

Lucent's Global Day of Caring October 5, 1996



Valley Voice

September/October 1996



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ValleyVoice

A publication for active and retired employees of

Lucent Technologies
Merrimack Valley
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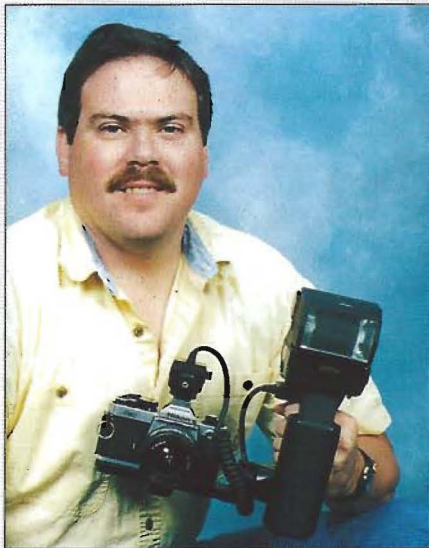
Winner, 1992 Malcolm Baldrige
National Quality Award

Winner, 1992 Feigenbaum
Massachusetts Quality Award

J. F. McKinnon
Global Provisioning and
Manufacturing Vice President

Valley Voice editor:
Dianne Coppola, x3553

Photography:
Guy Williams, x2597



PR has new photographer

In case you haven't heard, we have a new photographer in the Public Relations group — Guy Williams. Guy comes to us from the Customer Service organization, and he can be reached on x2597.

October 1, 1996: Lucent's first day as an independent company and the start of our new fiscal year!

It's official. On September 30, the remainder of Lucent Technologies stock was spun off from AT&T and on October 1, we became a wholly independent company! We come with an impressive set of credentials:

- 125 years of experience and leadership in communications.
- 35th largest company in the United States.
- 91st largest public company in the world.
- 280 locations around the world with 125,000 employees who bring enormous amounts of experience in many areas.

What other 'new' company ever started out like us?

In a live broadcast from headquarters in Murray Hill, NJ, Henry Schacht, chairman and CEO, thanked all employees for helping to build Lucent into what it is today. He stressed that "this is the opportunity of a lifetime for us and for our customers — let's make the most of it!"

Rich McGinn, president and chief operating officer, thanked everyone for their continued focus on our customers and challenged us to go further. "We have always been very good, but we have to be better than anyone else. We have to be phenomenal."

October 1 also marked the start of our new fiscal year, so Happy New Year — what a year it promises to be!



Our Mission

To provide our customers with the world's best and most innovative communications systems, products, technologies and customer support.

Powered by excellent people and technology, we will be a customer-driven, high performance company that delivers superior, sustained shareholder value.

We make the things that make communications work.

Lucent Technologies
Bell Labs Innovations



Our Values

- **An obsession with serving our customers**
- **A commitment to business excellence**
 - Speed
 - Innovation
 - Quality
- **A deep respect for the contribution of each person to the success of the team**
 - Integrity and candor
 - Mutual respect and teamwork
 - Personal accountability
- **A strong sense of social responsibility**

Who cares? We do!

The Lucent Technologies Global Day of Caring was planned to recognize Lucent employees all over the world for the thousands of hours they give to their communities each year. More than 300 MV employees,

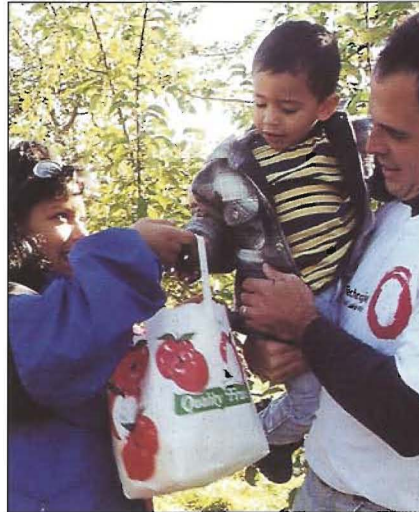
family members and friends took part in the October 5 event by volunteering their time on various community projects. Another 152 fund-raising golfers helped out by participating in the Lucent Golf Tournament. (see page 15)

After a hearty breakfast in the MV cafe volunteers set off to a dozen or so projects organized by the Lucent Pioneers and Public Relations. Employees were also given the chance to work on ongoing projects in their own communities.

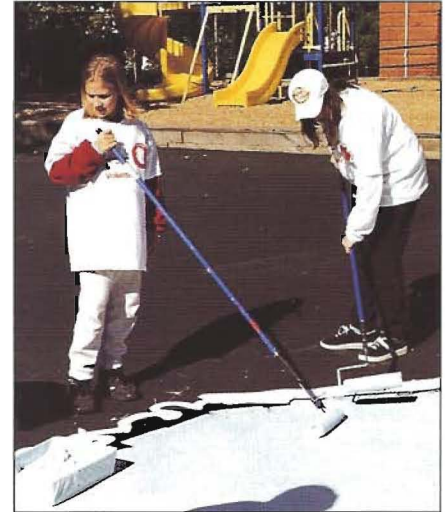
Day of Caring Highlights October 5, 1996

Activities we worked on:

- Corpus Christi cleanup
 - Haverhill Pregnancy Center cleanup
 - MV Car Wash
 - Amesbury Car Wash
 - Apple Picking/Pie Baking
 - Map Paintings (2)
 - Children's Museum cleanup
 - Spicket River cleanup
 - Sorting items from Canned Food, Clothing and Furniture Drives
- Total number of participants: 404 (281 employees, 123 family members and friends)
 - Total number of hours worked: 2500 (1784 by employees, 716 by family members and friends)
 - Weeklong Canned Food Drive collected 4077 items
 - Weeklong Clothing Drive collected 88 boxes of clothing and 1 bin of toys



Projects included picking apples with teenaged mothers and their children . . .



