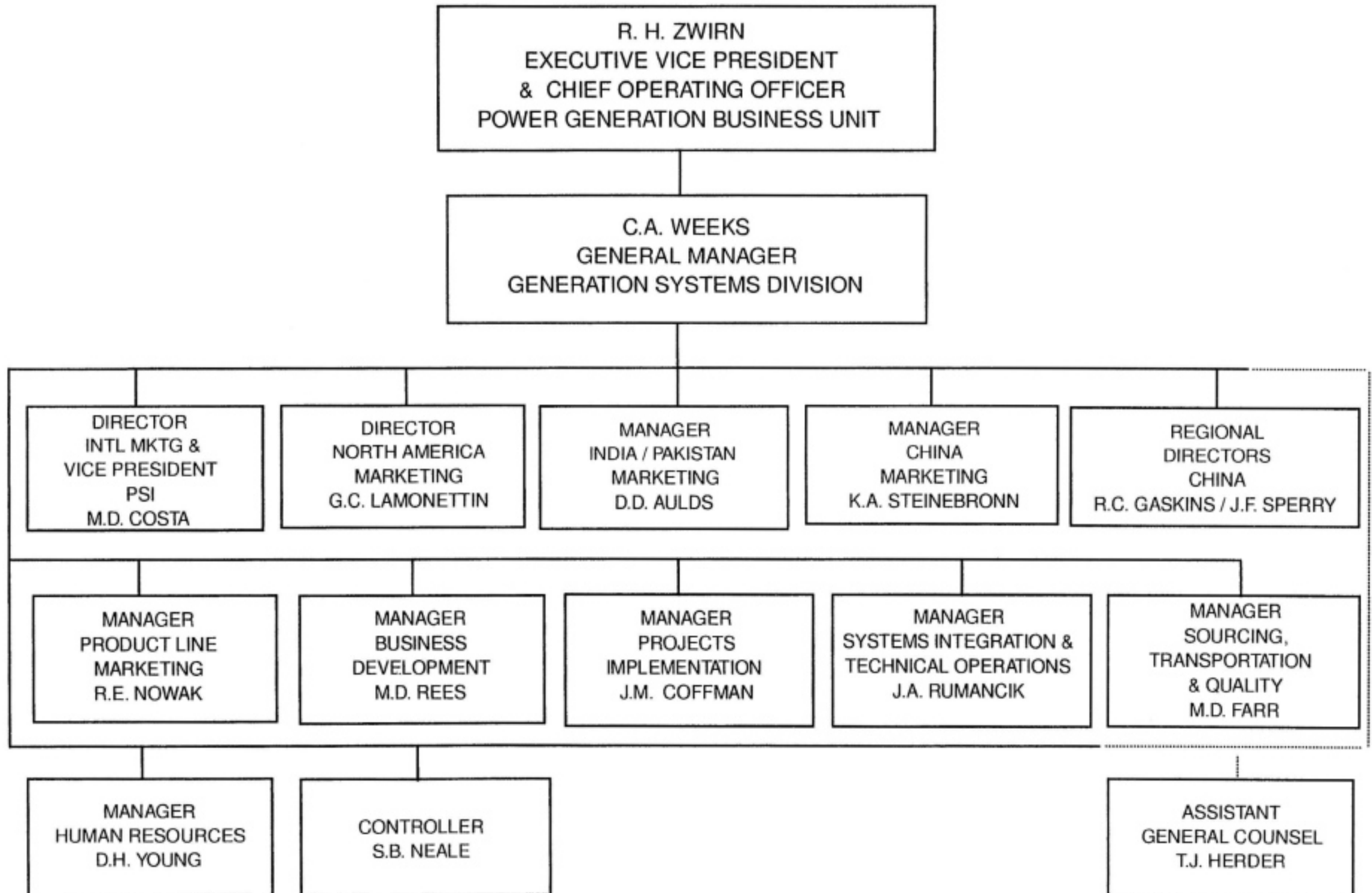


T.A. Christopher
General Manager
Energy Services Divisions
Power Generation Business Unit

