

In 1989,
Down was Good!



Valley Voice

February 1990



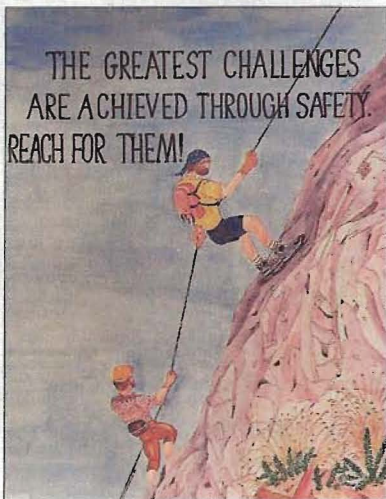
February 1990

VALLEY VOICE

A publication for active and retired AT&T Network Systems and AT&T Bell Laboratories employees of Merrimack Valley
1600 Osgood Street
North Andover, MA 01845

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Valley Voice is published for employees like Scott DePanfilis, who submitted this poster in the 1989 Safety Poster Contest. Scott is a production associate in the GDx thin film component area.

Engineering Excellence Society

Scholarship applications available

The AT&T Merrimack Valley Engineering Excellence Society (EES) awards a scholarship to an outstanding son or daughter of an AT&T Network Systems employee (or retiree) of the Merrimack Valley Works. Network Systems, in this case, also includes employees of MV Bell Labs.

The scholarship is NOT restricted to students whose parent is an engineer. Everyone is welcome to apply.

A committee of the society will review each application and select the winner based upon merit, subject to the following guidelines:

The winner must:

1. be the dependent of a current or retired AT&T Network Systems, Merrimack Valley Works, employee.
2. graduate from high school during the current year.
3. be accepted at an accredited college or university and major in engineering or science.

Applications are available at the WEValley Club office.

Please call Ed Lawler, x2525, or Larry Fisher, x3687 if you have questions.

All completed applications must be received by Friday, May 11, 1990.

Fashion show to benefit scholarship fund

The second annual ESS Fashion Show will take place:

Wednesday, March 7, 1990

7:00 PM

at DiBurro's Restaurant

The show will feature formal & casual wear, bridal fashions and more. Models will include Merrimack Valley employees, including Transmission Systems Vice President Al Dugan.

Tickets will be on sale for \$25 (includes dinner) at the WEValley Club office and through members of the EES. All proceeds go toward the annual ESS scholarship award.

... on the cover

1989 was a good year for Merrimack Valley. These charts, done by MV graphic artist Ron Quinn, show how our costs, inventory, customer owings, accidents, emissions and manufacturing defects all went down, giving us six good reasons to celebrate. *See more about our celebration on page 12.*

'Happy Valentine's Day,' veteran

Ann Landers helps with an avalanche of greetings

The local Merrimack Valley chapter of the Telephone Pioneers of America puts a lot of effort into its campaign to assist hospitalized veterans. Larry Farrell, Chapter 78 administrator, and a volunteer crew spend countless hours bringing cheer in the form of visits and small gifts to the veterans at facilities in Manchester, N.H., and Bedford, Mass.

This year, thanks to a little help from an Ann Landers column, their Valentine's Day cheer had a little something added.

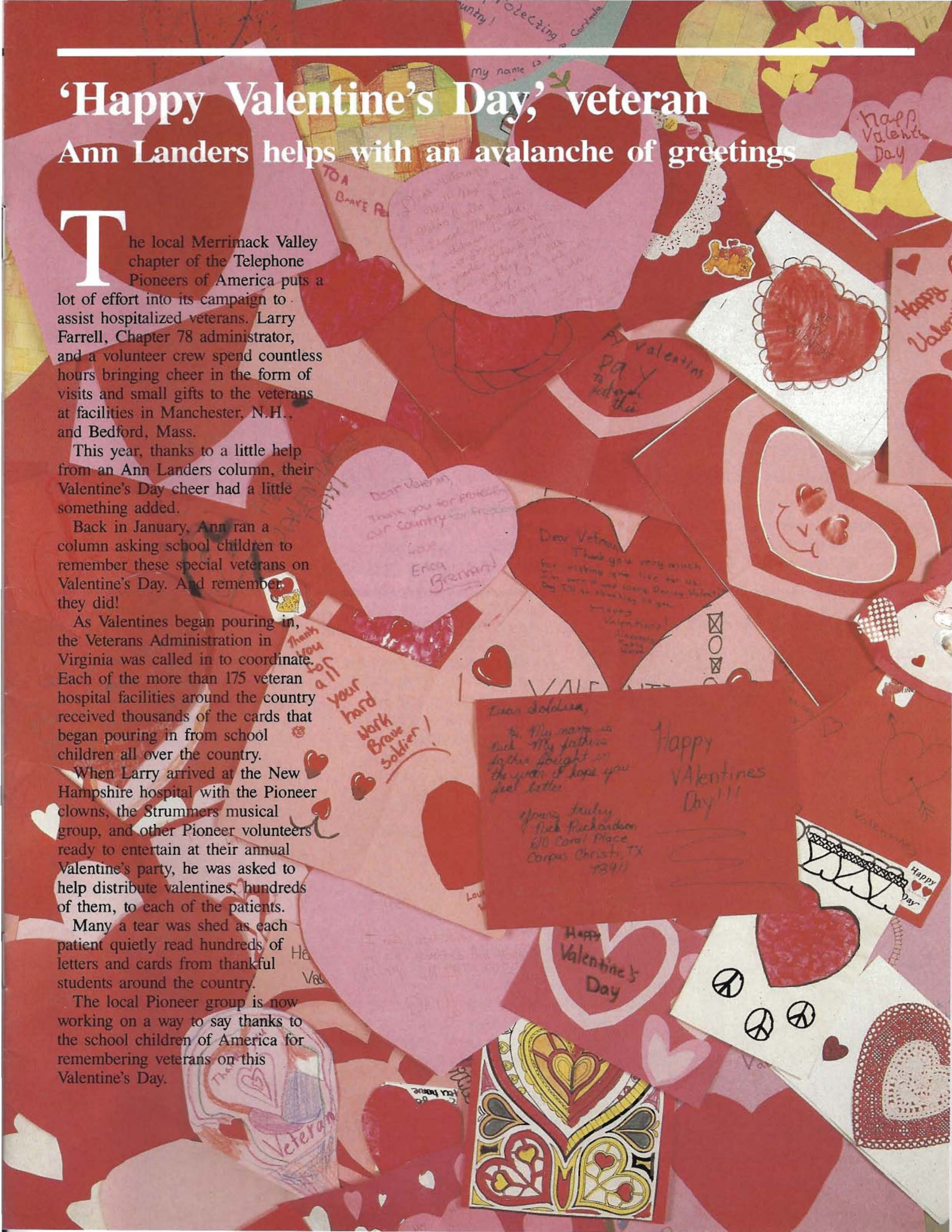
Back in January, Ann ran a column asking school children to remember these special veterans on Valentine's Day. And remember they did!