Painting U.S. maps at the Walnut Square and Pollard Schools . . .



Sorting items collected at MV's weeklong canned food and clothing drives . . .



Clean up at Haverhill's future Children's Museum . . .

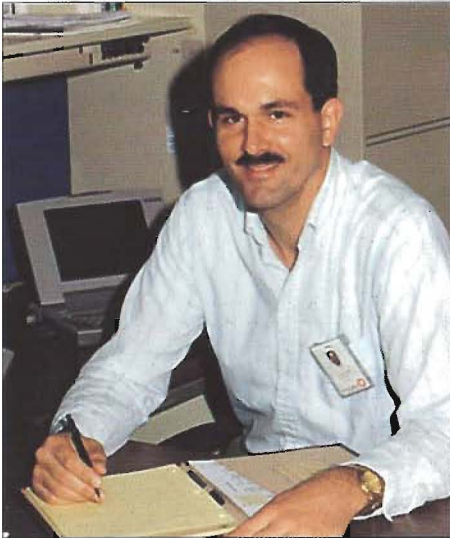


Washing cars in MV's front driveway and others we have no room to show!

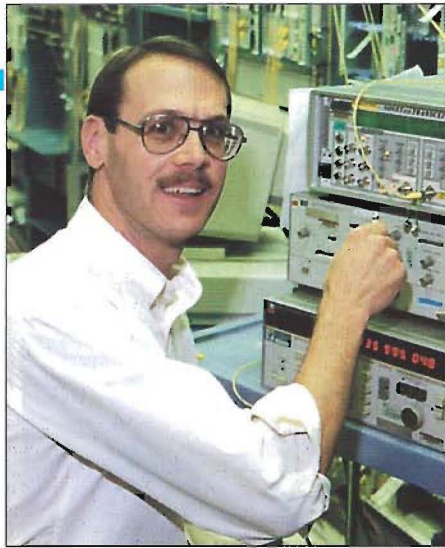
MV employees in the Military

Our company, as Western Electric, AT&T and now Lucent Technologies, has a long-standing tradition of supporting the military. In fact, the Haverhill shop was started to help Western Electric produce coils to meet the needs of the military during World War II.

In addition to working on countless military projects, we have had many employees serve their country in the military. Read on and meet some of today's workers who keep up the tradition by serving in the National Guard or Reserve.



Al Bridgham is a Senior Market Developer for the CBM organization and a Lieutenant in the Navy Reserve. He is currently the Supply Corps officer supporting the expeditionary logistics support group. Between active and reserve duty, Al has 21 years of military service. His home base is South Weymouth Navy Air Station, and assignments have taken him from Bahrain in the Persian Gulf to Norfolk, VA. "Being in the Reserve is more than just economically rewarding," says Al, "It's very interesting and also a challenge."

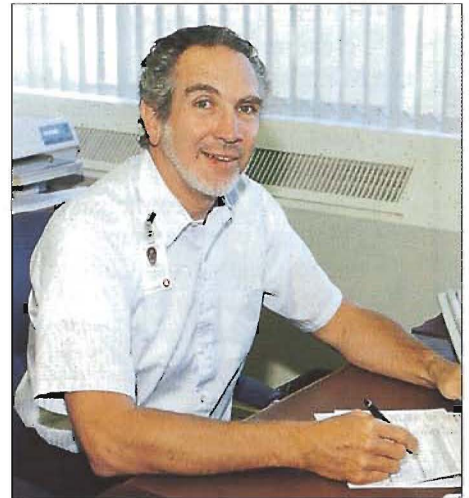


Chuck Frost is an engineer in the DDM-2000 Systems Validation Test group. He has served in the Army Reserve for 17 years, 14 in units working on construction and combat engineering. He's now a Major in a logistics unit that does planning and support in the areas of supply, maintenance and transportation. "I'm the Group S4 for the 167th Support Group, and we take care of about 3,000 people and \$100 million in equipment." His Reserve duties have taken him to Germany, Honduras, Guatemala and all over the U.S. "My military training and experience has helped me in many ways," he says. "It's improved my communication skills, helped me to become a better planner and a real teamplayer."



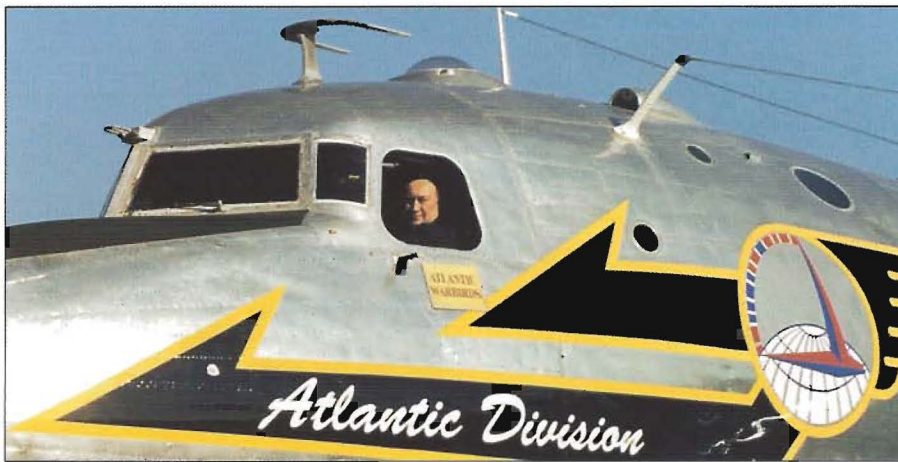
Mike Greene has been in the Massachusetts Air National Guard for 5 years. He's a Technical Sergeant in a combat communi-

cations unit that does radio operation and maintenance. He has received extensive technical training which serves him well in his MV job of CST in the HFC-2000 Lab. His present unit has been deployed in Bosnia, Hungary, Italy, South America and in the U.S. Mike says that "Reserve units are getting called on more and more, due to the downsizing in the regular military. And if my unit gets activated, I'll be there."

