

“In just a few minutes, we will issue a press release to announce that we will restructure AT&T in a way that will allow each of our businesses to be the best and toughest global competitor in its market. . .”

**. . . Bob Allen to all employees
2:00 p.m. EDT, September 20, 1995**

Valley Voice

September/October 1995



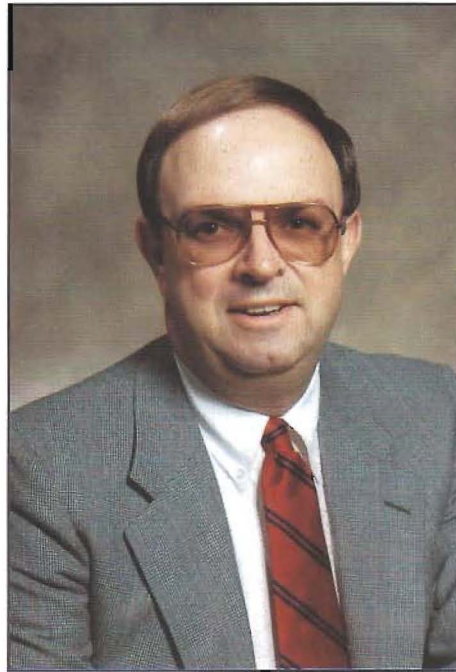
September/October 1995
Valley Voice

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

ISO9001 certified
Winner, 1992 Malcolm Baldrige
National Quality Award
Winner, 1992 Feigenbaum
Massachusetts Quality Award

J. F. McKinnon
Merrimack Valley Manufacturing
Vice President

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Roger Culliford, x2597



**Business as usual,
with an emphasis
on *increased*
business, is the
message most
Merrimack Valley
people hear in
the announce-
ment that we are
to become a
separate, new
company.**

**“I was as surprised as anyone
else.” ...Jack McKinnon**

“Where were you at two o'clock on
September 20, 1995? This date may
become one of those times that we all
remember,” says Jack McKinnon about
the announcement that AT&T would
split into three new, independent
companies.

“I told the *Eagle Tribune* reporter
that ‘the people who know us know
that we are very, very good,’ and I
mean it! Our customers, and particu-
larly potential future customers, are
looking at this as a positive move for
their businesses as well as ours,” he
adds.

What does it feel like to be part of a
“as yet unnamed” company?

“I know a lot of you are concerned
that you will no longer be working for
AT&T. Just the name AT&T opened
many doors in the business world.
What you may not understand is how
many doors were closed to us as
AT&T. These doors will now open.

“I wish I could answer the many
questions I know you have about your
own jobs, but I don't have the answers
myself. Like Bob Allen and the
leadership team, I will pledge to pass
on information about decisions as
soon as I get the news.”

Employee reaction to the news is
varied, as could be expected. Most see

the opportunities created by being
liberated from association with
AT&T, that we as the equipment
manufacturer will have a much freer
hand to compete with other global
producers. We will have an oppor-
tunity to come away with a much
larger share of both the domestic
and world markets.

Reaction from the CBU sales
teams is very positive. These people,
who talk directly with our customers,
already are reporting great news in
the relaxation of tensions in their
efforts to sell our equipment to
AT&T's long distance service
competitors — our soon-to-be former
competitors.

“It's unfortunate that for some, the
loss of the AT&T name as the
company you work for is a serious
concern. I understand your anxiety,
and I can only ask you to remember
that we've survived many changes to
our company in the past, and we'll
accept this change also.

“Hopefully, even though we don't
have our new name yet, we can all
continue with the important business
of making sure everyone knows that,
no matter what you call us, we at
Merrimack Valley are still the best
in the business.”



The *Valley Voice* is published for people
like Physician's Assistant Susan Chatot, left,
and Head Nurse Ruth Pearson, both ready
for any emergency at the first aid station
during the lawn party. More photos page 13.

Good News Continues

Long list of recent promotions tells Merrimack Valley employees that times are changing. Optimism grows as others learn about growing opportunities for recognition and promotion to professional ranks.

A quick glance at this issue's "People" pages gives you the right message — good things are happening to a lot of people here at Merrimack Valley.

For a lot of MV people, years of frustration and waiting for promotions is ending as they begin their new work assignments. Promotions from the occupational ranks to the professional are being announced following recent increases in business activities.

Former tester **Mark Porro** is an energetic person. How else could he get two associate degrees at NECCO, one in Business Management, one in Business Transfer (a program designed to transfer credits to a four-year degree). With this good start he was offered an opportunity to be "loaned" to the Patriot Shop engineering group almost 2 years ago. By next May he will earn his bachelor degree at Merrimack College in Business Administration with a concentration in management. And about a year away is a second BS in Computer Science.