As Valentines began pouring in, the Veterans Administration in Virginia was called in to coordinate. Each of the more than 175 veteran hospital facilities around the country received thousands of the cards that began pouring in from school children all over the country.

When Larry arrived at the New Hampshire hospital with the Pioneer clowns, the Strummers musical group, and other Pioneer volunteers ready to entertain at their annual Valentine's party, he was asked to help distribute valentines, hundreds of them, to each of the patients.

Many a tear was shed as each patient quietly read hundreds of letters and cards from thankful students around the country.

The local Pioneer group is now working on a way to say thanks to the school children of America for remembering veterans on this Valentine's Day.



Around the Works

MERRIMACK VALLEY CONTRIBUTES TO MERRIMACK COLLEGE

Allan E. Dugan, Transmission Systems vice president at Merrimack Valley, recently presented a check for \$25,000 to Merrimack College.

The gift represented the first phase of a total AT&T Foundation gift of \$50,000 to the college for its Science and Engineering Center, now under construction in the central part of the campus.

Rev. John E. Deegan, O.S.A., president of Merrimack, accepted the gift on behalf of the college.

This latest evidence of AT&T's

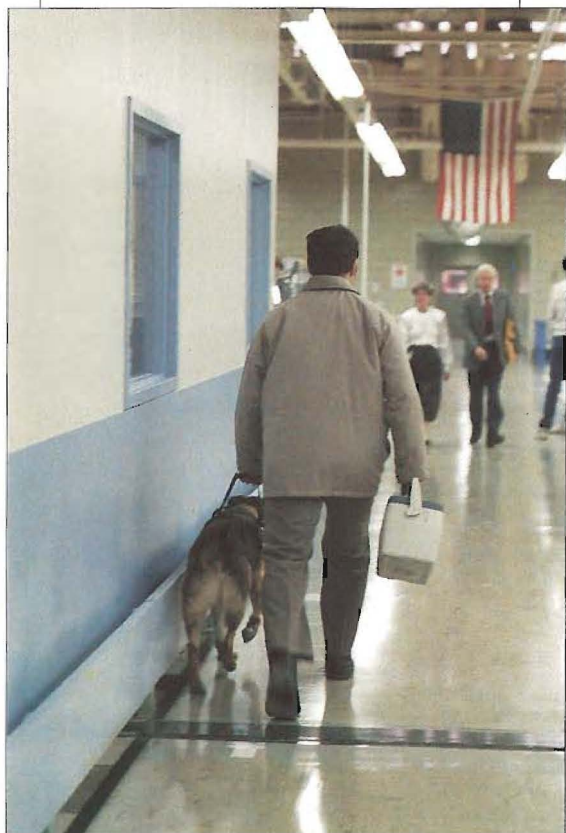
support of Merrimack is an extension of a long association between the two institutions. In the early 1950s, before Merrimack had even reached its tenth anniversary, the then Western Electric Company urged the college to inaugurate an electrical engineering major. The company, in those immediate pre- and post-Sputnik days, had a desperate need for engineers, which Merrimack helped to meet.

The new Science and Engineering Center is part of "Merrimack 2000,"



a long-range plan for the college's continued growth into the 21st century.

SPECIAL PARTNERS



A special partnership develops between a seeing-eye dog and his master. The dog listens to his master at all times and does everything to please him. The master puts his whole trust into the dog, allowing the dog to guide him up and down stairs, through crowded hallways, and across busy streets.

Donald Marr, a production associate in the T1 Repeater shop, gets around with the help of his dog Wayco. They have developed a routine with which they're both comfortable. Each day they ride to work on the MVRTA shuttle, enter the same door into the plant, and take the same route to where Don works. When the work day is over, they take the same route in reverse, get on their bus and go home.

Last summer the main lobby was closed for construction of the new Customer Conference

Center, and shuttle passengers had to start using Gate 2 to enter and exit the plant. Lots of people, including Don and Wayco, had to change their routines.

Linda DelPozzo, an MV Equal Opportunity associate, worked with Don to help Wayco learn the new routine. "Wayco is trained to follow only his masters commands," said Linda, "so I couldn't tell him what to do. I walked behind the two of them and told Don what was ahead, like where to turn and where the stairs were, and he gave the commands."

