

1890 MV employees lowered 1991 operating costs just by coming to work! See inside for what they did.



Valley Voice

March/April 1992



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VALLEY VOICE

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

Part of the Transmission Business Unit — AT&T's official entrant to the 1992 Malcolm Baldrige National Quality Award competition.

Winner of the Bonnie B. Small 1989 and 1990 Quality Awards

1991 — AT&T's first entrant to the Malcolm Baldrige National Quality Award

1991 — Chairman's Quality Award — Bronze Improvement

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News Update: Transmission Systems gets official OK from Bob Allen — go for the Baldrige, again!

We convinced Bob Allen! Of course, there never was any doubt, after our very impressive showing in 1991, that Merrimack Valley and the rest of the Transmission Business Unit would get the nod from Allen to go for the Baldrige again in '92.

Can we make the improvements necessary to get an even better score this time? Smart money would have to go with a definite yes!

The *Valley Voice* staff will be out looking for improvement stories in line with the Baldrige criteria, so if your team is on the leading edge, don't keep it a secret.

In other news, employees at Merrimack Valley's Component Business have a new name. In March they became ME-AIM, part of the Microelectronics Business Unit. AIM stands for Advanced Integrated Modules.

Merrimack Valley employees continue to celebrate their diversity. Recent displays included contributions a multitude of African-Americans made throughout history. During Engineers Week a hobby show open to all employees proved that, if it's out there, MV employees are interested.

Women got their turn in the spotlight, also, with several prominent local speakers addressing current issues.

VIP visitor Brigadier General Richard I. Neal gave those enjoying *real* war stories an earful in early

April. Neal, a Massachusetts native, is most recently known for his TV updates during Desert Storm.

Thirty-seven employees are busy practicing walking with pizzazz. They are models in this year's Engineering Excellence Society fashion show, proceeds to benefit the EES scholarship fund. The fund provides a financial head start to one lucky son or daughter of an MV employee entering college to study engineering.

Also on the academic side, MV again sponsored the science portion of the Academic Olympics, judging wide ranging entries from students of three area high schools.

Lots of local attention went to Olympian Steve Heinze, son of MV Function Manager Norm Heinze. Steve helped the USA efforts in hockey and is now playing with the Boston Bruins.

For those with lesser athletic inclinations, April 26 is the annual March of Dimes Walkathon with a slightly reduced, easier course. And committees are already at work planning this year's Special Field Games, scheduled for May 17.

Possibly the biggest news is the recently announced retirement of Pete Fenner as president of the Transmission Business Unit. Greg Hughes will take over on April 18. For many MV people, Greg is a familiar face. He left his position as director of engineering at MV in 1987 to become manufacturing vice president of the Richmond Works. More on Greg and his position on the Baldrige process in the next issue.

On the cover — 1890 Merrimack Valley employees have perfect attendance for 1991. Judging by the large numbers who showed up for the often postponed photo sessions (New England weather at its finest!), they are a proud group. See *you* in the picture next year? Roger Culliford used a high perch and a very wide angle lens to get everyone in. For the many who couldn't make one of the photo sessions, don't forget to look for your name (pages 3 - 6).

You have to be here to count!

Eighteen hundred and ninety Merrimack Valley workers discovered how, one at a time, they could impact the "bottom line" by lowering the cost of doing business.

And they did it the old fashioned way, by coming to work — every day. Eighteen hundred and ninety MV employees have records of perfect attendance for 1991, representing a tremendous improvement over 1990's statistics.

Still not convinced?

American industries spend billions of dollars each year on salaries and benefits for absent workers. These are dollars that could be spent on expanding markets or lowering prices to remain competitive.

American taxpayers (you and me) spend millions each year in Massachusetts alone on programs to monitor and counsel truant students. You already know how you would rather spend *your* tax dollars.

Most global problems overwhelm us as individuals. What can I do? Isn't it too big for me to solve? No such excuses for this simple problem. Every single individual has the power to just plain show up when expected.

Hats off to the 1890 Merrimack Valley employees with perfect attendance in 1991. Their collective contribution to the financial well being of Merrimack Valley amounted to more than a \$2.7 million reduction in sickness/disability payments, not to mention the beneficial impact on quality and shipping performance results as well as the untold effect on customer satisfaction.

Merrimack Valley employees with Perfect Attendance in 1991.

JEROME T. ABAR
BERND O. ABELE
KATHY S. ABISSO
RONALD E. ABLOWICH
ALBERT A. ABRAHAM
BRIAN T. ABRAHAM
JOSEPH M. ABRAHAM
MICHAEL J. ABRAHAM
ELDON A. ABRAHAMSON
FARHAD ABYAZI
ANTHONY G. ACCARDI
RAMON A. ACOSTA
ROBERT J. ADAMS
RENE M. ADLER
A. R. ADOLT
BRIAN AHERN
RITA N. ALAIMO
BERNARD P. ALARTOSKY
BASILIA I. ALBA
LOUIS R. ALBRECHT
THOMAS J. ALBRECHT
ALBA A. ALDEBOT
HERMAN ALERS
WELDON S. ALMON
MICHAEL D. ALPER
VICTOR M. ALVARADO
MARGARITA A. ALVAREZ
MARIA E. AMARAL
PETER S. AMBROSIO
CORRADO AMENTA
LINDA J. AMERO
WILLIAM A. AMMELLS
GREGORY J. AMRHEIN
RICHARD F. ANASTASI
BEVERLY A. ANDERSON
DEBORAH J. ANDERSON
DONALD J. ANDERSON
GEORGE ANDERSON
MARJORIE J. ANDERSON

RAM J. ARVIKAR
LOUISE H. ASSAF
WILLIAM J. AUGUSTA
MANUEL AVELAR
DOROTHY B. AVENS
KEVIN B. AVILA
MICHAEL F. AXTEN
DONALD M. AYERS
ANIS S. AZZI
DAISY M. BAEZ
MARCELA BAEZ
EILEEN H. BAGGETTA
CARLETON K. BAILEY
ELLIS H. BAILEY
RICHARD D. BAINBRIDGE
PETER J. BAJOR
EVA A. BAK
ALAN R. BAKER
ROSE O. BAKER
ROBERT J. BALCIUS
DAVID L. BALENTINE
EDWARD W. BALMELLI
STEPHEN J. BAMFORD
JOHN C. BANKS
DANIEL E. BANNISTER
MAGDA BARBOSA
JOHN A. BARCLAY
ALEXANDER BARDASH
CAROLYN M. BARGOOT
DAVID M. BARIL
STEPHEN BARNA
DONNA L. BARNES
HELEN P. BARNES
NANCY L. BARNES
WAYNE R. BARRETT
DENIS W. BARRON
SHIRLEY R. BARROS
EILEEN M. BARRY
JANIS L. BARRY

Number of MV people with "excellent" attendance increased by 20 percent!

RONNIE L. ANDERSON
NANCY A. ANDREWS
PATRICIA P. ANDREWS
WARREN P. ANDREWS
F. J. ANDROSKI
DAVID P. ANGELINI
SCOTT A. ANGUS
MANUEL D. ANICETO
PADMA R. ANITIA
RANJIT P. ANITIA
BERNARD P. ANTANAVICH
ANTHONY ANTUONO
ELIZABETH D. APODEMI
THOMAS J. APRIELLE
WILLIAM C. ARAKELIAN
DOUGLAS A. ARAU

ROBERT A. BARRY
KENNETH S. BARTLETT
ROBERT F. BARTLEY
MARIE M. BARTON
ROBERT W. BARTON
ROBERT W. BARTON
RONALD C. BARTON
MICHAEL D. BASS
ROBERT J. BASTIEN
PAT E. BATEMAN
DALE B. BATES
DANIEL BATISTA
JACK E. BATSON
RICK D. BAUNE
FRANK BAVIELLO
CHARLES G. BAZARIAN

Attendance records for hourly employees improved 25 percent!

MARK S. ARCHAMBAULT
ROBERT A. ARCHER
CANDID M. ARCIDY
EDGAR ARELLANO
NORMA ARELLANO
AMILCARE P. ARIOLA
JUDITH G. ARNOLD
EDWARD J. ARSENAULT
ELMER J. ARSENAULT

MAY A. BEAN
KAREN A. BEAUDOIN
ANNETTE M. BEAUDOIN
THERESA A. BEAUDOIN
ALBERT J. BEAUREGARD
DANIEL A. BEAUREGARD
GARY R. BEAUREGARD
MARY L. BEAUSOLEIL
CHANEL J. BECOTTE

P. S. BEDROSIAN
HARRISON E. BEDROSIAN
DUNCAN C. BEECH
PAUL J. BEGIN
CHARLES A. BELKE
STEVEN R. BELAIR
PATRICIA M. BELFIORE
DAVID A. BELL
DAVID A. BELL
JOSEPH H. BELLEFEUILLE
ALFRED T. BENCIVENGA
AMATO BENEDETTO
JOHN R. BENSON
JOSEPH D. BERARDI
KNUD O. BERGE
WILFRED L. BERGERON
FRED P. BERNARD

EUGENE P. BOUDREAU
ARMAND J. BOURASSA
SUSAN A. BOURASSA
DAVID P. BOURQUE
JAMES F. BOURQUE
JANE E. BOURQUE
PARASKEVI BOUZIANIS
EMILY BOWAB
JOBIE T. BOWEN
BARBARA A. BOWERS
MARY P. BOWMAN
CLARENCE J. BOYNES
LINWOOD E. BRACKETT
RICHARD BRADLEY
ELENORE L. BRADY
ERIC H. BRANDOW
VINCENT P. BREGLIA

Attendance records for salary graded employees improved 13 percent!

