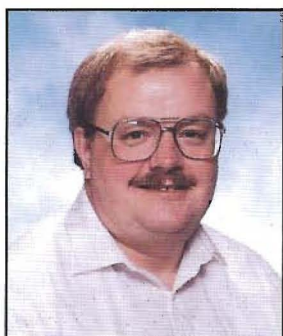
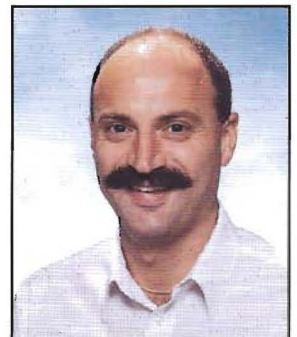
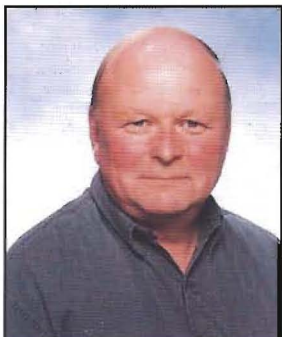


**Survey Hotline Request #1 — Do you volunteer in your community during out-of-work hours?**

See inside for first in a continuing series of hot-line responses from these and other MV people making a difference ...

# ValleyVoice

September/October 1994



**Miss the Survey Hotline Request? Keep informed — read the *Other Side of the Window*, every week.**



September/October 1994  
**Valley Voice**

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

TSBU and ME-AIM —  
ISO9001 certified

TSBU — Winner, 1992 Malcolm  
Baldrige National Quality Award  
MVW — Winner, 1992 Feigenbaum  
Massachusetts Quality Award

J. F. McKinnon  
Transmission Systems  
Vice President

*Valley Voice* editors:  
Irene Dumas, x2377  
Dianne Coppola, x3553  
Photography:  
Roger Culliford, x2597

## on the cover . . .

Some of the Merrimack Valley people who responded to the first Window Survey Hotline question about volunteering.

Their stories begin on page 3.

Left to right, top to bottom:

Don Bohnwagner, Victoria Bolivar,  
Paul Kolodny, Doug Gootee.

Lisa DeMeo, Ed Flanagan, Lance  
Fromme, Kevin Landry.

Brett Greenlaw, Paula Falocco, Dan  
Yetter, A. Tod Campbell (modeling  
his volunteer gear?).

Roger Culliford, Don Wise,  
Wilfred Bernier, Jim Luciano.

Bill Anker, John Rockwell,  
Eufemia De la Cruz.

Wendell Jenkins was missed, will  
catch up next issue.

## Telecommuting — the way of the future? or of today?

**N**ot all jobs at Merrimack Valley are made for telecommuting. There are, however, scattered throughout Merrimack Valley jobs that do not require a full-time “physical” presence.

These are the jobs that are looked at as possibilities for telecommuting. What are they? Who does them? Does telecommuting really work?

The *Valley Voice* staff looked for answers to these and other questions when a corporate-wide work-from-home initiative was held on September 20 — AT&T Telecommute Day.

Tena Wolf, a member of Paula Fines' Lightwave Engineering team, borrowed a laptop, hooked her home telephone line to Merrimack Valley, and spent the entire day at home.

“Anything we can do to meet the needs of the business and satisfy people's personal requirements is wonderful,” agrees Paula. “Essentially, we are a manufacturing location and are in business to support the factory. There are times, however, when an engineer needs to step away from the factory floor and have some quiet time to think, to plan, to read.”

“This is where being at home beats out the hectic office environment hands down,” says first-time telecommuter Tena.

Tena deliberately scheduled her day to be productive. She spent the morning on conference calls. “I even had a conference call with Japan in the evening,” she adds. “I found I had the extra time to do the little things that help conserve paper, etc. I actually read my e-mail, categorized and filed it electronically, the way it's supposed to be done, instead of printing everything out on paper to read ‘later.’”

Jim Graczyk is a telecommuting ‘old timer.’ Out of 150 people in the Bell Labs NetMux Development and Product Management group, 12 to 15 began telecommuting over a year ago.

“I have people who report to me,” says Jim, “so it is most important that I remain flexible and in touch.” He does this mainly by limiting his ‘at home’ time to once a week, usually only half a day. “Some work requires more quiet time than most — performance reviews, writing, reading — and a few hours out of the office gives me that extra time.”

“Telecommuting is a formal agreement that establishes a routine that includes working from home (or another location) part of the time,” adds Jim. “It is not to be confused with the occasional ‘working at home’ when the weather is bad or someone just needs extra time to catch up on paperwork.”

Tena and Jim were in good company when they participated in the first AT&T Employee Telecommuting Day. Chairman Bob Allen was among the more than 25,000 employees who stayed off the roads that day. Bob was not as successful as most telecommuters since he was rushed to the office to complete the merger with McCaw.

Sue Sears, AT&T's Telecommuting Day chairwoman, called the day a “strong effort to help employees balance work and a personal life.” According to one of the many newspaper reports covering the day, about three-quarters of the nearly 9 million telecommuters currently in the U.S. work in information-related jobs. Not surprisingly, it is AT&T's own technology that makes their telecommuting easier.

# Making a difference . . .

## Many Merrimack Valley employees volunteer on their own time in their home communities, giving the AT&T Common Bond message true meaning.

**T**he reasons why people volunteer their own free time to work on community service projects are as varied as the people themselves and the activities they choose. All agree that, although they are not paid in dollars, they do indeed reap many personal benefits from their volunteer activities.

Local churches, scout troops, volunteer fire departments, schools and other organizations are the beneficiaries of the spirit, energy and enthusiasm of this large corp of volunteers working hard to keep services and charitable efforts alive.

Following are the stories about some of the MV people who choose to be a part of this vast network of volunteers making a difference . . . either as individuals or as group members.

**Don Bohnwagner** is one of many MV employees who volunteer in scouting programs. Like most, he got his start when his oldest son joined the Cub Scouts. Sixteen years later he still spends six nights a week and two weekends a month "being there to help a young man through the confusion of today's world."

In addition to his work with Troop 409 (Salem, NH), Don is District Commissioner of the Yankee Clipper Council, covering 43 communities in Southern New Hampshire and North-eastern Massachusetts.

Don's five sons all went through the scouting programs, and he is looking ahead three years to being scoutmaster to a grandson.

**Victoria Bolivar** volunteers at St. James Church and at the Emmaus House in Haverhill. In both places she

### Responses to Survey Hotline Request #1 — Do you volunteer your free time to a community activity?

*Calls to the newly established Survey Hotline, x2777, fell into a number of categories. Church related activities appear to be the biggest draw to MV people. Scouting, organized youth sports and town politics in general help to keep other respondents to the survey very active.*

*Merrimack Valley employees busy themselves with volunteer activities that help them develop new skills, that satisfy needs of their own children, that use already developed skills and talents to benefit other people or the community in general, or that just bring pleasure to participants and others.*

*As you read the stories of MV people, some may sound somewhat more like hobbies than 'good deeds.' What they have in common is time spent, without financial remuneration, in an organized activity that benefits others, often while bringing a different kind of reward to the participant.*

*In keeping with the AT&T Common Bond, all callers will be recognized in this continuing series. If you missed the deadline for this issue, call Irene Dumas, x2377.*

puts to work her language skills and is on call to assist people with translating Spanish to English and vice versa.

She is also there to help when people need rides to the hospital, a doctor's office or school. She tries to follow up on families that are having problems. "They become like family to me," says Victoria. "I do this because I feel good about it."

*Turn the page for more MV people making a difference . . .*

## MV people making a difference . . . (cont.)



**Paul Kolodny** fits most people's expectations of what 'volunteering' is all about. His contribution is simple: he spends about 4 hours a month at the Bread and Roses kitchen in Lawrence preparing and serving meals to those in need. He doesn't do it to sharpen any skills. He doesn't do it to improve his own neighborhood. It does not help his own children, parents, grandchildren, coworkers or friends. So why *does* he do it?