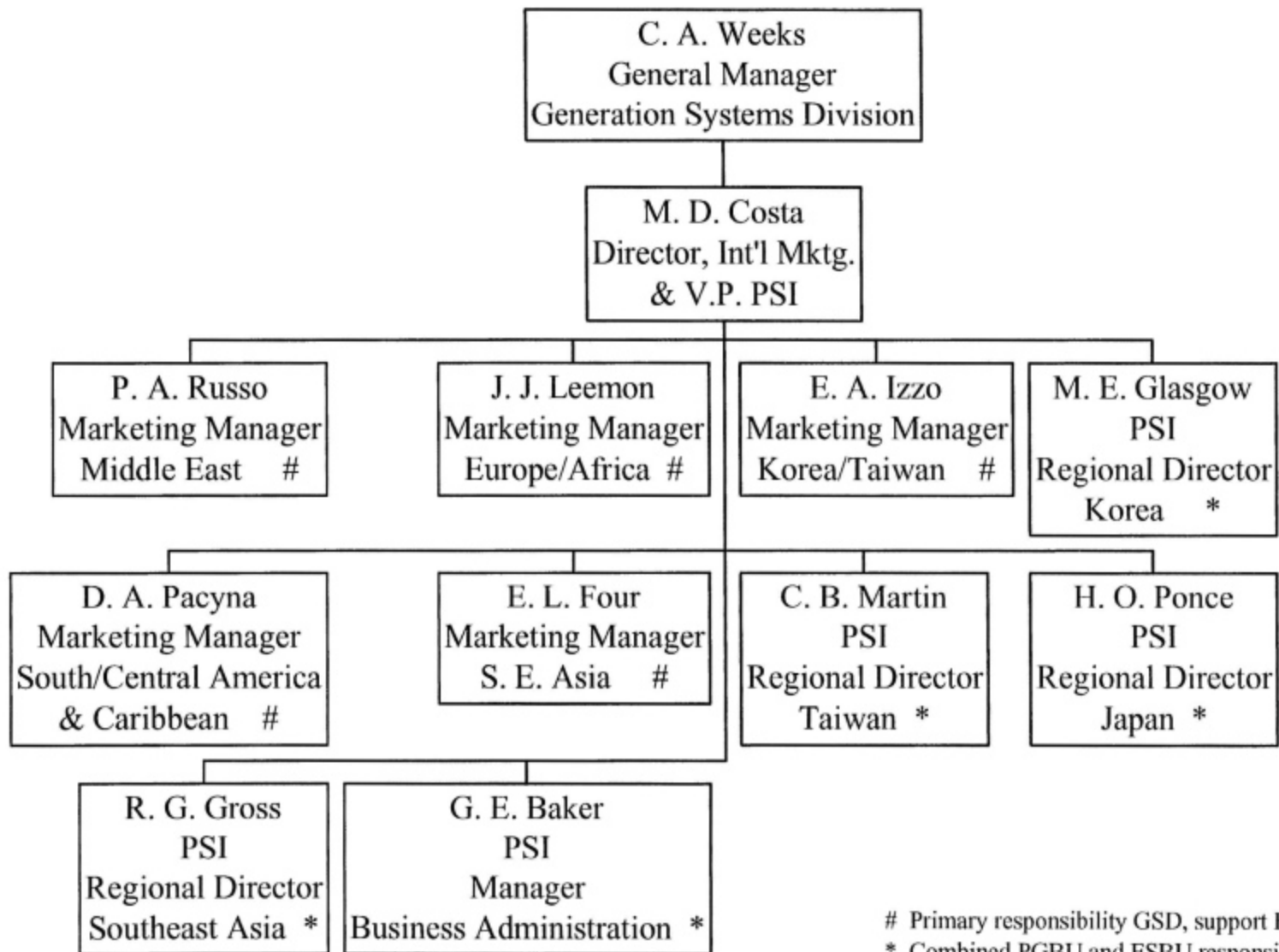


R.J. Sero
General Manager
Systems & Major Projects Division
Energy Systems Business Unit