Don and Wayco had been going the same way for quite a while, so it took a little time for the dog to get used to the new route. "At first he was confused because of the changes," said Don. "We just repeated the new route until Wayco was comfortable with it. We practiced for a few days, then we had shutdown for a week, and then it took about another week. Now it's working out just fine."

TUNE IN TO MV'S AMATEUR RADIO CLUB

Merrimack Valley's amateur radio station, WIFW, is a high performance radio facility with a wide selection of capabilities. The station is part of the company's industrial defense plan for emergency communication and is maintained and operated by the members of the Amateur Radio Club.

The station is supplied with emergency power and can be operated when phone service is disrupted. "We provide emergency communication with the local Civil Defense organization," says Al Simpson, club president. "In times of natural disasters, we can form networks with other operators to contact the stricken areas. Amateur radio is often the only communication with the affected area."

This was the case in some areas after hurricane Hugo struck in September, 1989. Club members were able to contact several disabled areas and get the message to some families that their relatives were safe.

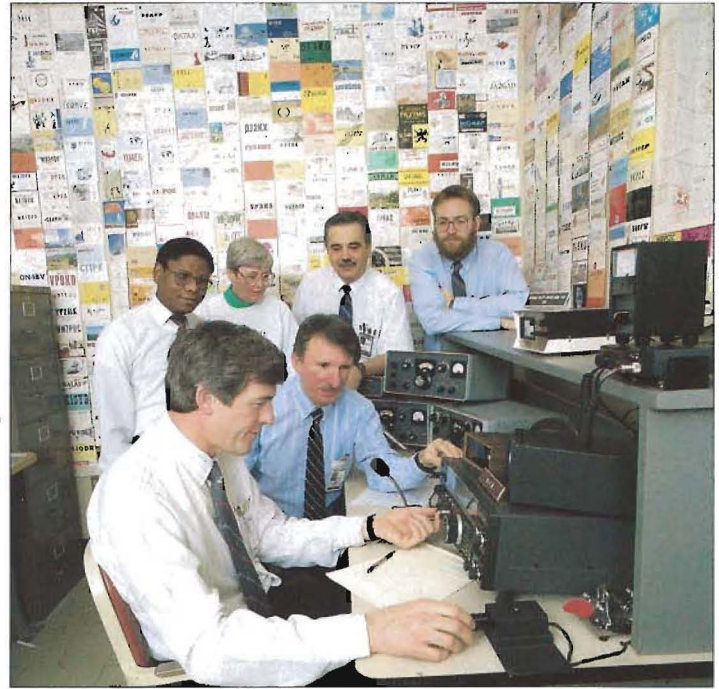
"Depending on the conditions," says Al, "we can make contact anywhere in the world." This is

obvious from the hundreds of cards lining the walls in 1x98, the station's location. Each one is from a different amateur radio operator that has been contacted by a club member.

Formed over 22 years ago, the Amateur Radio Club has 123 members with a core of about 30 who are active in operating and maintaining the station. They are familiar with using several modes of communication including voice, code, teletype, packet, and AMTOR. The club is moving into the

computer age with "packet radio." This system sends and receives radio signals in a digital format, allowing operators to communicate by computer.

Many members are FCC licensed, a necessity for transmitting, and will assist newcomers in obtaining their own license. There are no require-



GATHERED AROUND the WIFW radio are club members (seated from left) Bill McNally, Jim Fitton, (standing from left) Saul Desronvil, Linda Marcotte, Harry Paraskos and Andy Gaunt.

ments for becoming a member, and everyone is welcome to listen to the broadcasts. The equipment is available, during lunch and after hours, for the use and enjoyment of members and visitors.

For more information, call Bill McNally x2954 or Ed Parsons x6722.



FIRST NTT MODULE A CIRCUIT PACK

A Bell Labs and Network Systems engineering team looks on as the first circuit pack for the NTT Module A project goes through machine insertion in the New Product

Introduction Center (NPIC).

NTT Module A is a new lightwave transport system custom designed for NTT of Japan.

Coincidentally, this circuit pack was one of the first packs built in the NPIC, recently established to help expedite manufacture of new products.

The team members shown in the photo are, from left to right, Howard Saler, Jennifer Esty, Laura Magliocchetti and John Judson, at an insertion machine in the NPIC.

Around the Works, cont'd

NEW RETIREES ABOUND AT MERRIMACK VALLEY

When AT&T sweetened its pension plan and encouraged thousands of management employees to retire at the end of 1989, over 400 at Merrimack Valley accepted the idea of early retirement and all the good things that the idea might bring.

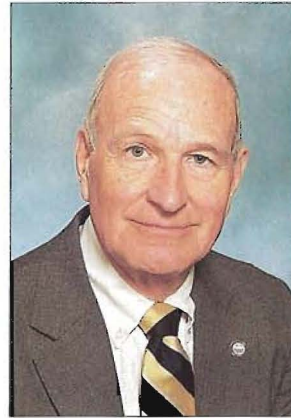
The reasons for accepting the offer were as varied as the people themselves. Career changes, travel, new business ventures, consulting, hobbies turned serious, just plain relaxation — all these and hundreds more ideas tempted Merrimack Valley managers to accept the challenge to change their daily lives.

Alan Moline is Merrimack Valley's highest ranking new retiree. Alan first joined AT&T in 1968 at Bell Laboratories Murray Hill, New Jersey, location. He came to New England in 1980 as Director of the Technology Support Laboratory at Merrimack Valley's Bell Labs branch. In April of 1985 he joined AT&T Network Systems as Director of Components Engineering and Manufacture where he remained until his retirement. Alan mentioned travel as being high on his new list of priorities.

