

THE VALLEY VOICE

Becomes 10th leader

Merrimack Valley Works
September, 1985

Jack Heck new GM for MVW



Jack Heck
...general manager

John A. (Jack) Heck has taken over the reins of management at AT&T's Merrimack Valley Works, becoming the 10th leader since Western Electric started in Haverhill in 1943.

He was named general manager, effective Aug. 1, after having served as administrative officer for product management of Cable, Wire and Associated Apparatus, Market Planning - Network Systems Division, at the Atlanta Works of AT&T in Norcross, Ga.

"I come here with great enthusiasm," he said, acknowledging there are a number of challenges that lie ahead in leading this plant — the largest manufacturing location in the company.

Mr. Heck said he was "extremely impressed" with the plant and its people, and from the long history of cooperation by the employees and union, he looks forward to "tackling the challenges that we face in our new competitive environment."

"We are very fortunate," he said, "that we have the opportunity to be a part of a business that requires technologically leading edge products and has growth potential for all of us.

"Each of us should relook at our jobs and see if there is a better way to do them, to help further improve our competitive edge."

Mr. Heck, 50, is a native of Baltimore, Md., having attended Baltimore Polytechnic Institute, graduating in 1953, and Georgia Institute of Technology, graduating in 1957 with a bachelor's degree in mechanical engineering. He also attended Johns Hopkins University, New York University and M.I.T.

He joined Western Electric's Baltimore Works in 1959, followed by a series of non-supervisory engineering assignments and management positions. On one of his jobs he worked out of Western Electric Co., Ltd., in London, England.

Mr. Heck holds membership in the American Society of Mechanical Engineers, Toastmasters International and the Optimist Club. He and his wife, Margaret Jane, have four children: Mark Andrew, Ginamarie, Kimberly Ann and John Bradley.

Mr. Heck succeeds Robert E. (Bob) Cowley, who retired in July. Other general managers who served MVW are: Wayne Hunt, William Dugan, Charles DeBell, David Hilder, Harry Snook, Clare Brooks and Harvey Mehlhouse. Jesse Ault, whose title was superintendent of the Haverhill shops, was the first leader after Western Electric established in Haverhill during World War II.

Jim Olson heads Quality Month

October has been designated National Quality Month with AT&T President James E. (Jim) Olson the national chairman.

One of the aims of the observance is to bring the importance of quality to the attention of the nation.

A massive program to increase the awareness of the cost of quality at Merrimack Valley has been ongoing the last two years. According to Len Winn, Quality Engineering, Appraisal and Training manager, Merrimack Valley Works has always prided itself in the quality of products it ultimately ships to its customers; however, the time and cost to attain that quality level were unacceptable in the new competitive world.

The focus of the drive to reduce cost and increase productivity has been a series of quality seminars run by Dr. W. Edwards Deming, world renowned quality expert.

Coincidental with Quality Week will be one of the seminars for those who have not previously attended Dr. Deming's sessions. He will celebrate his 85th birthday putting on the one-man seminar to 250 Merrimack Valley employees Oct. 14-18.

A special added feature at this seminar will be a visit by AT&T President Jim Olson, who in his role as chairman of National Quality Month, will address the group of attendees.

In connection with the observance, Olson was the subject of an interview published recently by American Society for Quality Control (ASQC).

In the article, entitled "The State of Quality in the U.S. Today," Olson said quality remains a crucial issue for his corporation's long-term success.

(Continued on Page 2)



Jim Olson
...Quality Month chairman

To your health

More heart disease among children



By Dr. Don Waugh
...Works medical director

Q — I read a short item in the local newspaper recently that children are starting to have more and more heart disease. Can this be true?

A — Yes, unfortunately it is. Dr. Thomas B. Gilliam, professor of physical education at the University of Michigan, believes that a sedentary life-style is creating a high risk of heart disease in children.

“Children are transported to and from school, extra-curricular and even sports activities. They sit for long hours watching television and consume lots of high-caloric junk foods. As a result, children are showing increasing evidence of high cholesterol, high blood pressure, obesity, and other conditions which have been shown to be associated with heart disease in adults.”

