

## New projects, efficiency end year

#### From Michael M<sup>©</sup>Carthy, general manager

I want to thank all my fellow A&S employees for their contributions to a successful 2011.

This year is notable for a number of reasons. After battling the ice and snowstorms of January and February, we returned to our normal transportation plan and posted great service numbers the remainder of the year.

Our Engineering Department again stepped up and not only continued its excellent maintenance efforts that provide us with a reliable and safe work environment, but also completed a number of new capital projects. The reconfigured receiving yard and two new crossovers have made the yard more fluid and productive.

With the introduction of "Standard Work" processes and employing the use of "Continuous Improvement" principles, efficiencies have been realized in nearly every area of our company. Our Mechanical Department, yard-masters and clerks have teamed to make many of our yard processes safer, simpler and more efficient. The Outbound

Train Process and the Accuracy of our Train Consists are examples of the positive impact everyone's work can achieve.

The average time it takes to work an outbound train has been reduced by almost one hour, and the accuracy of our train consists is just shy of 100 percent.

It's also very encouraging to see so many new employees. They bring fresh ideas and energy to the workplace. Just a few years ago, business levels dropped to a point where hiring wasn't feasible. If the industry forecast holds true, however, we will see growth come our way. That should keep open the pipeline to continued hiring.

As we begin 2012, our safety results must continue to improve. With the commitment and dedication I see from each of you, I am confident this coming new year will be our best!

I wish each of you and your families a safe and joyous holiday season.

### **GOODWIN DEDICATED TO PROFESSION**

Although he once was climbing the ranks in the Transportation Department with another railroad, Terry Goodwin, patrolman, prefers his profession in law enforcement.

Goodwin joined the railroad in 1977 as a brakeman in North Vernon, Ind., for Baltimore & Ohio Railroad. He worked in Cone Yard in East St. Louis, Ill., and became a yardmaster and an assistant trainmaster.

With a merger, he became a CSX employee and was furloughed. Prior to joining the railroad, he was a deputy sheriff for St. Clair County, Ill., Sheriff's Department.

With his police experience, the B&O called and asked if he wanted to be a special agent. Goodwin attended police academy at the University of Illinois at Urbana-Champaign. He returned to Cone Yard for six months, but was furloughed. In 1986, he joined A&S as a patrolman.

With his railroad experience, he was

promoted to field training officer with the rank of corporal.

Goodwin resides in Waterloo, Ill., with his wife, Pam. The couple have four children and six grandchildren.

He is a member of the Missouri and Illinois Railroad Association. The dedicated employee also belongs to the Metro East Metal Task Force in which law enforcement personnel frequent local scrap yards looking for stolen railroad material such as copper wire and other precious metals. The task force has conducted undercover operations at the scrap yards which resulted in the arrest and issuance of citations for accepting stolen material. The last operation was in September. Officers from various law enforcement agencies cooperated in the sting.

Off duty, Goodwin stays fit by exercising and lifting weights four times each week. At age 58, he feels the exercise gives him a great deal of energy. The railroader plans to retire in 2013.

Pam is an operating nurse at Memorial Hospital in Belleville, Ill. The couple enjoys camping in many state parks. They have a pull-behind, self-contained camper.

For recreation and short trips, Goodwin rides his black, 2008 Harley-Davidson Super Glide motorcycle.



Terry Goodwin, patrolman



# LONG SAFETY RECORD RECOGNIZED

Maintaining five-year injury-free record plus more than 31 locomotives



From left, first-shift employees include Jeff Jones, Adam Ruch, Ron Gnaegy, Bob Wagner, Roger Pense, Gary Stephens, Graham Badgett, Jim Shewmaker and Jim Augustine.



From left, second-shift employees include Joe Korunka,
John McCarthy, Mathew Wagner, Christopher Whaley
and Jason Buie.



From left, third-shift employees include Barry Grime, Zach Tomae, Phil Galli, Lee Smith, Trevor Gahn and Kevin Murphy.

The number of days worked consecutively without a reportable injury rose to 1,859 Nov. 1.

Locomotive shop employees observed their five-year injury-free milestone Sept. 28. Their talents, however, go beyond working safely.

"While the employees have really done an outstanding job in safety; their skill and expertise should not be overlooked," said Richard Wulff, mechanical superintendent. "These employees can do anything. They know what they're doing and take pride in their work. Without them, we wouldn't have the successful railroad we do."