"But I'm still the same person I was as a tester," says Mark. "I don't expect to be treated any differently. I do know I have many more advan-

"There is no such thing as a dead end job. We are all changing with the times."

...Gloria Narinkevicuis, promoted from secretary to supervisor of Payroll

tages now than before. The year and a half I spent on loan to the engineering department was crucial to my recent promotion. In addition to all the on-the-job training I received, I had the opportunity to show what I could do on my own." Mark's promotion makes him a Senior Technical Associate (STA) in Patriot Engineering.

Michael Hickey graduated in May from Merrimack College with a BSEE. In the seven long years of night school needed for this tough degree, Michael thought he would never have an opportunity to become an engineer in the end. "Everything was so slow. I really thought I would have to leave the company to become an engineer." Mike is in the Next Generation Lightwave (NGLN) engineering group and anticipates checking out opportunities for earning a master's degree. His previous assignment was in the Reuse department, working in the warehouse.

Not all promotions are related to education alone. **Armand Bisson** went from being an analyst for Quality Assurance to an SGA3 in the newly combined Quality Engineering and Assurance organization. Armand says he learned his job 17 years ago "as I went along, from another person in the

department. This promotion is an acknowledgment of the expertise I have gained over those 17 years. It's nice to be working with the same people again and considered a peer."

Karla Busch stopped going to school after she received an associate degree in electronic technology from NECCO in 1990 because she knew "it wasn't going to get me anywhere, so why bother?" Now she is thinking about returning to school. Karla is in the same Digital Video R&D group that she was before her promotion to STA, but says she now has "more responsibility and a lot more paperwork."

Lorna Neville, like a number of former MV secretaries, is enjoying her new professional assignment. "Staying focused and motivated helped me balance all parts of my life and achieve some of my goals. Continuing my education was rewarding, but I was also fortunate to find a manager who inspired me and kept my level of motivation high. My advice to anyone wishing to move ahead is to never stop believing in yourself, continue your education, and look to individuals you perceive to be successful for knowledge, guidance and support."

Like Lorna, **Kathy Dyke** set a personal goal — in 1987 she told herself she wanted to work for Bell Laboratories. In the meantime she set about gathering a lot of experience with network analyzers, studied for an associate degree in electronic technology at NECCO, and kept looking into ECOS for job openings. Now a technical associate (TA) in the Broadcast Video Solutions group, she sees a chance to perform and do something she really likes. "I'm learning a lot because the cable TV business is so new. I'll be continuing my education at Merrimack, working towards a computer science degree."

Please see pages 5 through 9 for the latest career changes for many of Merrimack Valley's people.

Employee Suggestion Program

Idea leads to better quality labels at a lower price, and a nice award!

Karen Wunderlich of the F51 Software Manufacturing shop won an award for her suggestion to switch to another supplier for software labels. Her idea allows the shop to purchase a better quality label that is less expensive than what was previously used. Investigator Dave Tseki determined the tangible material savings to be \$12,800 and an award of \$1920 was presented to Karen for her suggestion. This photo shows Karen and Dave with some of the new labels.



The ESP encourages all employees to be enthusiastic about their ideas and to continue submitting their suggestions so that we, as a team, will profit and contribute to the success and growth of our business.

Sometimes two heads are better than one!

In this case, the two heads belonged to Glenn Boucher and Roger Giard of the Consolidated Shop. Glenn and Roger suggested a way to modify feeders on 38 insertion machines instead of buying new parts. Investigator Wally Pomierski determined the tangible material savings for their idea to be \$14,212. This worked out to a \$2131.80 award which was shared by both Glenn and Roger.



Lynne Grady is latest winner of ESP's trophy

The Employee Suggestion Program periodically presents its trophy to a suggestor, investigator, group or organization, that, for whatever reason, supports the program in an outstanding way. The winner gets to display the trophy in their area until the next winner is chosen. The most recent recipient of this trophy was Lynne Grady of the Customer Service organization.

Lynne's whole group has always had good participation in the program, but she was chosen because she has submitted the highest number

of suggestions for several years running.

Over the years, Lynne has consistently submitted suggestions to the program, and most of her ideas have been adopted. ESP administrator Mary Spaneas says that "It is not very common for office employees to submit suggestions at such a steady rate. It shows outstanding initiative and perseverance on Lynne's part."

This photo shows Lynne, at left, and Mary with the trophy.

Merrimack Valley

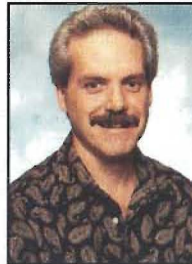
People



Albrecht



Ditroia



Fallon



Lacey



Picard



Gehly



Kyricopoulos



Landry



Mazzaglia



Narinkevicius



Boheim

PROMOTIONS

Tom Albrecht, MTS, became Circuit Pack Operations Manager for third shift.

