

ORIGINAL

**BEFORE THE FLORIDA PUBLIC SERVICE COMMISSION**

In re: Initiation of show cause proceedings )  
against GTE Florida Incorporated for )  
violation of service standards )  
\_\_\_\_\_ )

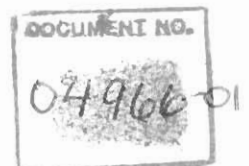
Docket 991376-TL

**REBUTTAL TESTIMONY**

**OF**

**RUSSELL B. DIAMOND**

**APRIL 20, 2001**



1 Q. PLEASE STATE YOUR NAME, BUSINESS ADDRESS AND JOB  
2 TITLE.

3 A. My name is Russell B. Diamond and I am employed by GTE  
4 Consolidated Services Incorporated at 201 North Franklin Street,  
5 Tampa, Florida 33601. My job title is Business Analysis Manager-  
6 Florida Region. I am testifying here on behalf of Verizon Florida Inc.  
7 (Verizon).

8

9 Q. PLEASE BRIEFLY DESCRIBE YOUR EDUCATION AND WORK  
10 EXPERIENCE.

11 A. I received a Bachelor's degree in Accounting from Illinois State  
12 University in 1978 and I am a Certified Public Accountant (CPA). Upon  
13 graduation from college, I started my career with GTE (now Verizon) in  
14 Illinois as an internal auditor. I served in several positions there,  
15 including materials supervisor, payroll supervisor and labor rate  
16 manager. I transferred to Westfield, Indiana in 1986 to become Area  
17 Cost Control Manager. In 1994, I took a job at GTE Headquarters in  
18 Irving, Texas, as the Operations Integration Manager in the Business  
19 Analysis Department. I accepted my present position in November of  
20 1995. Currently, I am on a temporary, 6-month assignment as  
21 Customer Operations Manager in Verizon's Winter Haven District.

22

23 Q. WHAT ARE YOUR RESPONSIBILITIES AS BUSINESS ANALYSIS  
24 MANAGER?

25 A. My principal job responsibilities include development and review of the

1 expense and capital budget for the Florida region. I am also  
2 responsible for compiling Florida service results for internal and  
3 external reporting purposes.

4

5 **Q. WHAT IS THE PURPOSE OF YOUR TESTIMONY IN THIS**  
6 **PROCEEDING?**

7 A. I will respond in detail to the allegations of Public Counsel witness, R.  
8 Earl Poucher, concerning the budgetary process and preventive  
9 maintenance program of Verizon (formerly GTE Florida Incorporated).  
10 In particular, I will rebut Mr. Poucher's contentions that the Company's  
11 budget assumptions were unrealistic and that its preventive  
12 maintenance was lacking.

13

14 **Q. MR. FERRELL DISCUSSED THE UNDULY NEGATIVE EFFECT OF**  
15 **EXCHANGE-SPECIFIC REPORTING ON SERVICE QUALITY**  
16 **RESULTS. HAVE YOU OBSERVED THIS EFFECT FIRSTHAND?**

17 A. Yes. For instance, Mr. Poucher lists a total of 569 service repair  
18 misses by Verizon from 1996 through 1999. (Poucher DT at 7.) This  
19 figure, taken out of context, may seem high until one understands the  
20 mechanics of how it is determined. Verizon has 24 local exchanges.  
21 Several of these are relatively small areas, where the number of  
22 trouble reports is correspondingly small. In a number of instances, for  
23 example, Verizon may have met 11 out of 12 or 34 out of 36  
24 commitments. Despite the high percentage of commitments satisfied,  
25 Verizon still failed the standard in these cases because the number

1 needed to attain the 95% compliance standard is disproportionately  
2 high in a small exchange. In fact, in almost half of the cases of  
3 claimed violations, the percent achieved was over 90%. In most  
4 states, this would be considered good service.

5

6 I believe Verizon's installation results also demonstrate quality service,  
7 in that over 65% of the Company's customers receive installation on  
8 the same day or the day after their service orders are placed.

9

10 **Q. MR. POUCHER CLAIMS THAT LOCAL FLORIDA MANAGEMENT**  
11 **HAS LITTLE INPUT IN THE BUDGETING PROCESS. IS THAT**  
12 **TRUE?**

13 **A.** *No. I am responsible for developing the budget for Florida. That*  
14 *budget includes costs for employees, overtime, contractors, materials,*  
15 *and other miscellaneous items. Local management works with my*  
16 *group to develop a bottoms-up, detailed plan for each year's budget.*  
17 *Dispatched service order and repair activity is first forecast for the*  
18 *year. The team then develops productivity factors based on historical*  
19 *activity and consideration of changes that might enhance productivity.*  
20 *These productivity factors are applied to the forecasted dispatch*  
21 *activities to determine the hours needed for the year. Additional hours*  
22 *are then added for preventive maintenance, training, vacations, and*  
23 *the like. The hours are then multiplied by labor rates to get the total*  
24 *labor dollars. This figure is then reviewed with Headquarters.*

25

1    **Q.    DOES THE COMPANY ALWAYS GET WHAT IT ASKS FOR IN**  
2    **TERMS OF BUDGET DOLLARS?**

3    A.    No, and this is certainly not unusual at Verizon or, for that matter, most  
4    public and private firms. In Verizon's case, corporate management  
5    reviews the region's assumptions and past results with a critical eye  
6    toward assessing possible productivity improvements. As a result,  
7    Headquarters will often build in a budget challenge that the Company  
8    is expected to achieve through increased efficiencies. Indeed, it would  
9    be unusual not to expect a company to become increasingly more  
10   productive, especially one in the telecommunications industry.

11

12        The important point for purposes of this case is that just because the  
13   Company is expected to operate efficiently, it does not mean that  
14   earnings are more important than service quality. As Mr. Ferrell  
15   discusses, it is essential for the Company to satisfy both cost control  
16   and service quality objectives.

17

18   **Q.    ARE THERE TIMES WHEN BOTH GOALS CANNOT BE MET?**

19   A.    Yes. That sometimes happens, despite management's best efforts.  
20   When it does, service quality objectives will take precedence. For  
21   instance, as Mr. Poucher acknowledges, Verizon has not held to its  
22   budget in times of floods and service emergencies. (*Poucher DT 17.*)  
23   Indeed, as Mr. Ferrell points out, *Verizon exceeded its budget by \$20.5*  
24   *million in 1998 and \$7.9 million in 1999.*

25

1 Q. MR. POUCHER CONTENDS THAT VERIZON'S BUDGETING  
2 PROCESS FOR THE YEARS AT ISSUE DID NOT CONSIDER THE  
3 NEED TO PROVIDE SERVICE IN COMPLIANCE WITH PSC RULES.  
4 IS THAT TRUE?

5 A. No. Mr. Poucher seems to believe that because there is no budget  
6 document listing any line item or adjustment for meeting the PSC's  
7 installation and repair standards, the budget process disregarded the  
8 need to comply with those standards. This conclusion displays a  
9 fundamental misunderstanding of Verizon's budgetary process. That  
10 process *always* assumes that the Company needs to meet PSC  
11 standards. That is why a *bottoms-up*, detailed analysis is done at the  
12 local level.

13  
14 Q. THE THRUST OF OPC'S CASE IS THAT VERIZON CHOSE TO CUT  
15 SPENDING ON PREVENTIVE MAINTENANCE EVEN THOUGH IT  
16 KNEW IT COULD NOT MAKE PSC SERVICE OBJECTIVES IF IT  
17 DID SO. IS THIS TRUE?

18 A. Certainly not, and none of the documents Mr. Poucher cites supports  
19 his theory. At the outset, it is important to point out a fundamental  
20 fallacy in Mr. Poucher's logic. He claims a direct correlation between  
21 expenditures for preventive maintenance and customer trouble reports.  
22 (Poucher DT at 12.) But his own testimony precludes any such  
23 simplistic conclusions. Mr. Poucher's chart shows that Verizon spent  
24 \$24.1 million to achieve a trouble report rate of 2.3 network troubles  
25 per 100 lines in 1990, before price cap regulation. In 1998, however,

1 Verizon had about the same trouble rate (2.2), even though it spent  
2 over \$19 million less on preventive maintenance. Similarly, in 1997,  
3 Verizon spent \$5.4 million to achieve a trouble report rate (1.9) that  
4 was about the same (2.0) as the rate achieved by spending \$21.3  
5 million in 1991. This evidence proves that Verizon management is  
6 doing exactly what it is supposed to do under price caps in a  
7 competitive environment—achieve better productivity with more  
8 targeted funds, while meeting customer expectations.

9  
10 **Q. MR. POUCHER'S CRITICISM OF VERIZON'S PREVENTIVE**  
11 **MAINTENANCE PROGRAM RESTS LARGELY ON HIS**  
12 **ALLEGATIONS THAT THE COMPANY'S LIGHTNING PROTECTION**  
13 **IS INADEQUATE. IS THIS CRITICISM JUSTIFIED?**

14 **A.** No. Mr. Poucher is constrained to admit that factors such as lightning  
15 are out of the Company's control. (Poucher DT at 14.) Thus, in order  
16 to fabricate a case that even service misses due to extreme weather  
17 were willful, Mr. Poucher claims that Verizon did not undertake the  
18 employee training and funding necessary for proper bonding and  
19 grounding. This conclusion is wholly unfounded. Every Verizon repair  
20 and installation technician on the payroll receives bonding and  
21 grounding training. And contrary to Mr. Poucher's allegation, Verizon  
22 has not "admitt[ed] that it has a bonding problem." (Poucher DT at 14.)  
23 This contention is based on a Verizon study of cross-connect boxes  
24 that had high lightning reports. There were 361 such boxes, *out of a*  
25 *total of 6500* (or less than 6%). While Mr. Poucher is correct in stating

1 that, as of the date of the report in 1998, 57 of the 361 problematic  
2 cross-connect boxes had been repaired, this simple fact does not  
3 prove that there is any grounding problem the Company has refused to  
4 remedy. On the contrary, it proves that Verizon is actively searching  
5 for possible sources of service problems in order to fix them. Indeed,  
6 the Company has employed a crew to continuously correct grounding  
7 problems with cross-connect boxes.