After studying 400 Michigan school children, he found that half had one or more of the risk factors associated with heart disease. The good news, however, is that with regular exercise and proper diet, it is possible to reverse these risk factors.

September, 1985

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THE VALLEY VOICE

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Project TRIM to be implemented

Merrimack Valley is about to implement a process which will improve its ability to supply customers with quality products that are reasonably priced and available on time.

An added feature of this process is that it will elevate the Quality of Work Life (QWL) in the plant.

What is this dynamic process? Manufacturing Resource Planning (MRP II), to be exact. This philosophy realizes that a business is made up of interacting groups that influence each other.

MRP II is a cohesive force that pulls people together to achieve the critical goals of minimizing inventory, improving customer service, and upgrading the processes that are used to run the business.

MRP II is no black box. It is no mystery. Its logic lies with sales, business and manufacturing planning. An MRP II system calculates such things as what, how much, and when material is needed by analyzing requirements and available capacity. After developing a manufacturing plan, the objective is to “hit the plan.”

The goal at the Valley is to become a Class A user, which means hitting the plan 95 to 98 percent of the time.

At Merrimack Valley, the MRP II philosophy is being realized through Project TRIM (Total Resource and Inventory Management).

Project TRIM is supported by software, but it is developed and maintained by PEOPLE. The software makes the information available, but it is the users who analyze the data to make the appropriate scheduling decisions.

To insure that the skills needed to make sound business decisions are obtained, Project TRIM has launched an extensive training campaign.

After a year in the planning stage, TRIM is scheduled to be implemented in the Thin Film shops early in the fourth quarter.

The TRIM system will be cut over for 13 codes in the substrate, HRC, and HIC shops. The remaining R/C HICs and TED HICs will be cut over before the year's end. The other shops will be incorporated into TRIM through June, 1987.

Olson

(Continued from Page One)

“If we're going to be a competitive world player,” Olson said, “then quality had better be very high on our priority list....We invented many of the quality control techniques used throughout industry. I think our record shows our products and services worked — and worked well.”

Olson emphasized that having a Quality Month puts a national focus on quality through the Quality Control organization. “It also helps me focus the AT&T organization,” he said, adding: “But this is not a one-month statement. It's an ongoing job. It's like costs. You never quit. You're never through with that constant worry about quality, and that's why I think it's important that this subject remains at the forefront of American business.

“If we're going to maintain our competitiveness in what are truly global markets today, American business better pay attention.”

AT&T team places first

Valley runners help win Cup

An AT&T team of runners from all over the country, including four from the Merrimack Valley area, combined their efforts to win the coveted Corporate Cup, placing first in the U.S. Corporate Track Association's 1985 National Invitational Meet.

The competition was held on the campus of the University of California in Los Angeles, July 27 and 28.

More than 90 AT&T employees competed in the meet against teams from 34 other companies.

The four area runners in the event were William S. (Bill) Scheerer, executive director of transmission systems of Bell Labs, MVW; Catherine (Cathy) Petersen, group 2 toolmaker in the Bell Labs Model Shop; George Dirago, an expeditor in the purchasing department; and Edward D. (Ed) McCarthy, a technical consultant for AT&T-Information Systems, Burlington.

Bill, 47, has been running for seven years. At the corporate meet, Bill ran in the president's relay race in which he qualified to run the next day. Prior to joining the AT&T running team, Bill ran mostly for enjoyment, although he competed in a New Jersey marathon in 1981. Bill lives in Atkinson, N.H., with his wife and three children.

Cathy, 35, has worked 14 years at AT&T and has been running the last four. She has competed in three marathons: the Boston Marathon in 1984, the 1983 marathon in Montreal, where she finished in the top 20 in the women's division, and the 1984 marathon in Dublin, Ireland, where she placed 27th in the women's division.