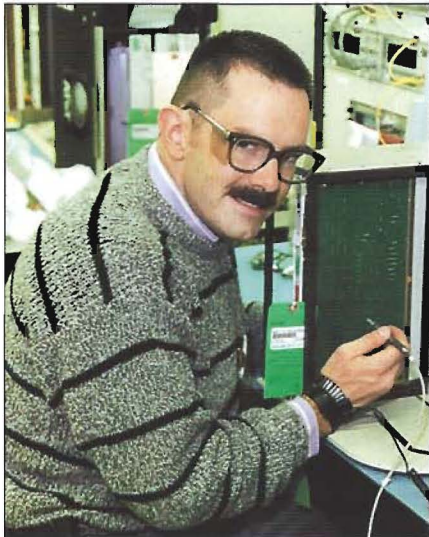


Tony Lazzaretti retired from the Navy Reserve in '86 as a Captain after 26 years of service including 6 years in active duty. "For all that time, I worked for Western/AT&T and continued a great side career as a Navy pilot," says Tony, engineering & manufacturing director for DACS and ATM products. "The Company was great when it came to Reserve duty, and all the organizations I worked for supported me in my dual endeavor."

Bob MacMaster works third shift in Hardware Support. He's also a Master Sergeant in Quality Control in the Massachusetts Air National Guard. His duties include inspecting and keeping ground radio and microwave communications equipment up and running. In his 20 years of Guard service, Bob has been called all over the world. He recently returned from a 40 day classified mission involving DEA operations.

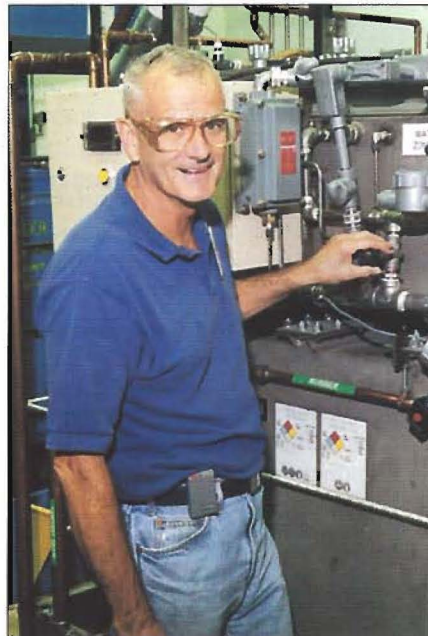


In his spare time, Bob is part of a volunteer crew working at the Lawrence Airport to restore a C54 Sky Master WWII transport aircraft. The group plans to fly the plane to Berlin to celebrate the 50th Anniversary of the Berlin Airlift.



Kevin Major, Lightwave Test engineer, is a Captain in the New Hampshire Army National Guard. He has received extensive training in many areas during his 16 years in service. As Assistant S3 for Troop Command, he makes sure that members of the seven companies and detachments he supports receive the training they need to do their jobs. He also works with the University of New Hampshire ROTC program training cadets. Kevin admits that serving in the Guard can add stress to your life. "But," he says, "it's also been very rewarding. I've learned a lot, met a lot of good people and it's given me a chance to serve my country."

Bill Ravgjala is an MST at MV, and a Maintenance Superintendent in the Air Force Reserve. He is assigned to Grand Forks AFB in North Dakota where he manages an aerospace systems branch of sheet metal, hydraulics and electric shops that support B52 bombers and KC135 air refueler tankers. Between active and reserve duty, Bill has 38 years in the military. He has traveled all over the world and has received extensive training in chemical warfare and winter-type working and survival skills. Bill is an Individual Mobilization Augmentee (IMA) which is a reservist assigned to an active duty unit. An IMA can be called in on very short notice, sometimes as little as two hours. "So, I've always got my bag packed and my passport up to date," says Bill.



Nick Zallas is a Senior Project Consultant for Customer Project Services. Between active and Reserve duty, Nick has 27 years of military service. He is currently in the Air Force Reserve and holds the rank of Major. Since 1982, Nick has served as an Individual Mobilization Augmentee (IMA) at Hanscom AFB in Bedford, MA. His current position is the IMA to the 66th Support Group Commander. Nick is called in when his active duty counterpart is unable to be there. When on duty, he is in command of over 1,000 active duty Air Force personnel. Nick's



management has been very supportive. "In fact," he says, "my boss, Joe Ponti, received a letter from the Chief of Air Force Reserve congratulating him on his support to the Country by helping me to meet my Military commitments."

Each service branch of the military has its own Reserve component which falls under federal control. National Guard Units fall under the control of individual states and can be called out by the Governor for disaster or emergency situations. And both can be called into active duty by the President. Because Guard and Reserve members have little control over when they will be called to active duty, leaving suddenly can be disruptive to their home and work lives. Fortunately, Lucent will continue to be supportive of these employees, just as AT&T was.