Jack Young, Employee Suggestion Manager, with 53 years of service, is Merrimack Valley's, possibly all of AT&T's, longest service retiree. Jack began his long career on June 1, 1936, at the Kearny Works in New Jersey. He was one of the first workers to arrive at the Lawrence Shops in 1952, and with the exception of a short stay at the San Ramon, California, location, has been a familiar face at Merrimack Valley ever since. Jack says he will become a part time lobsterman and try to catch up on at least a few projects that have piled up over the years. He has graced the pages of the *Valley*



Alan Moline



Jack Young



Bob Gablosky

Voice on numerous occasions involving his activities as an international ski race official. "I am sure I will soon wonder how I had the time to go to work," says Jack.

And retiring with just over five years of AT&T service is Bob Gablosky. Bob joined AT&T in 1984 after a long career with the *Haverhill Gazette*. Bob's last AT&T assignment found him in the Pioneer office, where his artistic talents were much in demand. Some of his oil

paintings are currently on display in the Customer Conference Center, and he says he plans to turn painting into his third full time career.

In between the long and short years of service fall the more than 400 managers, all of whom take with them many memories of their Merrimack Valley workdays and leave behind many friends and coworkers to carry on the important job of satisfying today's most demanding customers.



LATEST BIG WINNER!

Chuck Senter, a machine systems technician from the machine maintenance department, received a \$9,900 award for his suggestion which involved modifying the vacuum pickup on a robot hand that feeds product to SIC bonding machines. Chuck's idea has resulted in increased yields by reducing the number of broken parts.



“Answering the call of those in need”



FOSTER-MOTHER SUE BRENNER poses with Angus, an eight-month-old Simian monkey she is raising for the Helping Hands program. Angus will be trained to help a quadriplegic lead a more independent life.

PIONEERS LEND A “HELPING HAND”

What do you do when you're a busy housewife with three youngsters and no time on your hands? If you're Sue Brenner of Springfield, Mass., you adopt a monkey. In fact, a baby monkey, who requires almost as much care and attention as her own children.

To find out why she did this, let's go back in time to the day when Judy Zazula, of Helping Hands, came to the Telephone Pioneers looking for some help.

The Helping Hands primarily makes equipment for wheelchairs. The organization is also involved in training monkeys to work with quadriplegics. They meet with and determine specific needs of the individual and match the patient with a monkey.

Judy needed some help, which the Pioneers were happy to provide, and in return we found out about the

incredible Simian monkeys. These monkeys are bred and born in Disneyworld, Orlando, Fla. At about three months of age, they are given to “foster parents” who raise them for approximately four years, until they are ready for training. It is then that Judy and her staff teach the monkey to do a number of things, specifically suited for the quadriplegic to which the monkey will be assigned. Among other things, the monkey will be trained to open doors, scratch an itch, pick up objects, feed the patient, operate a microwave oven, turn pages in a book, operate an emergency medical alarm and also to be a constant, loving companion.

Last year, Judy was a guest at the Pioneer Regional Assembly where she demonstrated the procedure with a film. She then introduced a baby monkey, making his first public appearance. In honor of the Pioneer involvement with the Helping Hands program, Judy officially named the monkey Angus, after Angus McDonald, the symbol of the

telephone industry's “Spirit of Service.”

Someday, Angus will start his training, and the Brennens will have to give up their “baby.” This is obviously the toughest part of the program, but their name will move to the top of the list to adopt another.

PAST CHAPTER PRESIDENT HONORED BY VETERANS

At his recent retirement party, Bill Wedge, past president of Pioneer Chapter 78, was honored for his efforts on behalf of hospitalized veterans.

Paul Lambert, director of Volunteer Services at the Manchester, N.H., VA Hospital, presented Bill with a framed citation thanking him for his dedication to the veterans at the facility.

Bill's tireless work on behalf of hospitalized veterans has resulted in the adoption of the project by more than 60 Pioneer chapters throughout the United States.

Other presentations to Bill were made by Dudley Farquhar, representing “Operation Triumph,” an organization dedicated to the return of Vietnam POWs and MIAs; the Telephone Pioneer Patriot Chapter in Salem, Mass.; the Sherwin Chapter in Boston, Mass.; and the Vermont-New Hampshire Chapter, Manchester, N.H.

As a new life member, Bill pledged to continue his work with the veterans.



Merrimack Valley Works People



Mooradian



DiPasquale



Dube



Goulding



Johnson



Kerry



LeGrow

MARY MOORADIAN HELPS IN ARMENIA

On December 7, 1988, a violent earthquake struck Soviet Armenia destroying several cities and towns. Thousands of people were killed and injured. Within days, people from all over the world were there to help.

A year later, **Mary Mooradian**, a senior demand forecaster at MV, finally got a chance to help. Her long-time friend Lauren Balekian, chairman of the Medical Task Force of the Earthquake Relief Fund of Armenia (ERFA) in Los Angeles, was raising funds for medical supplies and equipment to help the survivors. Mary offered to help in any way she could.

Being conversant in Armenian and having a masters degree in Russian made Mary valuable as an interpreter. Lauren quickly accepted her offer, and before long Mary was on a plane to Moscow and then on to Yerevan, the capital of Soviet Armenia.

The medical supplies went to the Regional District Hospital of Ani in Maralik. This was the first hospital to treat victims from the quake because it was so close to Leninkan, the city where most of the damage occurred. ERFA sent 18 crates of

medical equipment and supplies to the Ani hospital, and that's where Mary's skill with languages was put to use.