"I'm know I'm not out saving the whole world," says Paul. "I just wanted to do a little something. And I was impressed by the Bread and Roses organization. My wife Linda and I are committed for the second Monday of each month. I do the dishes and she helps serve the evening's guests, usually about 200. Everything is so efficient you really have to be impressed. We've been going for about six years now. Our Temple had an information fair for volunteers, and Bread and Roses was one of the groups who came. Temple Emanuel is responsible for preparing the evening meal once a month. We have so many volunteer chefs now that each of us works only once every other month. We make a great vegetable lasagna! Again, it is so well organized that it

doesn't become a life's project . . . it is just a way to make a difference, even on a small scale, . . . and it helps me put my own life in perspective," adds Paul.

**A. Tod Campbell** was frustrated with what he calls the inability of towns to manage the water level of Lake Attitash in Amesbury and Merrimac, Mass. His home is on the lake, so he says he gets a direct reward for his efforts. He is still frustrated, however.

"Things stop because someone wants more information and neglects to let you know this, or someone is not following through on a commitment they made to you," says Tod.

Along the way he's learned "more about town and state politics and bureaucracy than I ever thought I would . . . but somehow I've come to enjoy the challenge and (sometimes) understanding of how it works."

**Wendell Jenkins** is a member of the same Lake Attitash Association and also chairman of the Conservation Commission. He continues to be "impressed by the amount of interest in the community for volunteers willing to serve."

**Don Wise** is a third MV employee member of the lake association. He says he's seen the lake's homeowners change from being summer visitors to now mostly year round residents. "I've worked with other organizations that have had a positive influence on the lake, but this is the first one that has a sustained, consistent impact," adds Don.

**Kevin Landry, John Rockwell, Brett Greenlaw and Roger Culliford** are part of a group of volunteer firefighters for the town of Atkinson, NH. They are on call 24 hours a day. "We all have to be ready to drop whatever we're doing and run out the door whenever our pagers go off. That is what makes a volunteer fire department work," says Kevin. "No, we don't leave work to fight fires. The on call status is reserved for when we are in the town."

Every week there is either a training night or a meeting. John is captain of the department, Brett and Kevin are firefighters/EMTs. And Roger . . . the department photographer, of course!

*Roger Culliford, Kevin Landry, John Rockwell and Brett Greenlaw, below, wear the uniforms of the Atkinson Fire Department when they volunteer.*



MV Components engineer **Doug Gootee** divides his free time among several activities. He coaches soccer. Why? Because his son's team didn't have a coach.

He is on the Hampstead, NH, Capital Needs Committee "so that I might better understand the workings of the town I live in." This committee meets once a month and looks at town departments and future plans and reports to the townspeople for a better understanding of their tax load.

His favorite activity is editing his church newsletter. With the help of computers, he says, "I can't draw, but I am able to turn information into a format with artistic appeal."

**Eufemia De la Cruz** believes in the American Dream — work hard, study hard, learn the language, get involved, and grow personally into the person you want to be and can be. Eufemia was President of this year's Hispanic Week in Lawrence. She credits the many opportunities offered by AT&T for her continued personal growth. "Nothing is more satisfying," says Eufemia, "than going home each day knowing that I have done the best I can do, in everything I have done that day."

**Dan Yetter** wanted to improve his communication and leadership skills. He was a reader at Mary Queen of Peace Church in Salem, NH, for many years but felt that reading was not communicating.

About three years ago he joined Toastmasters in North Andover. He was Sergeant at Arms for a year and is now vice president of Education. "I plan meeting agendas and help those wishing to advance their communication and leadership skills in the meetings."

"It's a challenge and somewhat uncomfortable," says Dan. "But it's a productive discomfort, because out of the struggle comes the ability to handle bigger situations and to feel rewarded from within myself."

While lots of people help hurricane victims by donating money and clothes, **Paula Falocco** went to South Carolina after Hurricane Hugo and spent a week helping build houses for low-income people whose homes/trailers were destroyed. She was one of more than 20 New England Southern Baptist Church members to help.

"I also helped build the church I attend in Hampstead," says Paula. Except for the foundation, heat and

*Paula Falocco, left, and friend Kyle got to put insulation over the ceiling "because we were the shortest ones there," according to Paula. They used every skill they have to help rebuild South Carolina homes destroyed by Hurricane Hugo.*



electrical stuff, the rest was volunteer effort from other Southern Baptist Churches, mostly from the Southeast.

She continues to teach the high school Sunday School class at the church, the Island Pond Baptist Church, and helped out at the Vacation Bible School this summer.

**Bill Anker** and friends from the Londonderry Presbyterian Church write, perform and produce a half hour TV show each month. Called "A GOoD Show," it airs on cable channel 20 about 22 times each month.

"I enjoy the teamwork involved with pulling off a 1st class production," says Bill. "And I am awestruck at the creativity that 'just happens.'"

The rewards for his efforts are many. His group entered the Hometown Video Festival and, out of 41 entries in the Religious category, theirs came in first. His fun filled

activity again paid off when, as a new subscriber to cable TV, his family turned on the TV, and "the first thing my children saw was me!"

**Wilfred Bernier** has a lot to offer other men worried about prostate cancer. He is a survivor!

He is leader and support coordinator of a Prostate Cancer Support Group which meets every fourth Tuesday at the Amesbury Health Center. The group's mission is to lend support and present the latest related medical developments. He invites a subject matter expert to speak each month.

"People are often confused at the beginning," says Wilfred. "So doctors recommend the support group. We give them a source to get their questions answered."

*Please turn to page 17 for still more MV people and how they contribute to their communities. . .*

## Around the Valley . . .

### Engineering Excellence Society scholarship goes to son of retiree Herbert Hayes

**P**eter Hayes considers himself to be an "engineering" type of person. Although a number of other career choices have been suggested to him, he feels he can be happiest and make the biggest contribution to a field such as computer science and engineering.

As the first recipient of the newly named Earnshaw Education Award (see *Valley Voice*, May/June 1994, p. 14), Peter will receive \$2000 towards his expenses at Carnegie Mellon University's



School of Computer Science. Peter graduated in June from North Andover High School where he was

*Proud parents Noel and Herbert Hayes stand beside son Peter, the Engineering Excellence Society's 1994 Earnshaw Education Award recipient. Brother Christopher, a junior at North Andover High School, and sister Katie, a sophomore at Georgetown University, round out the family photo.*

equally active in academic, athletic and community service activities.

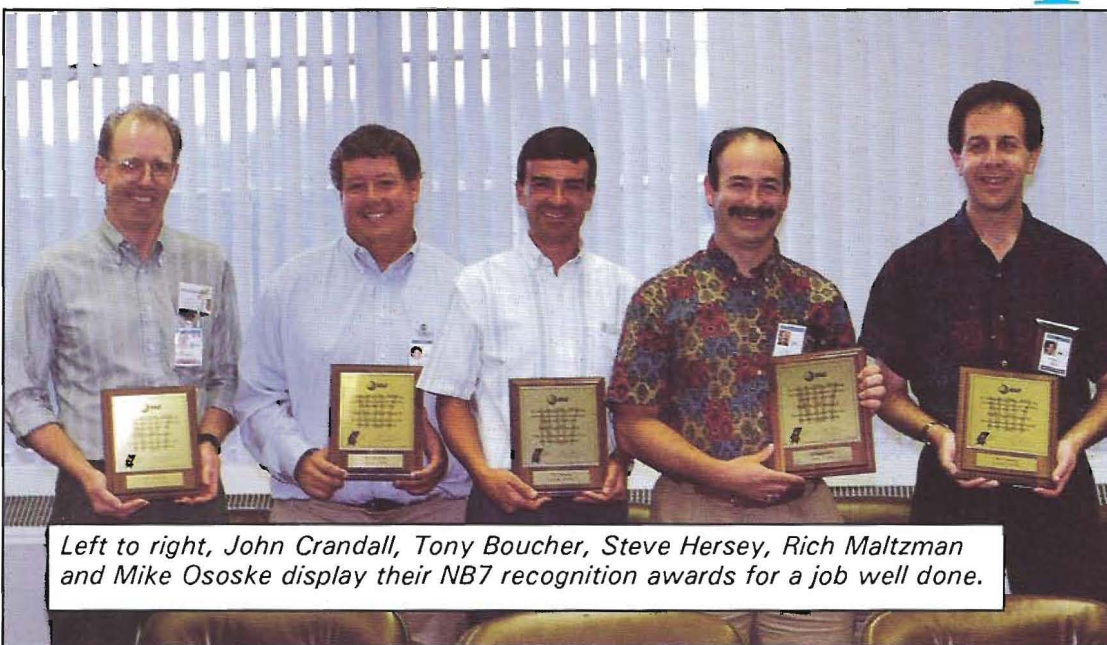
Peter is the son of Herbert and Noel Hayes. Herb retired from MV in 1993 after 30 years as an engineer with the Ferrite group.