Gary Stephens, general foreman, also credits employees for the accomplishment.

"It is a team effort," Stephens said. "It took employees on all three shifts working together and watching out for each other with good communication."

Shop employees include: Jim Augustine, laborer; Graham Badgett, laborer; Jerome Brand, laborer; Andy Breier, supervisor; Jason Buie, machinist; John Coker, foreman; Dennis Fuller, machinist; Trevor Gahn, machinist; Phil Galli, laborer; Ron Gnaegy, machinist; Barry Grime, electrician; Jason Hamby, laborer; Darryl Holmon, electrician; James Johnson, machinist; Jeff Jones, machinist; Joe Korunka, supervisor; John McCarthy, electrician; Anthony Mull, supervisor; Kevin Murphy, supervisor; Roger Pense, electrician; Dale Playter, machinist; Jim Shewmaker, supervisor; Clarence Smith, machinist; Lee Smith, machinist; Gary Stephens, general foreman; Bob Wagner, machinist; Mathew Wagner, laborer; and Christopher Whaley, machinist.

In recognition of the safety achievement, each employee selected a special gift such as a pair of boots, gift card for Omaha Steaks or a coat. They received messages of commendation and appreciation from managers, including Michael M<sup>c</sup>Carthy, general manager.

"It's the best group of employees I've ever worked with in my 39 years on the railroad," Stephens said. "I'd put them up against any Mechanical employees on the system."

The employees' experience ranges from less than a year to more than 35 years. The skilled craftsmen not only maintain and repair the A&S fleet of 31 locomotives, they also service and repair foreign locomotives. Locomotives may come off trains that have just arrived and be serviced and/or repaired and coupled back to the same train within hours. Or, they may be serviced or repaired and taken to outbound tracks for another departing train.

Total Safety Culture plays a significant role in the employees' safety. They understand it, use it and learn from it. Employees also follow rules, use standard work processes and follow a continuous improvement plan.

The railroaders service and/or repair as many 15 locomotives per shift. They also rebuild locomotives as needed. Employees change traction motor combos frequently on both A&S and foreign locomotives. Whether it's an auxiliary generator, power assembly or a water pump, employees have the expertise, skill and dedication to change the components.

"Without them, we wouldn't have the successful railroad we do."

> - Richard Wulff, mechanical superintendent



# Smooth work for a smooth crossing

**Right:** Engineering employees install new concrete panels to upgrade a crossing in Fairmount City, Ill.

**Below:** Maintenance of Way employees clean ballast and debris from ties before installation of a concrete panel for a crossing upgrade.





When A&S Engineering Department employees do a job, they do it right.

Dean Patterson, foreman, and his team recently installed new crossings in Fairmount City and Washington Park, Ill.

The projects called for the removal of the old crossing and installation of new concrete track panels on the double main line. The surfacing gang smoothed the track, and welders removed joints to make continuous welded rail. The next step was to install the road crossing.

The 64-foot-wide crossings required 16 center concrete panels and 32 concrete boards outside the track. When the installation was complete, contractors applied asphalt to make a smooth approach.

End loaders removed the dirt and old ballast from the road bed after the old concrete crossing panels were removed.

The team consisted of machine operators, laborers, foremen, welders and a signalman who took care of the wires connecting signals to the gates.

The majority of A&S crossings were upgraded in 2008.

The two crossings were upgraded without incident or injury. The work was completed in an efficient and timely manner to minimize the time required for road closings. Both upgrades required five days.

"Everybody works as a team and does their part to get the job done safely," Patterson said.

### New conductor excited about opportunities



Travis Duff, conductor

Travis Duff is glad he joined the railroad.

"I'm finally on my own now," said Duff, who marked up to conductor in October. "It's a good experience and fun."

He joined the railroad May 16. Previously, he built residential

and commercial fencing for a year. He also delivered shingles for a year.

"I get to run a train using RCT," the conductor said. "Not many 20-year-olds can say that. It's kind of like a remote

control model car, only a lot heavier and a lot more serious."

Duff began his career with three weeks of classroom training. He then worked on transfers a month and returned to the classroom for two weeks of RCL training. The new hire trained three weeks on the hump, a month in the bowl and a week as utility man.