Tony Ditroia, MTS, became Circuit Pack Operations Manager for second shift.

Brian Fallon, Supervisor, Manufacturing Resource Planning, became Circuit Pack Logistics Manager.

Jim Lacey, product planner in the Global Systems Engineering & Architecture group, became Senior Product Planner.

Andrea Long, DMTS, became Process Engineering Manager for Lightwave Engineering. (photo on page 7)

Leslie Picard, Customer Value Added/Quality Manager for the Transport Product group to Global Public Networks Leadership Forum Manager.

Ken Back, MRP Systems Coordinator - Lightwave, promoted to Supervisor, VISION Circuit Pack Master Scheduling.

Mark Coppola, promoted to Supervisor, MCM Assembly Operations for second shift.

Glen Gehly, training specialist, was promoted to Supervisor, VISION Circuit Pack Through Hole Assembly.

Cheryl Kyricopoulos, promoted to Supervisor, FIC Processing.

Kevin Landry, promoted to Supervisor, Broadband Products Assembly Operations for second shift.

Joseph Malone, promoted to Lieutenant in Plant Security

Judy Mazzaglia, promoted to Supervisor, MCM Assembly Operations.

Gloria Narinkevicius, Administrative Assistant was promoted to Payroll Supervisor.

Joan Premont, promoted to Supervisor, VISION Circuit Pack Fast Line Operations for third shift.

Angela W. Boehm, Customer Technical Support Organization, MTS-I to MTS

Chyral Curette, Test Strategy, MTS-I to MTS

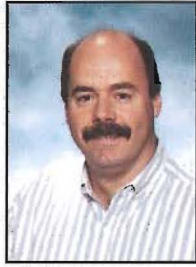
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Keisling



Reynolds



Hickey



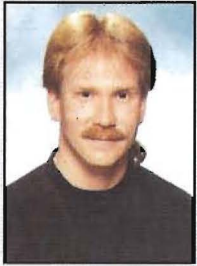
Lorigan



Paplaskas



Brooks



Macnair



Neville



O'Neil



Mazalauski



Chau



Busch



Coco



Dame



King



Morse



Murphy



Porro

Karen Keisling, International Lightwave Terminals, MTS-I to MTS

Bruce Reynolds, DACS II & I-2000 Development & Test, STA to MTS-I

Michael Hickey promoted to MTS-I in Next Generation Lightwave Network Engineering

Armand Bisson, promoted to SGA3 in Quality Engineering & Assurance

Peter Lorigan, promoted to Accounting Specialist for PLI Results

Yvonne Paplaskas, promoted to Accounting Specialist

Lynne Brooks, promoted to Associate Reports & Results Specialist in Global Procurement Organization

Ronald Macnair, promoted to SGA2 in Quality Engineering & Assurance

Lorna Neville, promoted to Associate Market Manager in the Utility/Private Networks Market.

Fran O'Neil, promoted to Administrative Control Specialist in Billable Services

David Mazalauski promoted to Sergeant in Plant Security

Vi Chau, promoted to STA in Next Generation Lightwave Network Engineering

Karla Busch, promoted to STA in Digital Video

Kathleen Coco, promoted to STA in Systems Test & Integration for the HFC-2000 project

Ralph Dame, promoted to STA in Lightwave Test Engineering

Ronald Georgia, promoted to STA in Repair Engineering

Laurie King, promoted to STA in the ATM Product Realization Center

David Morse, promoted to STA in Next Generation Lightwave Network Engineering

Thomas Murphy, promoted to STA in HFC-2000 System Integration Test

Mark Porro, promoted to STA in Patriot Engineering group



Rohr



Rousseau



Bass



Dyke



Long

Thomas Rohr, promoted to STA in FT-2000 Next Generation Lightwave Network engineering

David Roman, promoted to STA in HFC-2000 Systems Integration

Ronald Rousseau, promoted to STA in Next Generation Lightwave Network Engineering

Michael Bass, promoted to TA in Broadband engineering

Kathryn Dyke, promoted to TA in Broadcast Video Solutions

ANDREA LONG APPOINTED TO USDL BUSINESS RESEARCH ADVISORY COUNCIL

Andrea Long, Bell Labs DMTS and Senior Economist, Engineering and Cost Management for Network Systems, has been appointed to the U.S. Department of Labor Business Research Advisory Council by Secretary of Labor, Robert Reich.