Most of the medical equipment was designed to run on 110v current, but the power supply in Armenia is 220v. The machines, including heart monitors and kidney dialysis machines, had to be converted. Mary translated for Brooks Larson, the American engineer who explained how to operate the equipment to the Armenian engineers.

"The trip was like going back in time," Mary said. "Their lifestyle is so different from ours. There are so many things we take for granted. The people want to learn all the modern technologies but they need help, especially in the rural areas."

"It was interesting to see that so many different countries are helping the victims," said Mary. "So many nationalities are working together: the German Red Cross, the French organization 'Medecins Sans Frontieres,' the Mennonites and Quakers from the U.S. It just shows how things are changing so fast around the world and bringing us all closer together. After all, there should be no barriers as far as medicine and saving lives are concerned."

IN MEMORIAM

Arthur H. Brindle, retired assistant manager, January 10, 1990

Jacqueline L. Clark, operator, January 7, 1990

Antoine Dubois, an MTS in Bell Labs, October 31, 1989

Mildred E. Dunn, retired inspector, January 9, 1990

Phyllis C. Dyleski, retired bench hand, December 19, 1989

Mildred F. Garabedian, retired utility operator, November 4, 1989

Dieter Gertsenberg, an MTS in Bell Labs, October 15, 1989

Willard E. Green, retired dispatcher, November 19, 1989

Cecelia P. Jaffarian, retired coil winder, December 15, 1989

William E. Lewis, retired layout operator, December 8, 1989

Norma E. Sargent, retired operator, December 2, 1989

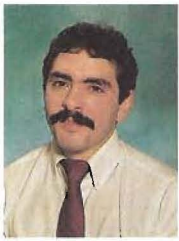
Raymond N. Seavey, retired senior engineer, December 21, 1989

Donald E. Therrien, retired electrician, November 21, 1989

Andrew Vasilakis, retired section chief, December 27, 1989

Lawrence R. Ward, retired test analyst, December 26, 1989

Francis P. Willett, retired section chief, November 28, 1989



Antuono



Beaulieu



Beech



Comei



Davis



Dinh



Lesnikowski



McMahon



Nava



Nguyen



Sampson



Sondhi

SERVICE ANNIVERSARIES

The following employees celebrated service anniversaries of 25 or more years (in increments of 5 years) in December.

- Fred P. Bernard (25)
- Assunta B. Curcio (25)
- Dorothy S. DiPietro (25)
- Raymond J. Duquette (25)
- Ruth I. Kimball (25)
- Thomas L. McCusker (25)
- Richard A. McPhee (25)
- Demetri V. Moularas (25)
- Ann T. Reardon (25)
- Peter R. Rizkallah (25)
- John C. Trihias (25)
- Robert L. Arsenaault (30)
- Mary H. Belanger (30)
- Barbara S. Bishop (30)
- Bonnie L. Blood (30)
- Norman R. Brunelle (30)
- Allan E. Carlson (30)
- Bernard J. Clohisy (30)
- Leo Hennessy (30)
- John J. Hovan (30)
- Jean Kelly (30)
- Bernice C. Kenney (30)
- Francis J. Lyons (30)
- Arthur F. McCusker (30)
- Mitchell T. Starr (30)
- Virginia A. Desjardins (35)
- John A. Kelsey (45)

ENGINEERS RECEIVE ADVANCED DEGREES

Congratulations to the following engineers who were recipients of advanced degrees in 1989.

- Gregory M. Alexander**, MBA from Boston University
- Anthony Antuono**, MS Computer Engineering from Boston University
- Robert R. Beaulieu**, MS Administration from Boston University
- Karen G. Beech**, MS Manufacturing Engineering from Boston University
- Daniel A. Comei**, MS Electrical Engineering from Clemson University
- Alan C. Davis**, MS Computer Integrated Engineering from Brigham Young University
- Lan N. Dinh**, MS Computer Engineering from University of Lowell
- Richard J. DiPasquale**, MS Electrical Engineering from University of New Hampshire
- Dawn-Marie Dube**, MBA from University of Lowell
- Stephen P. Goulding**, MS Industrial Engineering from Purdue University

Karen Ruest Johnson, MS Manufacturing Engineering from Boston University

James R. Kerry, MS Computer Engineering from Boston University

Richard J. LeGrow, MS Computer Science from University of Lowell

Allen J. Lesnikowski, MBA from New Hampshire College and MS Industrial Engineering from Purdue University

David A. McMahon, MS Electrical Engineering from Northeastern University

Arturo D. Nava, MS Polymers from Massachusetts Institute of Technology

Cam Nguyen, MS Electrical Engineering from University of Lowell

Robert B. Sampson, MS Industrial Engineering from Purdue University

Chandra M. Sondhi, MBA from Boston University

RETIREES

November

Dolores G. Goutier

December

Harry Abozetian
James H. Adams
Robert I. Allen
Otto W. Anderson
Alfredo Anuff
Jacques D. Aquillon
Arthur A. Archambault
Frances M. Arzoonian
John H. Atteberry
Richard W. Avery
Wiley M. Baldwin
Willard C. Barnes
Louis John Bartnicki
Wilber E. Bassett
Philip J. Baun
Leo W. Belanger, Jr.
Robert E. Benjamin
Armand J. Bergeron
Jacqueline D. Berube
Edward J. Biron
Warren W. Black
John E. Blackwell
George M. Blair
Robert W. Blair
John W. Bland
Arthur C. Boisselle
Ronald N. Boisselle
Richard L. Bouchard
David C. Boudreau
Robert J. Boudreau
Roy H. Bourque
Louis G. Bowab
Leon A. Bowic
Hugh W. Boyle
Carlo J. Bracci
Rita D. Braley
Donald J. Breslauer
Donald H. Brunelle
William A. Buchanan
Joseph E. Bulger
J. Roger Buotte
Robert S. Burnell