Merrimack Valley People



Salvo



Laske



Manning



Rigaud



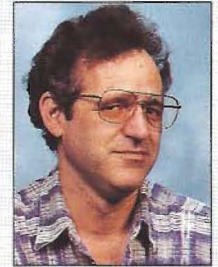
Perreault



Perron



Depanfilis



Buck



Levesque



Almon



Anitia



Baptiste



Barth



Berube

GRADUATES

Advanced Degree

Joe Salvo, SONET CBM — MBA, Boston University

Bachelors Degree

Frank Laske, Hardware Support — Bachelors of Arts in Economics, University of Massachusetts Boston

Donald Manning, Quality Engineering & Assurance — Bachelors of Science in Information Systems, University of Massachusetts at Lowell

Nuris Rigaud, Future Quest — Bachelors of Science in Business, New Hampshire College

Associates Degree

Victor Perreault, Technical Support Organization — Associates of Science in HVAC, New Hampshire Technical College

Elizabeth Perron, FA Shop — Associates of Science in Computer Information Science/PC Specialist and Certificate in Computer Operations, Northern Essex Community College

Terry Torre, Drafting & Factory Engineering — Associates of Science in Business Administration, New Hampshire College

Certificate

Scott Depanfilis, Lightwave — Specialist in Performance Nutrition, International Sports Science Association.

Joseph Buck, Lightwave Testing — Personal Computers, Northern Essex Community College

Al Levesque, Drafting — Personal Computers and Materials Management, Northern Essex Community College. Landscape Design, Stratham Technical College

IN MEMORIAM

John Cressy, May 18, 1996, retired materials management analyst

Raymond L. N. Titus, Jr., February 25, 1996, retired tool and die maker

PROMOTIONS

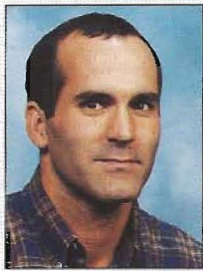
Stan Almon — promoted to STA in IAE Network Engineering

Ranjit Anitia — promoted to STA in Surface Mount Storeroom Engineering

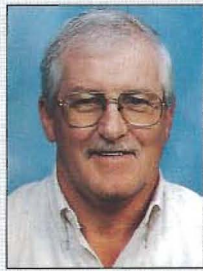
Randy Baptiste — SLC Technical Support, STA to MTS-I

Paul Barth, III — promoted to Product Realization Vice President, SDH

Richard Berube — Software Development Customer Technical Support, MTS-I to MTS



Chory



Deroche



Ditroia



Ditroia



Fratturelli



Garrett



Gilligan



Greenlaw



Hagen



Harper



Hemsworth



Keogh



Kneeland



Lee



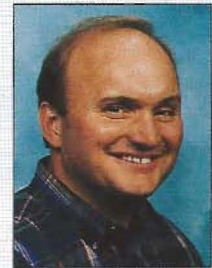
Ma



Manning



Neville



Neville

Daniel Chory — promoted to DACS II & DACS VI -2000 Product and Systems Test Engineering Technical Manager

Dan Deroche — promoted to STA in Product Realization Process Quality Engineering

James Ditroia — promoted to Reuse and Repair Planning Manager

Michael Ditroia — promoted to DACS II Development Technical Manager

Jim Fratturelli — promoted to STA in Vision Circuit Pack Process Engineering

Judy Garrett — promoted to Global Procurement Manager

Robert Gilligan — DACS II Customer Technical Support, STA to MTS-I

Robert Greenlaw, Jr. — Access Products Technical Support, STA to MTS-I

Ruth Hagen — promoted to Kanban Process Manager - Consolidated Circuit Pack Shop, Multi Circuit Pack Shop and Digital Terminals

Deborah Harper — promoted to Kanban Process Manager - Consolidated Circuit Pack Shop, Multi Circuit Pack Shop and Digital Terminals

Sue Hemsworth — promoted to Vision Operations Manager for second and third shifts

Lynne Keogh — promoted to STA in Product Change Management

Earl Kneeland — promoted to Global Procurement Specialist

Kathy Lee — Product Update Change, STA to MTS-I

Dao Ma — DDM-2000 Regression Test engineering, MTS-I to MTS

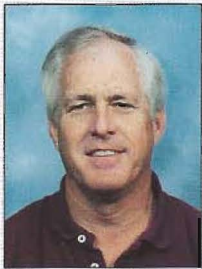
Donald Manning — promoted to STA in Quality Engineering & Assurance (*photo on page 6*)

Edward Mannion — DDM-2000 Systems Verification Test Engineering, MTS-I to MTS

James McDonald — promoted to STA in Installer Cable Engineering

Amy Neville — promoted to Kanban Process Manager - Network Multiplexers and DIF/SPF Focused Factories

Rick Neville — promoted to Global Procurement Specialist



Nolan



Oliver



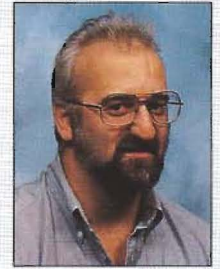
Patel



Patzke



Pierro



Plourde



Roberts



Rogers



Roselle



Sargent



Silva



Smith



Stylianopoulos



Tracy



Treat



Waite



Weatherby



Wood

Robert Nolan — promoted to Transmission Software Maintenance Director

Denise Oliver — DACS II-2000 Customer Technical Support, STA to MTS-I

Rekha Patel — promoted to ACBU SONET Business Manager

Maryann Patzke — promoted to Business Systems Specialist

Victor Perreault — promoted to STA in Technical Support Organization (*photo on page 6*)

Jan Pierro — promoted to Accounting Manager SONET BCG

Karen Plonty — promoted to technical manager of the ATM Fabric Design group. Karen has relocated to Chicago.