Since her appointment, Andrea has been promoted to Process Engineering Manager for Lightwave Engineering. (see page 5)

IN MEMORIAM

Howard E. Anderson, retired senior operator, September 22, 1995

Jennie S. Barberio, retired layout operator, July 25, 1995

M. Rita Basque, retired inspector, September 5, 1995

Dorothea Carrier, retired assembler, September 15, 1995

Rita B. Felteau, retired process analyst, August 29, 1995

Edward V. Fitzgerald, retired stockkeeper, July 30, 1995

Antoinette R. Gagnon, retired stamper, July 4, 1995

Raymond F. Godfrey, retired merchandise service clerk, September 26, 1995

Alfred N. Gynan, Jr., retired occupational engineer, August 21, 1995

William O. Harvie, retired packer, September 3, 1995

John Henley, composite master toolmaker, September 30, 1995

M. Constance Kennedy, retired bench hand, June 9, 1995

Barbara M. Keogh, retiree, July 28, 1995

Mary E. Lamanna, retired machine operator, September 28, 1995

Orania H. Lialios, retired coil winder, September 9, 1995

Donalda M. McNeill, retired repairman, June 21, 1995

Blanche F. Milia, retired wireman, July 19, 1995

Jacqueline Nilsson, retired process analyst, June 20, 1995

Louis D. Page, retired machine setter, August 2, 1995

Arlene F. Picard, retired senior operator, August 28, 1995

Joseph A. E. Pare, retired plater, August 8, 1995

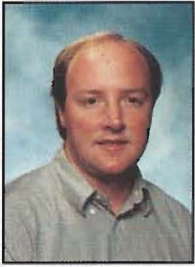
Rosamond M. Rodgers, retired senior operator, July 27, 1995

Nanci D. Ross, retired senior operator, September 9, 1995

Cecilia T. Russell, retiree, September 8, 1995

Alfred E. Sahttier, retired section chief, July 15, 1995

Ahmad Sharifian, Bell Labs Environmental, Health & Safety engineer, September 13, 1995



Arntsen



Berkey



Brockway



Chen



du Breuil



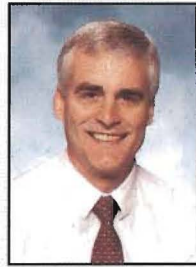
Felenchak



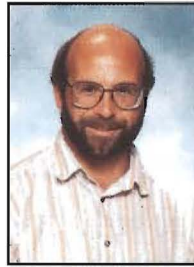
Fischer



Fisher



Hough



Joncas



Klawitter



Krause

DMTS APPOINTMENTS

Sixteen MV engineers were recently appointed to the position of Distinguished Member of Technical Staff (DMTS). Appointments are based on technical achievement within the MTS population, demonstration of exceptional capabilities and showing a high level of initiative. The new appointees include:

Tom Arntsen — Broadband Systems Development. Most recently, Tom has worked on Strand Mount Fiber Node for the HFC-2000 System. Previously he worked on the NTT New Module A program.

M. Ann Berkey — Multiplex Software & Systems Engineering. Ann has been doing Architectural work on AM&M and ICore platform development and DDM-2000 software related projects.

Robert Brockway — Network Multiplex Circuit Pack Realization, presently designing DDM-2000 optical packs. He previously worked on projects in D4, D5 and 5EES.

Robert Chen — Microelectronics Line Card Design group. Bob's recent assignments include Line Interface Circuit design and SLU-NIU Phase 3 POTS Interface Design.

Tom du Breuil — Digital Video department. Tom is currently working on the Digital Video System for Cablevision Systems Corporation which will be launching into service this fall

Alan Felenchak — DACS II Software Development. Al has been the lead engineer for the transition to Current Software Engineering for DACS II.

Daniel Fischer — Customer Systems Engineering - Information Automation Group. Dan was with Bell Labs in NJ, but for the last five years has been at MV in Manufacturing Systems Engineering Implementation.

Eric Fisher — Next Generation Lightwave Network. Eric designs test sets and test strategies for NGLN optical packs. He previously did the same for FT-2000.

Sterling Hough — International Lightwave Terminals. Sterling recently finished up work on the New Module A Lightwave system for Japan where his area was software engineering.

Mark Joncas — Component Engineering. Mark is currently working on Component life cycle management issues, COGS reduction, Material Load reduction and Legacy component management process.

Bob Klawitter — Broadband Access Project Management. Bob presently works on the Hybrid Fiber Coax Network Interface Unit (HFC-2000 NIU) project. Previously he was in Lightwave where he helped to introduce FT-2000.

Sandy Krause — Customer Technical Support organization. Sandy is part of the DDM-2000 System Test Group.

Gene Rivard — North American Support Planning Technical Support for Utility Customers and GTE Video Dialtone Project.