Robert E. Burns
Irving A. Burrill
Herbert G. Burwell
Terry F. Cahalan
Patrick R. Callahan
Joseph A. Cameron
Richard C. Carbone
Paul D. Carey
Allan E. Carlson
Arthur E. Carter
Gilbert R. Cartier
Francis J. Cartledge
Thomas J. Case
Ralph W. Cassell, Jr.
Ronald C. Caux
Joseph W. Chiasson
Roman Chmielewski
Robert A. Chooljian
James W. Christopher
Fred H. Clark
Clifford N. Cleary
Bernard J. Clohisy
Bruce D. Cloughly
George W. Colby
Mary K. Comeau
Joseph J. Comerford
Arthur J. Compagnone
Alexander J. Conca
E. F. Cook
Leonard E. Coulombe
Kevin N. Coyne
Warren G. Crawford
Kermit K. Cross
Alfred L. Crouse, Jr.
Edwin S. Cunha
H. Curtis
James C. Daly
Richard W. Daniels
Robert Thomas David
Marcellina Z. Dawkins
Donald A. DeAdder
Robert A. DeAdder
Carmine J. Decubellis
Marie E. DeLuca
Albert J. DeManche
Roland J. Demers
Richard E. Dennehy
William R. Denoncourt
Frank R. DePanfilis
James A. Deyo
Edwin H. Dickinson
Keith S. Diffin
Joseph T. Dineen
Anthony J. DiTroia

Neal E. Dobson
Leon A. Dodge
Ronald J. Donahue
Edward E. Donnelly
Walter A. Donovan
Edmund F. Dowd
Robert R. Dube
Robert G. Duerr
Oland J. Duff
James R. Duffen
John Dulgarian
Victor J. Duphily, Jr.
Joseph P. Dussault
Clyde G. Earle
Ronald P. Eason
Ralph C. Eaton
David H. Edwards
George A. Emmott
MacLellan Emshwiller
Ralph A. Enos
Thomas G. Enright
Larry A. Evans
David L. Eycleshymmer
Arthur A. Fargnoli
Benjamin G. Farnum
Anthony G. Favale
Gerald L. Fenderson
John Fields
Walter J. Filip
Kenneth A. French
Carl I. Furlong
Ernest T. Fusi
William A. Fyfe
Robert J. Gablosky
Edward A. Gawrys, Sr.
Andrew N. Georgiades
Robert D. Gerardi
Caesar Ghilarducci
Adolf J. Giger
Joseph L. Girard
Ildiko H. Gonda
Joseph Gonda
Clayton E. Goodhue
Richard R. Grady
Eleanor M. Grillo
Gene P. Grillo
Thomas N. Grogean
Richard A. Groves
Kenneth P. Guay

Joseph A. Guthrie
Joseph M. Habib
Penelope D. Halkiotis
William J. Halloran, Jr.
William G. Harmon
John F. Harrington
Robert E. Harris
Arthur L. Hatcher, Jr.
Robert L. Hayden
Alma A. Healey
James G. Hedrick, Jr.
Robert W. Heinze
William L. Henderson
F. Leo Hennessy
Karl L. Hentz
Harold J. Hersey
William F. Herzog
Lawrence A. Hicks
Embert W. Holt
Melvin J. Huberdeau
James P. Huchmuth
Joseph Hoffman
Edward Homan
George A. Horner, Jr.
Earle E. Houghton
Richard F. Hughes
William T. Hurrell
Richard E. Hutchinson
Frank J. Iuele
Donald P. Jackman
Robert D. Jackson
Roland Jacques
Richard J. Jameson
Walter A. Janicki
Matthew J. Janos
Stephen A. Jaskelivicus
Pano L. Jefferson
Ernest M. Johnson
Albert B. Joncas
Richard Joseph
Francis G. Joyal
Robert W. Judkins
John P. Kelly
Joseph W. Kemp
Francis S. Kenneally
Wilbur L. Ketchum
Richard A. Kirsch
Joseph A. Kmiec
David H. Knight
James C. Konitzer
Francis A. Kothman
Joseph F. Lagana
George F. Lane, Jr.

Emile G. Langlois
William P. Langlois
L. P. Lantagne
Robert L. Lavoie
William F. Lavoie
Arlyn R. Leach
John M. Leary
Shee H. Lee
Homer C. Leighton
James F. Lessard
Louis V. Levesque
Marlynn P. Lewis
Andrew P. Ligor
James J. Linnehan
Patricia A. Lippitt
Gerald T. Little
Judith M. Littlefield
Robert W. Loeffler
Courtney A. Longton
Kenneth G. Lord
Laurence G. Lyon
Francis J. Lyons
David I. MacDonald
Donald R. MacKay
Vernon C. MacNeill
Conrad L. Magnusson
Henry H. Mahn
Robert A. Manning
Robert B. Marcus
Charles R. Marino
Paul J. Marquis
Lucien A. Marsan
Donald K. Martin
Frank W. Martin
Joseph R. Martin
Nicholas F. Maselli
Robert R. Maurais
Wesley J. Maybach
Paul A. Maynard
Goerge J. McDonald
Russell P. McGrath, Jr.
Walter L. McIsaac
Robert M. McPhee
Constance D. Mercier
Charles E. Metzger
Theodore E. Meyer
Wilfred P. Michaud
Joseph N. Miele, Jr.
Kenneth E. Miller
Richard S. Mirabito
Peter F. Molander
R. Alan Moline