WILFRED A. BERNIER
IRENE BERROA
JUAN A. BERROA
MARIE A. BERT
NORMAND BERUBE
RICHARD C. BERUBE
JOHN M. BETTENCOURT
WARREN E. BILL
MARIA K. BILMAZES
FREDERICK F. BISHOP
JAMES T. BISHOP
ARMAND R. BISSON
ROBERT J. BISTANY

JOHN R. BREILAND
JOHN W. BRENNAN
DOROTHY BRETT
WILLIAM J. BRICKLEY
NELSON E. BRIDGES
ALAN M. BRIDGHAM
JACQUELINE E. BROCKELBANK
MARK W. BROCKMAN
DANIEL L. BRODIE
LOIS A. BROOKS
WAYNE R. BROUILLETTE
JEFFERY T. BROWN
ROXANNE BROWN

U.S. manufacturing industry average of work days lost to unscheduled absences: 5.3 days per employee

J. S. BITLER
BARBARA A. BLACK
KENNETH V. BLACK
THOMAS A. BLACK
JOAN G. BLAISDELL
LOUISE D. BLAISDELL
MICHAEL R. BLANCHARD
RONALD G. BLANCHET
DAGOBERTO R. BLANCO
ESTILITA J. BLANCO
JAMES R. BLODGETT
BRUCE A. BLOOM
RICHARD M. BLOUMENTHAL
PAULINE E. BOEGLIN
ROBERT E. BOETTCHER
DONALD R. BOHNWAGNER
NANCY J. BOISSELLE
RONALD L. BOLDUC
ELENA BONAVENTURA
ELIZABETH A. BONER
GERALD J. BONIN
ROGER P. BONIN
SUN M. BORDEN
WILFRED BORDEN
GINA BORDIERI
ANTHONY P. BOREMI
THERESA M. BORRELLI
ARTHUR E. BOTSCH
LEO R. BOUCHARD
NORMAN L. BOUCHARD
RAYMOND C. BOUCHARD
RONALD L. BOUCHARD
ANTHONY C. BOUCHER
GAIL A. BOUCHER
GERARD R. BOUCHER
GLENN E. BOUCHER
ANDRE W. BOUDREAU
ROBERT R. BOUDREAU

DAVID F. BROWN
JAMES W. BROWN
JEROME A. BROWN
LORELIE D. BROWN
MARY J. BROWN
PHYLLIS E. BROWN
RANDALL W. BROWN
RICHARD L. BROWN
RICHARD P. BROWN
VERONICA S. BROWN
WENCESLAO BRUFF
STEPHEN R. BRYAN
JOANNE BRYANT
JOSEPH W. BUCK
CAROLYN R. BUCKLEY
MICHAEL BUCUZZO
DONALD M. BUJA
JOHN L. BUNDTA
JOYCE M. BUNTING
JAMES R. BURDEN
CARDELL C. BURGE
BARRY M. BURKE
JOHN B. BURKE
LINDA R. BUSCH
LEONARD C. BUSWELL
SHIRLEY M. BUYCK
STEVEN M. BUYCK
JOSE O. CABRERA
MAUREEN M. CADORETTE
DOUGLAS A. CALDERWOOD
VIRGILIA CALIXTO
JOHN T. CALLAHAN
MARK F. CALVI
DAVID A. CAMASSO
LYRA J. CAMASSO
WILLIAM CAMASSO
JERRIE CAMPAGNA
JUAN R. CAMPANA

MIGUEL D. CAMPANA
ANN D. CAMPBELL
JOHN R. CAMPBELL
KEVIN L. CAMPBELL
EDWARD M. CAMPGLIO
CHARLES F. CANALI
THANH T. CAO
MICHAEL J. CAPETANELIS

ALBERT C. COMEAU
DANA C. COMEAU
ELIZABETH B. COMEAU
GARY J. COMEAU
LAURIE J. COMEAU
NORMAN D. COMEAU
ROBERTA A. COMEAU
CYNTHIA M. COMEI

MINH HA T. DANG
WILLIAM J. DANGORA
HELEN T. DANILECKI
LEO J. DANJOU
SAM P. DANTONIO
JOHN DAO
ALBERT F. DARCANGELO
CHARLES W. DARLING
TIMOTHY E. DAUGHTERS
MUKESH A. DAVE
BETTY ANN S. DAVEY
GERALD A. DAVID
FREDIA L. DAVIS
MICHAEL E. DAWSON
THEODORE E. DAWSON
MARK A. DEADY
NORBERTO C. DEAMATO
PHILIP A. DEANE
W. DEBUS, JR.
NANCY A. DEFILIPPO
ELIE M. DEGLAUI
WILLIAM K. DEHART
AGRIPINA DELACRUZ
RICHARD J. DELANEY
RICHARD J. DELETIS
ALFRED DELISLE
ROBERT A. DELOGE
ELIZABETH A. DELUCA
RICHARD A. DELUCA
JAMES J. DEMARCO
LISA E. DEMEO
KENNETH A. DEMERS
NORMAN E. DEMERS
SANDRA L. DEMERS
THOMAS E. DEMERS
KENNETH E. DEMING
YVETTE F. DEMING
ROLAND E. DEMONCEAU
NORMAN R. DENAULT
WILLIAM J. DENNING
DAVID F. DENNINGER
GAIL D. DENTON
RONALD A. DEPIERRE
DANIEL A. DEROCHE
CATHERINE A. DESANDRO
GERALD A. DESAUTELS
GEORGE A. DESELL, JR.
GERALD H. DESHAIES
PAUL E. DESHAW
LOUIS J. DESIMONE
RICHARD A. DEVINCENZI
WILLIAM E. DEVOIR
RAFFAELE DI CHIARA
LIONEL F. DICHARD
MICHELE A. DI CHIARA
RICHARD E. DICKEY
WILLIAM E. DICKINSON
HERBERT J. DIETRICH
FRANK P. DIFELO
GERARD A. DIFRUSCIA
MARIANNE DIONNE
CAMILLE A. DIRAGO
GEORGE V. DIRAGO
RICHARD J. DISPASQUALE

WILLIAM D. DOW
HERBERT D. DOWDY
BRONISLAWA DOWGIERT
JENNIFER E. DOYLE
JOHN P. DRISCOLL
WILLIAM R. DROESE
BRUCE J. DUBBAR
ALBERT L. DUBE
GEORGE H. DUBE
EDWARD J. DUBIEL
ANNA V. DUBOIS
BRYAN P. DUBOIS
ROLAND J. DUBOIS
MICHAEL J. DUCHARME
PAUL R. DUCHENEAU
HAROLD F. DUFFEN
DONALD J. DUFFY
DANIEL P. DUMAS
RICHARD G. DUMOND
ROBERT A. DUNBAR
LAWRENCE R. DUNN
ALAN M. DUNN
CHARLES E. DUNN
DAVID J. DELANEY
ROGER W. DUNN
RAYMOND A. DUPUIS
THOMAS E. DUPUIS
D. L. DURAND
ROBERT A. DURGIN
LEO N. DUSSAULT
KATHLEEN M. DWYER
WILLIAM W. DYER
WILLIAM H. DYER
KATHRYN M. DYKE
WILLIAM E. DYMENT
EDWARD J. EARLY
SHIRLEY EASTER
JEAN M. EGAN
KENNETH L. EISENBERGER
SAMIR S. ELIA
WILLIAM G. ELLIS
ARLEEN D. EMERY
LEONARD H. EMERY
EUGENE R. EISEL
LYNN B. ERB
GUNTER F. ERBRECHT
DIANE C. ERCHULL
WILLIAM E. ERICKSON
CHESTER R. ERLER
ROBERT F. ERLER
ROBERT L. ESCUTIA
SYLVIA A. ESMEL
ANTONIO ESPALLAT
CHARLENE ESTES
MICHAEL E. ETHIER
D. F. EVANS
ELAINE M. EYSSI
EDWARD S. FABER
STEVEN A. FAIRBROTHER
GEORGE C. FALCOS
DON I. FALKENSTEIN
BRIAN E. FALLON
PAULA A. FALLOCCO
GIUSEPPE FARANNA

ERIC S. FISHER
TIMOTHY E. FISHER
GLENN K. FITTS
ALLEN V. FITZMORRIS
J. P. FITZSIMMONS
EDWARD A. FLANAGAN
EDWARD T. FLEMING
ETHEL M. FLEMING
E. J. FLETCHER
RONALD N. FLETCHER
WARREN P. FLOYD
KATHLEEN FLUET
JAMES A. FLYNN
RODNEY W. FLYNN
WILLIAM A. FLYNN
LOUIS J. FOGEL
JOSEPH M. FOLEY
KATHLEEN E. FOLLANSBEE
RAFAEL H. FONSECA
ANTHONY FORTE
ANNA T. FORTE
ANTHONY G. FORTE
DONALD F. FORTE
GEORGE D. FORTE
MAURICE O. FORTIER
LOIS B. FORTUNA
ALSON B. FOSS
JAMES M. FOSS
MAURICE S. FOULDS
LORRAINE C. FOURNIER
PAUL L. FOURNIER
ROBERTA L. FOURNIER
WILLIAM R. FOURNIER
JOHN P. FOWLER
DONALD C. FOYNES
ROBERT D. FRAHM
WILLIAM A. FRANCE
JANICE M. FRANCESCONE
PHILIP M. FRANCISCO
THELMA FRANGULES
STEPHEN M. FRANK
THOMAS J. FRANK
JEAN C. FRANZ
MARGARET F. FRAPPIER
CURTIS S. FRAZIER
IRENE M. FRAZIER
LINDA A. FRAZZINI
LAURA M. FRECHETTE
ROBERT A. FRIEDENSON
JOEL A. FRIES
PIO FRITTIITA
CHARLES E. FROST, JR.
ROBERT P. FRYE
PATRICIA M. FULGONI
JOSEPH E. FULLER
KAREN M. FULLER
JANE T. FULTZ
JAMES T. FYRER
NIDIA M. GABIN
WILLIAM GABRIEL
PAUL S. GADZIK
PHILIP M. GAETA
JEANNETTE C. GAGNE
LUDGER O. GAGNE

DENNIS W. GAUVIN
JAMES A. GENGINI
MARY S. GENUALDO
SALVATORE L. GENUALDO
RITA F. GEOFFROY
ANTHONY F. GEORGE
FRANCIS P. GEORGE
RUSSELL H. GERMAN
THOMAS M. GERRISH
KATHLEEN M. GERSKOWITZ
WAYNE J. GETCHELL
JOSEPH C. GHILONI JR
JOSEPH B. GIAMPA
CLAIRE C. GIARRUSSO
WILLIAM G. GIBEAU
DAVID M. GIFFORD
JOHN J. GIGLIOTTI
GEORGE N. GILBERT
PAUL D. GILBOARD
FRANKLIN J. GILLEN
JOSEPH F. GILMARTIN
GERALD J. GINGRAS
CHRIS J. GIOLDASIS
SANDRA E. GIRARD
MIRGA B. GIRNIUS
RAMUNAS J. GIRNIUS
O GIUSTI
CLAUDIA S. GIUSTI
NATASHA R. GLENDON-CROSSLEY
TERESA GLOSKOWSKI
BERNARD F. GODBOUT
GARRY J. GODIN
CAROL E. GOEBEL
GREGORY F. GOGAN
SIMON E. GOLDMAN
RONALD K. GOLDTHWAITE
JAMES M. GOLIAS
FRANK J. GOMES
MICHAEL R. GOMEZ
CARMEN G. GONZALEZ
BRYAN C. GOOD
MARIE C. GOOD
GARY D. GOODMAN
E. C. GOODWIN
MICHAEL W. GOODWIN
SAU K. GOON
SUSIE L. GOON
DOUGLAS A. GORDON
ROBERT J. GORDON
ROBERT N. GORDON
ALFRED G. GOUDREAU
ERNEST J. GOUDREAU
ROBERT A. GOUDREAU
STELLA M. GOUGH
STEVEN P. GOULDING
GARY R. GOULET
PATRICIA M. GOUTIER
WAYNE GOVE
EDWARD E. GOYETTE
GERARD A. GRADY
GRACE D. GRADY
LYNNE J. GRADY
JOHN A. GRAMATIKAS
PETER S. GRANDMAISON

MV average of work days lost to unscheduled absences: 7.4 days per employee — not where the Number 1 supplier of choice should be!