8

9 **Q. MR. POUCHER SAYS THAT VERIZON PUTS PROFITS AHEAD OF**  
10 **SERVICE OBLIGATIONS BECAUSE THE BUDGET ASSUMPTIONS**  
11 **ARE UNREALISTIC. IS THERE ANY EVIDENCE THAT THIS IS**  
12 **TRUE?**

13 A. No. Once again, the conclusion Mr. Poucher draws is not rooted in the  
14 evidence he offers. He states, for example, that Verizon projected that  
15 if it spent \$7.8 million in 1999, it could eliminate 18,000 dispatches.  
16 The final 1999 budget, however, assumed a reduction of 32,000  
17 dispatches and set a spending level of \$4.4 million. Mr. Poucher  
18 expresses doubt that either projection materialized.

19

20 There are a couple of problems with Mr. Poucher's discussion. First,  
21 the projected and actual budget numbers he uses are not directly  
22 comparable. The 32,000 figure included dispatches of all types  
23 (including, for example, repeat reports, no access conditions, buried  
24 drops, etc.), while the 18,000 figure included only TAC focus  
25 dispatches. So Mr. Poucher's funding comparison is ill-founded.



1 His doubts about Verizon's success in reducing dispatches are  
2 unfounded, as well. What actually happened in 1999 was that the  
3 Company had a 73,000 reduction in trouble dispatches as compared to  
4 1998. Even accounting for the estimated net impact of El Nino and line  
5 growth, the preventive maintenance plan exceeded the projected  
6 reduction by about 5000 dispatches (575,000 estimated versus  
7 570,532 actual). (Ex. RBD-1.) Since Mr. Poucher's facts are incorrect,  
8 his conclusion that Verizon lacks an effective preventive maintenance  
9 plan is also incorrect, as are his allegations that Verizon's budgeting  
10 process is unrealistic.

11

12 **Q. BUT WHAT ABOUT MR. POUCHER'S ALLEGATION THAT THE**  
13 **INSTALLATION AND REPAIR FORCES WERE NEVER ABLE TO**  
14 **MEET THE PRODUCTIVITY FORECAST FOR 1997 (POUCHER DT**  
15 **AT 16-17)?**

16 A. It is not unusual to find that actual results don't always match  
17 projections. This is not the case just at Verizon, but at any company in  
18 any industry. The lack of perfect correlation between projected and  
19 actual results does not justify a conclusion that the budgetary process  
20 uses "inaccurate inputs." It is obviously impossible at the outset to tell  
21 whether the assumptions used in any budget will prove to be perfectly  
22 accurate. Reasonableness of assumptions should not be judged by  
23 whether results matched perfectly with projections; the question,  
24 rather, is whether the Company had a rational basis for using particular  
25 inputs.

1 In this case, Verizon's 1997 forecast for installation and repair hours  
2 used installation and repair factors that were, in fact, achieved during  
3 several months in 1995 and 1996. So the Company was justified in  
4 believing those objectives could be met again in the future.

5

6 Verizon could have used productivity factors it knew for certain that it  
7 could meet. But a telecommunications company that doesn't expect  
8 any productivity improvements from year to year will not survive for  
9 very long. As Mr. Ferrell explains, Verizon is acting exactly as a  
10 responsible carrier should. Expecting reasonable productivity gains  
11 from year to year is prudent and not tantamount to choosing budget  
12 over service, as Mr. Poucher erroneously concludes. (Poucher DT at  
13 17.)

14

15 **Q. MR. POUCHER CLAIMS THAT, FOR EACH YEAR FROM 1997**  
16 **THROUGH 1999, VERIZON'S BUDGETARY PROCESS WAS**  
17 **"CLEARLY MANAGED" TOWARD EARNINGS RATHER THAN**  
18 **SERVICE OBLIGATIONS. IS THIS TRUE?**

19 **A.** No, and Mr. Poucher's own testimony demonstrates it is not. He  
20 admits that, for the first half of 1997, forecasted and actual expenses  
21 tracked almost perfectly and Verizon generally provided "superior  
22 installation and repair service." (Poucher DT at 17.) This fact shows  
23 that Verizon's budget was reasonably drawn to permit achievement of  
24 service standards.

25

1 Mr. Poucher, however, claims that Verizon "held tight" to budgetary  
2 commitments in the last half of 1997 while allowing service to  
3 deteriorate. In this regard, he notes that the Company missed the  
4 repair standard 106 times during the six-month period. Based on this  
5 piece of information, he concludes that Verizon managed the budget  
6 toward earnings goals rather than service obligations.

7  
8 This conclusion, of course, ignores certain key facts. First, as I have  
9 already noted, the budget projections proved to be on target for the  
10 first half of 1997. Second, as Mr. Poucher points out, Verizon  
11 exceeded the budget by over half a million dollars because of bad  
12 weather toward the end of the year. Third, a substantial number of the  
13 repair and installation misses occurred in this same period of extreme  
14 weather. So there were good reasons for service standard failures  
15 during the last half of 1997. There is no justification for assuming that  
16 they were due to inadequate budget dollars, such that Verizon  
17 deliberately allowed service to deteriorate.

18  
19 **Q. CAN YOU RESPOND TO MR. POUCHER'S ALLEGATION THAT**  
20 **VERIZON DELIBERATELY SET THE 1998 BUDGET AT A LEVEL**  
21 **INADEQUATE TO MEET PSC SERVICE STANDARDS?**

22 **A.** Yes. This claim is based on the simple fact that the 1998 budget was  
23 about the same level as the 1997 budget. (Poucher DT at 18.) Again,  
24 it was not unreasonable for the Company to expect some productivity  
25 gains from 1997 (when both standards and budget were largely met

1 during at least half the year). And, as I noted earlier, Verizon  
2 exceeded its 1998 budget, in any event.

3

4 **Q. WHAT ABOUT MR. POUCHER'S CRITICISM OF THE 1999**  
5 **BUDGET?**

6 A. For 1999, Mr. Poucher cites a few purported problems, which I will  
7 address in turn here. The first is that Verizon's targeted 1999 budget  
8 was below its 1997 budget. In this regard, Mr. Poucher points to a  
9 June 1999 e-mail from Richard Pelham, a general manager. Mr.  
10 Poucher characterizes that e-mail as indicating that "budget and force  
11 reductions reduced the company's ability to meet the PSC service  
12 objectives." (Poucher DT at 18-19.)

13

14 I must first point out that Mr. Pelham's e-mail does not reference PSC  
15 standards anywhere. Furthermore, we do carefully consider the  
16 operations departments' risk analyses. In this case, the Company did  
17 not take the action described in Mr. Pelham's e-mail; rather, some  
18 central office-related contractors were eliminated gradually as new  
19 employees were hired.

20

21 Verizon does not deny that the productivity targets it sets for its  
22 managers are ambitious. In this marketplace, they have to be.  
23 However, as I noted earlier, the Company's budget is set every year on  
24 the assumption that efficient management can meet the PSC  
25 standards within the resources allotted. As I said when I submitted the

1 1999 Florida budget, management here had “put together a plan that  
2 balances very aggressive cost reductions with the need to maintain or  
3 improve service levels and meet minimum PSC standards.” (Poucher  
4 REP-15.) It is certainly not unusual for individuals within the Company  
5 to disagree as to what the budget should be in any given year. But this  
6 doesn’t mean that the Company deliberately established a budget it  
7 knew would be insufficient to meet PSC standards.

8  
9 **Q. MR. POUCHER’S ALSO FOCUSSES ON HEADCOUNT**  
10 **REDUCTIONS. WHAT IS YOUR RESPONSE?**

11 A. It is true that total headcount was reduced by 150 employees from  
12 1998 to 1999, through attrition, including significant numbers of  
13 retirements. But more than half of these reductions were in the  
14 Infrastructure Provisioning department, which is not responsible for  
15 day-to-day installation and repair activities. And, as the attached  
16 pages from Verizon’s 1999 hiring requisitions log show, a substantial  
17 staffing effort was well underway by July of 1999; in that month alone,  
18 80 new repair and installation technicians (designated “Cust Zone  
19 Tech II” and “Cust Zone Tech III”) were requisitioned. These new hires  
20 hit Verizon’s payroll in September of 1999, and staffing in these  
21 categories continued into 2000. (Ex. RBD-2.)

22  
23 Moreover, in both 1998 and 1999, Florida significantly overran its  
24 expense budget for contractor utilization—by \$9.6 million in 1998 and  
25 almost \$3 million in 1999 (Ex. RBD-3.) This shows that while

1 Company employee levels might have been down, contractors were  
2 used to address the needs of the business.

3

4 **Q. MR. POUCHER ALSO TAKES ISSUE WITH VERIZON'S DECISION**  
5 **TO REDUCE CAPITAL SPENDING FROM 1998 TO 1999.**  
6 **(POUCHER DT AT 19-20.) WAS THIS DECISION JUSTIFIED?**

7 A. Yes. it is important to first point out that capital spending is *not*  
8 preventive maintenance dollars. Capital spending is, instead, based  
9 on projected net growth. In any event, the 1999 projected capital  
10 budget reductions were justifiable because growth in Florida had  
11 dropped substantially with increased competition. For instance,  
12 Verizon's second line growth, which was largely driven by Internet use,  
13 had stalled. This is because customers migrated many of these  
14 service requests to alternative local exchange carriers and cable  
15 companies.