### MV group recognized for teamwork in bringing AT&T presence to National Fiber Optic Engineering Conference

**T**his group of people from Merrimack Valley are part of a team which ensured that AT&T products were well represented at the recent NFOEC conference in San Diego, California.

An interactive, multi-media display presented conference attendees with graphics, animation and video clips while working Merrimack Valley products survived simulations of natural disasters that might cause several fiber cuts.

The team was recognized by Mal Buchner, Transmission Systems Vice President, for their efforts under the NB7 Team Award program.



*Left to right, John Crandall, Tony Boucher, Steve Hersey, Rich Maltzman and Mike Ososke display their NB7 recognition awards for a job well done.*

Shirley Page, left, a student in the MV Literacy Program, and instructor Pat Chamer of the AT&T/CWA Alliance Learning Center look for magazines in the MV library. Pat is helping Shirley catch up on the many small things she has missed over the years. And Shirley is an eager student.



groceries, and a million other things? According to Shirley, "You pretend you left your glasses home and a store clerk will read a label to you gladly. You get very good at pretending."

Shirley and Pat still get together twice a week now as they have for the past three years. "Sometimes I still get discouraged, but my goal is to get a diploma. Will I ever throw a party then," Shirley laughs.

She also encourages her four children and nine grandchildren to read. "If nothing else . . . read," is her best advice.

"The people in the Patriot Shop are very supporting, always telling me they know I can do it. Now I use coupons when shopping. I even use big words when I talk, and I'm not afraid to be left alone," adds Shirley.

If you have a friend or coworker who needs help reading, please encourage them to call the AT&T/CWA Alliance Learning Center on x2410.

**Fi oyu cna't dera, lal eht deahlnies ghimt olok ilek siht**  
**[If you can't read, all the headlines might look like this]**

## MV Literacy Program opens more than books for some employees

**W**ould you take the time to look through a company bulletin, newsletter or other written material if all the words looked like the headline above? Of course not. If you can't read a headline because it's in a foreign language, it's easy to ask someone else to read it for you. But what do you do when the headline is in English and English is *your* language?

Pat Chamer is an instructor with the AT&T/CWA Alliance Learning Center located at Merrimack Valley. Several years ago, while teaching ESL (English as a Second Language) classes, she discovered several students in the class who had a different need. According to Pat, "Everyone is hesitant to come forward and tell someone else they can't read. Once in the ESL class, however, I could see they were in the wrong place. They were eager to learn, so we started with

just some extra help with reading, then decided to branch off and work together . . . and the MV Literacy Program was born."

The class is a learning experience for Pat as well. She never taught literacy before, so the students have a lot of input into how the class is run. Writing is stressed, and spelling is fun and always a challenge.

Shirley Page is one of 14 children. She grew up thinking she was retarded. Her parents were too busy to worry (one out of 14 wasn't all that bad, after all). In school she was put into special classes and told she couldn't do things.

Shirley's story can be told by an amazing number of adults. At a very young age, someone (usually a parent or teacher) decides they can't keep up. So they never learn to do what just about everyone else can do — read.

A few minutes spent with Shirley assures you that she certainly is *not* retarded, she is extremely bright. How else could she do what she has done all these years — hold down a full time job, drive a car, shop for

## Two MV golfers score holes-in-one during recent outings

**L**eroy Hines plays at Crystal Springs three to four times every week. He usually pars the sixth hole, a 209-foot par three.

Tuesday the 20th of September was a different kind of day. It took only one stroke with his driver to do the trick.

Over the weekend, engineer John Bucuzzo was entered in a member/member tournament at the Haverhill Country Club. The tenth hole is a par 3 that tees off from a steep hill next to the clubhouse. One shot was all it took him this time. And because it was during a club tournament, John walked away with some great prizes for his effort.

# Merrimack Valley People



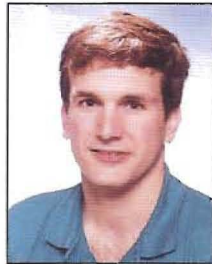
**Bak**



**Miller**



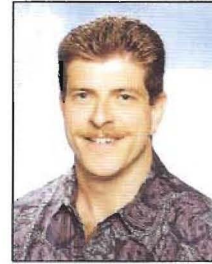
**Chan**



**Axten**



**Brobst**



**DeMarco**



**Gilmartin**

## SERVICE ANNIVERSARIES

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

### SEPTEMBER

Joseph A. Doucette (25)  
Robert A. Friedenson (25)  
John F. Gaspar (25)  
Ross R. Humer (25)  
Richard Latores (25)  
Paul J. Liberatore (25)  
William J. Love (25)  
James W. Main (25)  
James C. Mills (25)  
John J. Perrone (25)  
Barbara A. Saul (25)  
Robert F. Siccone (25)  
Stephen R. Solimene (25)  
Leonard S. Spiegel (25)  
John C. Vancampen (25)  
Carol F. Wilson (25)  
Bruce D. Woods (25)  
Laura G. Magliocchetti (30)  
George A. Desell (35)  
Edward A. Flanagan (35)  
Arlene Gaudette (35)  
James J. Pepe (35)  
Diana R. Savinelli (35)  
Joseph M. Ulbin (35)  
Robert E. Vaughan (40)

### OCTOBER

Diane A. Briggs (25)  
Jeanne M. Donaghey (25)  
Anthony B. Felice (25)  
Michael R. Giammusso (25)  
Patrick H. McCusker (25)  
Georgia S. McLaughlin (25)  
Frances T. Sullivan (25)  
Johnnie Mae Wilbins (25)  
Carleton K. Bailey (30)  
Louise Bussieres (30)  
Gerald Ciarcia (30)  
Clifton D. Copp (30)  
Naomi S. Culbert (30)  
William Gabriel (30)  
Philip M. Gaeta (30)  
Robert N. Gordon (30)  
Robert R. Landry (30)  
Charles J. Tarness (30)  
Edward J. Arsenault (35)  
Robert J. Bastien (35)  
Richard E. Croft (35)  
R. E. Cyr (35)  
Frederick T. Drelick (35)  
Raymond J. Dow (35)  
Robert V. Hartson (35)  
William E. Lavin (35)  
Joseph F. McAllister (35)  
Stanley N. Paradis (35)  
Francis X. Salter (35)  
Helen T. Witham (35)  
Kosmas C. Zavalianos (35)