KEITH J. CAPULLI
NORBERTO S. CARABALLO
ANTHONY C. CARENZA
M. J. CAREY
DENNIS G. CARGILL
BRUCE D. CARIFIO
NORMAN B. CARLETON
LINDA J. CARLETON
LINDA C. CARNES
NICHOLAS CARNETT
WILLIAM G. CARNEY
GENE P. CARRIER
LUCIEN F. CARRIER
LINDA F. CARROCCINO
WILLIAM E. CARROLL
ROBERT P. CARRUTHERS
JANET E. CARTER
PETER J. CARTER
SANFORD P. CARTER
ROBERT D. CARUSO
GERARDO CASAL
JOSEPH B. CASAL
DORIS E. CASAMASINA
GANDOLFO CASCIO
ROBERT K. CASEY
RAFAEL CASTILLO
CATHERINE B. CASTRICONE
PHILIP R. CATON
GENEVIEVE J. CAUX
DIANE C. CEBULSKI
WAYNE E. CEDRES
PETER J. CENTARICZKI
G. A. CHALOUX
ANTHONY C. CHAMPAGNE
ROGER A. CHANDONNET
SHING D. CHANG
KENNETH J. CHAPMAN
SANDRA L. CHARRON
GARY A. CHARTIER
EDMUND L. CHASE
SUSAN M. CHATOT
VI T. CHAU
ROBERT W. CHEEK
DAVID P. CHEN
DONALD R. CHENEY
JOSEPH M. CHERESTAL
JEFFREY W. CHERNICK
FRANK M. CHETELAT
JUNE E. CHICK
JOHN B. CHISHOLM
VIJAY K. CHITRA
DAVID A. CHOOLJIAN
DAVID M. CHOQUETTE
DAVID M. CHOQUETTE
DANIEL G. CHORY
DAVID CHRISTOPHE
DAVID P. CIASULLI
MARY CLARK
DAVID L. CLARK
JOHN W. CLARK
CATHERINE M. CLARKE
THOMAS F. CLEARY
JOHN M. CLEMENS
FRANK M. CLEMENTE, JR.
CHRISTINE M. CLEMENTS
IRL L. CLEVESY
MELVIN J. CLEVESY
REGINA J. CLIFFORD
KATHRYN COFFIN
LUTHER COLBY
BERNARDO A. COLLADO
RALPH V. COLLIPI
ELSIE M. COLLOTEN

DANIEL A. COMEI
MICHAEL P. COMEI
ALICA A. COMPAGNONE
STANLEY H. COMSTOCK
RONALD A. CONANT
JANNETT CONCEPCION
EVA M. CONFURELLI
JOHN F. CONNOLLY
GARY J. CONRAD
MICHAEL T. CONROY
ANDREA CONSENTINO
PETER R. CONTARINO
ALAN J. CONTE
SCHUBLE C. COOK
DANIEL C. COOLEY
JAMES P. COOMBS
ROSE S. COOMBS
ELIZABETH J. COOTE
CLIFTON D. COPP
ARTHUR R. COPPETA
FREDERICK COPPETA
DAVID CORBIN
JOHN T. CORCORAN
STEPHEN J. CORCORAN
BERNARD D. CORDISCHI
ROBYANNE L. CORMIER
ROBERT J. CORMIER, JR.
WILLIAM C. CORNELL
VINCENT A. CORSARO
JANICE E. CORTES
JOHN A. CORTESE
DENNIS COSTA
JOHN J. COSTA
RICHARD B. COTOIA
JOSEPH M. COUTO
DARLENE S. COUTU
LWELL S. CRABTREE
JAMES A. CRAIG
FRANK E. CRANE
KATHLEEN L. CRAVINO
JEFFREY W. CREEDEN
CHARLES E. CROCKETT
RICHARD E. CROFT
PHILIP M. CRONIN
FRANCIS A. CROSS
PETER T. CROWE
JAMES M. CROWLEY
GEORGE CRUZ
OSIRIS CRUZ
ROGER W. CULLIFORD
DELWYN R. CUMMINGS
JOHN A. CUMMINGS
SUSAN U. CUMMINGS
CHYRAL E. CURETTE
JAMES E. CURRIER
RICHARD K. CURTIS
DEBRA J. CUTRONA
BEVERLY M. DAGOSTINO
G. I. DAGUE
JARLE H. DAHL
PAUL J. DAIGLE
THOMAS J. DALEY
DALE R. DALLON
THERESE DALRYMPLE
EDNA M. DALTON
ROBERT DALTON
GENNARO DAMBROSIO
FRANK J. DAMIANO
BEATRICE P. DANAHY
FRANK N. DANEAU
JOHN A. DANESE
HARVEY M. DANFORTH
RAE F. DANFORTH

NB2472000 — Wayne Brouillette's Digital Radio organization — Best attendance by hourly employees: average 6.5 days per employee (50 employees or more)

SEBASTIAN J. DISTEFANO
SHEILA C. DISTEFANO
JOAN H. DITOMMASO
ANTHONY J. DITROIA
MICHAEL R. DITROIA
DAVID W. DIXON
SANDRA M. DOBENS
DONALD F. DODIER
JAMES J. DOHERTY
JAMES T. DOHERTY
THOMAS J. DOHERTY
ALDIDO DOMINGUEZ
MARIA V. DONES
PATRICK J. DONOHOE
BARBARA A. DONOVAN
DONALD F. DONOVAN
WALTER F. DORR
MARK E. DORROS
PAUL E. DORT
EDWARD A. DOUCETTE
LAURIE A. DOW
LORNA L. DOW
ROBERT J. DOW

VINCENT M. FARAONE
DONALD G. FARLEY
ANTHONY M. FEDERICO
DARRELL D. FEE
PRESTON FEE
ANTHONY B. FELICE
ESTEBANIA FELIX
THOMAS P. FERENTINO
ROBERT E. FERGUSON
RICHARD L. FERLAND
JAMES FERNANDES
BARBARA A. FERNANDEZ
DALIDA A. FERNANDEZ
ROSA M. FERREIRA
MARK A. FERRI
BLANCA FIGUEREDO
ROBERT R. FILLIPON
ROCCO A. FILLOMENO
SANDRA M. FILS
CARL J. FINLEY
EILEEN P. FINNEGAN
KATHLEEN L. FIONTE
A. R. FIORE

CAROLYN J. GAGNON
MARIE A. GAGNON
PAUL R. GAGNON
TWILA A. GAGNON
WILLIAM L. GALE
DOROTHY B. GALINSKY
JAMES J. GALLAGHER
CATHERINE D. GALLANT
LOUIS J. GALLANT
MARIA M. GALLANT
GAUTAM GANDHI
ADALIDA GARCIA
NICOLAS J. GARCIA
JOYCE L. GARDNER
SUKUMAR GARLA
RICHARD F. GARNEAU
ROGER W. GARNEAU
BRUCE E. GARRETT
MILDRED C. GATTINELLA
ANNE T. GAUDET
JEAN M. GAUDET
RAYMOND GAUTHIER
ALBERT R. GAUVIN

ANN J. GRANT
DAVID W. GRANT
DONALD L. GRANT
KENNETH R. GRANT
NATALIE D. GRASSI
PAMELA P. GRAY
RICHARD A. GRAZIO
LEONARD P. GREANEY
DANIEL B. GREELEY
EDWARD S. GREELEY
FRANCIS B. GREELEY
ROBERT A. GREENLAW
GEORGE B. GREGOIRE
JOSEPH V. GREGORIO
PATRICK C. GRELLE
DAVID A. GRENIER
PATRICIA GREW
JAMES O. GRIECO
LIAM K. GRIFFIN
SUSAN B. GRIFFIN
RICHARD V. GRILLO
SCOTT C. GROUT
GRIDONIA M. GRUSSI

EDWARD GUANCIAL JR
ESTHER GUENTHER
BARBARA A. GUERIN
NORMAN J. GUERIN
TANYA O. GUIDI
CYNTHIA L. GUILFOYLE
ROBERT C. GULEZIA
SAMUEL J. GULEZIA
DOGAN GUNES
JOHN J. GURRISI

LEROY E. HINES
RICHARD P. HINTON
RAYMOND C. HOEGEN
SHAWN R. HOGAN
DAVID W. HOHRATH
STAN A. HOLCOMB
JAMES A. HOLDEN
KEVIN J. HOLLAND
DAVID S. HOLLIS
DAVID E. HOLT

JOAN G. KAPER
JOHN A. KARCZ
JOHN A. KARCZ
JOAN W. KASINSKAS
CYNTHIA J. KAY
ROBERT F. KEARNS
SANDRA L. KEEFE
JAMES J. KEEGAN
JOHN KEIZER
VIRGINIA B. KELLEY

ALFRED A. LAMBERT
ANNA M. LAMBERT
RENE A. LAMBERT
SHEILA L. LANDERS
KEVIN LANDRY
D. A. LANE
DAVID J. LANE
BETTY A. LANGLAIS
PATRICIA A. LANQUETTE
HECTOR LANTIGUA

ROBERT J. LYONS
ELIZABETH M. LYSIK
ANITA M. MACDONALD
JAMES P. MACEACHERN
MINH MACH
MARK D. MACHADO
DAVID J. MACK
ROBERT D. MACKAY
JOHN A. MACKENZIE
EDWARD T. MACKIE
ROBIN J. MACPHERSON
JOYCE E. MADDEN
DIANNE E. MADDOX
KEVIN D. MADORE
LAURA G. MAGLIOCCHETTI
LINDA H. MAGNUSSON
FRANCIS J. MAHONEY
JOHN L. MAHONEY
WILLIAM J. MAHONEY
JAMES W. MAIN
ROSEANN B. MAIORANA
BRIAN P. MAJOR
KEVIN M. MAJOR
NORMAN L. MAJOR
VICTOR T. MAKAREWICZ
DAVID A. MAKEPEACE
PAULINE R. MAKI
ANTHONY W. MAKOVITCH
JAMES R. MALCUI
LUZ C. MALDONADO
ROBERT C. MALO
WILLIAM G. MALOON
RALPH G. MANCKE
GORDON J. MANDEVILLE
ROBERTA MANGODT
STUART MANIKAS
KEVIN M. MANLEY
PAUL N. MANOS
SHEILA K. MANSFIELD
THOMAS T. MANSFIELD
ANTHONY P. MANZI
EDWARD J. MARCH
EDWARD D. MARCINONIS

SUZANNE J. MAZZAGLIA
DOMENIC P. MAZZOCCO
LAWRENCE B. MCDAM
MAUREEN A. MCDALOOD
DAVID A. MCSKILL
DANIEL J. MCCARTHY
MARION L. MCCARTHY
SALLY K. MCCARTHY
MAUREEN S. MCCLINTOCK
ALBERT F. MCCOMISKEY
WILLIAM G. MCCORMICK
WILLIAM MCCOY
EDWARD A. MCCUSKER
JOANNE D. MCDERMOTT
OWEN M. MCDERMOTT
DAWN A. MCDONALD
ROBERT A. MCDONALD
CARL J. MCGRATH
WILLIAM J. MCHALE
PATRICIA J. MCKENNEY
CYNTHIA A. MCKINLEY
GREGORY L. MCKINLEY
JOHN F. MCKINNON
ADELINA MCLAUGHLIN
JANE A. MCLAUGHLIN
JOHN R. MCLAUGHLIN
DAVID A. MCMAHON
JOSEPH E. MCMURRER
JOHN H. MCNALLY
WILLIAM K. MCNALLY
ROBERT V. MCNUIT
CATHERINE G. MCSWEENEY
JOHN J. MCSWEENEY
W. J. MEDERIOS
W. W. MEDLEY
DANIEL J. MEIKLE
ALBA A. MEJIA
MARIA MEJIA
DONALD J. MELANSON
GEORGE E. MELANSON
FREDERICK E. MELEN
CHRISOULA P. MELTSAKOS
ROBERT A. MENARD