16

17 Nevertheless, when it became clear that actual results would be out of  
18 line with projections, Headquarters increased Verizon's 1999 capital  
19 spending budget by \$14.6 million, as Mr. Poucher acknowledges.  
20 (Poucher DT at 19.)

21

22 In sum, as Mr. Appel testifies, there was never any corporate intent to  
23 disadvantage the Florida Company through capital spending  
24 reductions.

25

1 Q. PLEASE SUMMARIZE YOUR TESTIMONY.

2 A. My job is to balance both cost and quality objectives--a difficult task  
3 that I take very seriously. If Verizon is to succeed in the marketplace,  
4 we need to make continuous efforts to gain efficiencies while  
5 maintaining the service quality that motivates customers to remain with  
6 Verizon. This balance is not always perfect. But there is no evidence  
7 that the Florida region willfully pursues budget objectives at the  
8 expense of service levels.

9

10 Q. DOES THAT CONCLUDE YOUR TESTIMONY?

11 A. Yes.

12

13

14

15

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25

Docket No. 991376-TL  
 Rebuttal Testimony of Russell B. Diamond  
 Exhibit RBD-1  
 FPSC Exhibit No.  
 April 20, 2001  
 Page 1 of 2

# Trouble Volumes

	TAS	MAPPS
1997 Actual Dispatched Trouble	718,000	583,000
1998 Budget	651,000	515,000
1998 Projected	785,000	640,000
<b>1999 Forecast</b>		
1998 Projection	785	640
Weather - El Nino	(79)	(62)
Growth - 4.9%	34	29
TAC Focus	(16)	(16)
Repeats - (CFM 19.4% to 16.5)	(6)	(6)
Xbox Bonding and Grounding	(3)	(3)
Network Station Wire	(3)	(3)
Business Case/PMIR	(2)	(2)
Other - No Access/Came Clear/Etc.	(2)	(2)
<b>1999 Total</b>	<b>(708)</b>	<b>575</b>

134 <

>125

**Action Items:**

*10,000 units = \$460k*

001578



## 1999 MAPPS - TOTAL FLORIDA REGION 1999 ACTUAL vs. 1998 ACTUAL - S.O. & REPAIR

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD	ANNUAL
<b>1998 ACTUAL UNITS</b>														
SO UNITS	41,102	31,993	31,072	25,989	25,564	24,420	26,494	39,928	28,705	26,279	28,892	26,816	357,254	357,254
REPAIR UNITS	87,794	51,535	62,755	47,345	38,078	38,357	44,229	79,835	52,844	56,100	43,138	41,744	643,750	643,750
<b>1999 ACTUAL UNITS</b>														
SO UNITS	39,764	32,919	29,453	28,719	26,926	26,582	38,485	27,536	27,389	26,826	27,744	28,070	360,413	360,413
REPAIR UNITS	57,375	47,928	37,793	36,058	36,284	39,918	78,831	48,916	52,449	49,412	47,344	38,224	570,532	570,532
<b>VARIANCE - FAV/(UNF)</b>														
SO UNITS	1,338	(926)	1,619	(2,730)	(1,362)	(2,162)	(11,991)	12,392	1,316	(547)	1,148	(1,254)	(3,159)	(3,159)
REPAIR UNITS	30,419	3,607	24,862	11,287	1,792	(1,561)	(34,602)	30,919	395	6,688	(4,208)	3,520	73,218	73,218
<b>1998 ACTUAL HOURS</b>														
SO HOURS	95,788	77,644	75,006	61,961	59,615	55,963	60,011	91,122	63,450	59,964	64,143	59,446	824,113	824,113
REPAIR HOURS	183,139	107,232	128,398	91,511	71,112	71,727	80,673	155,795	104,454	113,513	84,560	80,806	1,272,920	1,272,920
<b>1999 ACTUAL HOURS</b>														
SO HOURS	89,263	72,358	63,569	62,815	56,289	56,187	86,680	65,277	65,426	62,436	64,148	64,939	809,387	809,387
REPAIR HOURS	112,366	92,459	68,265	64,229	66,237	72,720	150,345	96,217	105,891	97,737	93,080	71,863	1,091,409	1,091,409
<b>VARIANCE - FAV/(UNF)</b>														
SO HOURS	6,525	5,286	11,437	(854)	3,326	(224)	(26,669)	25,845	(1,976)	(2,472)	(5)	(5,493)	14,726	14,726
REPAIR HOURS	70,773	14,773	60,133	27,282	4,875	(993)	(69,672)	59,578	(1,437)	15,778	(6,520)	8,943	181,511	181,511
<b>1998 ACTUAL HPU</b>														
SO HPU	2.330	2.427	2.414	2.384	2.332	2.292	2.265	2.282	2.210	2.282	2.220	2.217	2.307	2.307
REPAIR HPU	2.086	2.081	2.046	1.933	1.868	1.870	1.824	1.951	1.977	2.023	1.960	1.936	1.977	1.977
<b>1999 ACTUAL HPU</b>														
SO HPU	2.245	2.198	2.158	2.187	2.091	2.114	2.252	2.371	2.389	2.327	2.312	2.313	2.246	2.246
REPAIR HPU	1.958	1.929	1.806	1.781	1.826	1.822	1.907	1.967	2.019	1.978	1.968	1.880	1.913	1.913
<b>VARIANCE - FAV/(UNF)</b>														
SO HPU	0.085	0.229	0.256	0.197	0.241	0.178	0.013	(0.089)	(0.179)	(0.045)	(0.092)	(0.096)	0.061	0.061
REPAIR HPU	0.128	0.152	0.240	0.152	0.042	0.048	(0.083)	(0.018)	(0.042)	0.045	(0.008)	0.056	0.064	0.064

# 1999 FLORIDA REQUISITIONS

HQ#	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
545	Admin Supt Clerk	J. Coker	R - J. Goodwin	Sarasota	FILLED
546	Admin Supt Clerk	K. Hayes	R - D. Cartier	Clearwater	FILLED
547	Admin Supt Clerk	J. Lane	R - D. Hunsberger	Sarasota	FILLED
548	Supv-Division Res	B. Fetter	R - P. Robbins	Clearwater	FILLED
549	Project Coord	B. Fetter	R - K. Ross	Clearwater	FILLED
550	Local Manager (CZT)	N. Buono	R - M. Butler	St. Pete	CANCELED
551	Local Manager (CZT)	P. Jenkins	R - B. Ellis	Tarpon Spgs	FILLED
552	Local Manager (CZT)	N. Buono	R - R. Rice	St. Pete	FILLED
553	Local Manager (CZT)	J. Lane	R - R. Walker	Venice	CANCELED
554	Local Manager (CZT)	J. Lane	R - R. Alford	Sarasota	FILLED
555	Exec Admin Asst	T. Docherty	R - L. Zack	Tampa	OPEN
556	Secretary 1B	M. Fults	R - THC	Tampa	HOLD
557	Cust Zone Tech I	J. Coker	R - R. Duvall	Clearwater	FILLED
558	Cust Zone Tech I	J. Coker	R - J. Flowers	Clearwater	FILLED
559	Cust Zone Tech I	J. Coker	R - C. Gianakas	Clearwater	FILLED
560	Cust Zone Tech I	J. Coker	R - R. Marckese	St. Pete	FILLED
561	Admin Supt Clerk	J. Coker	R - C. Thompson	St. Pete	CANCELED
562	Cust Zone Tech III	M. Hoke	R - Contractor	Bradenton	FILLED
563	Cust Zone Tech III	M. Hoke	R - Contractor	Bradenton	FILLED
564	Cust Zone Tech III	M. Hoke	R - Contractor	Bradenton	FILLED
565	Cust Zone Tech III	J. Lane	R - Sheats	Venice	FILLED
566	Cust Zone Tech III	J. Lane	R - Uhlig	Venice	FILLED
567	Cust Zone Tech III	J. Lane	R - Mast	Sarasota	FILLED
568	Cust Zone Tech III	J. Lane	R - Selph	Sarasota	FILLED
569	Bus Zone Tech I	K. Haas	R - B. Hewitt	St. Pete	FILLED
570	Bus Zone Tech I	K. Haas	R - M. Bitting	St. Pete	FILLED
571	Bus Zone Tech I	K. Haas	R - Contractor	St. Pete	FILLED
572	Bus Zone Tech I	K. Haas	R - P. Hourdas	Clearwater	FILLED
573	Bus Zone Tech I	K. Haas	R - W. Brett	Clearwater	FILLED
574	Bus Zone Tech I	K. Haas	R - R. Morin	Clearwater	FILLED
575	Bus Zone Tech I	K. Haas	R - J. Wyant	Sarasota	FILLED
576	Local Mgr-Bus Opns	K. Haas	R - R. Bergman	St. Pete	FILLED
577	Local Mgr-Bus Opns	K. Haas	R - B. Gardner	St. Pete	FILLED
578	Local Mgr-Bus Opns	K. Haas	N	St. Pete	FILLED