## APPOINTMENTS & PROMOTIONS

*Effective in May, 1994:*

**Eva A. Bak**, Lightwave Module A product engineering, MTS-I to MTS

*Effective in June, 1994:*

**Susan Miller** became Technical Manager of the Business Planning and Marketing organization

*Effective in July, 1994:*

**Douglas W. Chan** became Technical Manager of the Globeview-2000 AMNM Software Group.

**Michael F. Axten**, DACS II Technical Support, STA to MTS-I

**Robert E. Brobst**, Environmental, Health & Safety engineering, MTS-I to MTS

**James J. DeMarco**, DACS IV-2000 Systems Test engineering, STA to MTS-I

**Joseph F. Gilmartin, Jr.**, DACS II Technical Customer Support engineering, MTS-I to MTS





Ma



MacEachern



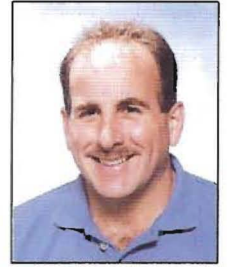
Ohadi



Barry



Leeman



Meola



Ashley



Ashley



Bailey



Benson



Krishnan



Mills

**Khai H. Ma**, FT-2000 Lightwave engineering, MTS-I to MTS

**James P. MacEachern**, DDM-2000 Network Multiplex engineering, MTS-I to MTS

**Hamid Ohadi**, Lightwave Wired Equipment product engineering, MTS-I to MTS

*Effective in August, 1994:*

**Robert A. Barry** became Order Fulfillment Project Manager - Broadband Access Deployment

**William G. Leeman** became Customer Technical Support Planning and Implementation Manager for products and networks deployed primarily in China.

**Victor J. Meola**, I-2000 Systems Test engineering, STA to MTS-I

**Ronald P. Theriault**, DDM-2000 Technical Support engineering, STA to MTS-I

## ON THE MOVE

The following employees recently transferred to or from Merrimack Valley:

*Effective In July, 1994:*

**David Ashley**, MTS in Cost Accounting at Whippany, NJ, transferred to MV becoming Engineering & Cost Management Technical Manager.

**Karen Ashley** of Human Resources for Transmission in Southgate transferred to MV as New Product Engineering Technical Manager.

**Bobbi Bailey**, BL QUEST New Product/Service Introduction Technical Manager, transferred to Whippany, NJ, as Global Access Platform Architecture Process Design Technical Manager.

**Ellis Bailey**, Network Multiplex Products Focused Factory Director transferred to Whippany, NJ, as Current Engineering Development Director.

*Effective in August, 1994:*

**Peter W. Benson**, Market Manager for TBU and Customer Support Operations Senior Manager located in Tokyo, Japan, transferred to MV becoming DACS II Global Product Support Technical Manager.

**Raj Krishnan**, MTS in Customer Satisfaction, transferred to Morristown, NJ, and was promoted to Human Resources Manager.

*Effective in September, 1994:*

**Jim Mills**, Manager-Procurement, Merrimack Valley Works, became Manager-Procurement, Broad Band Project, a new position. Jim will be located in Whippany, New Jersey.

## RETIREES

Years of Service

### July

37 Richard F. Gordon

### August

15 Catherine J. Clarke

28 Richard A. Davis

23 George F. Miller

### September

16 Charles Desell

33 Douglas K. Hyde

20 Lorraine R. LeBlanc

35 James J. Pepe

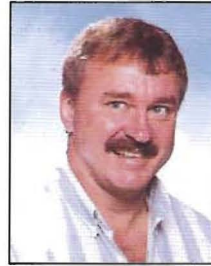
16 Ann F. Teoli



**Botros**



**Kneeland**



**Gudowski**



**Bouchard**



**Cabrera**



**Garant**



**Holmes**



**Smith**



**Rossello**



**Reedy**

## GRADUATES

**Dave Botros**, Lightwave Module A product engineering — MS Engineering Management, Northeastern University

**Joyce Kneeland**, Labor Relations — MBA and graduate certificate in Personnel Management & Labor Relations, New Hampshire College

**George Gudowski**, Test Set Design — BS Business Studies with a concentration in Business Administration, New Hampshire College

**Butch Bouchard**, AIM Materials Management — Certificate in Materials Management, Northern Essex Community College

The following employees received Pharmacy Technician certificates after completing a 16-week course offered through the Alliance:

**Aida Cecilia Cabrera**, Personnel assistant

**Dennis J. Garant**, C-40 Lead Assembly process analyst

**Marilyn J. Holmes**, New Product Introduction Center process checker

**Ted Smith**, GDX material handler

**Josephine D. Rossello**, GDX ESD coordinator

## REEDY HONORED BY HR COMMUNITY

**David J. Reedy**, MV's Employee Assistance Manager, was recently presented with a Diamond Individual Award for distinguishing himself in reinforcing our Common Bond, being a role model of HR excellence, and having an outstanding people and business impact.

The award is part of the Human Resources Recognition Program which is designed to recognize people throughout the HR Community who are helping to build a new future for AT&T by addressing the human challenges posed by the global marketplace.

As EAP manager, Dave provides the assessment, referral, and follow up piece of the EAP business, as well as extensive training to managers, supervisors and individual contributors to the AT&T population within the Merrimack Valley.

## IN MEMORIAM

Herbert D. Borer, retired department chief, July 22, 1994

James Casserly, retired warehouseman, June 2, 1992

Ralph J. DiFrancisco, retired pipe fitter, August 28, 1994

Mary J. Douty, retired layout operator, August 19, 1994

Charles P. Evans, retiree, July 1, 1994

Theodore F. Guckert, retired inspector, May 18, 1994

Frank P. Hennessey, Jr., retired production analyst, July 16, 1994

Renee T. Miloro, retired process checker, June 26, 1994

Francis E. Page, planning engineer, August 1, 1994

Stephanie C. Page, retired machine operator, June 2, 1994

Dionilda A. Pica, retired lapping machine operator, August 13, 1994

Eugene J. Pouliot, retired machinist, August 7, 1994

Helen K. Romanosky, retired tester, May 20, 1994

Mary A. Shaw, retired section chief, June 24, 1994

Eugene A. Woitkowski, retired section chief, May 31, 1994

Shirley J. Woodbury, retired material management analyst, July 29, 1994



## Prophecies of the Near and Far *the series continues . . .*

*The purpose of the Prophecies of the Near and Far series is to inform employees of the opportunities ahead of us as the vision and realities of emerging technology unfold. In earlier sessions we learned about the information superhighway, developing our customer base and how AT&T is taking advantage of industry trends. Transmission Systems International Vice Presidents Marc Schweig and Jan van Leerdam recently visited MV as the fourth and fifth speakers in this informative series, sponsored by the Communications Ltd. team and Women of AT&T-MV (WATT-MV).*

**M**arc Schweig, International VP of AT&T's Transmission Business Unit in the Asia/Pacific CBU, focused his talk on AT&T's role in the infrastructure explosion that's bringing ancient civilizations of the Asia/Pacific region into the 21st century.

"AT&T is building the telecommunications infrastructures of some of the oldest civilizations in the world," says Marc. China, India and other countries there are ready to move into the 21st century. They want the services that are available to the rest of the world, but their networks are inadequate, both in coverage and service. "That's why the Asia/Pacific region is our fastest growth area in the world today."

"Economic growth and liberalization are two big factors leading to increased spending and subscriber growth. Governments have decided that telecommunications are a high priority, and they're ready to invest heavily to build up the infrastructure." Marc stressed that "strategies for growth vary greatly from country to country because of vast cultural and government differences."

Marc sees a bright future for TS in the Asia/Pacific region. The addressable market (money customers spend) for Transmission Equipment in the region is expected to grow from \$3 billion per year in '93 to almost \$10 billion in 2001, and "a market share of 20 percent here would be bigger than everything - worldwide - in TS today! That's the scope of opportunity we're dealing with. We're at a 10 percent share today, and, if we can grow 1-2 percent a year, we'll do it!"