To qualify for conductor, he had to successfully pass written tests and hands-on tests where he doubled a train and humped one cut of cars while being observed by the manager-operating practices.

"I have a lot more to learn, but I can do my job safely," Duff said. "The more experienced railroaders are helpful; in fact, everyone is. If you've got a question, they'll give you an answer."

He doesn't hesitate to ask a question if he is unsure. The safety-conscious employee never makes a move unless he is certain about it. He works off the Switchman's Extra Board. He mostly enjoys being an RCL operator.

Duff resides in Granite City, Ill. Off duty, he likes riding his motorcycle, fishing, camping and spending time with his friends.

"The more experienced railroaders are helpful; in fact, everyone is."

- Travis Duff, conductor



# Busy, busy,



Rusty Pratt, manager-Signals and Communications

Railroaders in every department have been busy this year. Signals and Communications employees are no exception.

In recent months, for example, Signals

and Communications employees moved power switches in conjunction with the major track extension project at the east end of the yard, according to Rusty Pratt, signals manager. With the relocation of the power switches came the task of building new control cases and installation of new underground cable.

Employees also upgraded the power to switches that were previously solar operated, but now utilize commercial power. That required installation of underground cable. Because the switches were relocated where old cable could not be used, employees upgraded the cable from the smaller No. 9 size to No. 6.

That provided true home runs

from each case to each switch. During the project, employees ran more than 15,000 feet of cable.

Meanwhile, employees installed a new retarder in Group No. 5. It was equipped with new air control and exhaust valves. Because of the nature of the new bladder retarders, employees added two additional exhaust valves to get correct control by removal of the extra air retained in the bladders. The retarder manufacturer stated the new bladders require almost twice as much air as a steel cylinder. Electronic technicians' research into the retarder control, however, confirmed the need for extra exhaust valves.

Prior to the switch project, the team upgraded Bunkum Road crossing protection. This included changing 1968 circuitry and flashers to state-of-the-art crossing protection. Employees installed a new cabin, gates, LED flasher and cable. The change to the crossing protection created an issue

with the Mile 8 Curve Protection.

The old circuitry for crossing protection also was used for the curve protection, but would not work with the modern technology of the crossing protec-

tion. The Signal Design team took that matter into consideration when the new crossing was designed and circuitry for the curve protection was upgraded. The gang is now upgrading crossing protection at Mockingbird Lane. They will add new circuitry, gates and LED flashers at the crossing. Switch protection on two switches within the approach circuit of the crossing will be upgraded as well. After that crossing upgrade, employees will do another at Bend Road. As a result, four crossings have been upgraded in the past three years.

Electronic technicians are replacing all of the radio base stations with new radios to accommodate changes to radio frequencies mandated by the Federal Communications Commission to take effect in 2013. All mobile units and handsets are being upgraded.

#### **FUTURE PROJECTS**

"It's been a safe and

productive year."

manager-Signals

and Communications

Employees will install two new AEI readers in the next two months. They also will power up the new 1 Perimeter switch during that time.

A few projects still on the table may bring an additional 30 or more power

switches to Signal employees' "to-do" list as well. Another crossing upgrade also is under consideration.

"It's been a safe and productive year," Pratt said. "The Signals and Communications

employees' dedication to safety and pride in quality work performed in timely and efficiently manner is greatly appreciated."

# Mechanical Department update

The Mechanical Department continues to grow, work safely, provide training, improve processes and add resources.

Car employees intend to build on their reportable injuryfree streak and their ranks have grown. Carmen and others anticipate reaching one year injury free March 4.

Two carmen/toolmen were recently hired. A sheet metal worker and laborer also joined the team. More machinists may be hired in the future.

Employees participate in the A&S Continuous Improvement process. They will nail down various procedures to increase efficiency while ensuring safety. Managers expect increased business that calls for Mechanical employees to continue their efforts to expedite work.

Three new pickup trucks were added to the fleet. They provide versatility that facilitates maintenance and repairs.

Training continues for new hires and in welding techniques.



# Facilitator encourages TSC participation



Mike Breier, electronic technician, and Engineering Department Total Safety Culture facilitator

Mike Breier, electronic technician, began duties as the new Engineering Total Safety Culture facilitator in September. He volunteered because it was a challenge for the previous facilitator to make time for the assignment.