JOB#	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
2128	Assignment Clerk	R. Kennedy	R-K.Urguhart	Temple Terr	CLOSED PER L. LEWIS
2129	Complex Line Asgnr	J. Tippey	R-R. Armstrong	Clearwater	OPEN
2130	Complex Line Asgnr	J. Tippey	R-G. Green	Clearwater	OPEN
2131	Complex Line Asgnr	J. Tippey	R-C. Hall	Clearwater	OPEN
2132	Complex Line Asgnr	R. Kennedy	R-C. Shepard	Temple Terr	CLOSED PER L. LEWIS
2133	Complex Line Asgnr	R. Kennedy	R-P. Bartles	Temple Terr	CLOSED PER L. LEWIS
2134	Complex Line Asgnr	R. Kennedy	R-L. Rose	Temple Terr	CLOSED PER L. LEWIS
2135	Specialist-Systems	B. Elwood	R-	Tampa	POSTED
2136	Svc Center Supv	J. Tippey	R-M. Billups	Clearwater	HOLD/TIPPEY
2137	Supv-Acc Design	L. Stricklin	R-V. Singleton	Clearwater	POSTED
2138	Spec-IP Proj Mgmt	I. Guy	R- T. Covington	Tampa	POSTED
2139	Cust Zone Tech II	RM Bass	R-P. Havey	Tampa	FILLED-R.BURBAGE-COIN-6/2 (RET TO COIN 6/2)
2429	Supv-Regl Svc Ctr	B Elwood	R-B.Reelfs	Temple Terr	TO STAFFING - 6/21
2533	Cust Zone Tech II	WB Chapman	R-S.Sardegna	Tampa Central	FILLED-D.HULL-6/27
2534	Cust Zone Tech II	WB Chapman	R-E.Simms	Tampa Central	FILLED-D.FRANKLIN-7/11
2535	Cust Zone Tech II	RM Bass	R-E.Young	Tampa North	TO STAFFING - 6/21
2536	Cust Zone Tech II	D Johns	R-P. Sgro	Lakeland	FILLED-R.HOLTON-7/11
2537	Cust Zone Tech II	D Johns	R-K.Strabu	Lakeland	FILLED-J.ABRAHAM-7/11
2538	Cust Zone Tech II	D Johns	R-J.Stokers	Lakeland	FILLED-D.WHITT-7/11
2539	Cust Zone Tech II	S Daniels	R-J.Taylor	Winter Haven	FILLED-J.ADDISON-7/11
2540	Cust Zone Tech III	G Allshouse	R-M.Ivey	Tampa East	TO STAFFING - 6/21
2541	Operations Clerk	J.Millett	R-D.Hall	Tampa	TO STAFFING - 6/21
2542	Local Mgr-CZC	WB Chapman	R-L.Bazinet	Tampa Central	TO STAFFING - 6/21
2543	Supv-Ntwk Opns	W Fischer	R-D.Bird	Tampa	TO STAFFING - 6/21
2544	Cust Zone Tech II	G Allshouse	R-D.Gregory	Tampa East	TO STAFFING - 6/21
2545	Cust Zone Tech II	G Allshouse	R-S.Craddock	Tampa East	TO STAFFING - 6/21
2546	Cust Zone Tech II	RM Bass	R-C.Fulton	Tampa North	FILLED-R.ALLEN (NO EFF DATE)
2547	Cust Zone Tech II	S Daniels	R-E.Mizell	Winter Haven	FILLED-R.PITTS-7/11
2548	Cust Zone Tech II	S Daniels	R-G.Respress	Winter Haven	FILLED-C.STEWART-7/11
2549	Bus Zone Tech I	J.Millett	R-T.Singleton	Tampa	TO STAFFING - 6/21
2550	Cust Inquiry Adv	J Tippey	R-M.Rao	Clearwater	TO STAFFING - 6/21
2551	Spec-Ntwk Rel	R Pelham	R-P.Boone	Tampa	TO STAFFING -6/21
2615	Local Manager	D. Johns	N (Qty Trnr)	Lakeland	TO STAFFING - 7/6
2616	Local Manager	B. Chapman	R-J. Piticavong	Tampa	TO STAFFING - 7/6
2617	Bus Zone Tech I	J.Millett	R-T.Gross	Tampa	TO STAFFING - 7/6
2618	Cust Zone Tech II	G. Allshouse	R-R.sweeting	Tampa	TO STAFFING - 7/6
2619	Cust Zone Tech II	D. Johns	R-G.MacMhan	Plant City	TO STAFFING - 7/6
2620	Cust Zone Tech III	D. Johns	R-J.Durrence	Lakeland	TO STAFFING - 7/6

Off	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
2621	Cust Zone Tech III	D. Johns	R-G.Fudge	Lakeland	TO STAFFING - 7/6
2622	Local Manager	K. Hayes	N (Qty Trnr)	Clearwater	TO STAFFING - 7/6
2623	Assignment Clerk	R. Kennedy	R-P.White	Temple Terr	TO STAFFING - 7/6
2641	Spec-Ntwk Rel	R Pelham	R-R.Brecher	Tampa	TO STAFFING - 8/13
2805	Assignment Clerk	L. Lewis	R-V.Ligertwood	Tampa	TO STAFFING - 7/12
2806	Bus Zone Tech III	K. Haas	R-R.Bryant	Sarasota	TO STAFFING - 7/12
2807	Bus Zone Tech III	K. Haas	R-J.Anderson	St. Pete	TO STAFFING - 7/12
2808	Admin Supt Clerk	J. Coker	R-C.Stafford	Clearwater	TO STAFFING - 7/12
2809	Cust Zone Tech II	J. Lane	R-M.Horner	Sarasota	TO STAFFING - 7/12
2810	Cust Zone Tech II	J. Lane	R-E.Knight	Sarasota	TO STAFFING - 7/12
2811	Cust Zone Tech II	J. Lane	R-J.Wintermute	Sarasota	TO STAFFING - 7/12
2812	Cust Zone Tech II	J. Lane	R-M.fox	Sarasota	TO STAFFING - 7/12
2813	Cust Zone Tech III	J. Lane	R-J.Ebert	Sarasota	TO STAFFING - 7/12
2814	Cust Zone Tech III	J. Lane	R-K.Seropian	Sarasota	TO STAFFING - 7/12
2815	Cust Zone Tech III	J. Lane	R-S.Exner	Sarasota	TO STAFFING - 7/12
2816	Cust Zone Tech III	J. Lane	R-S.Staub	Sarasota	TO STAFFING - 7/12
2817	Cust Zone Tech II	J. Lane	R-J.McKinney	Sarasota	TO STAFFING - 7/12
2818	Cust Zone Tech II	N. Buono	R-J.Jones	St. Pete	TO STAFFING - 7/12
2819	Cust Zone Tech III	M. Hoke	R-R.Hand	Bradenton	TO STAFFING - 7/12
2820	Cust Zone Tech II	N. Buono	R-D.Richards	St. Pete	TO STAFFING - 7/12
2821	Cust Zone Tech II	N. Buono	R-R.Britton	St. Pete	TO STAFFING - 7/12
2822	Cust Zone Tech II	N. Buono	R-D.Franklin	St. Pete	TO STAFFING - 7/12
2823	Cust Zone Tech II	N. Buono	R-S.Wynn	St. Pete	TO STAFFING - 7/12
2824	Bus Zone Tech I	K. Haas	R-D.Morrison	St. Pete	TO STAFFING - 7/12
2825	Bus Zone Tech III	K. Haas	R-C.Bywaters	Sarasota	TO STAFFING - 7/12
2826	Cust Zone Tech III	J. Lane	R-K.Metz	Sarasota	TO STAFFING - 7/12
2827	Bus Zone Tech III	K. Haas	R-P.Conrad	St. Pete	TO STAFFING - 7/12
2828	Bus Zone Tech III	K. Haas	R-B.Lanenhan	St. Pete	TO STAFFING - 7/12
2829	Cust Zone Tech II	K. Hayes	R-R.Allen	Clearwater	TO STAFFING - 7/12
2830	Cust Zone Tech II	K. Hayes	R-V.Teerdoisis	Clearwater	TO STAFFING - 7/12
2831	Cust Zone Tech II	K. Hayes	R-L.Barnes	Clearwater	TO STAFFING - 7/12
2832	Cust Zone Tech III	N. Buono	R-Future	St. Pete	TO STAFFING - 7/26
2833	Cust Zone Tech III	P. Jenkins	R-Future	Tarpon Spgs	TO STAFFING - 7/26
2834	Cust Zone Tech III	P. Jenkins	R-Future	Tarpon Spgs	TO STAFFING - 7/26
2835	Cust Zone Tech III	K. Hayes	R-Future	Clearwater	OFFER PENDING
2836	Cust Zone Tech III	K. Hayes	R-Future	Clearwater	TO STAFFING - 7/26
2837	Cust Zone Tech III	M. Hoke	R-Future	Bradenton	TO STAFFING - 7/26
2838	Cust Zone Tech III	J. Lane	R-Future	Sarasota	TO STAFFING - 7/26