**J**an van Leerdam oversees operations of the Europe, Middle East & Africa (EMEA) CBU. This CBU is part of AT&T Network Systems International which is headquartered in Hilversum, the Netherlands, and has branches in many countries throughout Europe and the Middle East. "Some people may not realize it, but we're a full company with manufacturing, development, marketing and sales operations promoting global technology for global customers," says Jan. "Our objective is to be among the top three suppliers in both Network Systems as well as Transmission Sales in the EMEA region by 2003 by obtaining at least a 20 percent market share."

Jan elaborated somewhat on the variety of cultures in the EMEA region, which necessitates strategies and approaches to be tailored. In Europe, for example, many countries already have well established telecommunication systems. In countries like the Netherlands the focus is on value added services. In France and Germany we work with partners to establish a foothold in these important markets. In developing countries in Eastern Europe and in the Ukraine, build-operate-own or build-operate-transfer ventures are in the works. It is important to create a business structure that enables currency financing. "We're ready to do what it takes to fulfill the needs of the customers," he says.

It is also important to mention that Europe is over 30 percent of the world market and an essential element in the NS global strategy.

Jan says he is often asked why we can't do all manufacturing in the U.S. "Many countries insist on local manufacturing," he answers. "We must provide jobs there before we can do business." This doesn't displace any U.S. jobs because it's all growth. Actually, for every three jobs we create outside the U.S., we create one inside the U.S.

"Our mission," Jan stated, "is to be the leading supplier in the EMEA region, excelling in the marketing and implementation of total integrated network solutions for our customers, building on the global technologies, manufacturing and service-providing strengths of AT&T."

## Professional Development Conferences held for Asian/Pacific-American, Black, and Hispanic employees

**Fifth annual conference draws 600 4A members to Atlanta. Merrimack Valley well represented by 22 members**

The importance of diversity as a business imperative was a recurring message. Another was that careers for AT&T's 9,000 Asian-American employees will be mostly in the United States despite the company's rapid expansion in Asia. These and other messages were brought by top AT&T officers, including Chairman Bob Allen, to the 600 attendees of the Asian/Pacific-American Association of AT&T (4A) conference.

Asians comprise more than half the world's population, and the Asian market for AT&T products and services is the fastest growing market in the world, yet only a small fraction of AT&T's workforce is Asian American. Pat Russo, president of AT&T Global Business Communications, told workshop attendees she is "personally committed to increasing diversity within AT&T. We shouldn't be satisfied with doing well if we could do more. Diversity is not just the right thing to do . . . it is a business imperative."

Merrimack Valley's 4A chapter chairperson, Vijay Chitra, was one of the twenty-two local employees making the trek to Atlanta. "This was an excellent opportunity," says Vijay,

"to get to know many other Asian-Americans in AT&T, and about AT&T. I learned much from the workshops I attended."

Vijay had an opportunity to moderate two of the workshop sessions and also presented, as its chairperson, the status of the 4A National Public Relations committee to the conference attendees.

According to Vijay, the conference program was modeled around "contributing to and celebrating the successes of the individual members, the 4A organization, and AT&T."

The 4A organization is open to any AT&T employee who supports its objectives or is interested in Asian culture. The 4A membership includes people whose national origins or ethnic background relates to the general geographic area ranging from Afghanistan and Pakistan in Southwestern Asia and including India, China, Bangladesh, Thailand, Burma, Cambodia, Malaysia, Taiwan, Korea, Vietnam, Indonesia, Japan, the Philippines and other Pacific Island Countries. It was founded 16 years ago at Bell Labs and now has 5,000 members.

The MV 4A chapter was organized in 1983 and has 190 members.

**Conferences share common theme of importance of diversity in AT&T's goal to globalize.**

---

**Over 2300 Alliance of Black Telecommunications Employees attend conference in Chicago**

Conference attendees chose from an offering of twenty-three workshops and heard messages from top AT&T executives. They also raised over \$22,000 for relief aid to Rwanda.

Manager E. J. Fletcher was the sole representative from Merrimack Valley at the conference. According to E. J., Merrimack Valley does not yet have an official chapter of the Alliance of Black Telecommunications Employees of AT&T, the group holding its 16th national professional development conference.

"David Ellis, a union member, and I are now organizing a steering committee to form a Merrimack Valley chapter," says E. J.

The current Alliance group organized in 1985 when several existing support groups merged, including one dating back to 1970.

The objectives of the Alliance are to encourage African-American employees to pool their human and financial resources to enhance their professional, educational, economic and cultural opportunities within AT&T and the African-American community. Merrimack Valley's chapter, when formed, will join 38 other active AT&T chapters across the country.



## Dancing the Wapango, Merrimack Valley style

**C**armen Johnson is a native of Mexico. She and eight MV employees spent 'too many to count' lunch hours and evenings after work practicing the steps to the Wapango, a dance from the South of Mexico which traces its origins to Aztec religious rituals.

They performed recently at a standing room only double performance in the auditorium.

Dancers joining Carmen included Dale Lewis, Maria Dones, Maritza Montanez, Mayra Rodriguez, Tim Daughters, Rafael Fonseca, Ralph Noel and Victor Deaza.

Later in the week, Carmen and friends returned to teach many other MV employees the easy steps to other Latin dances.

*Mayra, Rafael, Tim, Maria (with back to camera) and Dale dance the rhythmic dance of courtship called the Wapango.*

## HISPA conference draws 900 AT&T employees of many nationalities, united by a common language, to New Jersey to 'Celebrate our Past and Embrace the Future'

**P**ast successes were recognized at the conference, but there was an acknowledgment by attendees that there is still a lot of work to be done in supporting AT&T's globalization and the new Diversity Strategy.

Over 900 conferees, including over 50 members of the HISPA Leadership Forum, an organization of Division Level and above managers of AT&T, benefited from the workshops, meetings, speakers, and opportunities to network with other AT&T employees from all levels.

Speakers brought home the importance of a diverse workforce not only for AT&T's international market but for the domestic market as well.

The four-day conference, HISPA's

eight, was preceded by a two-day meeting where the HISPA Executive Council, composed of the presidents of all the HISPA chapters and the HISPA Executive Board, met to share the successes of this year and to discuss the goals and direction of the organization for the upcoming year.

Omar Quintero and Daniel Vanevic of HISPA-MA attended the pre-conference meeting.

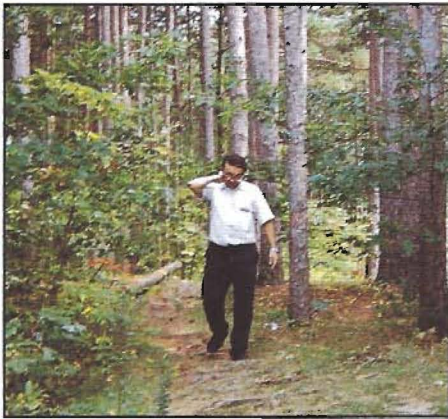
Conference attendees from Merrimack Valley also included Manuel Perdomo, Carmen Johnson, Ricardo Rodriguez, Rafael Fonseca, Carmenza Bruff, Tatiana Carvajal, Hector Mendoza, Carmen Frometa, Eufemia de la Cruz, Sonia Peralta, and Jane Jo Shea from the Inter-Tribal Council of AT&T Employees.



## Two MV employees receive community service awards at HISPA conference

**F**or their many hours of community service helping others, Carmen Johnson, above left, and Eufemia De la Cruz, right, each received recognition awards from their peers at the national conference.

The awards read "Community Service Award for representing HISPA and AT&T with over 100 hours of community commitment."



### HISPA-MA hike-a-thon raises scholarship funds for Hispanic youth

Omar Quintero, president of HISPA-MA, called the walk a success, "even though we were without several of our top fundraisers."

Entire families turned out for the annual trek through Harold Parker State Forest in Andover. Following the walk they shared a picnic in the woods.

The walkers gathered pledges for just over \$3000 for their efforts.

Omar is shown above checking out the trail (and the mosquitos?) before the hike.