George, 50, is a 26-year employee of AT&T. He has been running consistently since 1979. Last July 4th, George ran a 10K (6.2 miles) race in North Andover and received a trophy for second place in the 50-and-older division. At the National Corporate Competition in Los Angeles, he ran the 5K (3.1 miles) and finished fourth



George Dirago

Cathy Petersen

for AT&T, as well as placing fifth in the 10K race. George lives in Haverhill, Mass., with his family and, in his spare time, bowls in the AT&T league.

Ed, 23, is a 1984 graduate of Brandeis University, where he was a member of the track team which won the National Cross Country Championship in 1983. Last April, Ed won the five-mile Patriot's Day Road Race in Lexington, Mass. At the corporate races in Los Angeles, Ed placed third in the 5K race and won the 10K race in his age group for AT&T.

AT&T runners tied overall with GE on points, but later were declared victors on the basis of qualifying for more events and were awarded the Cup. The Cup is on display at AT&T headquarters in Berkeley Heights, N.J.

All the participants from this area ran qualifying events at the regional races in Turner Falls, Mass., last June.

Anyone interested in joining the corporate running team at Merrimack Valley should call Sandy Cook, X3734, regional coordinator.

Hispanic Heritage program planned

AT&T, Merrimack Valley Works, will observe Hispanic Heritage Month during September, featuring a presentation by the Ramon DeLos Reyes Spanish Dance Theatre group in the MVW auditorium on Sept. 20 during lunch.

Also, on this day a variety of Hispanic dishes will be served in the AT&T Network Systems cafeteria.

Anyone having questions concerning the observance should call Maira Melendez, AT&T-BL, X6703.

Valley briefs

A minute for AT&T

Got a minute?

That's all the time it will take to put a bumper sticker on your car or truck to help reinforce AT&T's identity.

We have the new AT&T bumper stickers which you may have for your vehicles, either at the Valley Voice office near the main entrance to the front building or at the WEValley Club office.

By displaying the bumper sticker, which proclaims "AT&T, The Right Choice," you'll be helping to bolster our identity at a time that's never been more important.

Colorful bumper stickers, saying "I ♥ AT&T," also are available.

Blood drive successful

Although the recent blood drive at AT&T was successful, officials heading it feel it would be improved with more participation.

The drive, organized by the WEValley Club and sponsored by the Northeast Region of the American Red Cross, is held quarterly in the plant's south cafeteria, near the Pioneer Store. Employees are encouraged to give blood whenever possible.

Bob Vaughan, Pioneer administrator who also supervises the blood program, says he would like to see increased participation. "This last drive went well, but a few employees are donating for the rest of us. Let's all do our share," he said.

The next drive is scheduled for Sept. 13 and 16.

Great family outing

The WEValley Club arranged a family outing Saturday, July 13, at Canobie Lake Park, Salem, N.H., for AT&T employees and their families.

More than 1,500 children and adults enjoyed a full day of swimming, rides and entertainment.

A complete smorgasbord was served, and several of the Pioneer clowns were present, distributing candy and balloons. The evening program included a fireworks display.

Thanks to Mary Rice and Matthew (Matty) Janos for making the event a great one.

Bond Drive helps all

The 1985 U.S. Savings Bond Drive picked up 1,164 new subscribers at AT&T, MVW, this year, an 18 percent increase over the previous year, according to Department Chief Pam Czerepak.

The drive, held May 15-24, was the first conducted on a corporate level. In the past, the drives were held locally.

Assistant Manager Maurice Henderson was chairman, assisted by Pam.

With the combined efforts of many employees, called "canvasses," who went to all shop departments distributing cards to encourage others to participate, the drive generated nearly 10,000 subscribers.

Everyone benefits from a drive like this. For as little as 25¢ a week, a person can watch his or her money grow steadily.

Employees Suggestion Program



Douglas Packard, right, smiles after receiving two suggestion award checks for \$4,290 each for two proposals on changes in robot fingers in the 90253 Machine Maintenance Department where he works as a maintenance system technician. At left is his section chief, Russ McGrath. The checks were presented to Doug by Director Alan Moline, center.