James E. Monroe, Jr.
William F. Mooney
Joseph H. Moore
David E. Moran
Richard H. Moseley
John W. Mulcahy
Richard G. Munroe
Gilbert T. Murphy, III
Richard G. Mushial
Paul W. Niconchuk
William J. Nicora
Philip W. Nield
John Novak
Winford T. Nowell
Charles W. O'Connor
Frank A. Orlando
Thomas L. Osborne
Leo Paabus
Leslie G. Packer
Dominick J. Pallaria
Thomas G. Pappalardo
William A. Paquin
Theodore A. Pekalsky, Jr.
Joseph I. Pelc
Ernest Pelleren
Warren J. Pendergast
Frederick N. Pepe
Albert L. Pepin
Richard J. Pfaff
S. B. Pfeiffer
Carolyn Piazza
Frank Piazza
John A. Poublon
James H. Powell
Donald B. Prescott
Lawrence R. Putnam
Charles F. Quimby
Richard A. Quimby
Leonard E. Quintal
Melvin R. Randall
Jeanne M. Rapazza
George J. Rembis
C. Julius Ren
Lee W. Richardson
George E. Riley
Charles J. Rimas
Monica C. Riopelle
David J. Ritchie
Robert E. Ritter
Willard A. Robinson
Frank L. Rose
Armand J. Roy
James A. Russo
Jane S. Ryll

John J. Sable
Jack C. Saldi
Samuel S. Saldi
Janet M. Salter
Renato L. Salvador
Robert C. Salvage
Norma C. Samoissette
Virgil W. Sanchez
Paul C. Sarcione
Ralph H. Sawyer
Milton A. Scher
James R. Scoville
Bernard C. Seiler
Frank Serio, Jr.
Anthony Servello
James G. Shields
Paul Shoot
Earle E. Simpson
Keith K. Simpson
Richard J. Siney
John J. Skehan
Leonard P. Skortz
Donald W. Smith
Richard P. Smith
William R. Smith
Lawrence E. Somers
C. M. Souza
William R. Spick
Dave J. Spofford
Jordan F. Spofford
Howard W. Starnes
Mitchell T. Starr
Leon H. Steiff
A. W. Sullivan
Daniel J. Sullivan
William J. Sullivan
Emil B. Swanson
Ernest A. Swinerton
Alexander M. Szczapa
Walter L. Taft
Norman C. Tardie
J. L. Thomas
Robert S. Thornton
Gerard E. Tibbetts
Richard D. Tibbetts
Peter Tokankel
Robert J. Tondi
Douglas I. Treadwell
Gerd A. Tuchen
Fredrick R. Tupper, Jr.
Charles W. Turner
Carroll E. Twist

Jacob M. VandeKrol
Robert L. Vincent
Rene V. Voisine
Richard C. Walker
Edward G. Walsh
Raymond R. Walton
Han Chiu Wang
William R. Wardwell
Douglas F. Watson
Robert M. Webber
Roland E. Weeman
Joseph R. Welch
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Sarah W. Williams
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Carol E. Wilson
Donald W. Wilson
Richard S. Wilson
Theodore H. Winter
Herbert G. Witherell
Ronald L. Witley
Thadeus J. Wnek
Craig S. Woolley
Janice P. Wyner
John F. Zappala
B. Robert Zingali

Ready to 'Go, Go, Go in Nine-O'

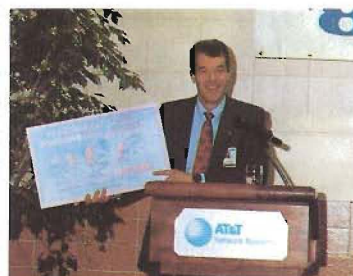
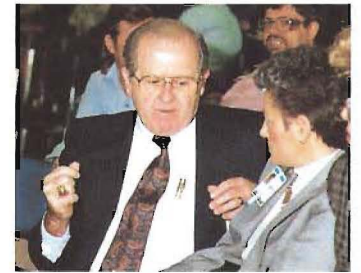
Pete Fenner, president of Transmission Systems, was at Merrimack Valley on February 1 to lead a celebration of 1989's success and to kick off a campaign to make 1990 another banner year.

Pete spoke to about 400 production associates in the cafeteria, thanking them for contributing to the company's successful year. He issued an invitation to all represented employees to have a dinner on him in the cafeteria, and each represented employee has been given a special recognition coupon to take him up on his invitation.

He spoke again that evening to a large gathering of management employees, giving the same message of appreciation and challenge to continue into the 90s.

New product introductions,

increased quality awareness, lowered costs — Merrimack Valley has made great strides to ensure customer satisfaction, with all indicators pointing ahead to continued improvement.



Sahoko Nilsson

— *an employee with a 'plus'*

When many of our Japanese customers arrive at Merrimack Valley and tour the manufacturing locations, they must speak through an interpreter. This is necessary and gets the job done, but it can become tedious.

Not so at one of the Lightwave focused factory stops along the customer tour route. This tour stop has a definite plus — Sahoko Nilsson, a Japanese speaking quality auditor working right in the area.

All attention is focused on Sahoko as she first greets the visitors by bowing in the traditional Japanese manner and then, speaking her native tongue, describes what goes on in her work area.