Skiba



Towne



Weatherby



Adams



Giacobbe



Silva

Joseph Skiba — Systems Standards Engineering. Joe has also worked on Module A, DDM-2000 and Video Multiplex products.

Jeffrey Towne — DDM-2000 Design & Systems Engineering. Jeff most recently has been working on systems engineering on the DDM-2000 Fiber Reach project.

Marie Weatherby — Customer Technical Support Organization - Customer Planning & Applications group. Marie has been actively working on reengineering customer support planning processes as part of Network Systems Customer Architecture initiative.

GRADUATES

The following employees recently received college degrees:

Advanced Degree

Paul Adams, Information Automation Engineering — Master of Science in Computer Science, University of Illinois at Urbana-Champaign

Associates Degree

Kathy Giacobbe, Cost Bulletin Accounting — Associates of Science in Business Management, Northern Essex Community College

Cecilia Silva, Lightwave — Associates in Business Administration, Merrimack College

SERVICE ANNIVERSARIES

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

SEPTEMBER

Lorene M. Anderson (25)
Sandra G. Anderson (25)
Kenneth J. Byra (25)
Gladys E. Champagne (25)
Jarle H. Dahl (25)
Norbert C. Deamato (25)
Robert A. Dunbar (25)
John P. Fowler (25)
Jane C. Gingras (25)
Yen-Long Kuo (25)
Ida R. McCarthy (25)
Stephen R. Peck (25)
R. T. Peters (25)
Denise M. Scott (25)
John L. Wilkovich (25)
C. P. Bates (30)
Linda F. Carroccino (30)
Roger L. Cote (30)
Robert J. Gordon (30)
William T. Murnane (30)
John H. Quinn (30)
Michael D. Santo (30)
Jane J. Shea (30)
Kenneth L. Steigerwalt (30)
Lynn J. Ternet (30)
George J. Ares (35)
Rose A. Baker (35)
Elvelena B. Caruso (35)
Patricia Danilecki (35)
Maurice S. Foulds (35)
Peter O. Fredrickson (35)
Alfred O. Gagnon (35)
Letitia A. Graves (35)
Louise C. Mandry (35)
Robert E. Nissen (35)
Raymond J. Rancourt (35)

Geraldine S. Desroches (40)
Harry S. Kimball (40)
Richard J. Nicosia (40)
Francis Winters (40)

OCTOBER

Gary M. Avery (25)
Alice M. Cable (25)
Jose A. Correa (25)
Adriana B. Fiorellini (25)
Nancy M. Gouthier (25)
Laura E. Lord (25)
Stephen P. O'Donnell (25)
Arlene M. Torrisi (25)
Alan R. Baker (30)
Emily Bowab (30)
Joseph M. Fedenyszen (30)
Detlef C. Gloge (30)
Marcia C. Hamilton (30)
Hames J. Heffernan (30)
Maria H. Mateja (30)
Gordon F. McCreadie (30)
David E. McDonald (30)
Charles E. Murray (30)
Ronald S. Muti (30)
Lorraine V. Noble (30)
Paula J. Pare (30)
Barry M. Ramsell (30)
Joseph W. Sifferlen (30)
James R. Stiles (30)
Claire R. Wentworth (30)
Bernard D. Cordischi (35)
Ernest J. Henderson (35)
Clifford S. Hewett (35)
L. J. Kiszka (35)
Mary C. Larocque (35)
Paul J. Maloney (35)
Robert A. Talanian (35)
Daniel A. Tuccolo (35)
Roger A. Twomey (35)
Frank J. Gomes (40)
Eugene Mikulka (45)

Pioneer Happenings



"Answering the call of those in need"

Design-A-Bears project celebrates 1st birthday



Chapter 78 volunteers at Boston Children's Hospital let patients pick their own bear and kept going until each bear found a new home. Shown from left are Rose Young, Donna Martin, Elena Bonaventura, Toby Russell, Kathy Cravino, Lynda Hansen and Cecile Travers.

Chapter 78 volunteers "dressed" nearly 100 poseable teddy bears for patients at the Boston Children's Hospital Cancer Unit. This was the second year that the Pioneers worked on the Design-A-Bear project, where volunteers take home 'bare' bears and use their imaginations to dress them up. Because the

Design-A-Bear project is now one year old, this year's theme was "Going to a Birthday Party."

Project coordinator Elena Bonaventura arranged for a display of the dressed bears so that everyone could see how creative and crafty their co-workers could be. Those who visited saw bears dressed for soccer, baseball, hula dancing, gardening and swimming. There were clown, doctor, nurse, fireman, policeman, scarecrow, pirate and cowboy bears. Bears in poodle skirts, Halloween costumes and party dresses. Some outfits were crocheted, some knitted, others hand-sewn and materials ranged from lace, pearls and beads to denim. There were bears on swings,

Patient Courtney Smith with her parents and the bear she chose. Courtney has two aunts from MV, Ida Pazzanese and Pamela Sewade.



on horseback, in bed, in strollers and even one in the tub. Bears in just about any form of dress you could imagine!