### HISPA-MA celebrates Hispanic Heritage Month with busy September schedule

"It would be impossible to represent all the Latin American countries in one month," says committee member Carmen Johnson. "But in September we attempt to share with all MV employees a bit of our culture, dance and song. Our purpose is to come together and show our pride."

The month started with a presentation highlighting the impact of recycling in our communities. An arts and crafts fair displayed ethnic items from a number of countries.

A Puerto Rican folk group entertained, as well as a professional dancing couple. MV's own dancers continued the fun (see pg. 13).

### WATT-MV in action —

#### Where the girls are . . .

In recognition of Equality Day — the ratification of the 21st Amendment, giving women the right to vote — WATT-MV sponsored a talk by Susan B. Douglas. Susan's book "Where the Girls Are: Growing Up Female with the Mass Media" was read by many of MV's WATT members.

#### Jane Doe Walk for Women's Safety

Please call Jeannine Cormier on x2324 if you are interested in participating in the Jane Doe Walk for Women's Safety, held this year on Sunday, October 16, in Boston. The 10K (6.2 miles) walk begins at noon at the Hatch Shell. The Jane Doe Fund supports a network of shelters, hotlines, education and prevention programs and a media awareness campaign. MV expects a large group of walkers to participate.

#### At presstime —

WATT-MV is sponsoring a four-hour workshop through the Training organization on October 4. "Triggers of Influence, Power & Persuasion" focuses on negotiating and communicating skills.

On October 13, the group is sponsoring a play by Robin Lane and is unveiling a series of framed posters of artwork by women.

These two events will be covered in the November/December *Valley Voice*.

#### If you're counting . . .

The *AT&T Technical Journal* informs the company's scientists and engineers about AT&T technical advances related to their work. The July/August 1994 issue presented papers authored by nineteen employees. Six females (one a minority), three minority males, and ten white males were counted.

### AT&T in the news —

#### Report includes AT&T as a "gay-friendly" firm

Gay men and lesbians are 10 times more numerous in hi-tech areas than in the fashion industry, says Overlooked Opinions, a market research firm. A recent issue of *Computerworld* says high-tech firms are relatively good to homosexuals because the companies are young and hip. [from the WSJ]

#### Telephone network in place for Cuban refugees

AT&T's telephone network at the U.S. Naval Base at Guantanamo Bay, Cuba, allows refugees to call relatives in the U.S. The service is provided through AT&T USADirect Service In-Language, a long-distance telephone service that gives callers direct access to an AT&T operator in the U.S. Callers at Guantanamo are able to place collect calls with the help of an AT&T operator who speaks either French Creole or Spanish.

#### Free calls offered to U.S. military aboard Navy and Coast Guard ships in Cuba/Haiti operations

Using AT&T High Seas Radiotelephone Service, some 19,000 U.S. military personnel on 31 ships were eligible for free calls home late in September.

#### Spanish-language TV commercials will feature pop-star Luis Miguel

International pop-star Luis Miguel's 23-city U.S. concert tour is being sponsored by AT&T. At the World Music Awards in Monte Carlo, Luis was recognized as the most popular Latin artist in the world. He will be the Spanish voice of AT&T True Voice<sup>sm</sup>, bringing the AT&T message to the Hispanic community.



**worth a thousand words ...**  
*Pete St.Jean, Judy Mazzaglia and Karen Ashley participate in an interactive video demonstration of Agile Manufacturing. Here Judy shows conference attendees in Troy, New York, an MV circuit pack as the discussion leads to flexible manufacturing environments.*

## Agile manufacturing — a test project using the Information Superhighway

*Scenario: Production Associate at Merrimack Valley uses Interactive Compressed Video (ICV) technology to discuss circuit board design situations. Using PictureTel equipment owned by the MV Training organization and moved to the Vision Line shop floor, Judy Mazzaglia demonstrates, in real time, a problem with the circuit board. She receives, also in real time, possible solutions direct from the design team located 300 miles away.*

No, this is *not* a futuristic scenario based on yet-to-be-delivered technology. The live demonstration at MV, involving players from AT&T and Rensselaer Polytechnic Institute, is part of a collaborative Agile Manufacturing project working now.

One goal of Network Systems is to reduce the time taken in bringing new products to market. According to Ed March, MV leader of the Vision Line team, "the time used from the identi-

fication of a customer need, through design, into manufacture, and leading to customer acceptance of the new product must be dramatically shortened. Agile Manufacturing is one way to reach that goal."

What is Agile Manufacturing all about? It is about flexibility and speed. "We need agility!" says Ed, "to streamline today's design and manufacturing functions. Linking functions together lets us perform some simultaneously. By using advanced communication technology, people from different organizations and distant locations can work together. With multimedia, interactive communication, work teams can discuss design options, visually see each other and product drawings, and exchange data anytime, from anywhere in the world."

The recent demonstration was part of a conference held at Rensselaer

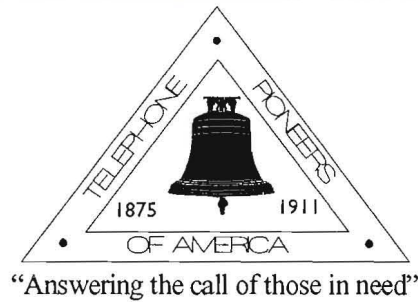
Polytechnic Institute in Troy, New York, on Agile Manufacturing methods. Representatives from the National Science Foundation, Federal Advanced Research Projects Agency, and several universities attended.

MV is an industrial partner of the Rensselaer Electronics Agile Manufacturing Research Institute.

"Because we are a recognized leader," adds Ed, "we were selected by Rensselaer for this position. Our circuit board operation demonstrates, in volume production, agile concepts resulting in a highly flexible manufacturing environment. Further, our knowledgeable employees, as demonstrated in the many Quality Improvement Teams throughout the factory, are well suited to participate in the overall product realization process."

MV makes the products which are the backbone of the information superhighway. It is appropriate that we take the first step to demonstrate in our own manufacturing operations the use and benefits of this technology to the rest of the country.

# Pioneer Happenings



## Haverhill Girls Inc. Pool Party

The Pioneers held their 7th Annual Girls Inc. Pool Party on August 12 at the home of Donald and Janet Gavin. Seventy-two girls between the ages of 6 and 12 attended. The day's activities

included swimming, playing games, winning prizes and eating hamburgers and hotdogs. Chapter 78 volunteers kept the girls entertained, and members of our Clown Troupe made balloon animals for them.

As in past years, the highlight of the day was the "whipped cream fight" (above) in which each girl is given two cans of whipped cream and let loose! Only those who made sure they stayed in the "Safe Zone" were spared.



## Benefit Softball Game

The AT&T/Haverhill All Stars played a charity softball game against the King and His Court, the world famous four-man softball team, at the Haverhill Stadium on August 24. Eddie "The King" Feigner (left), has been playing fast-pitch softball for nearly 50 of his 70 years. He still dazzles the crowd with his famous form and his sense of humor. Eddie and his team

treated the crowd of close to 1,000 to a night of fun and great softball.

AT&T members of the All Star team included Gerry David, Joel Finochiaro, Fran Forgit, Bob LeGrow, Rob Sarbieski and Kelvin Torres.

Proceeds from the game will benefit the Memories Playground. The Memories Playground is scheduled to open in June of 1995 at the Swayzee's field in Haverhill.

## Flea Market

The Pioneers held their annual Flea Market on Saturday, Sept. 17 in the MV North North parking lot. Volunteers were on hand at 5 a.m. when the first of over 125 vendors arrived to set up table after table of crafts, housewares, collectibles, antiques, and much much more. Hundreds of visitors took advantage of the beautiful fall weather and had a great day of browsing, bargaining and buying.





**Lisa DeMeo**, right, is helping restore the Walnut Square Clock Tower in Haverhill. She is coordinating fund raising efforts and says no city money is being asked for the restoration. Their goal is \$120,000. "So far everything has been a lot of fun. We're just starting to ask for funding, though. Now that may start to get frustrating," says Lisa.