	Position Title	Hiring Supervisor	Replacing/Now/Add'l	Location	STATUS
2839	Cust Zone Tech III	J. Lane	R-Future	Sarasota	TO STAFFING - 7/26
2840	Cust Zone Tech III	J. Lane	R-Future	Sarasota	TO STAFFING - 7/26
2841	Cust Zone Tech II	D. Johns	R-S.Barnum	Lakeland	TO STAFFING - 7/12
2842	Cust Zone Tech II	R. Bass	R-F.Ney	Tampa North	TO STAFFING - 7/12
2843	Cust Zone Tech II	S Daniels	R-D.Levins	Winter Haven	TO STAFFING - 7/12
2844	Cust Zone Tech III	B. Chapman	R-C.Raise	Tampa Central	TO STAFFING - 7/12
2845	Cust Zone Tech III	B. Chapman	R-D.Hull	Tampa Central	TO STAFFING - 7/12
2846	Cust Zone Tech III	S Daniels	R-J.Addison	Winter Haven	TO STAFFING - 7/12
2847	Cust Zone Tech III	S Daniels	R-R.Pitts	Bartow	TO STAFFING - 7/12
2848	Cust Zone Tech III	S Daniels	R-C.Stewart	Lake Wales	TO STAFFING - 7/12
2849	Cust Zone Tech III	D. Johns	R-Future	Lakeland	TO STAFFING - 7/12
2850	Cust Zone Tech III	D. Johns	R-Future	Lakeland	TO STAFFING - 7/12
2851	Cust Zone Tech III	D. Johns	R-Future	Lakeland	TO STAFFING - 7/12
2852	Cust Zone Tech III	D. Johns	R-Future	Lakeland	TO STAFFING - 7/12
2853	Cust Zone Tech III	D. Johns	R-Future	Lakeland	TO STAFFING - 7/12
2854	Cust Zone Tech III	D. Johns	R-Future	Lakeland	TO STAFFING - 7/12
2855	Cust Zone Tech III	D. Johns	R-Future	Lakeland	TO STAFFING - 7/12
2856	Cust Zone Tech III	B. Chapman	R-Future	Tampa Central	TO STAFFING - 7/12
2857	Cust Zone Tech III	G. Allshouse	R-Future	Tampa East	TO STAFFING - 7/12
2858	Cust Zone Tech III	G. Allshouse	R-Future	Tampa East	TO STAFFING - 7/12
2859	Cust Zone Tech III	G. Allshouse	R-Future	Tampa East	TO STAFFING - 7/12
2860	Cust Zone Tech III	G. Allshouse	R-Future	Tampa East	TO STAFFING - 7/12
2861	Cust Zone Tech III	G. Allshouse	R-Future	Tampa East	TO STAFFING - 7/12
2862	Cust Zone Tech III	G. Allshouse	R-Future	Tampa East	TO STAFFING - 7/12
2863	Cust Zone Tech III	R. Bass	R-Future	Tampa North	TO STAFFING - 7/12
2864	Cust Zone Tech III	R. Bass	R-Future	Tampa North	TO STAFFING - 7/12
2865	Cust Zone Tech III	R. Bass	R-Future	Tampa North	TO STAFFING - 7/12
2866	Cust Zone Tech III	R. Bass	R-Future	Tampa North	TO STAFFING - 7/12
2867	Cust Zone Tech III	R. Bass	R-Future	Tampa North	TO STAFFING - 7/12
2868	Cust Zone Tech III	S Daniels	R-Future	Winter Haven	TO STAFFING - 7/12
2869	Cust Zone Tech III	S Daniels	R-Future	Winter Haven	TO STAFFING - 7/12
2870	Cust Zone Tech III	S Daniels	R-Future	Winter Haven	TO STAFFING - 7/12
2871	Cust Zone Tech III	S Daniels	R-Future	Winter Haven	TO STAFFING - 7/12
2872	Cust Zone Tech III	S Daniels	R-Future	Winter Haven	TO STAFFING - 7/12
2873	Cust Zone Tech III	S Daniels	R-Future	Winter Haven	TO STAFFING - 7/12
2932	Supv-Acc Design	A. Reilly	R-D.Perez	Tampa	TO STAFFING - 7/29
2933	Admin-Inv Mgmt	E. Grant	R-S.Gonzales	Tampa	TO STAFFING - 7/29
2934	Designer-Ntwk Design	J. Wedell	R-R.Crichton	Tampa	TO STAFFING - 7/29

	Personnel Title	Current Supervisor	Replacing/New/Add'l	Location	STATUS
3766	Designer-Access Des	R.Gambrell	R-S.Shook	Tampa	TO STAFFING
3767	Designer-Access Des	R.Gambrell	R-W.John	Tampa	TO STAFFING
3768	Eng-Access Design	R.Gambrell	R-W.Boyd	Tampa	TO STAFFING
3769	Supv-OSP Const	L.Stricklin	R-D.Bellinger	Largo	TO STAFFING
FL0001	Cust Zone Tech I	W Fischer	R-L.Strock	Lkld/Win Hav	TO STAFFING - 7/16
FL0002	Cust Zone Tech II	D Johns	R-W.Whitehead	Lakeland	TO STAFFING - 7/16
FL0003	Cust Zone Tech II	G Allshouse	R-R.Holton	Tampa East	TO STAFFING - 7/16
FL0004	Cust Zone Tech II	R Bass	R-W.Mack	Tampa North	TO STAFFING - 7/16
FL0005	Cust Zone Tech II	S Daniels	R-J.Cannoy	Winter Haven	TO STAFFING - 7/16
FL0006	Cust Zone Tech III	R Bass	R-P.Zerance	Tampa North	TO STAFFING - 7/16
FL0007	Cust Zone Tech III	J. Lane	R-R.Link	Venice	TO STAFFING - 7/19
FL0008	Cust Zone Tech II	J. Lane	R-B.Gray	Sarasota	TO STAFFING - 7/19
FL0009	Cust Zone Tech II	N. Buono	R-L.Ellis	St Petersburg	TO STAFFING - 7/19
FL0010	Cust Zone Tech II	K. Hayes	R-	Largo	TO STAFFING - 7/19
FL0011	Cust Zone Tech III	R. Bass	R-W.Fulford	Tampa North	TO STAFFING - 7/26
FL0012	Cust Zone Tech III	J.Lane	R-S.Kozel	Sarasota	TO STAFFING - 7/26
FL0013	Cust Zone Tech III	J.Lane	R-C.Farmer	Sarasota	TO STAFFING - 7/26
FL0014	Cust Zone Tech III	N. Buono	R-T.Nastasiak	St. Petersburg	TO STAFFING - 7/27
FL0015	Cust Zone Tech III	N. Buono	R-S.Germack	St. Petersburg	TO STAFFING - 7/27
FL0016	Cust Zone Tech III	N. Buono	R-Z.Nelson	St. Petersburg	TO STAFFING - 7/27
FL0017	Cust Zone Tech I	J. Coker	R-Thomson	Venice	TO STAFFING - 8/9
FL0018	Cust Zone Tech I	J. Coker	R-Browne	Venice	TO STAFFING - 8/9
FL0019	Cust Zone Tech II	M. Hoke	R-R.Horner	Bradenton	TO STAFFING - 8/9
FL0020	Cust Zone Tech III	N. Buono	R-J.Coad	St. Petersburg	TO STAFFING - 8/9
FL0021	Cust Zone Tech III	J. Lane	R-M.Donoghue	Sarasota	TO STAFFING - 8/9
FL0022	Bus Zone Tech I	K. Haas	R-C.Redmond	St. Petersburg	TO STAFFING - 8/9
FL0023	Bus Zone Tech I	K. Haas	R-B.Smith	St. Petersburg	TO STAFFING - 8/9
FL0024	Bus Zone Tech I	K. Haas	R-R.Evers	St. Petersburg	TO STAFFING - 8/9
FL0025	Service Clerk	B. Fetter	R-M.Atwell	Clearwater	TO STAFFING - 8/18
FL0026	Service Clerk	B. Fetter	R-L.Leavens	Clearwater	TO STAFFING - 8/18
FL0027	Service Clerk	B. Fetter	R-	Clearwater	TO STAFFING - 8/18
FL0028	Cust Zone Tech III	R.M.Bass	R-K.Thomas	Tampa North	TO STAFFING - 8/18
FL0029	Cust Zone Tech III	R.M.Bass	R-C.Shaffic	Tampa North	TO STAFFING - 8/18
FL0030	Cust Zone Tech III	R.M.Bass	R-M.Moran	Tampa North	TO STAFFING - 8/18
FL0031	Cust Zone Tech III	R.M.Bass	R-J.Gaskins	Tampa North	TO STAFFING - 8/18
FL0032	Cust Zone Tech III	R.M.Bass	R-J.Miley	Tampa North	TO STAFFING - 8/18
FL0033	Cust Zone Tech III	R.M.Bass	R-E.pearson	Tampa North	TO STAFFING - 8/18
FL0034	Cust Zone Tech III	R.M.Bass	R-R.Dearing	Tampa North	TO STAFFING - 8/18

FL0035	Cust Zone Tech II	R.M.Bass	R-B.Hendren	Tampa North	TO STAFFING - 8/18
FL0036	Cust Zone Tech III	D. Johns	R-R.Rubio	Lakeland	TO STAFFING - 8/18
FL0037	Cust Zone Tech III	D. Johns	R-S.Ferrell	Lakeland	TO STAFFING - 8/18
FL0038	Cust Zone Tech III	D. Johns	R-D.Klopschinski	Lakeland	TO STAFFING - 8/18
FL0039	Cust Zone Tech I	W.Fischer	R-P.Cruser	Wint Hav/Lkld	TO STAFFING - 8/18
FL0040	Cust Zone Tech I	W.Fischer	R-C.Woods	Wint Hav/Lkld	TO STAFFING - 8/18
FL0041	Cust Zone Tech I	K. Dausy	R-C.Wagner	Eastern CMG	TO STAFFING - 8/18
FL0042	Cust Zone Tech I	K. Dausy	R-E.Nelson	Eastern CMG	TO STAFFING - 8/18
FL0043	Cust Zone Tech I	K. Dausy	R-D.Humbert	Eastern CMG	TO STAFFING - 8/18
FL0044	Cust Zone Tech I	K. Dausy	R-W.Jacobson	Tampa CRCC	TO STAFFING - 8/18
FL0045	Cust Zone Tech I	R.Pelham	R-R.Brummer	St. Pete	TO STAFFING - 8/24
FL0046	Cust Zone Tech I	R.Pelham	R-E.Helms	Winter Haven	TO STAFFING - 8/24
FL0047	Bus Zone Tech I	J.Millett	R-C.Fletcher	Bartow	TO STAFFING - 8/27
FL0048	Cust Zone Tech III	D.Johns	R-D.Jesse	Lakeland	TO STAFFING - 8/27
FL0049	Cust Zone Tech III	D.Johns	R-B.McMillan	Lakeland	TO STAFFING - 8/27
FL0050	Cust Zone Tech III	B.Chapman	R-J.Worthington	Tampa Cent	TO STAFFING - 8/27
FL0051	Cust Zone Tech II	D.Johns	R-W.Byrd	Lakeland	TO STAFFING - 9/1
FL0052	Cust Zone Tech II	D.Johns	R-R.Hall	Lakeland	TO STAFFING - 9/1
FL0053	Cust Zone Tech I	J.Coker	R-Maas	Clearwater	TO STAFFING - 9/1
FL0054	Cust Zone Tech I	J.Coker	R-Mosher	Clearwater	TO STAFFING - 9/1
FL0055	Cust Zone Tech I	J.Coker	R-Davie	Clearwater	TO STAFFING - 9/1
FL0056	Cust Zone Tech I	J.Coker	R-Memole	Clearwater	TO STAFFING - 9/1
FL0057	Cust Zone Tech I	J.Coker	R-Weisberger	Clearwater	TO STAFFING - 9/1
FL0058	Cust Zone Tech I	J.Coker	R-Chuchro	Sarasota	TO STAFFING - 9/1
FL0059	Cust Zone Tech I	J.Coker	R-D.Haines	St. Petersburg	TO STAFFING - 9/1
FL0060	Cust Zone Tech I	J.Coker	R-Olson	St. Petersburg	TO STAFFING - 9/1
FL0061	Cust Zone Tech I	J.Coker	R-Dapper	St. Petersburg	TO STAFFING - 9/1
FL0062	Cust Zone Tech I	J.Coker	R-J.Cook	St. Petersburg	TO STAFFING - 9/1
FL0063	Cust Zone Tech I	J.Coker	R-E.Fulton	Sarasota	TO STAFFING - 9/1
FL0064	Cust Zone Tech I	J.Coker	R-P.Mayer	Sarasota	TO STAFFING - 9/1
FL0065	Cust Zone Tech III	M.Hoke	R-T.Woodruff	Bradenton	TO STAFFING - 9/1
FL0066	Cust Zone Tech III	N.Buono	R-K.Knapp	St. Petersburg	TO STAFFING - 9/3
FL0067	Cust Zone Tech III	N.Buono	R-G.Nichols	St. Petersburg	TO STAFFING - 9/3
FL0068	Cust Zone Tech III	K.Hayes	R-Norvell	Clearwater	TO STAFFING - 9/3
FL0069	Cust Zone Tech III	K.Hayes	R-Torch	Largo	TO STAFFING - 9/3
FL0070	Cust Zone Tech II	R.Bass	2000 Outlook	Tampa North	TO STAFFING - 9/8
FL0071	Cust Zone Tech II	R.Bass	2000 Outlook	Tampa North	TO STAFFING - 9/8
FL0072	Cust Zone Tech II	R.Bass	2000 Outlook	Tampa North	TO STAFFING - 9/8