Children received a birthday present along with their bear when they were distributed in September. "We got quite a few more bears than last year" said volunteer Anne Wiggin "because we have a lot of really good people here at Merrimack Valley that always come through — especially when it's for the kids!"

Call for volunteers

The Pioneers are involved in many worthwhile projects and we can always use more volunteers. With over two dozen active projects, we have plenty for you to choose from!

Would you like to help the elderly or handicapped? Do something nice for a homeless family? How about working on a community project? If you're crafty, you could knit, crochet or sew for newborns, children in crisis situations or the elderly. Retirees — we can always use more helpers in the Pioneer Store. There's more . . . but we're out of room!

Call the Pioneer office on x2307 for more information or to volunteer for the project of your choice!

WEValley Club

Fishing Contest

The 37th annual WEValley Fishing Contest ran from Memorial Day through Labor Day and was open to the children (up to age 16) of MV employees. This year over 60 children participated.

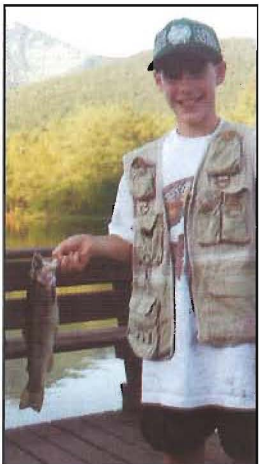
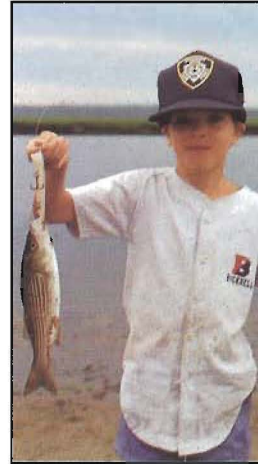
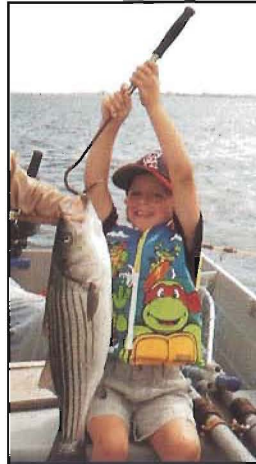
Alex Meola, 6, son of Victor Meola, was winner of the Saltwater category with a 16 lb. 7 oz. 31-inch striped bass caught in the Merrimack River in Newburyport.

There was a tie for first place in the Freshwater category between Joshua Dupont, 10, son of Dale

Dupont, and Brian Goossens, 14, son of Bob Goossens. Joshua's fish was a 7 lb. 8 oz., 19¼ inch large mouth bass which he caught in Big Island Pond. Brian's was a 4 lb. 15 oz., 24 inch large mouth bass caught in Norway Lake.

All winners received various types of fishing tackle as prizes. Other participants included: Ryan Adams, Stacey Adams, Ennie Bloom, Anthony Casale, Daniel Casale, Michael Casale, Liam Casey, Ryan Casey, Michael Centariczki, Rachel Centariczki, Clint Clay Jr., Jason Coppola, Justin Daniels, Katrina Daniels, Todd Daniels Jr., Gail daSilva, Julia

daSilva, Dana Demetrio, Michelle Demetrio, Ronnie Demetrio, Suzanne Esposito, Justine Evans, Elise Felenchak, Shoshana Felenchak, Jonathan Fitts, Kevin Fraser Jr., Miles Fredette, Brandon Geisler, Drew George, Evan George, Amanda Hamel, Justin Hamel, Eric Hefner, Scott Herman, Christopher Lacroix, Leah Lacroix, Scott Lacroix, Jeremy Lang, Nicholas Lang, Scott Law, Stephen Lipomi, Tommy Madden, Ed Manzi, Matthew Marquis, Lindsay Martin, Michele Martin, Emily Mayfield, Courtney Mills, Jared Peabody, Megan Peabody, Andrew Plummer, Jaimee Pothier, Jen Pothier, Michelle Pothier, Cassandra Richardson, John Santarelli, Brian Sculley, Erin Sculley, Scott Smith and Jennifer Thomas.



A few of the kids who entered and their fish... sorry we don't have room to show them all!

HISPA-MA members expand Hispanic Heritage Month activities

A lot more than South American music and dance was presented to MV employees this year during Hispanic Heritage Month.