Joe Plourde — DACS IV-2000 Customer Technical Support, STA to MTS-I

Ray Rancourt — DDM-2000 Technical Support, MTS-I to MTS

James Roberts — SONET Network Customer Technical Support, STA to MTS-I

Stacy Rogers — promoted to Business Manager for Access Products

Barbara Roselle — promoted to Global Communications Software Platform Development Director.

Lisa Sargent — promoted to Executive Secretary

Cecilia Silva — promoted to Kanban Process Manager, Light-wave

Robert Smith, Jr. — promoted to STA in Broadband Access

David Stylianopoulos — promoted to STA in Signal Processing and XTSI

Dana Tracy — Vision Systems engineering, STA to MTS-I

David Treat — promoted to SONET Multiplex Software Maintenance Technical Manager

Carl Waite — promoted to STA in Cable Engineering

Marie Weatherby — promoted to Technical Manager, Product Change Management

Gene Wood — promoted to Product Standardization Simplification & MPC Development Manager

Nunzio Zappala — SLC-2000 Technical Support, STA to MTS-I



De Leon



Kramer



Legrow



Molloy



Moore



Siu



Stafford



Tashjian

DMTS appointments

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

Marilyn De Leon — Next Generation OC-48 Lightwave Systems. Marilyn works on Software architecture in Next Generation OC-48, the Lightwave part of Product Family 3000.

Erik Kramer — Transport Systems Engineering group. Eric has worked in systems engineering and architecture and his background includes VLSI designs, the DDM-2000 OC92 project and various platform activities within the PRC.

Robert Legrow — Component Engineering and Logistics organization. Bob is responsible for developing, supporting, and deploying component management tools and processes.

Nicholas Molloy — SONET PRC/DDM-2000. Nick works on digital ASIC and his current responsibilities

include architecture and design of custom devices.

Tim Moore — Global Technical Support Information Platform (GTSIP) Development. GTSIP is a Network Systems-wide trouble tracking problem management tool. Once development is complete, about 6,000 NS Technical Support people in 40-50 countries will be using it.

Dan Siu — OSI-P Systems Test. Dan is currently a lead member in the OSI Platform Test group. He is recognized for technical leadership and accomplishments in OS and Transport software development and test.

Chris Stafford — Quality Engineering. Chris works in Supplier Quality Management focusing on quality improvement activities of both internal Lucent and outside suppliers.

Greg Tashjian — Circuit Pack Process Engineering. Greg is responsible for new electronic assembly manufacturing technologies, circuit pack process manufacturing strategies, and leads the soldering technical evaluation and improvement team.

SERVICE ANNIVERSARIES

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

AUGUST

- Patricia P. Andrews (25)
- Charles L. Bell (25)
- Kenneth G. Dors (25)
- John C. Green (25)
- Marlene L. Seaman (25)
- Thomas P. Marciani (30)
- Arlene M. Osborne (30)
- Robert C. Whyte (30)
- Thomas G. Crocker (35)
- Thomas F. Hudson (35)
- Ruth M. Rogers (35)
- Alice R. Twomey (35)
- Millard M. Williams (35)
- Joseph R. Francoeur (40)
- George D. Forte (40)
- Vahan W. Menasian (40)
- Arlene M. Ruzicka (40)
- Donald T. Tellefsen (40)

SEPTEMBER

- Donald E. Bocca (25)
- Pamela A. Czerepak (25)
- D. J. Hoppert (25)
- Linda C. Iuele (25)
- Evelyn W. Kovach (25)
- J. Eduardo Lucas (25)
- Wayne G. Melvin (25)
- Eliot S. Prentice (25)
- Arthur B. Tebbetts (25)
- Gerald Weisberg (25)
- David L. Balentine (30)
- Daniel E. Bannister (30)
- Jacqueline R. Decelle (30)
- Gerald R. Dion (30)
- John E. Evans (30)
- Richard J. Kolenda (30)
- D. C. Milne (30)
- Marilyn C. Wagner (30)
- Jean Arnold (35)
- Alan J. Conte (35)
- Daniel B. Greeley (35)
- Roy J. McKinney (35)
- Thomas B. Merrick (35)
- Richard K. Tracy (35)

Around the Valley ...



Orientation Sessions

When the information black out (prior to our IPO) was lifted, Lucent took the opportunity to share some important information with its

people. An all employee Orientation program was developed to help everyone understand how the Company is organized, recognize our mission and our values, and

begin to develop a shared sense of purpose and ownership.

Since July, over 5,500 MV employees have attended these sessions. In time, all Lucent employees, regardless of where they are located or what work they do, will attend similar sessions.

At MV, most of the sessions started with a 2-hour vugraph/video presentation called *Inventing our Future Together*. What followed next varied by organization and shift. Some groups finished up with an outdoor session that included fun and games, music and lunch. Others had indoor fun, games and raffles.

This photo shows a few people from the Installer Cable and ATM PRC groups working on a team building exercise. No matter how it was done, everyone had a chance to learn about our new company's mission, business, markets and customers and about the people they work with!