NB0986000 Pam Jackson

NB2203000 Greg Kunysz

Best attendance by salary graded employees: average
3.2 days per employee (25 employees or more)

DINORAH GUTIERREZ
STEWART M. GUTOFF
JOHN R. GUY
OFELIA GUZMAN
TIMOTHY J. HAAS
BARBARA A. HAGGERTY
ARAXE N. HAGOPIAN
LOUISE W. HAIRSTON
JAMES E. HAJJAR
EDWARD R. HALE
MADELYN L. HALE
JAMES R. HALL
PRESTON M. HALL
SUSAN V. HALL
THOMAS M. HALLWORTH
DEBRA A. HAMEL
MARCIA C. HAMILTON
DOUGLASS A. HAMMER
LAURENCE D. HAMMER
A. HAMORI
LIELA HAMORI
MARY P. HANDLEY
SHEIKH I. HAQUE
RICHARD L. HARDIN
ROGER G. HARDING
RICHARD HARRINGTON
WILLIAM P. HARRIS
CLAIRE E. HARRISON
MURIEL E. HART
THOMAS R. HART
MARK J. HARTMAN
EDWARD F. HARTMANN
ROBERT V. HARTSON
CHARLES K. HARTWELL
CYNTHIA P. HARTWELL
KENNETH HASLAM
PEGGY C. HATCH
LINDA A. HATEM
DOUGLAS C. HAUCK
W. M. HAUSER
JOHN A. HAYDEN
PETER J. HAYDEN
BRIAN L. HAYES
CHARLES W. HAYES
HERBERT F. HAYES
MALCOLM L. HAYES
GLORIA M. HAYON
LINDA P. HEATON
DIANE M. HEER
EDITH M. HEFFERNAN
DAVID K. HEIDLER
CATHERINE M. HEINZE
NORMAN H. HEINZE
G. L. HEITER
DONNA H. HENDERSON
ERNEST J. HENDERSON
MAURICE A. HENDERSON
ROBERT A. HENDRICKSON
JOHN F. HENRICKSON
SUSAN F. HERRICK
JOHN R. HERRICK
DORIS L. HERRINGTON
SPENCER V. HERTJE
DONALD J. HEVEHAN
CLIFFORD S. HEWETT
LILY B. HEWEY
EDMUND J. HICKEY
HELEN P. HICKEY
STANLEY G. HICKS
THOMAS J. HIGGINS
WILLIAM T. HIGGINS
GREGORY M. HILL
LAWRENCE R. HILL
MARJORIE A. HILL
DOROTHY HINES

FRANK G. HOLT
JOHN P. HOOD
CHARLES K. HOPPE
C. R. HOPPLER JR
CONNIE-JEAN S. HORNING
RITA E. HORTON
KENNETH A. HOUCK
LONNIE L. HOUCK
WILLIAM A. HOUDE
ROBERT M. HOUGH
ROBERT H. HOULE
ROSE G. HOULE
CARLETON L. HOUSTON
ROBERT F. HOUSTON
JEFFREY C. HOWELL
JOHN E. HOWELL
DAVID L. HOWELLS
FRANK M. HSU
JOHN M. HUDAK
THOMAS F. HUDSON
WILLIAM R. HUDSON
ANNETTE HUGHES
JOHN K. HUGHES
STANLEY C. HUGHES
ANN R. HUNTER
MARGARET A. HURLEY
LILLIAN HURN
LILLIAN E. HURN
DONALD C. HURRELL
DAVID S. HUSE
WILLIAM L. HUTCHISON
MARY A. HYDE
AJIBOLA O. IBIDUNNI
PATRICK W. IMBRIGLIO
JAMES D. INGRAM
MICHAEL A. IOVINO
DAVID C. IRELAND
ZOILA R. IRIZARRY
JAMES A. JACKSON
MICHAEL A. JACKSON
HANNA H. JACOBS
FRANK C. JACOBUCCI
JOHN J. JANOSHA
REINER E. JARGOSCH
EVA Y. JARMAN
EDWARD J. JAWORSKI
GEORGE M. JAWORSKI
W. F. JEFFREY
MARILYN D. JENKINS
ELTON E. JIMENEZ
JOAN M. JOAQUIN
DOUGLAS B. JOHNSON
EUNICE K. JOHNSON
GEORGE R. JOHNSON
MATTHEW A. JOHNSON
ROBERT K. JOHNSON
LOIS A. JOHNSTON
MARK B. JONCAS
DONNA M. JONES
JUDITH G. JONES
WILLIAM J. JONES
ROBERT S. JOP
CHERYL L. JORDAN
JACQUELINE JORGE
JULIO W. JOUBERT
JAMES P. JOYCE
ANNA B. JURANOVITS
MARIA R. JURKOWSKI
EVENIE A. JUSKO
MICHAEL R. KAHL
ELSBETH B. KAHN
LORETTA F. KALLIO
TANNY Y. KAM
HONG B. KAN
SIU W. KAN

JAMES P. KELLY
WILLIAM KELLY
JOHN A. KELSEY
THOMAS R. KENDRA
FRANCIS X. KENNEDY
SUSAN J. KENT
MURIEL A. KERAGHAN
ROBERT H. KEVORKIAN
ROBERT W. KIDSON
ALFRED H. KILLAM
HARRY S. KIMBALL
MARY L. KIMBALL
SPENCER S. KIMBALL
STEPHEN J. KIMBALL
FLORELIZA S. KING
SUSAN L. KING
THOMAS E. KING
THOMAS E. KING
LAWRENCE E. KINNEY
JANE C. KINSELLA
ROBERT G. KINSMAN
CARL D. KIRSCH
HAZEL D. KLEIN
KATHY J. KLEINE
EDWARD S. KLEMENTS
JOSEPH W. KNAPP
EARL E. KNEELAND
JOYCE A. KNEELAND
DIANE L. KNOWLES
LEWIS R. KNOX
HELENA G. KOAY
GERARD J. KOERCKEL
PAUL KOLODNY
STEPHEN KORZYNIOWSKI
JERRY G. KOTVAL
EVELYN W. KOVACH
MICHAEL J. KOVACH
LORRAINE M. KOZDRAS
ROBERT W. KRAMER
SANDRA L. KRAUSE
JAMES M. KRAWEC
MICHAEL P. KRKORIAN
A. H. KRIM
RAJ S. KRISHNAN
ALBERT K. KRUSCHWITZ
ALAN R. KRZYNSKI
ANTONIA P. KUJAT
ANNE L. KULIK
GREGORY F. KUNYSZ
YEN-LONG KUO
LESLIE C. KUS
JERRY S. KUSANO
JOHN R. KUSIAK
MIKHAIL KUTSY
GEORGE R. KUTZELMAN
JOHN A. LA MELA
MARIE F. LABATTE
DAVID P. LABBE
PAMELA D. LABELLA
MICHAEL N. LABELLE
PATRICIA L. LABELLE
BONNIE J. LABOY
JAMES W. LACEY
DAVID E. LACHARITE
JOSEPH G. LACROIX
LUCILLE P. LACROIX
STEPHEN C. LADD
ALPHONSO LAFAVORS
CHARLES J. LAFOND
DIANE G. LAGASSE
JOHN LAHIFFE
R. LAHLUM
DANIEL J. LALONDE
MUOI L. LAM
PETER R. LAMB

SUSAN M. LANZA
ROBERT J. LAPIERRE
BARBARA B. LAPINSKAS
JOSEPH E. LAPLANTE
LEONARD J. LARIVIERE
ROBERT E. LAROCQUE
RICHARD LATORES
PETER C. LAVACHE
DOROTHY T. LAVALLEE
GLENN T. LAVALLEE
KENNETH A. LAVALLEE
MARILYN J. LAVALLEE
MARIA I. LAVERDE
JACQUELINE L. LAVOIE
ROBERT W. LAVOIE
EDMUND J. LAWLER
WALTER C. LAWRENCE
ARTHUR N. LAZZAZERA
HENRY V. LE
JOHN A. LE
PHILIP D. LE BLANC
JOHN H. LEAHY
CONSTANCE M. LEAKEAS
DONNA L. LEBLANC
JOHN M. LEBLANC
ROBERT J. LEBLANC
ALVIN LEBOWITZ
ADRIENNE M. LEBRUN
LEO W. LECUYER
EDWARD T. LEDWICH
MARY E. LEDWICH
KYOO J. LEE
WILLIAM G. LEEMAN
ROBERT J. LEFEBVRE
STEPHEN G. LEFOLEY
RICHARD J. LEGROW
ROBERT C. LEGROW
CAROL J. LEIKIND
LIONEL D. LEMELIN
ALICE J. LEMIEUX
JOHN W. LEMIEUX
OSCAR R. LEMIEUX
CARL F. LEMUTH
RENITA A. LERICHE
ALFRED J. LEVESQUE
ANN L. LEVESQUE
LEONA B. LEVESQUE
LARRY P. LEWIS
BRENDA A. LEWIS
DOLORES M. LEWIS
JAMES V. LEWIS
STEPHEN M. LILLY
YUAN-HAO LIN
DIANE L. LINEHAN
KEVIN T. LINEHAN
ROBERT J. LITWINOVICH
RITA C. LIVERNOIS
KENNETH A. LOBDELL
BRIAN R. LOCKE
JOHN LOGAN
SHAWN M. LOGAN
AUGUSTINE S. LONGO
PETER P. LOW
MARC R. LOZEAU
BIEU C. LU
ANDREW R. LUCAS
J. EDUARDO M. LUCAS
ALEXANDER A. LUCEY
J. PATRICK P. LUCEY
JAMES S. LUCIANO
KATHLEEN A. LUCIER
VAN C. LUONG
RICHARD T. LYFORD
KYLE C. LYNCH

NB0031000 Brian Abraham

Best attendance by management employees: average
1.2 days per employee
(25 employees or more)

JOSEPH L. MARCOTTE
LINDA A. MARCOTTE
DONALD A. MARINELLI
THOMAS F. MARINIS
LAWRENCE J. MARROCCO
ESTHER MARQUEZ
DELLA M. MARRONE
JOSEPH L. MARSAN
RAYMOND C. MARSAN
RICHARD L. MARSOLAI
DONNA M. MARTIN
LEA M. MARTIN
SUSAN M. MARTINEAU
ELBA M. MARTINEZ
JORGINA MARTINEZ
MANUEL A. MARTINEZ
TOMAS MARTINEZ
MAGDALENA MARTINEZ SANTOS
CHARLES M. MASAITIS
NICHOLAS F. MASELLI
LAWRENCE A. MASERA
ROBERT L. MASON
JOSEPH MASSA
BRIAN C. MASTERSON
ISMAEL MATIAS
DAYSY MATOS
JOSE A. MATRILLE
HAYAT Y. MATTA
RONALD R. MATTERN
R. E. MAURER
ANTHONY J. MAURIELLO
PAUL E. MAUS
LEONIDAS N. MAVROGENIS
ROBERT C. MAXWELL
GAIL MAYNARD
DAVID L. MAZALOUSKI
ELIZABETH A. MAZURENKO
WALTER W. MAZURENKO
CHARLES A. MAZZA
JUDITH A. MAZZAGLIA
RICHARD F. MAZZAGLIA