The technician completed TSC workshops required by all employees. He received further training at a class in Omaha to qualify as a TSC workshop presenter and enhance the TSC knowledge of new facilitators.

As a facilitator, he collects observation cards from I-Team members. Breier then enters the information into the TSC database. He helps coordinate the Critical Five and I-Team meetings. The safety-conscious employee also leads the monthly safety meetings for the Engineering Department.

At the meetings, he shares the data with employees and helps them develop ideas to resolve any issues. The facilitator presents monthly safety topics which give employees an opportunity to raise safety concerns. The main topic for the November meeting was winter preparedness and winter driving.

Breier has met with the I-Team and familiarized himself with the facilitator's duties. He also has met with management to learn how safety issues can be addressed.

Breier credits his predecessors, Tony Holdener, signal maintainer, and Jeff Pratt, signal foreman, for laying a solid groundwork with regard to how TSC works and encouraging employees' involvement.

"The best thing about TSC is that employees can be safe and monitor each other for any opportunity to improve the process," Breier said. "The idea behind TSC is that employees are watching out for the safety of their co-workers because they personally care about each other. They also realize they can participate in the process without disciplinary action should they need improvement on any aspect of safety. It's the best process for ensuring safety I've seen in my 17-year career."

He appreciates Engineering employees' participation in TSC.

"With their cooperation, we will continue to modify the process as needed to ensure the safest possible workplace, equipment and procedures. Research over the decades shows that remaining injury-free is a combination of many factors."

The new facilitator has worked for Terminal Railroad Association, UP and CSX.

### Cold and flu season arrives



occupational health nurse

Winter is fast approaching, and with it the start of the cold and flu seasons.

The cold season generally runs from September through March. Exposure to a virus is more likely during this time because you spend more time indoors and are in closer contact with people.

Recognizing the difference between a cold and the flu is the first step in treating your illness. There are more than 20 different viruses that can cause the common cold. Contact is how cold viruses spread.

That contact can be hand to hand with another person who has a cold or virus, or sharing objects such as towels, telephones or door knobs that are contaminated by a virus. They also can be acquired by inhaling infectious particles that are briefly airborne following a sneeze or cough.

#### KNOW IF YOU HAVE A COLD OR THE FLU

The symptoms for the flu and a cold can be similar.

The flu, or influenza, typically may last up to



# Conductor sees bigger picture

He considers himself just one of thousands of railroaders who contribute to one of the most vital industries in the country.

"I've enjoyed my job — moving freight," said Michael Kempf, conductor. "Keeping freight moving is an important part of the nation's economy, and I play a small role in that."

Kempf joined A&S in 1973 as a Mechanical Department laborer servicing locomotives. Two years later, he joined Transportation as a switchman and marked up to conductor. With 38 years experience, he has a great deal of time working at the hump.

"I like it up here," said the RCO-qualified conductor. "It can be a challenge, but there is good camaraderie among my co-workers at the hump. The humping process expedites freight. We perform just one of the many duties it takes to get the job done. We all do it together."



Michael Kempf, conductor

Transfers are equally important because they bring in the freight. After the cars are humped, conductors provide a crucial service when they switch cars and build trains. Mechanical and Engineering employees also have significant duties. Kempf may be in contact with carmen so they know on which track cars have been humped. Or, he may need to know when a switch is unlocked.

When Maintenance of Way employees service or upgrade track, he must know where they are, what they are doing and let them know what he has to do to coordinate efforts.

"It has to be a coordinated move," he said. "It takes coordination across the board on every employee's part to make the railroad work."

Kempf's career is reportable injury free. He stays safe by following the rules, staying focused, healthy and aware of his surroundings. He writes down the rules he'll need to know before he starts each shift.

The dedicated railroader resides in Webster Groves, Mo. He has a son, Jeremy, who lives in Fort Knox, Ky., and has served five years in the Army as a combat engineer. His son served two tours of duty in Iraq and left active duty with the rank of sergeant. Kempf, too, is an Armed Forces veteran.

Off duty, he enjoys riding his blue, 2003 Harley-Davidson Springer Softail. He participates in poker runs, other charity rides and long rides for enjoyment.