Employee Suggestion Program

Two share \$3,735 award

Electricians Kevin Lekarcyk and Bill Sullivan recently shared an ESP award for \$3,735. Their idea involved a design change in the electrical wiring for the new Quest Line that saved over \$22,000 in electrical supplies and labor. This photo shows (from left) Plant Construction Supervisor Ed Arsenault, Kevin and Bill with their ESP Certificates, John Ostrowski Works Services director, and Pete Lavache, Plant Construction & Building Maintenance manager.



ESP Fall Festival

The ESP Fall Festival was a huge success! The festival took place in the main cafeteria during lunch periods on all there shifts. Visitors were treated to ice cream, a pen light and the chance to see some interesting exhibits and creative posters. More than 1700 people cast their

vote in the ESP Poster Contest. The three winners were Judy Anderson, Joseph Parisi and Debra Hamel. Congratulations! Each will receive a \$100 prize.

The 100 winners of the ESP shirt raffle are posted on the window outside the ESP office, located at 30-

2D13. The list of winners will be published in the next issue of the ESP Newsletter.

At the festival, employees were able to view a sample of adopted suggestions from this year. Some suggesters, and the ESP staff, were available to answer questions.

Pioneer Happenings



3rd Christmas in July is our biggest yet!



When asked about this year's Christmas in July project, the first thing project coordinators Susan

Ingham and Fannie Latham had to say was "Thank you!!! We had more volunteers this year than ever before,

and their hard work made it possible for us to donate 335 stockings to people in local shelters!"

Volunteers began cutting and sewing stockings in the Spring. Employees picked theirs up at the end of May and had through June to decorate and fill them. This photo shows volunteers on their way to a Christmas party at Lazarus House in Lawrence. Stockings were also distributed at the Emmaus House, the Ebenezer Christian Church and A Safe Place.

Thank you again to everyone who volunteered their time and effort to make this happen for the third year. You have shown that Christmas can be any day that we're big enough to put ourselves aside for the sake of others.

Design-A-Bears

Volunteers dressed 126 Design-A-Bears for the young patients at the Boston Children's Hospital Cancer Unit. This was the third year for the project, and the theme was "Bears from Around the World."

Project coordinators Elena Bonaventura and Donna Martin would like to thank everyone who helped to make this their biggest year yet. "It's a lot of work," says Elena, "but the children really appreciate it, and seeing the smiles on their faces when they pick their bears makes it all worth it."

Donna and Elena arranged for the bears to be on display (*some shown at right*) so that everyone could see how creative their co-workers are. Plans are being made to continue the project next year.



We've moved! The Pioneers have moved to 30-2P4, which is located through the double doors across from the Credit Union. This area was formerly part of the FCP Shops, and is also new home to the Valley Club office, the Photo Studio, and the temporary auditorium.

Valley Club



Fishing Contest another success!

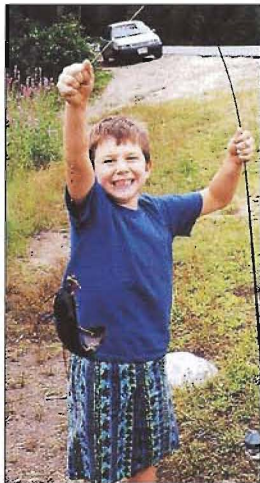
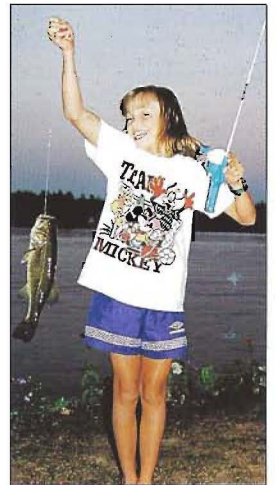
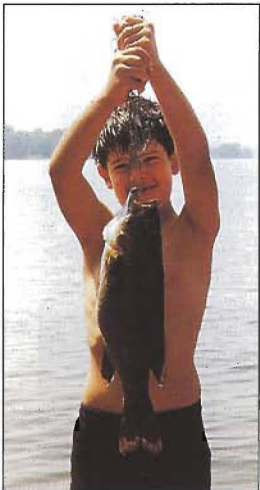
More than 70 children (up to age 16) of MV employees entered this year's Valley Club Fishing Contest. The contest ran from Memorial Day through Labor Day.

Glenn Williams, 12-year-old son of Shirley Williams, was winner of the Freshwater category with his 25 lb. 8 oz. 36 in. Pacific King Salmon, caught in Lake Ontario.

There was a tie for first place in the Saltwater category between Jeffrey Pelletier, 11, son of John Pelletier, and Matthew LaBella, 9½, son of Pam LaBella. Jeffrey's fish was a 15 lb. 9 oz. 35½ in. striper. Matthew's was a 17 lb. 4 oz. 35 in. striper. Both were caught in the Merrimack River in Salisbury. All winners received assorted items of fishing tackle as prizes.

Fishing is a great way to relax and spend some time outdoors with your family. And it's such a feeling of accomplishment when you finally catch something — no matter what size it is. Just look how proud (and surprised) these kids are!