STEPHEN H. MENARD
VAHAN W. MENASIAN
JOHN P. MENIHANE
DEWITT MERCER
CHARLES P. MERRILL
DORIS A. METAYER
DENNIS A. MICHAUD
ALBERT R. MIDGLE
MICHAEL P. MIELE
EDWARD MILES
JOHN H. MILLER
KAREN B. MILLER
PAUL A. MILLER
CARMEN J. MILORA
DONALD J. MINION
LUCRECIA M. MIRABAL
BARBARA A. MITCHELL
EDWARD R. MITCHELL
PAUL R. MITCHELL
SUSANNE P. MITCHELL
PHILLIP M. MOBLEY
JOHN E. MODGONO
DOROTHY R. MOFFITT
DAVID S. MOHORIC
NICHOLAS J. MOLLOY
JOSEPH K. MONAYER
ROLAND G. MONTMINY
ELWOOD W. MOONEY
TIMOTHY E. MOORE
JUAN D. MORA
BERNARD R. MOREL
ROSEMARIE V. MORELLI
WILLIAM F. MORELLI
PETER A. MORGAN
LESLIE J. MORGAN
GLORIA A. MORIN
LORRAINE H. MORIN
WILLIAM J. MORIN
PETER J. MORRIS
GOLDIE A. MORROW
DAVID M. MORSE

DONALD W. MORSE
FLORENCE G. MORSE
ROBERT L. MORSE
MARIA MOTA
BERNARD E. MOUGHAN
JOSE MOYA
PAUL W. MOYER
WLDADYSLAWA MROCZKO
JAMES J. MUCCIGROSSO
JOYCE A. MULLEN
RUTH MUNROE
WILLIAM T. MURNANE
BRIAN D. MURPHY
PATRICIA E. MURPHY
ROBERT F. MURPHY
JOSEPH R. MURRAY
NORMA J. MYERS
WESTON D. MYERS
ALAN D. NADEAU
WILFRED J. NADEAU
GLORIA B. NARINKEVICIUS
ROBERT W. NAULT
DEBORAH J. NELSON
GORDON L. NELSON
M. G. NETT
RICHARD P. NEVILLE
JOHN T. NEW
LO C. NGUYEN
CAM. NGUYEN
HOANG K. NGUYEN
KIM-HOA P. NGUYEN
PHUNG D. NGUYEN
THAN M. NGUYEN
JOHN NICOLOSI
RICHARD J. NICOSIA
DAN A. NIEMEYER
RITA J. NIEROD
JAMES NIKOLOPOULOS
SAHOKO NILSSON
ROBERT E. NISSEN
CHRISTOPHER M. NIVEN
BARBARA A. NOLAN
ROBERT T. NOLAN
MICHAEL P. NOONAN
MERCEDES NUNEZ
NILZA NUNEZ
LAURIE A. NUNNERMACKER
WILLIAM H. NUTE
GORDON F. NYE
JOHN J. OBRIEN
ROBERT E. OBRIEN
MARJORIE L. OCALLAGHAN
ARTHUR J. ODEA
JOHN E. ODEA
STEPHEN P. ODONNELL
ALAN B. OKEEFE
STANLEY R. OLEKSY
DENISE M. OLIVER
ELIZABETH R. ONEIL
FRANCIS J. ONEIL
NANCY A. OREAL
OBIBO ORTEGA
JOSEPH P. OSBORNE
JEFFRY W. OSGOOD
ALEXANDER R. OSKI
PAMELA J. OSKI
JOSE M. OSSERS
JOHN W. OSTROWSKI
DIANE A. OUELLETTE
EVA M. OUELLETTE
PAUL J. OUELLETTE
ROBERT J. OUELLETTE
JUANA OVALLES
EDWARD E. OVITT
ROBERT H. OWEN
MARY E. OWENS
SUSAN K. O'NEIL
ROBERT L. PACKARD
EDWARD H. PACKER
ELSIE M. PADILLA
RICHARD M. PAGANELLI
FRANCIS E. PAGE
TEDDIE L. PAGE
ELIZABETH PAGNOTTARO
ANTHONY P. PALMIERI
ANDREW J. PANAGOPoulos
RONALD R. PANEK
FRANK V. PANNIELLO
EKATERINI PAPAGEORGIOU
CLAIRE E. PAQUETTE
MURIEL B. PARADIS
ROBERT J. PARADIS
H. A. PARASKOS
JANIS L. PARE
LEWIS G. PARHAM
JOHN H. PARIS
ROBERT J. PARISI
WILLIAM L. PARKER
JOHN H. PARREIRA
NORMAN J. PARRON
STEPHEN J. PASCUCCI
MICHAEL J. PASSAMONTE

ALAN D. PASSLER
MINA PATEL
AJIT I. PATEL
ASHWIN R. PATEL
WILLIAM M. PATRICK
JOSEPH PATTERSON
MARK J. PATUTO
FRANCES M. PAUL
TERENCE M. PAVLINI
JOANNE R. PAYSON
JACK R. PEARL
GREGG M. PEARSALL
RICHINE A. PEGRAM
CYNTHIA S. PEHLING
ELIZABETH A. PELC
ROBERT J. PELLICCIONE
JOSEPH E. PELTONOVICH
GLORIA B. PELLUSO
RICHARD L. PEPIN
ALAN M. PEPPERMAN
MANUEL F. PERDOMO
JOYCE A. PERILLO
DEBRA A. PERKINS
SANDRA J. PERKINS
TIMOTHY A. PERKINS
WILLIAM PERKINS
PAUL R. PERREAULT
RICHARD J. PERREAULT
VICTOR E. PERREAULT
JOHN J. PERRONE
PETER J. PERSICO
NANCY L. PETERSON
ROBERT PETTIROSSI
JOHN B. PHANEUF
BETTY D. PHELPS
LORI A. PHILLIPS
PATRICIA A. PHILLIPS
TOM T. PHO
RAFAELA PICHARDO
ROLANDO E. PICHARDO
MYRON K. PICKARD
BRIAN G. PIDGEON
ALFONSO PINELLA
ERIKA P. PINKHAM
RICHARD PIPITONE
SIEGFRIED B. PIRKAU
PETER PISTONE
ARMANDO S. PIXOS
A. PLITKINS
JOSEPH D. PLOURDE
LEO B. POIRIER
JOHN M. POITRAS
ANA M. PONTE
MADELINE G. POORE
SUSAN M. PORRO
MARK E. POUILLIOT
DAVID B. POWELL
BARBARA J. POWERS
MICHAEL D. POWERS
WILLIAM D. PRATT
THOMAS A. PRESTON
ROBERT J. PRESTOSZ
SOPHIE J. PREVIS
FRANK J. PROVENZANO
JAMES R. PRUCHA
MARY J. PUGLIELLI
JUDITH D. PUTNAM
JAMES PUTZU
JOHN J. QUALTERS
SUZANNE G. QUAN
DONALD L. QUATRALE
PATRICIA A. QUEREUX
KENNETH E. QUIMBY
RONALD J. QUINN
DAVID C. QUINNEY
OMAR D. QUINTERO
WALTER E. QUINTEROS
STEPHEN S. RADZWILL
MARY P. RAFFERTY
ALLAN R. RALPH
LUCILA RAMOS
PETER A. RAMPULLA
BARRY M. RAMSELL
RAYMOND J. RANCOURT
THOMAS L. RANDO
JOHN D. RANDONE
TERRY I. RANKLE
MICHAEL H. RANNEY
MICHAEL RAPKO
AARON RAPOPORT
JEAN P. RATEAU
DONALD D. RATLIFF
JOSEPH E. RAVGIALA
JOHN K. RAYMOND
ROBERT A. RAZZA
JOHN V. RECESSO
GLORIA S. REDMAN
ENRIQUILLO REDONDO
KEVIN M. REED
WARNER A. REED
HOWARD C. REEVE
KARL REIDL

PAULA G. REIDL
KEVIN M. REMBIS
DONNA L. RENNIE
ELLEN RETALIS
WILLIAM W. REUELL
JAIME REYES
BRETT S. REYNOLDS
MARK A. REYNOLDS
DONAT S. RHEAUME
ANNETTE M. RICCI
JEFFREY S. RICE
LINDA J. RICE
JAMES E. RICHARD
ROBERT I. RICHARDSON
L. J. RICKABAUGH
DAVID R. RIESE
MICHAEL F. RIOPELLE
GENE S. RIVARD
JANIE B. RIVERS
VINCENT F. RIVIEZZO
JOHN ROBERSHEFSKI
KENNETH E. ROBERTS
RICHARD R. ROBICHAUD
ARTHUR ROBICHAUD
COURTLAND ROBINSON
BRUCE A. ROBINSON
ROBERT J. ROBINSON
JOHN H. ROBINTON
JEFFREY F. ROCK
DOMITILA RODRIGUEZ
ENRIQUE RODRIGUEZ
MARIA D. RODRIGUEZ
VERONICA RODRIGUEZ
CONSTANCE F. ROGERS
LESLIE G. ROGERS
MARY S. ROGERS
VICTORIA T. ROGERS
THOMAS T. ROHR
JULIAN ROJAS
LUCYANN C. ROMATELLI
S. N. RONSVALLI
BRADLEY M. ROOPE
VIRGEN ROSARIO
FRANCIS B. ROSE
JOHN P. ROSE
FRANCIS E. ROUGEUX
ROBERT P. ROUSSEAU
RONALD J. ROUSSEAU
JOHN L. ROUTHIER
SHIRLEY R. ROUTHIER
ELIZABETH W. ROWE
PATRICIA L. ROWE
WINFIELD E. ROWELL
R. A. ROY
DIANNE C. ROY
DOROTHY M. ROY
ROBERT K. ROY
RITA R. ROYER
LESLIE F. RUDD
J. C. RUIZ
MARGARET K. RUMORE
TAMMY M. RUNCIE
ROBERT B. RUNK
ELLSWORTH RUSSELL
FRANCES T. RUSSELL
JUDITH J. RUSSELL
CARL A. RUTIGLIANO
ARLENE M. RYZICKA
RICHARD T. RYAN
ENEROLINA SABINO
KRISTANTY E. SAFKA
KRISTINA M. SAKASH
DAVID P. SALDI
KAREN A. SALDI
ROLANDO S. SALDI
FRANCIS X. SALTER
JAMES V. SALVO
JOSEPH A. SALVO
MARIE A. SALVO
BRADLEY D. SALZ
GARY J. SAMMATARO
D. E. SANFORD
KENNETH H. SANTARELLI
DAWN M. SANTOMASSIMO
ALIDA R. SANTOS
ZELIA SANTOS
ALFRED T. SAPIENZA
C. I. SARAI DARIDIS
LISA F. SARGENT
KYLE D. SARRAZIN
MICHAEL A. SARRO
DEBRA J. SASSO
THEODORE J. SATTLEY
PATRICIA J. SAUNDERS
MICHAEL L. SAVASTANO
DIANA R. SAVINELLI
CATHERINE S. SAVOIE
TOM W. SAWYER
MICHAEL M. SAYLER
RONALD M. SCACHITTI
SEBASTIANO A. SCALFI
M. D. SCANDURRA