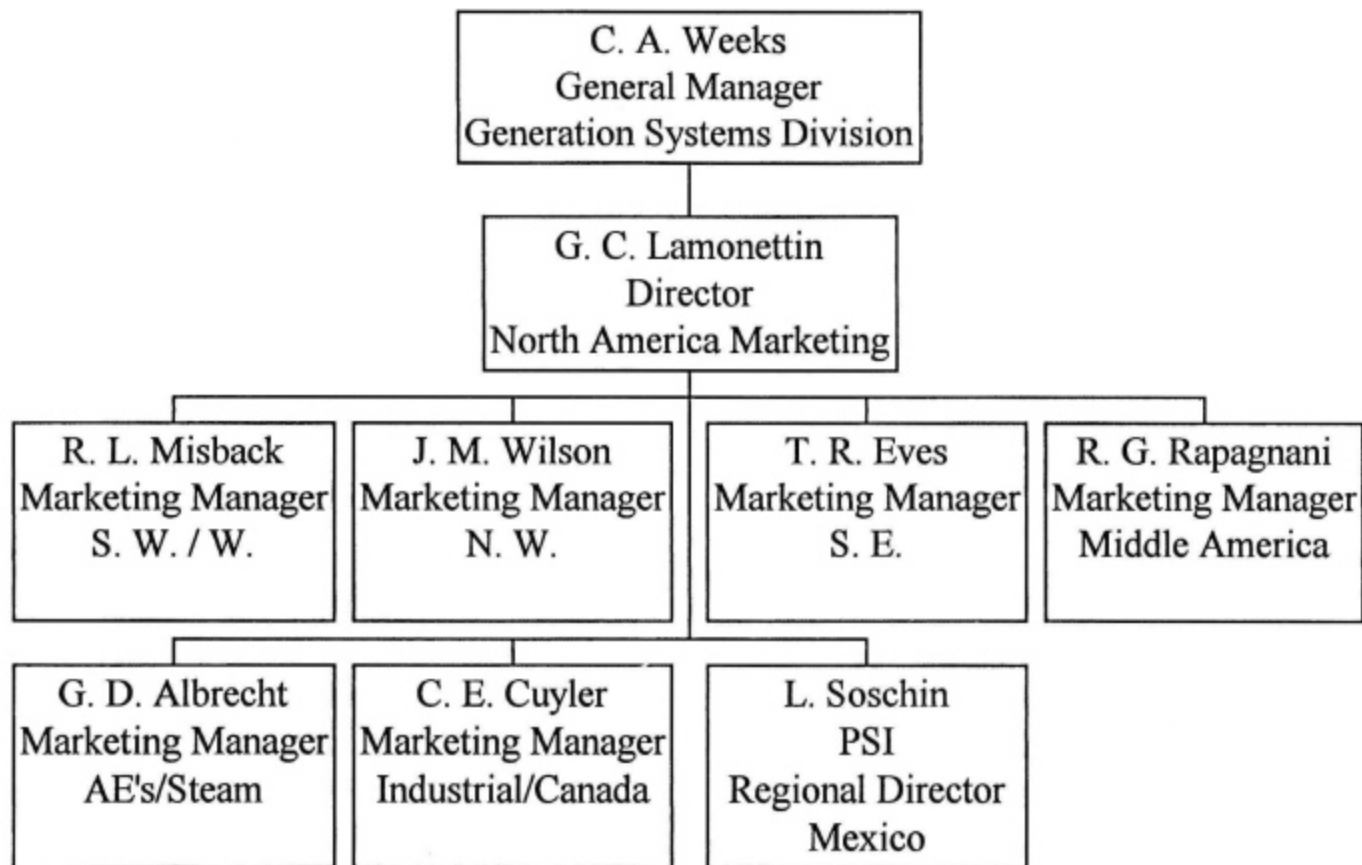
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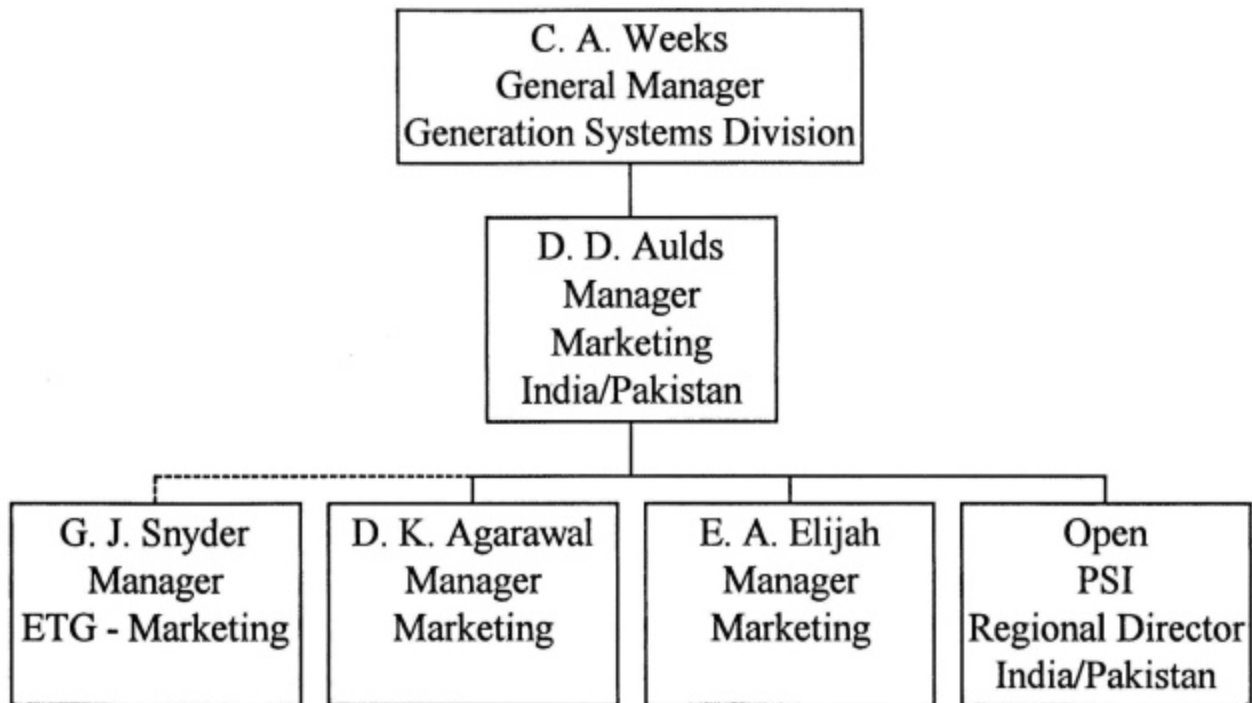