This year's contestants included: Ryan Adams, Stacey Adams, William Bayek III, Brandy Bayek, Jennifer Bayek, Kelly Bayek, Emily Bouchard, Walter Bouchard, Matthew Brown, Michael Centariczki, Rachel Centariczki, Justin Chandonnet, Kelsey Chandonnet, Jason Coppola, Justin Daniels, Katrina Daniels, Todd Daniels Jr., Gail daSilva, Julia daSilva, Dana Demetrio, Michelle Demetrio, Ronnie Demetrio, Suzanne Esposito, Justin Evans, Elise Felenchak, Shoshana Felenchak, Brandon Geisler, Crystal Gill, Amanda Hamel, Justin Hamel, Patrick Holdgate, Benjamin Kinsella, Daniel Kinsella Jr., Matthew LaBella, Michael LaRoche, Christopher Lacroix, Leah Lacroix, Daniel Lampariello, Jeremy Lang, Nicholas Lang, Angela Manzi, Ed Manzi, Nick Manzi, Emily Mayfield, Alex Meola, Katie Merrill, Leyna Merrill, Tayler Merrill, Joshua Morse, Chantal Ouellet, Jared Peabody, Megan Peabody, Jeffery Pelletier, Jaimme Pothier, Jen Pothier, Mitch Pothier, Cassie Richardsen, John Santarelli, Dustin Sciacca, Brian Sculley, Erin Sculley, Kevin Seen, Sandra Seen, Scott Smith, Aisling Steele, Jeremy Steele, Sean Steele, Christa Trout, Nicole Trout, Joshua Valerio, Glenn Williams, Seth Wlodyka and Tyler Wlodyka.



Hispanic Heritage Month

MV celebrated Hispanic Heritage Month in September with several events organized by members of HISPA-MA.

The month started off with a performance by Los Pampas, an Argentinian folkloric group. Employees were entertained with lively music and by professional dancing couples who performed the tango, milonga and other dances.

Next, close to 40 walkers took part in the fifth annual National Hispanic Scholarship Fund Hike-A-Thon at Harold Parker State Forest. The walkers raised over \$4100 for the fund. There was also an Arts and Crafts exhibit which featured drawings, paintings, sculpture and other hand crafted items by Latin American artists.

The last event of the month was a



lunchtime performance by Inca Son, an internationally renowned Andean folkloric group. Those who stopped in were treated to a variety of musical numbers featuring traditional South American instruments, one of which is shown above.

Disabilities Awareness Month

Activities for this month are intended to raise awareness of disability issues. First off, the film *(Dis)Ability Awareness* was shown to help employees learn how to interact more effectively with people with disabilities in the workplace.

A performance by Kids on the Block puppet troupe demonstrated how this Pioneer group teaches children in local elementary schools about people with disabilities. Their message is simple: we're all the same, even though we may look or talk differently.

The month's activities will conclude with a panel discussion with VISION students at MV. VISION is a training and supported employment program for individuals with disabilities. Six of these students are currently receiving training at MV.

Domestic Violence Awareness Month

Virginia Tyler, Director of the Domestic Violence Program at the Greater Lawrence YWCA, was the first guest speaker for the month. Her informative talk focused on the batterer and the abused, self esteem, how violence at an early age plays out in adult life, and what we can do to curb domestic violence.

As we go to press, 35 employees are planning to take part in the Jane Doe Walk for Women's Safety. The Jane Doe Fund supports programs aimed at ending domestic violence such as shelters, hotlines, and education and prevention programs. The facts on domestic violence are startling, just look at this chart.

At the end of the month, Gwen Park DeVasto, Training Coordinator for the Norfolk County District Attorney's Domestic Violence Unit, will speak. She has years of experience in dealing with families in violence situations.

Facts on Domestic Violence

- In 1995, 32 women were killed in Massachusetts as a result of domestic violence
- Crisis hotlines received over 92,000 calls last year.
- Approximately 99 percent of the victims of domestic violence are women.
- A woman is battered every 9 seconds, over four million women are battered each year.
- One out of every two women will be involved in a violent relationship in their lifetime.
- There are three times as many shelters for animals as there are for battered women and their children.
- 60 percent of all homeless women and children are fleeing from domestic violence.
- Domestic violence costs business an estimated \$3-5 billion annually in lost wages, benefits and productivity.
- Women are 6 times more likely than men to be victims of violent crime in intimate relationships.
- More than three million children witness acts of domestic violence every year.
- Children of abused mothers are six times more likely to attempt suicide and 50 percent more likely to abuse drugs and alcohol.

These facts compiled by Massachusetts Committee for Battered Women's Services Groups and fact sheets

For your Information ...

Seadogs win first Lucent Championship



The Seadogs captured the 1996 MV Softball title making them the first ever Lucent Champions! The team finished the regular season with a 19 and 1 record, losing only to the Blue Jays in extra innings. They went on to the semi-finals and beat the Mudhens 18 to 5 and 11 to 9. In the finals they beat the Rockies first game 6 to 0, second 16 to 4, losing the third 15

to 10, and then 14 to 2, winning the championship three games to one. Seadogs players, front from left, Henry Maldonado, Kelvin Torres and Anthony, John Coppola, David Valcich, Dennis Fontaine and Bob Nichols. Standing from left, Mark Dionne, Steve George, Jerry Brown, Jack Myers, Steve Naffah, Brian Thompson and Brian Denney.

Attention: parents of high school seniors!

1997 Academic Awards Program provides for 140 scholarships of up to \$6,500 per year

70 to children of CWA and IBEW represented employees & 70 to children of management and non-represented employees

If your high school senior has a cumulative high school grade point average of 3.25, and has participated in community or school volunteer service activities, then he/she is eligible to apply.

Applications available through **December 13, 1996**

Must be postmarked by **December 31, 1996**

Please call 800-282-2828 for application and/or information



Last Kenway pick

September 16, 1996 may not go down in history, but in the MV Storeroom it will be remembered as the day of the last Kenway pick.