"The school was built in 1898. The clock hasn't worked since around 1961. The effort first was discussed at a PTO meeting, but nothing happened."

Lisa and another mother decided to take the matter into their own hands. Now there is a committee of six who are in the process of incorporating. "I'm finding there are so many people interested, either because they remember when it worked, or just hate to see a piece of our history go to waste," adds Lisa.

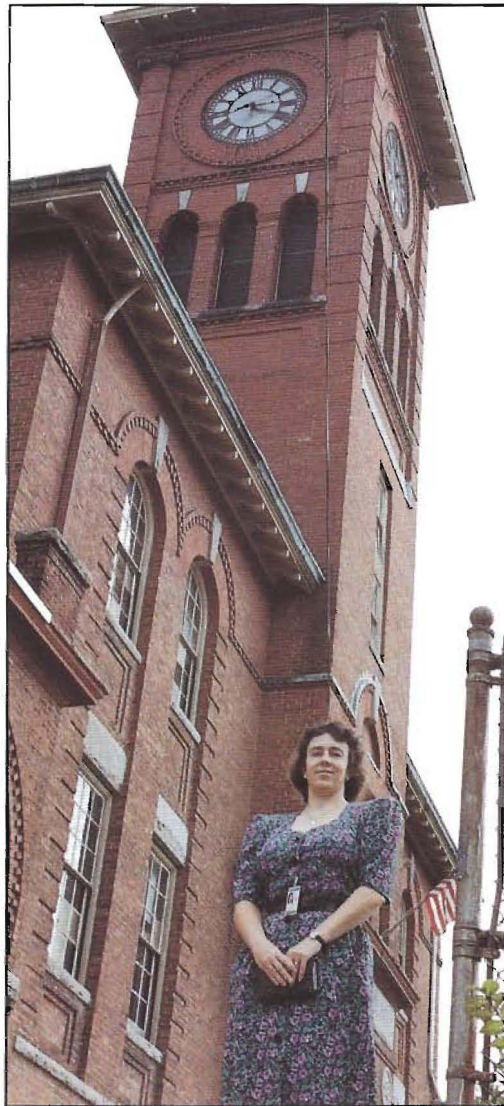
The clock was made by the same man, E. Howard of Waltham, who crafted the Lawrence Ayer Mill Clock, and the committee selected the same restoration company that did the Lawrence clock.

Lisa adds a little Howard clock trivia — "When he designed a clock, he made the face one foot in diameter for every 10 feet off the ground (our clock is 70 feet up, therefore the face is 7 feet). When roman numerals are used, the four is not IV but IIII. This balances the weight and aesthetics of the 8 (XIII) on the other side. Also, the 6 (VI) is always upside down."

**Lance Fromme** was a scout as a boy and knows firsthand the program needs parental involvement to survive.

His expertise in two areas is recognized by the young men of Troop 77 in Andover. One is cooking. "Our troop has a tradition of cooking some really good meals on our campouts."

The other skill Lance passes on is leadership. He prepared a two-hour interactive session addressing leadership in simplified terms that even twelve-year-old boys can grasp. Says Lance, "As a member of TSBU, I've



received extremely valuable training and have had some really powerful teamwork experiences. I think that in most cases the people here are stronger in teamwork than in most outside organizations. Here, the fact is that when someone is *not* showing teamwork you can clearly perceive it and call them on it. I think that the teamwork skills I've acquired here at work are extremely useful in my outside activities."

At age 35, **Ed Flanagan** decided golf didn't give him enough exercise. "So I took up soccer and fell in love with the sport," says Ed. He started playing in the MV WEValley Club soccer league. Twenty-five years later and now 60, he is one of the most active organizers on the board of directors of the Tewksbury Youth

Soccer League. . . and he still plays.

Over the years he has coached, worked towards acquiring new fields, then helped prepare those new fields, and is a certified referee. He still puts in 20 to 25 hours a week into youth soccer, now mostly in referee training. His five sons all played soccer, but he helps the girls as well, keeping team statistics and schedules for the girls under-12 traveling team.

Like many AT&T employees, **Jim Luciano** says his free time is limited. He is a Bell Labs Physical Designer, a husband and father of three, and a parttime Merrimack College student.

A seat on the Methuen Community Advisory Board for CATV opened, he was interviewed by the mayor, and appointed for a 5-year term. "One or two nights per month wouldn't take up much time," he thought. The board advises the mayor on cable company issues like rebuilding the network, upgrading/maintaining the high school studio, services, etc.

"With a customer base of 12,000, I feel it is important that the community is represented by an advisory board and has a voice in discussing the issues," says Jim.

*Many other people responded to the Hotline Request #1. Their stories will be told as this series about MV people continues in the next issue of the Valley Voice. Read about Ed Mackey, Kevin Major, Mary Madden, Frank DeSilva, Charles Lafond, Joe McClintock, Lisa Sargent, Jude Sederquest, Janis Barry, Jan Penta, Ginger Dias, Chris Tuccolo, Greg Raymond, Steven Hutcheson, Jim DeMarco, Jim Hajjar, Bill Gale, Steven Formisani, Dudley Farquhar, Tim Moore, Amy Lanning, Kevin Madore, Bill Smith, Bud Godbout, Dawn-Marie Sutton and others.*

*If you have a story to share about your volunteer work, please call Irene Dumas on x2377.*

## For your information . . .

### MV Before & After School Activity Fair a big help to busy working parents — lots of choices offered



*Earl Svendsen, Transmission Market Manager for ICOs, IXC's and Distributors, attends the MV Before & After School Activity Fair sponsored by the ERC. More than 24 local groups spoke to parents like Earl, who is always on the lookout for new activities for his seven-year-old triplets.*

*"It is important to employees that the company recognizes their need to find adequate, stimulating activities for their children. I was impressed by the variety of organizations represented at the Fair beyond traditional day care. There were dance and music studios, karate, YMCA, etc. I was even able to get information on saving for college tuition and elder care from the people at Work/Family Directions," says Earl.*

### Speaking of children — Beginnings and Endings can make or break your day . . .

It's 7 a.m. You're trying to feed the baby and get ready for work — at the same time. Naturally, the baby spits up on your clothes and you have to change.

Or, it's after work. You're so happy to be at home with your baby, but you're tired from a long day at work. Your baby is cranky and doesn't seem happy to see you at all. You wind up feeling guilty.

Working parents of babies agree: the beginnings and endings of the day are the toughest times. Anything that can go wrong goes wrong then.

### . . . Family Resource Program can help employees simplify these routines

Call toll-free 1-800-635-0606 to

learn some ways to make "hellos" and "goodbyes" easier on you and your baby. Learn how simple routines — like singing the same song — can make your baby happier about leaving and about coming home again.

The Family Resource Program is a free company benefit delivered by Work/Family Directions. The hotline is available 7 a.m. to 9 p.m. weekdays and 9 a.m. to 3 p.m. Saturdays.

### Activities Club Kits for children 6-12 again offered to MV parents

Call Work/Family Directions on 1-800-635-0606 to reserve three free activity kits. Others will be made available at a small charge.

The three free kits include a Photography Kit (a 35mm camera, film and information about experimenting with photography); the Cooking Kit (an ice cream maker, child's apron, measur-

ing set and cooking tools); and a choice of the Nature's Treasures Kit (projects like making degradable soaps) or the Mask Kit (materials to make masks).

This offer is available through AT&T's Family Care Development fund, a joint project of AT&T, CWA and IBEW. The number of kits is limited and is offered to MV parents on a first come, first served basis.

For more information about this and other family offerings, call the Employee Resource Center on x4900.