Claire Poirier, second left, and Emily F. Dizazzo, wireers in the MC90/180 Light Wave Department, shared an award of \$6,420 for their suggestion to replace gold-plated bus clips on MC90/180 shelves with 24-gauge strapping. Presenting checks, at right, is General Manager Jack Heck. At left is Department Chief Sam D'Antonio. The award is the fourth largest amount given in the Employees' Suggestion Program (ESP).

Packard suggestions win big

Douglas Packard, a maintenance system technician in Dept. 90253, received two suggestion award checks on July 12. Each was in the amount of \$4,290.

Alan Moline, director, Engineering and Manufacturing - Components, presented the awards to Doug. Also present were Doug's section chief, Russ McGrath, and Al Carlson, manager, Engineering and Manufacturing - Components, representing the customer.

Doug is responsible for mechanical maintenance for the Thin Film "GDX" area.

Mr. Moline congratulated Doug, emphasizing that his suggestions have impact in three directions: improved quality, improved output and decreased cost. He also noted the simplicity of the suggestions, both on the Gelzer encapsulating robots.

One suggestion minimized the impact pressure on the ceramic substrate during pickup and placement by proposing to change from steel to delrin plastic fingers on the robot machine. The other suggestion, again resulting in a reduction in cracking and dropping of substrates, involved changing the dimensions of the robot plastic finger grooves when loading and unloading.

Other awards

\$810	\$320	\$175
David G. Farley	William Bartlett	Nicholas Maselli
James R. Malcuit	\$307.50	\$137.50
\$775	Lorraine Higton	Mary E. Pina
Wesley Straw	John Rose, Jr.	\$115
\$730	\$280	William Boddy
Robert Gulezia	Annette Beadoin	Michael Conroy
\$505	Oliver Sicard	\$100
Stanley Hicks	\$245	Robert Ackerson
\$485	Robert Davidson	Scott D. Arena
John H. Robinton	\$240	James E. Britton
\$475	Patricia Bider	Dennis Fontaine
Don Buja	\$190	Larry Hodes
	John J. Driscoll	Donald S. Sciuto
		Richard F. Warner



Robert L. (Bob) Ackerson, tool and die maker in the Tool Maintenance and Construction Department, receives a check for \$2,550 for his suggestion on use of a guide on 719-type trim tools to help reduce tool maintenance. Presenting the check, at right, is Director Alan Moline. Dennis Josephson, second left, is Ackerson's section chief. Department Chief Norman Heinze is at left.

Awards total \$33,721



Roger R. Giard, second right, machine setter in the D5 Department, receives a check for \$1,715 from Director Greg Hughes for a suggestion to use a machine insert instead of hand inserting ferrite beads on the AEK-11 PWB. Mike Bistany, second left, is Roger's section chief. At left is Assistant Manager Dick DeLuca.

\$75
 Richard Andrukaitis
 Richard F. Bisson
 Ruth D. Brunette
 Don Buja
 Joan Ellis
 Robert R. Desjardins
 Richard E. Dicket
 William P. Ingham
 Elbis Mejia
 Alice Ouellette
 Maureen Parent
 Michael Polizzotti
 Joseph Ravgiala
 Rebbekkah Riley
 Duaine Steinhoff
 Mary E. Temple
 Claire R. Wentworth
 Keith A. Williams
 Gertrude W. Wristen
 Rose Young

\$50
 Alden H. Anderson
 William Bartlett
 Gian M. Bordieri
 George V. Hammell
 Robert M. Johnson
 Timothy Lawton
 Daniel McCarthy
 Richard W. Merrill
 Christopher P. Obert
 Joseph H. Ravgiala
 Barbara S. Webster
 Keith Williams
 \$37.50
 Michael Dawson
 Raymond Germain
 \$25
 Frank S. Chapinski
 Michael E. Dawson

Richard Deminie
 George C. Fitton
 Allen L. Gesing
 James M. Krawec
 Lynn C. Maynard
 Robert McCarthy
 Carmelo Miragliotta
 Barry J. Rembis
 Richard J. Winmill

\$12.50
 Robert L. Brown
 Michele Dugdale
 James Elliott
 Byron E. Kitsos
 Leon E. Marchand
 Virginia McMahon
 Joseph D. Plourde

Security reminder

In today's high-tech market, computer security is essential. Your password confidentiality is the responsibility of each system user. Be aware of our effort to keep our information just that — ours!