Kempf also is a car enthusiast. He likes older, classic muscle cars from the 1960s such as the Mustang Mach I, 302 Boss Mustang and the Shelby Mustang.

two to three weeks. Symptoms may include a fever of 102-104 degrees, dry cough, extreme exhaustion, achy muscles and/or joints and chest discomfort. The symptoms of sneezing, a stuffy nose and/or sore throat are more common with a cold. HOW TO AVOID ILLNESS

Washing your hands with soap and water or using hand sanitizer remain the most effective ways to avoid getting a cold and/or the flu. Avoid close contact with people who have a cold or the flu, especially during the first few days of the illness. Avoid putting your hands near your eyes, nose or mouth.

Always cover your mouth and nose when you sneeze or cough. Get plenty of sleep or rest, drink plenty of water and manage your stress. Stay warm with the right clothing for the weather. Disinfect shared items such as keyboards, steering wheels, remote controls, sinks or office equipment.

If you're sick, stay home.

#### HOW TO RELIEVE SYMPTOMS

Basic ways to relieve cold and flu symptoms include: rest, stop smoking, drink fluids, avoid alcohol, gargle with warm salt water or use lozenges for sore throat pain and use saline nose spray to moisten skin in the nose.

### **2011 United Way Campaign**

Congratulations to the lucky winners of the United Way drawings throughout this year's campaign!

The employees' generosity is greatly appreciated by the A&S, the United Way of Greater St. Louis and those who will be helped by the contributions. The United Way assists one in three community residents through a multitude of programs.

United Way funds more than 170 agencies in Missouri and Illinois. It establishes partnerships to address widespread needs, mobilizes volunteers and provides building blocks for stronger charities and stronger people. The organization facilitates a better community and better lives for its residents. **WINNERS** 

#### Early Bird Drawing Week 1

Two Cardinals baseball tickets to the 2012 opening day game - Donna Wilson A&S flag - Earl Stevenson \$40 Applebee's gift card - Ray Kilman, Jr.

#### **End of Campaign Drawing Week 4**

One paid-day off assigned job - Andy

Breier, Jim Fitzgerald, Dan Moutria, Jim Sims and Dave Smith

Two Cardinals baseball tickets to the 2012 last game - Dave Hulsey

A&S Flag - Dan Graessle

\$40 Applebee's gift card - Denny Sipes

#### **Weekly Drawings**

\$25 Walmart card Week 1 - Joe Stewart \$25 Walmart card Week 2 - Travis Bruns \$25 Walmart card Week 3 - Joe Stewart \$25 Walmart card Week 4 - Earl Stevenson and Bob Wagner

\$50 restaurant card Week 1 - Terry Cooley

\$50 restaurant card Week 2 - Dave Smith

\$50 restaurant card Week 3 - Joe Unger \$50 restaurant card Week 4 - Travis Bruns

\$156.50 in 50/50 drawing Week 4 - Dave Deckard (generously donated back to the United Way)

#### **UP Campaign Winner Week 2**

Kodak HD waterproof pocket camera - Terry Cooley







Debi Kimball, manager of the Alton & Southern Railroad Employees Federal Credit Union, left, pulls the name of an employee to win a prize as Donna Wilson, clerk, assists.



Ray Kilman Jr., signalman, draws the name of an employee to receive a prize as part of the 2011 A&S fundraising drive for contributions to the United Way of Greater St. Louis.



 $\label{thm:mary Brooks} \mbox{Mary Brooks, clerk, enjoys decorating the General Office Building for Halloween.}$ 

It's a talent she learned from experience.

Mary Brooks, clerk, decorates the General Office Building for various holidays. Most recently, employees enjoyed her ornate Halloween decorations.

It's the second consecutive year the injury-free employee has adorned the building with Halloween ornaments. She also provided treats. The railroader has decorated walls, tables and other areas each Fourth of July and Easter.

Brooks provides the scenery simply because she enjoys it. She also decorates her home.

The dedicated clerk joined the railroad March 1998.



 $Hallowe en \, decorations \, are \, not \, complete \, without \, a \, gravey ard.$ 



The Halloween decorations provided by Mary Brooks, clerk, are intricate.



### **TIDBITS**



Terry Goodwin, patrolman, races in national competition.

#### IN THE NEWS

Goodwin

Terry Goodwin, patrolman, recently finished second in the Master's 500 Vintage Class of the American Motorcycle Association Dirt Track Amateur Nationals in Du Quoin, Ill.