PHILIP L. SCARFF
ANTHONY R. SCARSCIOTTI
RUSSELL J. SCATAMACCHIA
RENATE J. SCHAIDLICK
JOHN H. SCHAEFER
JOHN C. SCHAEFER
JOANNE SCHEMBRI
ERNEST P. SCHIMMING
LYNDA M. SCHOLZ
ALEXANDER P. SCHOTT
ANN M. SCHREMPF
MICHAEL J. SCHROWANG
SUSAN M. SCHWARZENBERG
FRANK P. SCIACCA
ROCCO J. SCIONTI
BRIAN A. SCOTT
LISA W. SCOVOTTI
RICHARD J. SCULLLEY
K. L. SEASTRAND, JR.
CHARLES W. SENTER
EDWARD W. SEWASKY
JAGDISH P. SHAH
EARL W. SHANAHAN
AHMAD R. SHARFIAN
DAVID N. SHARKEY
RICHARD T. SHAUGHNESSY
SHIVA SHEEL
A. A. SHELTRA
DAVID Y. SHELTRA
EDUARD SHENKER
CECILIA SHEPHERD
J. W. SHERMAN
DAVID L. SHIRLEY
FARHAD SHOAI
HELEN L. SICKEL
STEPHEN A. SICKEL
CHARLES F. SIELICKI
PATSY S. SILLER
CURTIS A. SILLER, JR.
FRANCISCO S. SILVA
WALTER SILVA
JOANN M. SIMES
PANAGIOTIS P. SIMINTIS
DORIS H. SIROIS
DANIEL K. SIU
MARK A. SKALA
JOSEPH J. SKIBA
ROBERT A. SKINNER
ANDREW R. SLAUTER
JONATHAN W. SMITH
ARTHUR F. SMITH
CLAYTON W. SMITH
GLENN S. SMITH
JOHN F. SMITH
STEPHEN R. SMITH
THOMAS J. SMITH
MARGARET K. SMITHERS
JOYCE B. SNODGRASS
LARRY S. SNOW
TONG W. SO
THOMAS E. SOLOMON
ROSA SOSA
DESPINA I. SOULIOTIS
LORI A. SOUSA
CAROL SOWICK
KEVIN SPARKS
J. B. SPAULDING
KATHERINE L. SPAULDING
LEONARD S. SPIEGEL
ALBERT A. SPINK
ALAN D. SPIRES
ARRAYA SQUIRES-MEYER
ANEKAL B. SRIPAD
ROSE MARIE T. ST CYR
YVONNE D. ST CYR
ELIZABETH W. ST JEAN
PETER ST JEAN
PHILIP G. ST JEAN
ANNA A. ST ONGE
JOHN W. ST ONGE
MARK P. STACK
GEORGE STAMATES
JOHN J. STANEK
NANCY S. STANLEY
ROBERT J. STANZIONE
ELAINE M. STAPINSKI
THERESA R. STAPLES
DEBORAH L. STARENAS
PETER G. STAUBLE
G. B. STEEB
WILLIAM V. STEELE
WALTER W. STEEVES
ROY C. STEEVES
JERRYLYN M. STEFANIK
RICHARD C. STEINES
DANIEL S. STEVENS
CHARLES O. STEVENS
E. F. STEWART
HARRY T. STEWART
JAMES R. STILES
MARTIN R. STINER
WARREN C. STOCKER

ALEXIOS V. STRATIGAKIS
VICTORIA J. STRAW
WESLEY A. STRAW
DAVID L. STRICKLAND
LAURENCE M. STUDENT
MERCEDES A. SU
YUNG-HSI SU
SANDRA J. SUDOL
LAUREN J. SULLIVAN
EDWARD F. SULLIVAN
JOANN M. SULLIVAN
WILLIAM R. SULLIVAN
WILLIAM A. SULLIVAN
JOHN P. SURPITSKI
ROBERT J. SURPRENANT
THORVALDUR SVEINBJORNSSON
EARL E. SVENDSEN
STEVEN A. SWANK
RONALD P. SWANSON
BYRON E. SWEZEAD
ALFRED J. SWIERZD
JOSEPH A. SYLVESTER
ROBERT A. TALANIAN
DAVID P. TANIS
HALLIE T. TAPLIN
CARLENE R. TARASUK
GREGORY P. TASHJIAN
FRANK TATARKA
SONIA J. TATARKA
GREGORY S. TATTAN
CAROL A. TAVARES
MARIA S. TAVERAS
JOHN S. TEDOLDI
EUGENE D. TENNEY
K. D. TENTARELLI
LYNN J. TERNET
DORIS G. THIERIAULT
BETTY J. THIBODEAU
KENNETH A. THIESING
RONALD P. THIMOT
BERTHA C. THIVIERGE
ALICIA J. THOMAS
LORNA A. THOMAS
DONALD M. THOMPSON
MICHAEL A. THOMPSON
PATRICIA J. THOMPSON
ARTHUR A. THOMSON
GERTRUDE H. THOMSON
JOHN M. THORNTON
MICHAEL R. THOUTTE
ANTHONY J. TIKELLIS
ROBERT P. TINE
TIN H. TO
VAN Q. TO
TED L. TOBEY
MARTIN TODT
FREDERICK A. TOMPKINS
KHANH M. TON
MATTHEWS TORGIAN
MIRNA M. TORRES
JULIA L. TORREY
JOSEPH J. TOTO
ALLEN L. TOWNSEND
DANA TRACY
RICHARD K. TRACY
MARIANA TRAGIQU
HUE. TRAN
NHUT V. TRAN
THANH D. TRAN
GORDON L. TREADWELL
SONYA C. TREADWELL
ROGER T. TREMBLAY
KENNY TRINH
LE H. TRINH
JOHN F. TRITES
RODNEY M. TROMBLY
ZORAIDA H. TROMCOSO
CHIN TRUONG
WA TRUONG
KENNETH A. TUCCOLO
STEPHEN M. TUMINOWSKI
JOSEPH D. TURCOTTE
CHARLES F. TURNER
CAROL A. TUTTLE
MICHAEL S. TWOMEY
ROGER A. TWOMEY
JOSEPH M. ULBIN
GAIL A. UPTON
JOSEPHINE D. VACCAREZZA
NORMAN VADEBONCOEUR
RITA D. VAIKSNOWAS
CAMILLE L. VALENTI
CHRISTOPHER J. VALERI
RAMONA S. VALERI
LOUIS VAN DIEU
CARL D. VAN KAMPEN
DAVID P. VAN ZANT
PAUL M. VANASSE
ROBERT L. VANASSE
PHILIPPE A. VANBELLE
SANDRA L. VANO
ARTHUR S. VAUGHAN

BARBARA J. VAUGHAN
ROBERT E. VAUGHAN
KENNETH E. VANNER
JOHN P. VERRETTE
RICHARD A. VIENS
MARCELLA D. VINCENT
THOMAS E. VLACK
ELAINE M. VOGLER
PETER G. VOISINE
STAVROULA B. VOULGARIS
ROBERT K. WADDINGTON
MARGARET V. WAGNER
MARINA WAGNER
CARL W. WAITE
NAJI N. WAKIM
SANA T. WAKIM
C. F. WALKER
JOHN W. WALLACE
WILLIAM E. WALLACE
DAVID J. WALSH
FRANCIS J. WALSH
WILLIAM S. WALTERS
JOHN WALUKEVICH
CYNTHIA R. WANG
PAUL A. WARCHUT
ALBERT WASHINGTON
DONALD C. WAUGH
ROBERT F. WAZLAW
DAVID M. WEAVER
RUSSELL E. WEBSTER
THOMAS E. WEEKS
GEORGE O. WEISKOPF
P. G. WENDELL
RICHARD C. WENDEL
CLIFFORD WENTWORTH
CLAIRE R. WENTWORTH
ANDREW C. WHEELWRIGHT
DANIEL A. WHITE
RAYMOND C. WHITE
JOHN W. WHITTIER
STEPHEN M. WHOLLEY
ROBERT C. WHYTE
GORDON E. WICK
ANNE P. WIGGIN
WILLIAM T. WIKOLIS
DONALD J. WILKES
RICHARD L. WILLENS
ROBIN L. WILLIAMS
ALAN M. WILLIAMS
KEITH A. WILLIAMS
PETER H. WILLIAMS
SHIRLEY WILLIAMS
STEVEN S. WILLIAMS
CAROL F. WILSON
DANA R. WILSON
ROBERT S. WILSON
JUDITH A. WINKOWSKI
LEONARD J. WINN
FRANCIS WINTERS
DALE J. WISLER
HELEN T. WITHAM
JOHN M. WLOCH
LAWRENCE E. WOITKOWSKI
EUGENE WOOD
WILFRED J. WOOD
DANA F. WOODBURY
EMILY J. WOODBURY
BRUCE D. WOODS
RUSSELL D. WOOSTER
EDWARD R. WOOTEN
HERMANN J. WUERDEMANN
EDWARD WUNDERLICH
KAREN L. WUNDERLICH
DIMITRIOS XAGARAS
HERMAN Y. YANG
ABOLFAZL A. YAZDI
CALVIN B. YEATON
ROBERT B. YEATON
CHENKIUO YEH
DANIEL F. YETTER
JAMES J. YOKLEY
YOUNG J. YOON
ROSE S. YOUNG
ROBERT J. YURKAVICH
ALEXANDER J. ZACCARDI
RICHARD P. ZACHER
ANNE P. ZAHN
NICHOLAS M. ZALLAS
YU-PYNG ZAN
NUNZIO J. ZAPPALA
GEORGE ZAPSALIS
MICHAEL ZARUBAIIKO
PAUL J. ZIADY
HENRY A. ZIEMAN
CONSTANCE ZEMIAN
MICHAEL A. ZIMMERMAN
D. J. ZORN
SUSAN A. ZUREK

Pioneering, the neighborly thing to do



The basic role of Chapter officers and directors is to guide the Pioneer chapter in determining which projects will be undertaken, which requests will be considered, and how funds will be raised and distributed.

Over the past several years, the chapter has dramatically increased its range of activities and beneficiaries. Each officer and director is assigned to oversee a particular group or activity. Among these are: membership, participation, fund-raising, Future Pioneers, clowns, Special Field Games, and Life Member (retiree) activities.

Without the dedication and involvement of each of these individuals, and others, the Chapter would not be able to function.

I would be remiss if I did not acknowledge, with gratitude, the support of two entities. First, the AT&T company, from the chairman of the board to our own local management for their support, both financial and personal. The continuing dedication of all the telephone companies throughout the country to their respective Pioneer chapters has survived the breakup of the old

Bell System. And finally, the support of our two CWA union locals is deeply appreciated. The Pioneer organization has not been about management or union, but about people. We have had projects in which managers and bench hands have worked side by side with no regard for rank, only concern for the task. That's what Pioneering is all about.



1992 - 1993 Officers and Directors — Front, from left, Judy Anderson, Marty McCrillis, Mary Rice, Kathy Cravino. Center, Scott Angus, Mike Schrowang, Bill Wedge, Dick Hamel. Back, Bob Wysocki, Larry Farrell, Ray Lynch, Dana Woodbury, Dudley Farquhar, Mel Clevesy, Pat Grelle, Donna Martin and Pete Carter.