\$70
 Richard B. McPharlin



Charles J. Lafond, second left, and Victor J.R. Duphily Jr., second right, test set technicians in the Test Set Maintenance Department, shared a suggestion award of \$2,825 for proposing test set modification to eliminate breakdown of logic drivers. Director Alan Moline, right, made the check presentations. At left is Section Chief Ron Hudson.



Trudy R. Newcomb, process checker in the Thin Film Pattern Generation Department, receives a check for \$1,041 from Director Alan Moline for her suggestion to eliminate the use of teflon blocks to hold substrates back to back to shield stamping during plasma cleaning. At right is her section chief, Dave Brown.

Retirements

Years of Service	January 1984	August
22	Olaf K. Olsen	18 Marie H. Bohondoney
	1985	27 Rose M. Cavallaro
	March	27 Lorraine L. Desrocher
19	Eleanor R. George	31 Eileen A. Doyle
	July	16 Helen O'Neil
24	Ruth E. Smith	22 Ann T. Plonowski
23	Eleanor D. Woodburn	15 Ann D. Russo
		30 Marillyn J. Sargent
		19 Guido J. Savastano
		19 Beatrice J. Silva
		24 Evelyn H. Taylor
		39 Clifford Weeks

In Memoriam

Lucien R. Frechette, retired section chief, June 10
 Evelyn M. Bryant, retired coil winder, June 23
 Yolande C. Dube, retired process checker, June 23
 Santo R. Spina, manufacturing systems technician, July 4
 Archille J. Ducharme, cable former, July 6
 Claire C. Martin, retired benchhand, July 6
 Richard J. Noyes, retired planning engineer, July 6
 Edward A. Smith, retired department chief, July 12
 Josephine G. LeBlanc, retired benchhand, July 15
 Roland J. Bouchard, benchhand, July 23
 Walter R. Graham, retired layout operator, August 2
 William S. Turner, retired waste treatment plant operator, August 3
 Barbara N. Therrien, retired inspector, August 19

1985 United Fund drive under way

The 1985 MVW campaign of the Merrimack Valley United Fund is scheduled for the week of Oct. 7-11.

The campaign committee, headed by Charles W. (Charlie) Reavis, chairman, hopes to raise \$550,000 for the Fund throughout the Merrimack Valley Works plant. Donations are made by payroll deductions.

The organization has set \$5.6 million as its goal in the entire Merrimack Valley area, hoping to exceed the \$5.2 million raised last year.

The theme of the campaign this year is "PARTICIPATION."

Reavis, describing his feelings about the drive, said, "The purpose of a campaign like this is people helping people. The United Fund is run strictly by men and women who care. They volunteer their time and their money generously because they believe in what they are doing."

"Everyone can afford to give something. Even the smallest sum is worthwhile"

Last year, 93.6 percent of every dollar contributed went directly to member agencies. More than 158,000 Merrimack Valley residents and an additional 10,000 from New Hampshire received services from the United Fund, thanks to the participation of MVW employees.

United Fund services range from human needs at birth, including defects, to feeding and providing protection for the elderly.

United Fund offers the belief that "everyone can afford to give something. Even the smallest sum is worthwhile."

Please get involved and contribute your fair share. Thanks to you, it works for all of us.



Charlie Reavis
...United Fund chairman

Engineering Excellence Society awards annual scholarship



Richard Scatamacchia, of Haverhill, second left, won this year's Engineering Excellence Society scholarship, which was announced at an EES luncheon in the MVW auditorium. Present were Larry Fisher, society president who is a senior engineer in Quality Control Engineering, left, and Richard's parents, at right, Grace and Nicholas Scatamacchia, a machine setter on the second shift in the 80325 Thin Film Shop. Richard received a \$1,000 check and an engraved plaque. The award is presented on the basis of merit. Candidates must be a son or daughter of an AT&T employee or retiree and be a high school senior planning to attend college in a technical or scientific field. Richard was second in his graduation class of 415 at Haverhill High School and was president of the National Honor Society.