Goodwin finished third overall in last year's competition. He rides a 1981 Honda XR500.

The patrolman began racing as a teenager, but gave up the hobby until 12 years ago at age 45. He became interested in it again because his two brothers race and encouraged him to participate. The railroader races two

times each month.

Goodwin travels to Altamont, Brownstown and Macomb, Ill., Mayfield and Paducah, Ky., and other locations.

He belongs to the Belleville, Ill., Enduro Team. It is a motorcycle club that sponsors AMA events such as tournament trophy scrambles, motocross and hair scrambles during which he rides two hours on trails in the woods with check points. The club also owns a strip mine lake area for fishing and camping.

Goodwin's son, Andy, 21, races in the Pro Sport Class.

#### **WEDDINGS**

**Brand** 

Jerome Brand, locomotive shop laborer, was united in holy matrimony Aug. 20 to Janie Evans in Red Bud, Ill.

Nearly 150 guests, including Brand's co-workers, attended. The wedding party included eight bridesmaids and eight groomsmen. A reception followed the ceremony.

Janie works as a medical administrative assistant and as a nanny.

The couple met seven years ago and were en-

gaged last year. They reside in Red Bud. *Hoffman* 

Nearly 250 guests, including A&S employees, attended the wedding of Jenifer, 26, daughter of Pete Hoffman Sr., safety coordinator, and his wife, Barb.

The bride married Joe Frey Oct. 22 in St. Louis with a reception in Collinsville, Ill.

Jenifer works in accounting for an area business. Joe works in security for a major airline industry and was recently accepted into a firefighters academy. He already serves as a volunteer firefighter.

"The wedding was absolutely wonderful," the safety coordinator said. "We are really excited to welcome Joe into the family."

The couple resides in St. Charles, Mo.



Jenifer and Joe Frey wedding party

### SERVICE ANNIVERSARIES

A&S congratulates the following employees for reaching their service anniversaries:

30 Years

Perry Johnson, carman-radio

**Five Years** 

Jason Patton, carman/welder-radio

#### **ABOVE & BEYOND**

A&S salutes and thanks the following individuals who worked above and beyond assigned duties.

#### **ENGINEERING**

Clifford Pratt, machine operator

#### MECHANICAL

The entire team of locomotive shop employees

#### SPECIAL AGENTS

Terry Goodwin, patrolman

#### **TRANSPORATION**

Tim Lauf, locomotive engineer Kenny Wilkerson, conductor





ewsletter appears under direction of the superintendent. For news coverage, contact Randy at the newsletter office by phone at 402-475-6397, fax 402-475-6398, mail information to 1845 S. 11th St., Lincoln, NE 68502-2211, or email randy@newslink.com. This material is intended to be an overview of A&S Railway news. If there are any discrepancies between this newsletter and any collective bargaining process, insurance contracts or other official documents, those documents will govern. A&S continues to maintain and reserves the right, at any time, to after, suspend, discontinue or terminate all plans and programs described in this newsletter. This newsletter is not an employment contract or any type of employment guarantee. Any photo submitted may be used. Anyone who submits a photo retains all rights to the image. However, by submission you give the newsletter permission to use your photo(s) in all related media.

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# Qualifying for conductor

Ryan Huie, switchman, knows he has more to learn to master his duties. He joined the railroad July 25. Previously, he worked at an auto service center.

The switchman attended St. Louis Community College in Kirkwood, Mo., and the Florissant, Mo., campus. He studied electrical engineering technology.

His friend, Switchman Robbie Hoff, began working recently for A&S and told him about his new job. The more Huie learned about the railroad, the more it appealed to him.

After three weeks of classroom training, he worked a month on transfer jobs, had more classroom training on Remote Control Operations and then worked three weeks on the hump. When the time comes to qualify for conductor, he wants be certified. That requires observation by the manager-operating practices on the hump and in the bowl.

"It's going good," Huie said. "I'm really enjoying it, and everyone I've met has been friendly. My trainers were excellent."

He resides in St. Louis. where he was born and raised. The switchman played high school football. His team went to the state championship game his senior year. Off duty, he enjoys hunting, hanging out with friends, and watching football and baseball. He likes seeing games on television, but tries to attend in person whenever possible.