FL#	Position Title	Primary Supervisor	Reporting Position	Reporting Location	Reporting Date
FL0073	Cust Zone Tech II	R.Bass	2000 Outlook	Tampa North	TO STAFFING - 9/8
FL0074	Cust Zone Tech II	R.Bass	2000 Outlook	Tampa North	TO STAFFING - 9/8
FL0075	Cust Zone Tech II	G.Allshouse	2000 Outlook	Tampa East	TO STAFFING - 9/8
FL0076	Cust Zone Tech II	G.Allshouse	2000 Outlook	Tampa East	TO STAFFING - 9/8
FL0077	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0078	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0079	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0080	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0081	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0082	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0083	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0084	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0085	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0086	Cust Zone Tech II	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0087	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0088	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0089	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0090	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0091	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0092	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0093	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0094	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0095	Cust Zone Tech II	S.Daniels	2000 Outlook	Winter Haven	TO STAFFING - 9/8
FL0096	Cust Zone Tech III	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0097	Cust Zone Tech III	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0098	Cust Zone Tech III	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0099	Cust Zone Tech III	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0100	Cust Zone Tech III	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0101	Cust Zone Tech III	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0102	Cust Zone Tech III	D.Johns	2000 Outlook	Lakeland	TO STAFFING - 9/8
FL0103	Cust Zone Tech III	B.Chapman	R-S.Walters	Tampa Central	TO STAFFING - 9/8
FL0104	Bus Zone Tech III	J.Millett	R-K.Nicoulin	Tampa	TO STAFFING - 9/8
FL0105	Bus Zone Tech III	J.Millett	R-J.Noble	Tampa	TO STAFFING - 9/8
FL0106	Cust Zone Tech II	D.Johns	R-D.Johnson	Lakeland	TO STAFFING - 9/9
FL0107	Cust Zone Tech II	D.Johns	R-J.Combs	Lakeland	TO STAFFING - 9/9
FL0108	Cust Zone Tech II	S.Daniels	R-L.West	Winter Haven	TO STAFFING - 9/9
FL0109	Cust Zone Tech II	S.Daniels	R-J.Farris	Winter Haven	TO STAFFING - 9/9
FL0110	Customer Eng	J.Millett	R-A.Pierson	Tampa	TO STAFFING - 9/9



HO#	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
FL0111	Cust Zone Tech I	W.Fischer	R-L.Demilly	Lkld/Wint Hav	TO STAFFING - 9/9
FL0112	Cust Zone Tech I	W.Fischer	R-R.Perkins	Tampa	TO STAFFING - 9/9
FL0113	Cust Zone Tech I	W.Fischer	R-J.Firebaugh	Lkld/Wint Hav	TO STAFFING - 9/9
FL0114	Cust Zone Tech I	W.Fischer	R-M.Aguirre	Tampa	TO STAFFING - 9/9
FL0115	Cust Zone Tech I	W.Fischer	R-J.Roderick	Lkld/Wint Hav	TO STAFFING - 9/9
FL0116	Cust Zone Tech I	B.Hunter	R-S.Franson	Eastern CMG	TO STAFFING - 9/9
FL0117	Cust Zone Tech I	W.Hansen	R-F.Schwab	Southern CMG	TO STAFFING - 9/9
FL0118	Cust Zone Tech II	K.Hayes	R-Christman	Clearwater	TO STAFFING - 9/9
FL0119	Cust Zone Tech II	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0120	Cust Zone Tech II	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0121	Cust Zone Tech II	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0122	Cust Zone Tech II	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0123	Cust Zone Tech II	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0124	Cust Zone Tech II	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0125	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0126	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0127	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0128	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0129	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0130	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0131	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0132	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0133	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0134	Cust Zone Tech III	N.Buono	Y2000 Outlook	St. Petersburg	TO STAFFING - 9/9
FL0135	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0136	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0137	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0138	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0139	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0140	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0141	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0142	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0143	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0144	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0145	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0146	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0147	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9
FL0148	Cust Zone Tech III	P.Jenkins	Y2000 Outlook	Tarpon Spgs	TO STAFFING - 9/9

FL0149	Cust Zone Tech III	K.Hayes	R-Balley	Clearwater	TO STAFFING - 9/9
FL0150	Cust Zone Tech III	K.Hayes	R-G.Reinart	Clearwater	TO STAFFING - 9/9
FL0151	Cust Zone Tech III	K.Hayes	R-Hughes	Clearwater	TO STAFFING - 9/9
FL0152	Cust Zone Tech III	K.Hayes	R-Houser	Clearwater	TO STAFFING - 9/9
FL0153	Cust Zone Tech III	K.Hayes	R-Cheesebrough	Clearwater	TO STAFFING - 9/9
FL0154	Cust Zone Tech III	K.Hayes	R-Pajak	Clearwater	TO STAFFING - 9/9
FL0155	Cust Zone Tech III	K.Hayes	R-Krupp	Clearwater	TO STAFFING - 9/9
FL0156	Cust Zone Tech III	K.Hayes	R-Arflack	Clearwater	TO STAFFING - 9/9
FL0157	Cust Zone Tech III	K.Hayes	R-Fasting	Clearwater	TO STAFFING - 9/9
FL0158	Cust Zone Tech III	K.Hayes	R-Marks	Clearwater	TO STAFFING - 9/9
FL0159	Cust Zone Tech III	K.Hayes	R-Surrett	Clearwater	TO STAFFING - 9/9
FL0160	Cust Zone Tech III	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0161	Cust Zone Tech III	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0162	Cust Zone Tech III	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0163	Cust Zone Tech III	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0164	Cust Zone Tech III	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0165	Cust Zone Tech III	M.Hoke	Y2000 Outlook	Bradenton	TO STAFFING - 9/9
FL0166	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0167	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0168	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0169	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0170	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0171	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0172	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0173	Cust Zone Tech III	J.Lane	Y2000 Outlook	Sarasota	TO STAFFING - 9/9
FL0174	Bus Zone Tech I	K.Haas	R-M.Beckho	Ssta/Brad	TO STAFFING - 9/9
FL0175	Bus Zone Tech I	K.Haas	R-D.Keiffer	Clwtr/Tar Spgs	TO STAFFING - 9/9
FL0176	Bus Zone Tech I	K.Haas	R-J.Wyant	Sarasota	TO STAFFING - 9/9
FL0177	Bus Zone Tech I	K.Haas	R-J.Black	Clwtr/Tar Spgs	TO STAFFING - 9/9
FL0178	Bus Zone Tech III	K.Haas	R-D.Bogart	Clwtr/Tar Spgs	TO STAFFING - 9/9
FL0179	Bus Zone Tech III	K.Haas	Y2000 Outlook	Clearwater	TO STAFFING - 9/9
FL0180	Bus Zone Tech III	K.Haas	Y2000 Outlook	Clearwater	TO STAFFING - 9/9
FL0181	Bus Zone Tech III	K.Haas	Y2000 Outlook	Clwtr/Tar Spgs	TO STAFFING - 9/9
FL0182	Cust Zone Tech I	J.Coker	R-S.Marshall	St. Petersburg	TO STAFFING - 9/9
FL0183	Cust Zone Tech I	J.Coker	R-D.Casner	Clearwater	TO STAFFING - 9/9
FL0184	Cust Zone Tech I	J.Coker	R-V.Chete	Clearwater	TO STAFFING - 9/9
FL0185	Cust Zone Tech I	J.Coker	R-L.Coleman	Clearwater	TO STAFFING - 9/9
FL0186	Cust Zone Tech I	J.Coker	R-J.Davis	Clearwater	TO STAFFING - 9/9