The month began with conversations with two local businesswomen, both Hispanics. Dalia Diaz came from Cuba 32 years ago and is an EMMY award winner for her TV show on channel 56. She also published two Spanish novels. Dalia reminded those present that today's Hispanics are descended from the original "boat people" and that they have a proud heritage. Today Dalia is director of the cable TV station for Lawrence schools, channel 48. She works closely with the youth of Lawrence, passing on the skills and experiences gathered over the years.

Morella Lombardi, from Venezuela, is director of development for the City of Lawrence. She calls herself a "salesperson" for the city. Her goal is to help make Lawrence a multicultural opportunity center of economy, and she urged those present to change government by participating.

Later in the month, two business-related seminars with the popular Christina Samuels were co-sponsored by WATT-MV and presented through the training organization.

Cholesterol screenings were offered with the cooperation of the medical department.

Another new addition was a "Multicultural Hat Contest" organized by newly appointed HISPA-MA Vice President Carmen Johnson. Close to 40 employees arrived in the auditorium sporting hats ranging from cowboy hats worn with "an attitude" to those indicating a favorite sport team, to outrageous homemade entries judged to be both original *and* practical.

The ever popular Hike-a-Thon through Harold Parker State Forest, with a picnic given by the local CWA,

again found good weather and a generous contribution to the national HISPA scholarship fund.

And of course, South American folk music of the Andes and dances of Ecuador, plus a harvest fair with ethnic foods, rounded out the events.



Just a few of the many hats, and the people who wore them, during the latest addition to Hispanic Heritage Month, the Multicultural Hat Contest.

WATT-MV sponsors activities to raise awareness about the issue of domestic violence.

During October several discussions arranged by WATT-MV member Colleen Latour focused on the issue of domestic violence.

Teenage relationships was the subject of a noontime film and discussion with guests Brenda Fitzgerald from the Women's Resource Center and Detective George Tattan, Haverhill Domestic Violence officer. Both answered questions from MV parents about helping teenagers.

According to Colleen, many women are forced to leave their homes with little more than the clothing they and their children are wearing. WATT-MV, together with the Women's Resource Center, will sponsor a collection of clothing and canned goods. . .

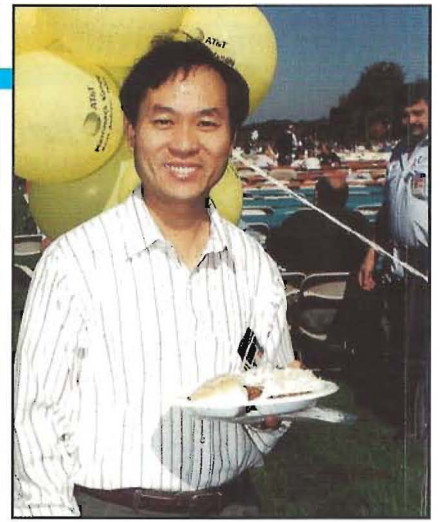
don't miss this upcoming event . . . coats and cans for kids

WATT-MV will sponsor a collection week in mid-November for coats for women and children displaced from their homes due to domestic violence. Also, canned goods will be collected. Watch for more information in the *Other Side of the Window*.

Disability Awareness Month speaker is well known nationally

Duncan Wyeth added a guest spot at Merrimack Valley to his list of appearances that include the Good Morning America show, CBS Morning News, and the Larry King Show.

His visit and other activities intended to raise awareness of disability issues will be reported in the next *Valley Voice* issue.



For your information . . .

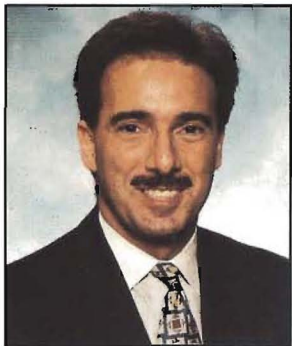
Marlins win a second Softball plant championship

The Marlins again came from a fourth place in the regular season to take the number one spot in the end-of-season playoffs. They clinched the title by beating the Seadogs three games to one, the only loss they suffered during the playoffs.

Team members include John DeZazzo, Paul Maggiacomo, Jack Gigliotti, Fran Forgit, Mike Smith, Norm Bourque, Scott Reynolds, Don Anderson, Dave Bombard, Mike Thuotte, Mark Parsons, Ken Wolenski, Steve Paley, Doug Cokely, Dave Bourque and Bob Bourque.

First 'Future Trek' speaker enlightens MV people about the strategies behind some of the AT&T corporate advertisements.

Jim Speros, director of Corporate Advertising and Brand Management for AT&T, brought with him video clips of a broad range of advertising and promotional programs for several of AT&T's operating units.