Two milestones at Clark Shops

June 26 was a special day for AT&T's Clark Shops in Clark, N.J.

The shops, which produce undersea cable repeaters for transoceanic communications systems, shipped — their first Undersea Lightwave (SL) repeater — that day, in the year of their 25th anniversary.

This repeater receives laser light pulses (bits), converts them to electrical pulses, and amplifies them.

These pulses are then re-converted to laser light and transmitted to the next repeater about 30 miles away. They travel at a transmission speed of 280 million bits per second.

This undersea cable system, for which the Clark Shops are responsible, is capable of transmitting the equivalent of 40,000 telephone conversations simultaneously. It is to be laid from September through October, 1985, off the coast of Africa.

After extensive testing the system is expected to begin service May 2, 1986, by the Compania Telefonica Nacional de Espana (Spanish National Telephone Co.).

AT&T's Clark Shops, which are part of the Merrimack Valley Works, have their own production workers, engineers and technicians, as well as resident engineers from AT&T Bell Laboratories.

The Clark Shops are proud of their recent success, and we at AT&T, Merrimack Valley, also are proud of them.

Carpool drivers needed!

The Public Relations department is keeping an up-to-date listing of carpool information.

Many employees, on all shifts, are listed as needing rides.

If you are in a position to give a ride, or if you need a ride and are not on the list, please call Irene Dumas, X2302.



Sight to behold

By Bob Gablosky
...publications editor

A few months ago, I was in New York City on one of those getaway weekends. Many of the sights and sounds of that city left me with many favorable impressions, the greatest of which was the Statue of Liberty.

The statue, I found, was — and still is — completely enshrouded in scaffolding, almost undiscernible, but enough of it was visible to recognize it as the "Great Lady."

What a Lady, too. The size was overwhelming. Just being there, standing in front of this huge statue on an island in the middle of New York harbor, in the Hudson River, was certainly electrifying.

To give you an idea of its enormity, the statue's torch-bearing arm is 42 feet long, the outstretched hand is 16 feet, the index finger is 8 feet, the head is 10 feet from ear to ear, the nose is 4 feet, 6 inches, the mouth is 3 feet wide and an eye measures 2 feet, 6 inches wide. The statue's weight is 450,000 pounds, or 225 tons, not including the pedestal.

(A view of the statue photographed by me on board a boat from Lower Manhattan, accompanies this article.)

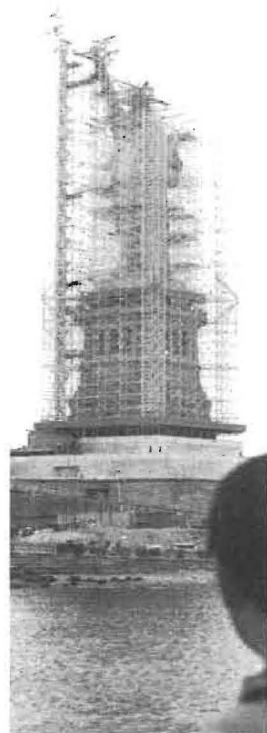
The United States next year will celebrate the 100th anniversary of the statue's gift to America by France in 1886. Millions of dollars are being sought in fund drives all over the country in a gigantic effort to have the statue and its surroundings renovated without the government having to spend any of its money.

If you'd like to get involved, just get in touch with a Pioneer Club member or call 2311 and ask about making a donation or buying a gift to benefit the Statue of Liberty Fund.

Any donation over \$25 and under \$1,000 qualifies under the AT&T Matching Cultural Gift Program, and as a result your contribution will double.

To restore the statue, its base and Liberty Island (formerly Ellis Island) to their original beauty, an estimated \$230 million is being raised. The Telephone Pioneers are hoping to raise \$3 million of that amount. Your help would be appreciated.