Sahoko is a proud citizen of the U.S. and speaks warmly of her ten years at Merrimack Valley. As a matter of fact, her excellent English language skills were learned right here at Merrimack Valley as a student in the company's English as a Second Language program. Sahoko still carries with her a Japanese/English dictionary for those moments when the correct word escapes her.

Sahoko gets plenty of practice speaking English as a very popular member of the lightwave team, and Japanese by reaching out and touching (by telephone, of course) relatives still living in Japan.



Sahoko Nilsson, far right, a quality auditor in the lightwave focused factory, puts visiting customers at ease by speaking their native Japanese language during a stop along the customer tour route.



Sahoko pauses for a moment from her busy job as quality auditor.

For your information

AT&T PHONE PAL

Ten-year-old Marlena de Melo Duarte Lopes calls mom in the Cape Verde Islands to tell her about Christmastime in New England. Marlena is a patient at the Floating Hospital for Children at the New England Medical Hospital in Boston where she is undergoing treatment. The "Teddy Bear Phone" is a big hit with the youngsters in the hospital's playroom where it has been installed by AT&T for the young patients to make free calls home anywhere in the world.



SOLAR SHOWERS FORECAST FOR FEBRUARY

An 11-year cycle of solar flare activity is expected to peak in February, possibly disrupting long-distance communications traffic and even electric power.

"Solar maximum," the culprit in this event, is extraordinary bursts of electromagnetic energy from explosions on the sun's surface. Under normal conditions, solar winds comprised of hot gases from the sun's surface regularly reach the Earth in the form of ionized (electrically charged) electrons and protons. There usually is no effect on communications transmissions, as AT&T's equipment is already designed to meet the problems that this condition provokes. However, during solar maximum, sunspots are more numerous and sun flares most furious, keeping us with our fingers crossed.

So don't be surprised if during

February your phone calls end in a lot of busy signals. But, please don't blame it on poor quality; blame it on the solar shower!

A DIFFERENT KIND OF CELEBRATION

Someone passing by would see nothing unusual about this celebration at the Northern Essex Community College. Lots of people chatting, clowns clowning, balloons popping, food disappearing — all the usual ingredients of a celebration.

This celebration *was* different, however. It was a reunion, a reunion of workers laid off from Merrimack Valley.

Why a reunion of such workers?

"We planned this as a happy event," said Joe Giampa, former manager of personnel and public relations at Merrimack Valley who retired to head up the Alliance Employee Resource Center (AERC)*.

"We wanted to let people network with one another, since they hadn't

seen each other since they were laid off." Joe explained this idea behind the reunion, adding it also gave these people another opportunity to learn about the courses they could take.

The Communication Workers of America union, who jointly with the company runs the worker assistance center at Northern Essex, was there with a disc jockey. Refreshments came from AT&T, and the college provided the cafeteria. And of course the Pioneer clowns were there to make sure everyone smiled a lot.

The reunion was a way of letting these people know the company still cares, and that is certainly cause for celebration.

* The AERC was created out of an agreement between Northern Essex Community College, AT&T and the Alliance for Employee Growth and Development and is designed to provide CWA represented AT&T employees with high quality personal growth and career development programs. The center is operated by NECC.

PROGRESS — TO MOVE TOWARD A MORE ADVANCED STAGE

Progress had a hand in the recent closing of the Merrimack Valley ferrite shop.

When Merrimack Valley opened its doors for manufacturing in 1956, the ferrite shop was established to produce inductive core material for analog filter circuits. Later the shop also produced transformer cores for telephone hand sets.

At peak production during the 1970s the ferrite shop employed 145 production associates and manufactured 85 million parts per year.

The conversion of transmission equipment from analog to digital, along with a redesign of the telephone hand sets, greatly reduced demand for the specialized products of the



Marcy Dawkins, recently retired supervisor of the Ferrite shop, is surrounded by, left to right, John Swanton, Larry Jojokian, "Butch" Batcheller and Ray Dennis.

shop during the 1980s.

The 17 employees still working in the shop will be reassigned, and most will now work on some of Merrimack

Valley's up-to-date products in the printed wiring board area.

SAFETY & QUALITY AWARENESS PROGRAMS



during the celebration. Shown are, left to right, Tina Sakash, Don Steiner, Alex Oski and Steve Boucher.

COMPONENT FACTORY

November results

- 1st place — Len Quintal's Transmission HIC team
- 2nd place — Diane Ouellette's GDX/5ESS team

The winning team's hard work and perfect quality ratio brought them up from second place in October to first in November.

December results

- 1st place — Tracy Freeman's Transmission HIC team
- 2nd place — Bill McLaughlin's PWB/Ferrites team

A perfect safety ratio was a big factor in keeping these winners on top for the second consecutive month.

EQUIPMENT FACTORY

November results

- 1st place — Don Martin's AIM Line team
- 2nd place — Al Kruschwitz's Lightwave Systems team

Composite scores for the eleven teams were close, ranging from a high of 17 to a low of 6.

December results

- 1st place — Alex Oski's Salem I Digital Terminal Manuf. team
- 2nd place — John Ostrowski's Lightwave Regenerator team

The Salem I team's impressive quality ratio helped to push them over the top for their first win in the program. Several proud team members gather around the trophy



Black History Month events begin with talk by Bill Gray

Congressman Bill Gray, the Majority Whip of the House of Representatives, addressed a standing room only crowd in the Merrimack Valley auditorium as the first in a series of events commemorating Black History Month.

The popular legislator spoke of the new realities of a world changing every hour. He described the 1990s as a world defined by economic competition, not military power, and reminded those gathered that the future economic power of the United States is dependent on the well being of the worker.



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