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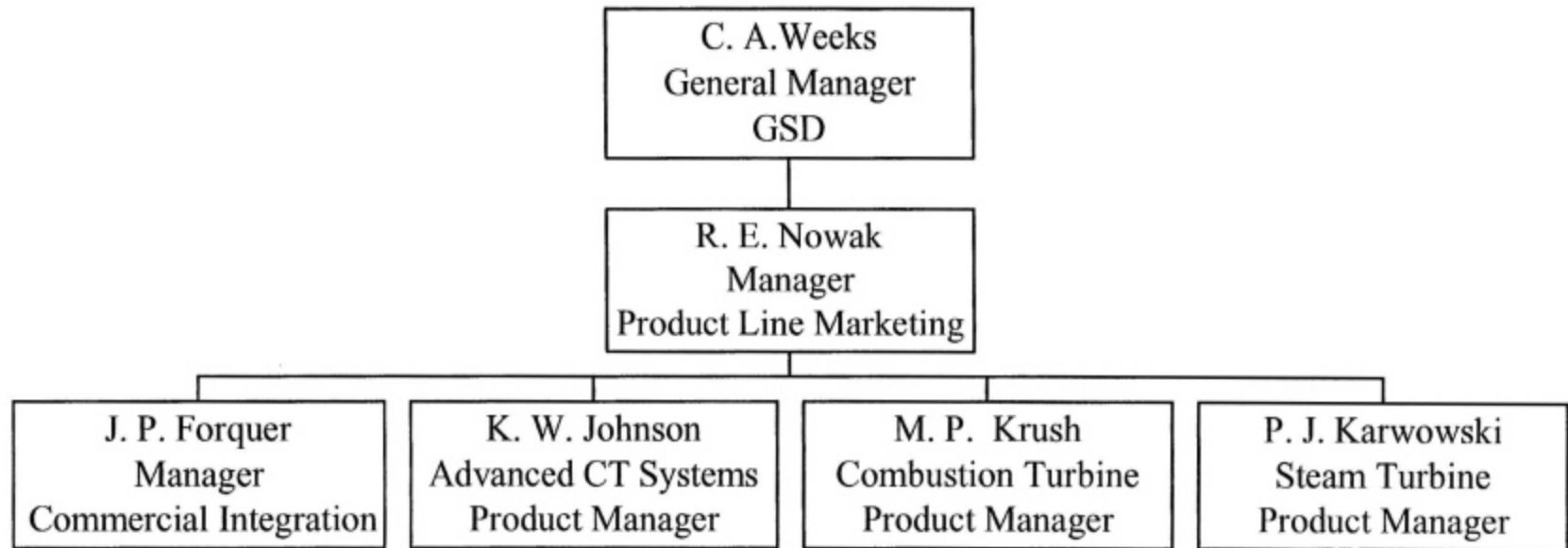
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