FL#	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
FL0187	Cust Zone Tech I	J.Coker	R-R.Decastro	Clearwater	TO STAFFING - 9/9
FL0188	Cust Zone Tech I	J.Coker	R-E.Flatter	St. Petersburg	TO STAFFING - 9/9
FL0189	Cust Zone Tech I	J.Coker	R-P.Anderson	Bradenton	TO STAFFING - 9/9
FL0190	Cust Zone Tech I	J.Coker	R-C.King	Bradenton	TO STAFFING - 9/9
FL0191	Cust Zone Tech I	R.Pelham	R-J.Abrams	Clearwater	TO STAFFING - 9/9
FL0192	Cust Zone Tech I	R.Pelham	R-J.Savio	Tampa	TO STAFFING - 9/9
FL0193	Service Clerk	B. Fetter	R-S.Shaw	Clearwater	TO STAFFING - 9/16
FL0194	Cust Zone Tech II	N.Buono	R-D.Ambler	St. Petersburg	TO STAFFING - 9/23
FL0195	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0196	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0197	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0198	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0199	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0200	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0201	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0202	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0203	Cust Zone Tech III	R.Bass	Y2000 Outlook	Tampa North	TO STAFFING - 9/27
FL0204	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0205	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0206	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0207	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0208	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0209	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0210	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0211	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0212	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0213	Cust Zone Tech III	B.Chapman	Y2000 Outlook	Tampa Central	TO STAFFING - 9/27
FL0214	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0215	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0216	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0217	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0218	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0219	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0220	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0221	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0222	Cust Zone Tech III	G.Allshouse	Y2000 Outlook	Tampa East	TO STAFFING - 9/27
FL0223	Cust Zone Tech III	D.Johns	R-D.Shiver	Lakeland	TO STAFFING - 9/27
FL0224	Cust Zone Tech II	D.Johns	R-W.Huskamp	Lakeland	TO STAFFING - 9/27

FL#	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
FL0225	Cust Zone Tech III	S.Daniels	Y2000 Outlook	Winter Haven	TO STAFFING - 9/27
FL0226	Cust Zone Tech III	S.Daniels	Y2000 Outlook	Winter Haven	TO STAFFING - 9/27
FL0227	Cust Zone Tech III	S.Daniels	R-K.McMillen	Winter Haven	TO STAFFING - 9/27
FL0228	Bus Zone Tech III	J.Millett	R-C.Berry	Bartow	TO STAFFING - 9/27
FL0229	Cust Zone Tech I	W.Fischer	R-J.Licata	Tampa	TO STAFFING - 9/27
FL0230	Cust Zone Tech I	W.Fischer	R-P.Myers	Tampa	TO STAFFING - 9/27
FL0231	Cust Zone Tech I	W.Fischer	R-J.Blackmer	Tampa	TO STAFFING - 9/27
FL0232	Cust Zone Tech I	J.Garrett	R-P.Thacher	Tampa/CRCC	TO STAFFING - 9/27
FL0233	Cust Zone Tech I	K.Reikowski	R-J.Jacques	Tampa	TO STAFFING - 10/7
FL0234	Cust Zone Tech II	N.Buono	Seasonal	St. Petersburg	TO STAFFING - 10/7
FL0235	Cust Zone Tech II	P.Jenkins	Seasonal	Tarpon Sprgs	TO STAFFING - 10/7
FL0236	Cust Zone Tech II	K.Hayes	Seasonal	Clearwater	TO STAFFING - 10/7
FL0237	Cust Zone Tech II	M.Hoke	Seasonal	Bradenton	TO STAFFING - 10/7
FL0238	Cust Zone Tech II	J.Lane	Seasonal	Sarasota	TO STAFFING - 10/7
FL0239	Cust Zone Tech II	J.Lane	R-R.Ramon	Sarasota	TO STAFFING - 10/7
FL0240	Cust Zone Tech II	J.Lane	R-L.Richardson	Sarasota	TO STAFFING - 10/7
FL0241	Cust Zone Tech III	N.Buono	R-Ford	St. Petersburg	TO STAFFING - 10/7
FL0242	Cust Zone Tech III	P.Jenkins	R-S.Chastain	Tarpon Sprgs	TO STAFFING - 10/7
FL0243	Cust Zone Tech III	P.Jenkins	R-T.Tsagaratos	Tarpon Sprgs	TO STAFFING - 10/7
FL0244	Service Clerk	B.Fetter	R-K.Paus	Clearwater	TO STAFFING - 10/7
FL0245	Service Clerk	B.Fetter	R-L.Elmer	Clearwater	TO STAFFING - 10/7
FL0246	Bus Zone Tech I	J.Millett	R-D.Bostice	Tampa	TO STAFFING - 10/7
FL0247	Cust Zone Tech I	W.Fischer	R-E.Lash	Tampa	TO STAFFING - 10/7
FL0248	Cust Zone Tech II	R.Bass	R-R.Pembleton	Tampa North	TO STAFFING - 10/7
FL0249	Cust Zone Tech II	R.Bass	R-R.Fleming	Tampa North	TO STAFFING - 10/7
FL0250	Cust Zone Tech II	R.Bass	2000 Outlook	Tampa North	TO STAFFING - 10/7
FL0251	Cust Zone Tech II	B.Chapman	Seasonal	Tampa Central	TO STAFFING - 10/7
FL0252	Cust Zone Tech II	G.Allshouse	2000 Outlook	Tampa East	TO STAFFING - 10/7
FL0253	Cust Zone Tech II	D.Johns	Seasonal	Lakeland	TO STAFFING - 10/7
FL0254	Cust Zone Tech II	S. Daniels	Seasonal	Winter Haven	TO STAFFING - 10/7
FL0255	Cust Zone Tech III	D.Johns	R-D.Napper	Lakeland	TO STAFFING - 10/7
FL0256	Cust Zone Tech III	D.Johns	R-A.Inesso	Lakeland	TO STAFFING - 10/7
FL0257	Cust Zone Tech III	S. Daniels	R-C.Blanchfield	Winter Haven	TO STAFFING - 10/7
FL0258	Cust Zone Tech III	S. Daniels	R-S.Lambert	Winter Haven	TO STAFFING - 10/7
FL0259	Cust Zone Tech III	S. Daniels	R-M.Cook	Winter Haven	TO STAFFING - 10/7
FL0260	Cust Zone Tech III	S. Daniels	R-P.Horning	Winter Haven	TO STAFFING - 10/7
FL0261	Cust Zone Tech III	S. Daniels	R-B.Smith	Winter Haven	TO STAFFING - 10/7
FL0262	Cust Zone Tech III	S. Daniels	R-R. Daniels	Winter Haven	TO STAFFING - 10/7

FL#	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
FL0263	Cust Zone Tech III	S. Daniels	R-C.Brooks	Winter Haven	TO STAFFING - 10/7
FL0264	Customer Eng	J.Millett	2000 Outlook	Tampa	TO STAFFING - 10/7
FL0265	Customer Eng	J.Millett	2000 Outlook	Tampa	TO STAFFING - 10/7
FL0266	Customer Eng	J.Millett	2000 Outlook	Tampa	TO STAFFING - 10/7
FL0267	Cust Zone Tech III	R.Bass	R-R.Hickman	Tampa North	TO STAFFING - 10/20
FL0268	Cust Zone Tech III	R.Bass	R-C.Justus	Tampa North	TO STAFFING - 10/20
FL0269	Cust Zone Tech II	B.Chapman	R-F.Branch	Tampa Central	TO STAFFING - 10/20
FL0270	Cust Zone Tech II	B.Chapman	R-D.Hull	Tampa Central	TO STAFFING - 10/20
FL0271	Cust Zone Tech III	B.Chapman	R-C.Lineberger	Tampa Central	TO STAFFING - 10/20
FL0272	Cust Zone Tech III	D.Johns	R-R.Sweeney	Lakeland	TO STAFFING - 10/20
FL0273	Cust Zone Tech III	D.Johns	R-W.Carbone	Lakeland	TO STAFFING - 10/20
FL0274	Cust Zone Tech III	D.Johns	R-T.Dixon	Lakeland	TO STAFFING - 10/20
FL0275	Bus Zone Tech III	J.Millett	R-C.Childers	Tampa	TO STAFFING - 10/20
FL0276	Bus Zone Tech III	J.Millett	R-C.Saunders	Tampa	TO STAFFING - 10/20
FL0277	Bus Zone Tech I	K.Haas	R-J.Rogers	Clearwater	TO STAFFING - 10/20
FL0278	Bus Zone Tech I	K.Haas	R-M.Johns	Clearwater	TO STAFFING - 10/20
FL0279	Bus Zone Tech I	K.Haas	R-T.Hofacker	Clearwater	TO STAFFING - 10/20
FL0280	Bus Zone Tech I	K.Haas	R-B.Swam	Clearwater	TO STAFFING - 10/20
FL0281	Cust Zone Tech III	N.Buono	R-Bowling	St. Petersburg	TO STAFFING - 10/20
FL0282	Cust Zone Tech III	N.Buono	R-Winter	St. Petersburg	TO STAFFING - 10/20
FL0283	Cust Zone Tech III	M.Hoke	R-B.Roberts	Bradenton	TO STAFFING - 10/20
FL0284	Cust Zone Tech III	M.Hoke	R-C.McMillian	Bradenton	TO STAFFING - 10/20
FL0285	Cust Zone Tech III	M.Hoke	R-D.Alford	Bradenton	TO STAFFING - 10/20
FL0286	Cust Zone Tech III	J.Lane	R-S.Sylvia	Sarasota	TO STAFFING - 10/26
FL0287	Cust Zone Tech II	N.Buono	R-F.Bush	St. Petersburg	TO STAFFING - 10/26
FL0288	Cust Zone Tech II	R.Bass	R-K.Veilleux	Tampa North	TO STAFFING - 10/26
FL0289	Cust Zone Tech II	R.Bass	R-J.Sizemore	Tampa North	TO STAFFING - 10/26
FL0290	Cust Zone Tech III	R.Bass	R-D.Aguero	Tampa North	TO STAFFING - 10/26
FL0291	Cust Zone Tech II	D.Johns	R-T.Alexander	Lakeland	TO STAFFING - 10/26
FL0292	Bus Zone Tech I	J.Millett	R-D.Pate	Bartow	TO STAFFING - 10/26
FL0293	Bus Zone Tech I	J.Millett	R-D.Walker	Bartow	TO STAFFING - 10/26
FL0294	Cust Zone Tech I	W.Fischer	R-P.Letourneau	Tampa	TO STAFFING - 10/26
FL0295	Cust Zone Tech III	P.Jenkins	R-W.Robinson	Tarpon Spgs	TO STAFFING - 11/2
FL0296	Cust Zone Tech III	J.Lane	R-H.Montgomery	Sarasota	TO STAFFING - 11/2
FL0297	Bus Zone Tech I	K.Haas	R-S.Heinichon	Cltwr/Tar Spgs	TO STAFFING - 11/2
FL0298	Bus Zone Tech I	K.Haas	R-H.Spellberger	Cltwr/Tar Spgs	TO STAFFING - 11/2
FL0299	Bus Zone Tech I	K.Haas	R-	St Pete S/S	TO STAFFING - 11/2
FL0300	Bus Zone Tech III	K.Haas	R-C.Davis	Cltwr/Tar Spgs	TO STAFFING - 11/2