A lively discussion with employees followed as those at the Valley let Jim know which ones they liked best . . . and which

they didn't!

Jim's talk was the first in the newest series sponsored jointly by Communications Ltd. and WATT-MV. Topics for this year were selected from feedback received during the popular series "Prophecies of the Near and Far."



MV groups work in events to improve neighborhoods

United Way Day of Caring brings a cross section of employees together

The Lawrence Boys/Girls Club, Newburyport Women's Crisis Center, and the YMCA Summer Camp were included in this year's cleanup coordinated by the local United Way office. MV committee members included Paul Gagnon, Bob Robinson, Joe Massa and Sheila Ghika. Above, MV employees adding their efforts to make the day a success were Sandra Dobens, Shirley Fultz, Carolyn Demaine, Sue Rowe, Noreen Cormier, Lillie Torrence, Janine Brennan, Lorraine Sawyer, Maggie Vega, Lou-ann Rodriguez, Francis Mahoney, Al Hardy, Fernando Frometa, Dennis

Walsh, Mike Solesky and John LeBlanc.

Human Resources 'Day of Caring' takes to the streets

Exhausted but happy are these members of the MV HR team, below, including those from personnel, medical, training, labor relations, and public relations.

For the second year this team of community minded folks decided to turn their annual day away from the office into a day of helping out.

With shovels, rakes, and lots of deep knee bends, the group cleaned over thirty dump truck loads of trash from a street in Haverhill that was selected for the project.



MV employee helps daycare center receive grant from AT&T fund

The Clubhouse Daycare Center just received a \$10,000 grant from the AT&T Family Care Development Fund for quality improvements. Located in downtown Derry, NH, the Clubhouse has a full range of programs from infant care to Kindergarten. They also have an afterschool care program for alumni and siblings of children who attend the Clubhouse. The AT&T sponsor for this grant was Teri LaRochelle.

The Clubhouse will offer preferred enrollment and waive the registration fee for new AT&T families.

Tony Lazzaretti speaker at domestic violence awareness event

Tony Lazzaretti was one of several speakers to kick off Domestic Violence Awareness Week activities in Haverhill. Tony told the citizens gathered that "violence has no place in any environment," and that AT&T is "committed to making our location a safe environment for all employees." For more on MV's participation in domestic violence awareness events, please see page 12.

Holiday Spirit

Thank you for giving.



Merrimack Valley team contributed much to success of AT&T in meeting corporate environmental, health and safety goals.

During the past five years, Merrimack Valley eliminated CFC emissions (1993), reduced toxic air emissions by 98.2 percent, decreased manufacturing process waste disposal 98.2 percent, and recycled 65.8 percent of its paper.

"New goals are set to take us into the 21st century," says Jack McKinnon. "I commend you for your efforts in these fine accomplishments, and I ask you to continue the momentum developed and continue to improve our environmental and safety performance over the next five years."

AT&T 1990 goals and results

CFC goal: Eliminate CFC emissions by year-end 1994

Achievement: Eliminated early 1993

Air Emission goal: 95% by 12/95

Achievement: 96% lower than in '87

Waste Goal: Decrease manufacturing process waste disposal 25% by year-end 1994

Achievement: 66% from '87 to '89

Recycling Goal: Recycle 60% of paper by year-end 1994

Achievement: 65% by year-end '94

Paper Use Goal: Reduce use of paper by 15% by year-end 1994

Achievement: Use of paper reduced 29% since 1990

'95 Quality Celebration and Employee Appreciation Day

The weather was perfect, the speakers were upbeat, the food and music were great... what better way to celebrate being an employee at the Valley.

Jack McKinnon, Bob Sanferrare, Len Winn, Joe Belanger took turns at thanking everyone for a job well done. Ernie Rodriguez added a few words in Spanish as he was introduced by Jack, who kidded Bob for forgetting to introduce his boss.

Special guest speaker Bob Russell, procurement leader for our major customer Pacific Bell, talked about the importance of quality in their business. "We are in a war, a fight for our customers," said Bob. "It is only with quality products that we can give that extra service to our customers so that

they see the difference in our services. Your efforts make a big difference."

Len Winn remarked that "three years ago our lawn party was to celebrate ISO certification. . .and it was a big deal! Today it is *expected* that we get recertified whenever the auditors visit."

The business is out there. Half the people in the world haven't made their first telephone call. Can we compete for the business making those calls possible? "You bet we can!" says Len.

As more and more people are being called back to work, 98 percent are accepting the offer. Merrimack Valley, after all, is a nice place to come to work.

See page 13 for pictures of the celebration.

Lawn party, Merrimack Valley style . . .



Aerial photo by Roger Culliford. For more on the lawn party, see pages 13 and 15.



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