Larry Farrell,
Chapter Administrator



Around the Valley

HOBBY SHOW HIGHLIGHTS VARIETY

If it's out there, we're interested! These easily could be the bywords for MV hobbyists, showing off an amazing variety of interests at this year's show.

In addition to the expected ham radio gear, visitors were treated to explanations on beekeeping, kite making and flying, sharpshooting, historic reenactments of colonial wars, and much more.

On display were antique bicycles from the 1880s and a custom fashioned wedding dress for the 1990s. Not to mention some beautiful stained glass creations and other works using a wide variety of materials, all made with painstaking precision by their various creators.



Bob Hartson, a member of the NH Wheelmen, explains that style was not the reason for large front wheel. Before chain drives were added to bicycles, the larger wheel allowed more distance per revolution, thus easier pedaling through the muddy streets of the 1880s.

FASHION SHOW COMING SOON!

Just enough time left to get a ticket for this year's annual Engineering Excellence Society scholarship fundraiser.

On Wednesday, April 15, for a \$25 donation to the EES, you get dinner, a chance at door prizes, and the chance to watch 37 Merrimack Valley employees model the latest fashions, from swimwear to formal.

Busy practicing the proper walking techniques are Mary Anderson, Michael Bass, AnnaMaria Barrio, Steven Belair, Karen Beaudoin, Ed Faber, Lisa Breen and Joel Finochiaro.

Also, Dawn Dube, Paul Gadzik, Claire Faucher, Scott Grout, Judy Frechette, Maurice Henderson, Tracy Freeman, Kevin Major, Cathy Gallant and Dom Mazzocco.

And, Johnna Getchell, Jack McKinnon, Vesta Giarrusso, Dale McLean, Louise Hairston, Bob Morton, Antonia Kujat, David Noyes, Lisa Mikols and Gary Reiss.

Rounding out the troupe are Gloria Narinkevicius, John Schaefer, Chris Peik, Alexander Vannett, Dawn Penney, Peter Swinerton, Carrie Richardson, Gail Twining and Joanne Willett.

Tickets are available in the WEValley Club office or from Engineering Excellence Society members. But you have to hurry!

EES SCHOLARSHIP AVAILABLE

Each year, the AT&T Merrimack Valley Engineering Excellence Society awards a scholarship to the outstanding son or daughter of a MV employee (or retiree). *This*

scholarship is not restricted to students whose parent is an engineer. We welcome everyone to apply.

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

The applicant must:

1. be the dependent of a current or retired AT&T Network Systems, Merrimack Valley 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 in the WEValley Club office. Please call Tom Hallworth, x2704, if you have any questions. All completed applications must be received by Friday, May 1, 1992.

STANDING OVATION GOES TO DR. SCARITO

After 48 years of practice in obstetrics and gynecology and 20,000 plus babies, now retired Dr. Nina Scarito still demonstrates her greatest asset: straight talk mixed with extraordinary humor.

The subject of her noonhour presentation during Women's History month was serious enough — health issues facing today's women.

"Take your own health into your own hands," advises Dr. Scarito. "Pay attention to the things you can do on your own." The list of things women can do to ensure proper health was long and the audience was attentive.

"I'm against it!" says the doctor when asked a question about menopause. On the modern fertilization techniques now available to women, Dr. Scarito quips, "At least you know it's going to be a baby."

These humorous remarks, delivered within the context of a wealth of important information, ended in a standing ovation from the packed auditorium.

BLACK HERITAGE MONTH — GIFT OF CULTURAL HERITAGE



Entrepreneur Bea Dozier-Taylor (*right*) arrived at Merrimack Valley with a wide variety of books, art prints and posters, all produced by black artists, and a charming wit and manner of story telling. She compares Black History month activities to an "opening of our family album."

Employees were also treated to a performance by the Agbekor Dance & Drum Troupe featuring Abubakari Lunna, an expert on the traditional performing arts and culture of Northern Ghana.

In the photo (*above*) troupe members perform a traditional dance with MV engineer Aaron Frank playing the gungon drum.



LUCK OF THE IRISH

Drawings of U.S. Savings Bonds for those employees with excellent attendance (no absences for at least one calendar quarter) were held on the 17th. Proving that luck goes to non-Irish as well, five \$500 bonds went to:

Judith A. Perkins
NB2401620

Joseph F. McAllister
NB2205710

Dianne R. Brown
NB0941590

Leo W. Lecuyer
NB2209210

Ernest P. Schimming
NB09416A0

An additional drawing of five \$1000 bonds for those with perfect attendance for all four 1991 quarters saw bonds going to:

Lillian A. Hurn
NB0941560

Arthur S. Vaughan
NB0986910

Maria R. Jurkowski
NB2404650

Rafaela Pichardo
NB0983520

Beverly A. Anderson
NB2408510



SERVICE ANNIVERSARIES

FEBRUARY

- Scott A. Angus (25)
- Lucille N. Baril (25)
- Frank Baviello (25)
- Joan P. Beaugard (25)
- Lena M. Bistany-Nye (25)
- Ann D. Brunette (25)
- Philip R. Caton (25)
- Richard K. Curtis (25)
- Barbara B. Fast (25)
- R. C. Hoppler, Jr. (25)
- Michael J. Horgan (25)
- John H. McNally (25)
- Rose A. Palys (25)
- Elaine J. Bonenfant (30)
- Elaine M. Bouchard (30)
- Robert L. Caron (30)
- Doris E. Dion (30)
- Delbert E. Dome (30)
- Thelma Frangules (30)
- Salvatore L. Genualdo (30)
- Ronald W. Giard (30)
- Patrick C. Grelle (30)
- Lawrence R. Hill (30)
- James A. Holden (30)
- Mary C. McCarthy (30)
- Robert A. Nadreau (30)
- Robert J. Paradis (30)
- Richard J. Pelletier (30)
- Karl Riedl (30)
- Bruce A. Robinson (30)
- Roger W. Rochon (30)
- Josephine D. Rossello (30)
- James A. Waller (30)
- Robert S. Colomycki (35)
- Richard E. Cote (35)
- Joseph F. Cuddy (35)
- Richard F. Gordon (35)
- Robert J. Lefebvre (35)
- Leonard J. Peltier (35)
- Albert A. Spink (35)
- John J. Whittaker (35)

MARCH

- F. J. Banzi, Jr. (25)
- Rocco A. Filomeno (25)
- Theresa D. Girouard (25)
- Louis R. Guerra (25)
- Douglas C. Hauck (25)
- Rosaria D. Iacobello (25)
- John J. Najarian (25)
- Jeanne C. Nintean (25)
- Beverly A. Perkins (25)
- Erika P. Pinkham (25)
- Herve J. St. Hilarie (25)
- Hallie T. Taplin (25)
- Norma L. Tracy (25)
- Janet T. Tremblay (25)
- Walter C. Turgeon (25)
- David P. Van Zant (25)
- C. F. Walker (25)
- Betty P. Warner (25)
- Joan D. Whitehead (25)
- Richard L. Willens (25)
- Daniel F. Yetter (25)
- Robert L. Ackerson (30)
- Mark F. Calvi (30)
- Leonard M. Connolly (30)
- Dorothy A. Cooper (30)
- Eugene R. Decheneau (30)
- Alphonse A. Fr chet te (30)
- Raymond E. Goodell (30)
- George W. Hartford (30)
- Sheila A. Hicks (30)
- Joseph A. Jackson (30)
- Robert E. Jusko (30)
- J. M. Kiker, Jr. (30)
- Byron D. Littlefield (30)
- Augustine S. Longo (30)
- John J. McCarthy (30)
- Michael P. Noonan (30)
- William D. Pratt (30)
- John C. Putnam (30)
- Gloria S. Redman (30)
- Konstanty E. Safka (30)
- Kenneth H. Santarelli (30)
- David A. Welch (30)
- William E. Nutter (35)
- Anthony J. Syvinski (35)
- Frederick A. Tompkins (35)
- Calvin B. Yeaton (35)

TWO RECEIVE DEGREES

Kathleen Cravino, complaint investigator in the Quality organization, received her Bachelors of Science in Business Administration degree from Merrimack College in May 1991.

Jean Alexandre, production associate in the Cable shop, received his Associates Degree in Engineering from Northeastern University in June 1991.

RETIREES

Years of Service

December

31 Janice M. Ciccarello

January

11 Paul A. Abbondanza

21 Gopal Sarma

February

29 Alfred A. Coco

38 Ellen M. Dyer

30 Dennis A. Josephson

26 James N. Lemoine

29 John N. Murphy

15 Delia S. Rodriguez

17 Jorge R. Soberon

March

17 Ana Castano

34 Frank A. DiMauro

22 Rudolf P. Hecken

16 Lois C. Sayers



Cravino



Alexandre



Hutchison



Tashjian



Major

HUTCHISON APPOINTED DMTS

Bill Hutchison of the Customer Computing Solutions department has been appointed to the position of Distinguished Member of Technical Staff (DMTS).

DMTS appointments are based on the demonstration of exceptional capabilities and providing technical leadership in research and development.

Bill, a member of the Business Automation & Database Applications group, is recognized for his expertise and in-depth knowledge of the UNIX® operating system and for his innovative use of AT&T computer and data networking products to provide the R&D computing environment for the Merrimack Valley and Andover locations.

PROMOTIONS

The following promotion and appointment were effective during the month of January, 1992:

Gregory P. Tashjian, was appointed member of the technical staff in the New Product Introduction Center.

Linda M. Dow was promoted from senior technical associate to MTS-I in the Vision Material Provisioning group.

PLAISTOW, N.H. HONORS NORM MAJOR

Norm Major, Vintage Products Engineering manager, has been honored by the town of Plaistow, N.H. with the dedication of their 1991 Annual Town Report.

Over the years, Norm has played an active role in town government and held positions on a variety of civic committees.

Norm has served with distinction in the Plaistow Lions Club. He has been deeply involved in Boy Scouts, having held many positions in the Lone Tree Council including Council Commissioner, Explorer Post advisor and Adventure Trek leader. He has received many awards for his work in scouting.

“When you live in a community, you get a lot of good things out of it that you usually take for granted,” says Norm. “Things like good police and fire protection, responsive town services, town sponsored recreational and elderly programs, youth and sports activities and a good school system with a wide variety of athletic, music, social and other extra curricular activities.

“These things don’t just happen by themselves — it’s the people that contribute to the quality of these programs. I believe that if you live in a community and receive these benefits, you have an obligation, in your own way, to put something back into the community. I’ve been fortunate to have been able to serve my community in a small way for the past 25 years.”

IN MEMORIAM

Helen L. Berry, retired bench hand, February 24, 1992

James D. Conner, retired toolmaker, February 24, 1992

Lena T. Dellicolli, retired machine operator, February 4, 1992

Victoria T. DeGryse, retired order service clerk, October 18, 1991

Richard L. Garcia, senior tester, February 25, 1992

Joseph O. Gauvin, retired machine setter, March 13, 1992

Ruth W. Leipold, retired senior operator, September 20, 1991

Stanley W. Lesiczka, retired layout operator, February 9, 1992

Rose C. Mahoney, retired inspector, March 4, 1992

James H. Meehan, retired machine setter, March 4, 1992

Lorraine Mercier-Niedbala, operator, March 14, 1992.