The Kenway Automatic Storage/Retrieval System (AS/RS) was made up of six 31' cranes, each of which rode up and down a 130' long aisle lined with over 20,000 storage bins. In its heyday, the Kenway stored over 60,000 different parts, and its

database tracked where each was located and how many were in stock.

The first two Kenways came on line in 1981 and they worked so well that four more were installed in '83. "At that time, we had 24 operators and six maintenance people working three shifts and we were making about 1500 picks per day," says Jim Fyrer, Storeroom supervisor.

Retired Materials Provisioning Engineer John Ziady (*shown at left with former Kenway operators Bruno Buccini and Armand Bourassa*) helped to bring the Kenways to MV and was here for the last pick. "Back in the late 70's to early 80's business was booming. The main storeroom occupied over 100,000 square feet of prime manufacturing space in Bld. 30 that was needed to bring the Shawsheen operations back to MV," he said. "After investigating many storage systems, we decided on the Ken-

ways which took advantage of the high vertical space in Bld. 70. They freed up the much needed space in Bld. 30. and took up only one-tenth the space of the old storeroom."

The Kenways served us well over the past 15 years, but times are changing. The central storeroom is no longer home to all parts at MV. Several satellite storerooms are located closer to where the parts are used. Some areas now use the Bread Man system where suppliers fill the bins as needed. Others use the Kanban system where two bins hold a two-day supply of parts right where they are used. There's also Dock to Shop, where items completely bypass the storeroom.

Based on the declining number of selects being made, we could no longer justify the expense of maintaining the system. So the decision was made to remove them, and their space will become the start up point for the Whole Order Ship organization.

Ed Balmelli raises \$2597 for AIDS Ride 2

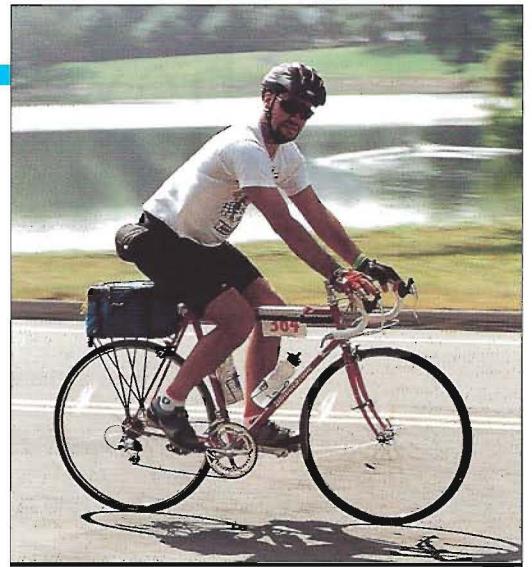
Ed Balmelli, Systems Administrator at MV, recently raised \$2,597 for a worthy cause by completing the 4-day, 318 mile Boston to New York AIDS Ride 2. Over 3,000 riders participated in the event which raised over \$6.2 million for AIDS related services provided by the Fenway Community Health Center and an AIDS services provider in New York City. Five such rides were held this year, raising a combined total of over \$25 million for AIDS related services.

"My own personal experience of the ride was one of overwhelming support," says Ed. "Starting with family, friends and co-workers who

sponsored me. People were tracking me down to pledge!"

Then there was the support of total strangers along the way. People hung signs wishing the riders good luck and a safe journey and school kids lined up and cheered them on as they rode past. "The highlight, though, was when we rode through my home town and my family was there cheering my partner Mike and I on."

Ed says the most powerful experience was the support from the other riders. "We were like family, sharing the same experiences and watching out for each other. For four days we were riders. We were not a color, an orientation, a gender or an HIV status. We were the same.



It was a unique and very powerful experience that I am fortunate enough to have been part of. I'd like to thank everyone who supported me by getting involved and making a difference."



Four from MV receive commemorative Lucent stock certificates

In completing our spinoff as a new company, AT&T distributed nearly 525 million shares of Lucent stock to more than 3 million shareowners in what has been called the largest U.S. stock distribution ever. The first 200 commemorative certificates issued were awarded to employees as a symbol of the ownership of Lucent by all employees. At MV, certificates were presented to (from left) Rafael Fonseca, Susan Ingham, Leroy Hines, and David Weaver. The four were selected in a random drawing of Day of Caring volunteers with more than 3 years of perfect attendance. Just prior to the spinoff, Lucent announced that all full-time employees would be granted an option on 100 shares of company stock. This special ownership grant is intended to reinforce Lucent's values and business goals and encourage all employees to become more involved in serving our customers in ways that will increase shareowner value.

1st Lucent Golf Tournament raises over \$4000

The first Lucent Golf Tournament was held at Crystal Springs Golf Course on October 4. A total of 152 employees and retirees participated, raising over \$4000 for local charities. First place (gross) went to the team of Tony Boucher, Paul Daigle, Dick Mack and Jay O'Hanian. First place (net) went to the team of Elinor Murphy, Barry Murphy, Mary Riordan and Brian Murphy. This photo shows Betty Ann Rowe, Ray Hoegen and Roger Chandonnet watching as Don Quatrala lines up his next shot.



how we spent our summer.



- Traveled to Russia, Indonesia, Poland, Egypt. Missed Great Sphinx but signed contracts to install monumental communication networks.
- Helped build network (largest ever) for Summer Olympic Games. Also provided phones and messaging services for athletes.
- Introduced business messaging system that handles voice, fax, e-mail, etc. (world's most complete, last we checked)
- Plus new chip that eliminates echo on international and wireless calls.
- Lots more too. But gotta go. Fall is looking to be a scorcher.

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