## To your health . . . a look at services

**T**he MV Medical department provides a variety of health screenings and services.

In 1994 offerings included screenings for prostate cancer and breast cancer. Over 300 men participated in the prostate cancer screening. This service proved invaluable since 10 percent of those examined needed further workups to rule out prostate disease.

The breast cancer screening is being done during September for women under the age of 50, since routine mammograms for women under 50 are not covered by our medical insurance.

Last year, flu vaccine was provided to employees for a minimal cost by the Visiting Nurse Association of North Shore. This will be offered again this fall. Watch for details in the weekly *Other Side of the Window*.

**H**ealth education classes for credit towards training hours were offered jointly with the MV Training organization. This year's topics included Stress Management, Nutrition and Skin Cancer Awareness.

**P**romoting good health and well being at MV is a goal of MV Medical personnel who will contribute information for the "To your health . . ." column each issue. Suggestions for topics of interest may be directed to Susan Chatot, x2076.

### Coming to MV . . .

#### 5th annual Health Fest

**T**he Medical department is sponsoring its 5th annual "November Health Fest." The health fair will be November 2, 1994, from 10 a.m. to 5 p.m. in the Pole and Drape area.

The health fair will include over twenty exhibitors, each providing health and wellness information. Many of the exhibitors will provide health screenings, including:

- Body Fat Analysis
- Glaucoma Screening
- Oral Cancer Screening
- Blood Pressure Screening
- Blood Sugar Screening
- Pulmonary Function Tests
- Colorectal Cancer Screening
- Cholesterol/HDL Screening (\$5)
- Nutrition Analysis
- and more . . .

This year local Urologists will be available to provide information on prostate disease.

Again, a local pharmacy will provide personalized information on your medications, including side effects. It is important to bring the names and dosages of all your medications to this exhibit.

## Turning back the calendar

### 50 years ago . . . the beginning of the Haverhill Shops *Communicator*

**A**lthough production work began in Haverhill in August of 1943, the workers had to wait a year to read about themselves in a company newsletter. The Haverhill Shops *Communicator* was first published in September of 1944, when Western Electric was already celebrating its 75th anniversary.

The copy on the back cover of this issue of the *Valley Voice*, 50 years later, is a reproduction of a page out of the November, 1944, *Communicator*. The message from the company has not changed in those fifty years: "What the Company is today ... what it means to the Nation and to you ... stems from the loyalty, the pride, the craftsmanship of every man and woman who has worked with the Company since 1869."

### Twenty-five years ago . . .

Over 1,500 MVW employees enrolled in the new Bell System Savings Plan for Salaried Employees which went into effect July 1, 1969.

Participating employees are presently investing \$80,000 per month in the basic allotment...Company contributions total \$40,000 each month.

MV water pollution abatement facility dedicated November 7, 1969.

AT&T opened a direct cable circuit between U.S. and Russia...expected to boost by half the present 20-to-30 calls per average business day.

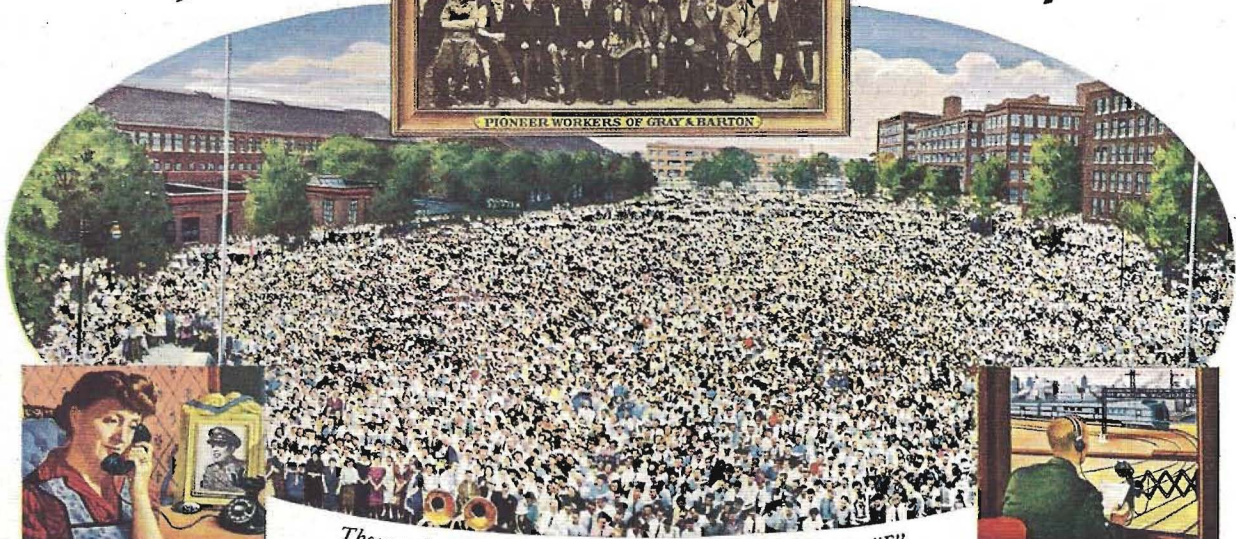
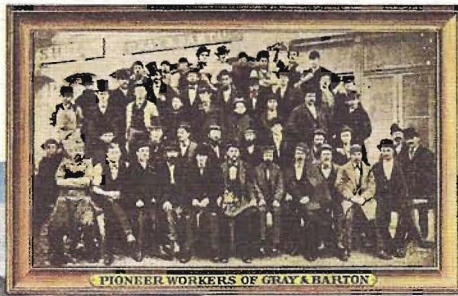
## AT&T announces 1995 Annual Meeting location

The 110th annual meeting will be held in Seattle at the Washington State Convention and Trade Center on April 19, 1995. The announcement was made following AT&T's just-com-

pleted merger with McCaw Cellular. AT&T has more than 2,200 AT&T and McCaw employees at some 15 work locations in the state of Washington. Also, more than 21,000 shareowners live in the Seattle area. The last meeting held in Seattle was in 1979.

1869

1944



1. Your telephone in peacetime reaches 95% of the world's telephones and over 26,000,000 in the United States today.



2. You hear radio news and entertainment. Since radio began, W.E. people have built broadcasting equipment.



3. You can enjoy talking pictures—made commercially possible back in 1926 by Western Electric development.



4. If you are hard of hearing you can live more fully with a W.E. hearing aid, perfected through telephone research.



5. You ride more safely on the nation's railroads because of Western Electric train dispatching telephone equipment.



6. You enjoy added protection today thanks to Western Electric inter city telephone, teletype, and radio in police cars.



7. You fly with greater safety because of radio telephony between plane and ground—demonstrated by W.E. in 1917.



8. You will enjoy television. This picture shows how W. E. equipment sent images by radio as long ago as 1927.

## They have enriched your life through 75 years

THESE two groups of employees span three generations of Western Electric men and women who have helped enrich your life ever since Elisha Gray and Enos M. Barton founded the Company 75 years ago.

They have made your Bell Telephone and the Bell System's vast network of telephone equipment. In their work as manufacturer, purchasing agent, and distributor for the Bell System, they have served you faithfully in peace and war and in disasters due to fire, flood and hurricane.

In this work they have found other ways to enrich your life. Some are pictured here.

What the Company is today... what it means to the Nation and to you... stems from the loyalty, the pride, the craftsmanship of every man and woman who has worked with the Company since 1869.

Today Western Electric workers are doing their greatest job—turning out huge quantities of electronic and communications equipment that help our fighting men win battles—help save American lives—help maintain the vital home front communications network, and bring nearer the day of final victory and peace.

When that day comes the men and women of Western Electric will resume their 75-year-old job of making communications equipment to further enrich your life.

*Speed the final Victory! During the 6th War Loan Drive, buy more Bonds than ever!*



Reprinted from the November 1944 *Haverhill Shops Communicator*



1600 Osgood Street  
North Andover, MA 01845

ADDRESS CORRECTION  
REQUESTED!



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