Russell L. Palmer, retired layout operator, January 31, 1992

Rose A. Palys, senior operator, March 23, 1992

Frances T. Perkins, retired tester, November 1, 1991

Robert F. Pollister, retired senior operator, January 16, 1992

Joseph S. Poulin, retired carpenter, December 17, 1991

Orra K. Robinson, retired section chief, January 19, 1992

George E. Saghbini, retired senior operator, February 17, 1992

Cornelius A. Scannell, retired results investigator, February 16, 1992

John J. Zuill, electrician, February 29, 1992



Canali



Gaudette



Roberts



Sanders



Sheridan



Thuotte

1991 EES AWARDS

In 1969, Merrimack Valley began its Engineering Excellence Program to recognize outstanding achievement. The program consists of two separate organizations, the Engineering Excellence Recognition Committee and the Engineering Excellence Society.

Each year, the EERC calls for nominations from the engineering universe and selects those who, over a five year period, have demonstrated to their peers their excellence in engineering. During National Engineers Week, these special few are presented with the Engineering Excellence Award. Peer recognition of this type is the highest form of respect that a professional can receive.

The 1991 Engineering Excellence Award recipients include:

Charles F. Canali

Charlie is a Member of Technical Staff in the Lightwave SBU whose career has been focused on large product introductions, primarily in digital carriers. His current assignment is in FT 2000.

Charlie holds a Bachelor of Science degree in Industrial Engineering from Northeastern University and an MBA from Babson College.

James E. Gaudette

Jim is a Senior Technical Associate responsible for the laser trimming process for Film Integrated Circuits.

Jim is continuously improving the trim and test process to increase yields and eliminate process induced defects. He is also a leader in the formation and success of quality improvement teams in his area.

Jim holds a Bachelor of Science degree in Computer Science from the Wentworth Institute of Technology.

Robert L. Roberts

Bob is a Senior Technical Associate in the GDX shop. He is currently working on the Flip-Chip project.

Bob's major contribution to the project is the redesign of a linear bonding machine to a totally new concept — the linear tracker. This new machine reduced product and machine costs and increased output by 100 percent.

Bob is a graduate of the AT&T toolmaker training program.

Richard W. Sanders

Dick is a Member of Technical Staff in DACS III-2000 and DACS IV-2000 function test.

Dick's work has laid the foundation for the design of functional test sets. His leadership and communication skills have been valuable within AT&T and the Boy Scouts of America. He has counseled over 100 young men for Merit Badges, with more than 20 reaching Eagle Scout rank.

Dick holds a Bachelor of Science degree in Electrical Engineering from the University of Vermont and a Masters of Science degree in Electrical Engineering from Northeastern University.

Michael Sheridan

Mike is a Member of Technical Staff in the Photolithography area of the FIC component shop.

Mike is honored for his development and implementation of the electrophoretic photoresist process for thin film circuit manufacture. This process allowed for the phaseout of a large portion of ozone depleting solvents used at Merrimack Valley.

Mike holds a Bachelor of Science degree in Chemistry from Elmhurst College.

Michael R. Thuotte

Mike is a Member of Technical Staff responsible for software support of Lightwave systems test.

Mike has been instrumental in identifying potential software solutions. He has developed, implemented and supported software resolutions for various applications.

Mike holds a Bachelor of Arts degree in Mathematics from Holy Cross College and a Masters of Science degree in Math/Computer Science from the University of Lowell.

When you have a problem . . .

. . . there's no need to face it alone

The demands of work and everyday life can put a strain on any individual at any time. Just knowing where to get started in seeking help for a work related or personal issue can be frustrating, but there is help out there.

In an effort to be sensitive and responsive to employees, the Company has made the following sources of information and assistance available to MV employees.

Employee Assistance Program

The Employee Assistance Program (EAP) offers confidential professional short term assistance for personal problems. First organized to offer help for alcohol and other addictions, the EAP now also serves employees with a wide variety of concerns, including depression, parenting, abusive relationships, eating disorders, AIDS, divorce and other losses.

The EAP counselor is professionally trained to evaluate the situation, clarify the employee's options, offer referrals to appropriate resources, and respond to questions that come up along the way.

The MV EAP is one of more than 30 available throughout AT&T. Everybody wins — the employee gains in personal satisfaction, the employer realizes higher morale, less absenteeism and higher productivity.

Nancy Rader, MV's EAP Coordinator, is a graduate psychologist and Certified Employee Assistance Professional. She can be reached at x2341.

Technical Personnel Relations (TPR)

The TPR serves as an alternate channel of communication when a technical employee does not wish to discuss a particular problem with his/her supervisor.

The TPR is available to advise technical employees on career and career development opportunities and to counsel non-technical employees who aspire to enter the technical universe.

Another function of the TPR is to identify and recommend actions to address areas of concern among the technical employee universe.

All discussions are confidential unless the employee authorizes the TPR to interact with others on his/her behalf. Bob Pettirossi is MV's TPR. Bob can be reached on x2330

Employee Resource Center

The Employee Resource Center (ERC) provides information to assist employees in making informed decisions about:

- education and training
- career and personal counseling
- AT&T Transfer System
- assistance and referrals concerning benefit programs

The ERC staff associates are Carol Burgie, x4779, Mary DiMauro, x4770, Marylou Noonan, x2677, Kim Tourigny, x3508, and Dan Tuccolo, x4759. The ERC is located in Bldg. 30-2 under the mezzanine.

Ombudsperson

In addition to the EAP, the TPR and the ERC, Mary Simon, AT&T Merrimack Valley Ombudsperson, is now available to all management employees.

The role of the ombudsperson is to assist in the human side of work. The ombudsperson is a confidential and impartial resource for dealing with employees' complaints, problems, ideas and suggestions. Some of the functions of the ombudsperson are:

- to give a personal and confidential hearing to employees regardless of level
- to provide (and sometimes receive) information on a one-to-one basis
- to confidentially counsel people on how to help themselves
- to serve as a two-way channel between upper management and employees
- to mediate situations where people want help meeting together face-to-face
- to investigate formally or informally, and to present recommendations
- to facilitate organizational change by recommending generic solutions, by upward feedback, and by providing management consulting.

Mary Simon can be reached on x6490.

For your information

ACADEMIC OLYMPICS



Students from Central Catholic, St. Mary's and Lawrence High participated in the Science competition portion of this year's Academic Olympics. Seventeen students set up displays on March 19 at the Heritage Park in Lawrence.

Ralph Collipi, of the MV Engineering Excellence Society which sponsors the Science competition, reports "It was

encouraging to see an increase in the number of kids involved this year and it was a lot of fun. The judges really enjoyed it because the kids did some pretty interesting projects."

In this photo, judges (from left) Ralph Collipi, Ed Lawler, Larry Fisher and Steve Lefoley examine a display by Dinh Dang, a student at Central Catholic high school.

EPCOT EXHIBIT HEAD SPEAKS AT MV

Talk about the job of your dreams! Chuck Leland was the envy of many gathered to hear the inside story on AT&T's spectacular exhibit at Walt Disney's EPCOT Center in Florida.

First thing Chuck says whenever he is out on a speaking tour: "Don't ask me for a job!" All ten AT&T "employees" located at the world famous site are retired former AT&T employees.

As "keeper of the ball" Chuck

had a few stories to tell. The audience's favorite was about the man who jumped out of the ride in the dark when he became claustrophobic and then blamed his wife for making him go in the first place.

Chuck also discussed serious matters, like AT&T's reasons for being there and plans for the next 10 years.



CHINATOWN CELEBRATES YEAR OF THE MONKEY WITH AT&T

Members of Boston's Asian community rang in the Chinese New Year with the help of AT&T. To celebrate the Year of the Monkey, community members were able to send holiday greetings to their family and friends overseas with an AT&T International free call promotion on February 8th and 9th at the Shawmut Bank in Chinatown. There were over 2,000 people who came in to make calls on AT&T lines.

The celebration was staffed by over 40 AT&T employees including 14 people from Bell Laboratories and Network Systems at MV. These fourteen AT&T Ambassadors were Man Shan Chan, Yu-Pyng Zan, C. S. Lam, Ellen Chao, D. Q. Li, Siu Kuen Wong Kan, Hong Bill Kan, Chen Hung Chang, Chen Kuo Yeh, Jeffrey Wang, Ken Leung, Daphne Hwang, Yung Hsi Su, Paul Eng and Peter Low.

A CLEAN Desk is a SAFE Desk

Don't let someone compromise information only you need to know. Make sure your papers are locked away when you leave your desk.

TWO MV EMPLOYEES RACE FOR MDA

Well, it wasn't Albertville, or the 1992 Olympics, and probably no one ever heard of Northfield, N.H. . . . or the 1992 MDA Snowflake Rally, but on Sunday, February 16, there was a gang cheering (from left) Ray Dennis of the Mini-Oscillator shop and Dave Merrill, a retiree from the Ferrite shop and Thick Film, as they were presented with a first place trophy.

The only rule was that the racers had to be in a box. About ten entries, ranging from a Budweiser box to a plain old box piloted by a bunch of kids, competed in the Rally.

The temperature was warm and the snow from the night before had turned into rain, so instead of sliding



down the slopes of the Highlands Mountain they had to be pushed, but nobody seemed to mind.

Everyone had a great time and all for one cause, the Muscular Dystrophy Association.

WALKAMERICA

Don't forget the Greater Lawrence March of Dimes WalkAmerica on Sunday, April 26. This year, the walk has been shortened (6.8 miles for the regular walk and 4.3 for the Buggy Brigade) to encourage more walkers. As in the past, the walk will start and finish at the Greater Lawrence Technical School.

Every day in America, 100 babies die, and many more are born with birth defects. But the March of Dimes is fighting back. Their Campaign for Healthier Babies funds research, community services, education and advocacy. You can help by walking. Join the March of Dimes WalkAmerica and walk for healthier babies.

If you're not planning to walk, please try to sponsor someone who is and support this worthy cause.

SPECIAL FIELD GAMES — LOOKING FOR HELP

Volunteers are sought for the annual Special Field Games, scheduled this year for Sunday, May 17, at Northern Essex College, Haverhill.

Be a "one-on-one" or a game assistant. Family and friends are welcome to volunteer, too.

Kathy Cravino, chairman, says, "Last year's games were a huge success. Help us make this year's even better." Kathy can be reached on x1040, or call the Pioneer office on x2311 or 2312 to find out more if you've never been a part of this fantastic day. Sign up sheets will be distributed soon.

"It's a day you won't soon forget," adds Kathy.

QUALITY IMPROVEMENT STORY DATABASE

Has your team completed a Quality Improvement story? If so, please contact Wanda Howland, x6985, mvuxd!wlk. She will give you instructions and/or aid for getting your QI story entered into the database for completed stories.

It is important that we collect all the completed stories so please call!

The database, which is accessible through the Library Network, will act as a resource for TBU and other AT&T quality teams as they work on QI projects. Teams will be able to check to see if anyone else is working on similar projects and share information, data and results.

More on Perfect Attendance . . .



Many of our 1890 employees with perfect attendance in 1991 are from the second (*above*) and third (*left*) shifts.



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