FL#	Position Title	Hiring Supervisor	Replacing/New/Add'l	Location	STATUS
FL0301	Bus Zone Tech III	K.Haas	R-	St Petersburg	TO STAFFING - 11/2
FL0302	Bus Zone Tech III	K.Haas	R-	St Petersburg	TO STAFFING - 11/2
FL0303	Bus Zone Tech III	K.Haas	R-	St Petersburg	TO STAFFING - 11/2
FL0304	Bus Zone Tech III	K.Haas	R-	Ssta/Brad	TO STAFFING - 11/2
FL0305	Bus Zone Tech III	K.Haas	R-	Ssta/Brad	TO STAFFING - 11/2
FL0306	Bus Zone Tech III	K.Haas	R-	Ssta/Brad	TO STAFFING - 11/2
FL0307	Bus Zone Tech III	K.Haas	R-	Ssta/Brad	TO STAFFING - 11/2
FL0308	Bus Zone Tech III	K.Haas	R-	Ssta/Brad	TO STAFFING - 11/2
FL0309	Bus Zone Tech III	K.Haas	R-	Ssta/Brad	TO STAFFING - 11/2
FL0310	Cust Zone Tech III	R.Bass	R-R.Redmond	Tampa North	TO STAFFING - 11/10
FL0311	Cust Zone Tech III	R.Bass	R-E.Gladson	Tampa North	TO STAFFING - 11/10
FL0312	Cust Zone Tech III	R.Bass	R-D.Fonte	Tampa North	TO STAFFING - 11/10
FL0313	Cust Zone Tech III	R.Bass	R-J.Garafalo	Tampa North	TO STAFFING - 11/10
FL0314	Cust Zone Tech III	B.Chapman	R-T.Brownell	Tampa Central	TO STAFFING - 11/10
FL0315	Bus Zone Tech I	J.Millett	R-A.Cirincione	Tampa	TO STAFFING - 11/10
FL0316	Bus Zone Tech I	J.Millett	R-R.Nosworthy	Tampa	TO STAFFING - 11/10
FL0317	Cust Zone Tech I	R.Long	R-E.Pasko	Sarasota	TO STAFFING - 11/10
FL0318	Cust Zone Tech III	R.Bass	R-J.Klempin	Tampa North	TO STAFFING - 11/19
FL0319	Cust Zone Tech III	R.Bass	R-M.Walls	Tampa North	TO STAFFING - 11/19
FL0320	Cust Zone Tech II	B.Chapman	R-D.Allen	Tampa Central	TO STAFFING - 11/19
FL0321	Cust Zone Tech III	B.Chapman	R-R.Grunert	Tampa Central	TO STAFFING - 11/19
FL0322	Cust Zone Tech III	B.Chapman	R-K.Sudduth	Tampa Central	TO STAFFING - 11/19
FL0323	Cust Zone Tech III	B.Chapman	R-D.Carrico	Tampa Central	TO STAFFING - 11/19
FL0324	Cust Zone Tech III	B.Chapman	R-S.Fordyce	Tampa Central	TO STAFFING - 11/19
FL0325	Cust Zone Tech II	S.Daniels	R-E.Shirah	Winter Haven	TO STAFFING - 11/19
FL0326	Cust Zone Tech II	S.Daniels	R-R.Wellman	Winter Haven	TO STAFFING - 11/19
FL0327	Bus Zone Tech I	J.Millett	R-M.Garvey	Tampa	TO STAFFING - 11/19
FL0328	Bus Zone Tech I	J.Millett	R-W.Cameron	Tampa	TO STAFFING - 11/19
FL0329	Cust Zone Tech III	G.Allshouse	R-H.Kulla	Tampa East	TO STAFFING - 12/1
FL0330	Cust Zone Tech III	S.Daniels	R-D.Brown	Lakeland	TO STAFFING - 12/1
FL0331	Cust Zone Tech III	S.Daniels	R-C.Harrell	Lakeland	TO STAFFING - 12/1
FL0332	Cust Zone Tech III	S.Daniels	R-S.Murphy	Lakeland	TO STAFFING - 12/1
FL0333	Cust Zone Tech I	W.Fischer	R-M.Scheel	Southern	TO STAFFING - 12/1
FL0334	Cust Zone Tech I	J.Coker	R-B.Babbitt	Bradenton	TO STAFFING - 12/2
FL0335	Cust Zone Tech I	J.Coker	R-G.Troutman	Clearwater	TO STAFFING - 12/2
FL0336	Cust Zone Tech I	R.Pelham	R-S.Fortner	Tampa	TO STAFFING - 12/16
FL0337	Cust Zone Tech I	W.Fischer	R-L.Hollingshead	Clearwater	TO STAFFING - 12/16
FL0338	Cust Zone Tech III	R.Bass	R-J.Dolphy	Tampa North	TO STAFFING - 12/16

FL0339	Cust Zone Tech III	G.Allshouse	R-M.Kerwin	Tampa East	TO STAFFING - 12/16
FL0340	Cust Zone Tech III	G.Allshouse	R-K.Scott Gilbert	Tampa East	TO STAFFING - 12/16
FL0341	Cust Zone Tech I	J.Coker	R-Gibson	Clearwater	TO STAFFING - 12/17
FL0342	Cust Zone Tech I	J.Coker	R-Klenlen	St. Petersburg	TO STAFFING - 12/17
FL0343	Cust Zone Tech I	J.Coker	R-J.Jones	St. Petersburg	TO STAFFING - 12/17
FL0344	Cust Zone Tech III	G.Allshouse	R-D.Meyer	Tampa East	TO STAFFING - 1/3
FL0345	Cust Zone Tech II	R.Bass	R-D.Meyer	Tampa North	TO STAFFING - 1/11
FL0346	Cust Zone Tech II	R.Bass	R-R.Gallart-Davila	Tampa North	TO STAFFING - 1/11
FL0347	Cust Zone Tech III	R.Bass	R-M.Dovidio	Tampa North	TO STAFFING - 1/11
FL0348	Cust Zone Tech II	R.Bass	R-J.Walker	Tampa North	TO STAFFING - 1/11
FL0349	Cust Zone Tech III	R.Bass	R-C.Brantley	Tampa North	TO STAFFING - 1/11
FL0350	Cust Zone Tech II	R.Bass	R-T.Williams	Tampa North	TO STAFFING - 1/11
FL0351	Cust Zone Tech III	B.Chapman	R-B.Peck	Tampa Central	TO STAFFING - 1/11
FL0352	Cust Zone Tech III	G.Allshouse	R-R.McIntyre	Tampa East	TO STAFFING - 1/11
FL0353	Cust Zone Tech III	G.Allshouse	R-P.Sterling	Tampa East	TO STAFFING - 1/11
FL0354	Cust Zone Tech III	G.Allshouse	R-B.Simeral	Tampa East	TO STAFFING - 1/11
FL0355	Cust Zone Tech III	S.Daniels	R-K.Anderson	Winter Haven	TO STAFFING - 1/11
FL0356	Cust Zone Tech III	S.Daniels	R-C.Pullen	Lakeland	TO STAFFING - 1/11
FL0357	Cust Zone Tech III	S.Daniels	R-C.Starling	Lakeland	TO STAFFING - 1/11
	Admin Supt Clerk	R. Pelham	N	Tampa	hold
	Senior Admin	R. Pelham	R - S. Moore	Tampa	hold
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Analyst-OSP Const	D.Woods	N	TBD	TO STAFFING
	Cable Splicer	W.Levick	N	Winter Haven	RUSS/JOHN
	Cable Splicer	W.Levick	N	Winter Haven	RUSS/JOHN
	Cable Splicer	W.Levick	N	Winter Haven	RUSS/JOHN
	Cable Splicer	W.Levick	N	Winter Haven	RUSS/JOHN
	Cable Splicer	W.Levick	N	Winter Haven	RUSS/JOHN

**Florida Contractor Expense Dollars '98 & '99**

	<u>Actuals</u>	<u>Budget</u>	<u>Variance</u>
'98 Contractor \$	26,401,557	16,780,898	(9,620,659)
'99 Contractor \$	22,026,658	19,098,086	(2,928,573)