And, someday when you get to New York on one of those getaway vacations, you'll undoubtedly see "The Lady" in New York Harbor and feel proud that your contribution helped to save one of the most meaningful symbols of American liberty.



Proud view

Statue of Liberty, without the torch, as photographed from boat approaching Liberty Island in New York Harbor.



A check to help 'A Lady'

As part of the Pioneer fundraising drive for the Statue of Liberty, Richard W. Fletcher, president of the Plaistow, N.H. Bank and Trust Co., presents a \$1,000 check to Irene Farrell, Pioneer Partner, to help in restoration of the statue. Irene is a member of the Pioneer Club's Statue of Liberty Fund Drive Committee. The bank's donation represents the largest single contribution to the Pioneer's fundraising project thus far.

Hawthorne thin film transfer on schedule

Transfer of the thin film product line from the Hawthorne Works, Chicago, Ill., is on schedule and about 50 percent complete, according to Warren Crawford, Transfer Committee chairman.

The hybrid integrated circuit (HIC) transfer was completed last March with the film integrated circuit (FIC) portion scheduled for completion in November, 1986.

Crawford said there has been a substantial buildup in direct employees associated with the manufacture of 5ESS[®] HICs, miscellaneous switching HICs, and FA Circuit Packs, and the on-roll is expected to grow to approximately 1,000 when Merrimack Valley assumes 100 percent of the responsibility in November, 1986.

Manufacturing and engineering personnel from Merrimack Valley have spent up to three months of onsite training in the Hawthorne FIC shop, according to Crawford. He said approximately one-third of management personnel, including engineers, are transferring from Hawthorne to support the product lines at Merrimack Valley.

Crawford said the thin film circuits being transferred from Hawthorne are used for switching system applications which are different from transmission system products and the thin film circuits historically built at Merrimack Valley.

These switching system circuits, he said, are required to operate in the 500 - 600 volt range as opposed to 20 volts for transmission types.

He added, "They are also generally large circuits and extremely process-sensitive, requiring very clean operating shop environments. For this reason, five new 'clean rooms' are being built at Merrimack Valley to control the new FIC process. In addition, switching circuits require higher conductivity and therefore, use a different metal system and method of pattern generation. This metal system uses copper as the main electrical conductor, while transmission circuits use gold.

"Pattern generation uses laminated photoresist which is solvent processed and a plate up rather than an etch down process.

"Therefore, a significantly different manufacturing process is being installed at Merrimack Valley for the Hawthorne transfer."

MVW 'Women In Industry' honored

Two Merrimack Valley Works employees have been honored as "Outstanding Women in Industry" in the Merrimack Valley area.

Paula Jean Fines, of Tewksbury, and Melanie Iannuzzi-Glogovsky, of Harvard, were among 10 women selected for the title. They each received an engraved plaque when they were honored at the second annual luncheon of Tribute to Women in Industry (TWIN) at the Sheraton Rolling Green, Andover.

The luncheon was served to recognize the achievements of the 31 women nominees, and was sponsored by the Greater Lawrence YWCA. Linda Harris, of WBZ-TV in Boston, was mistress of ceremonies.

Paula is department chief of the Transmission Equipment Engineering Department.

Melanie is a member of the staff of the Reliability Physics and Process Development Group at Bell Laboratories, North Andover. She holds a Ph.D. in physical chemistry from Brown University, Providence, R.I.

Recognized as Paula's achievement is her responsibility in heading a department with 15 engineers and 200 production workers, and her accomplishments in the last 15 years with AT&T.

Melanie's achievement was her significant contribution, while with Bell Labs, in the development and introduction into production of a new Hybrid Integrated Circuit (HIC) process.

Paula and her husband, Jim, have two children and make their home at 11 Regis Road, Tewksbury. Melanie and her husband, Kenneth, live at 114 Myrick Lane, Harvard. Both husbands are physicists employed as senior scientists at Raytheon Research Center, Lexington.



Paula Jean Fines



Melanie Iannuzzi-Glogovsky