



What a year it was!

Valley Voice

November/December 1996



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Valley Voice

A publication for active and retired employees of

Lucent Technologies
Merrimack Valley
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ISO9001 certified

Winner, 1992 Malcolm Baldrige
National Quality Award

Winner, 1992 Feigenbaum
Massachusetts Quality Award

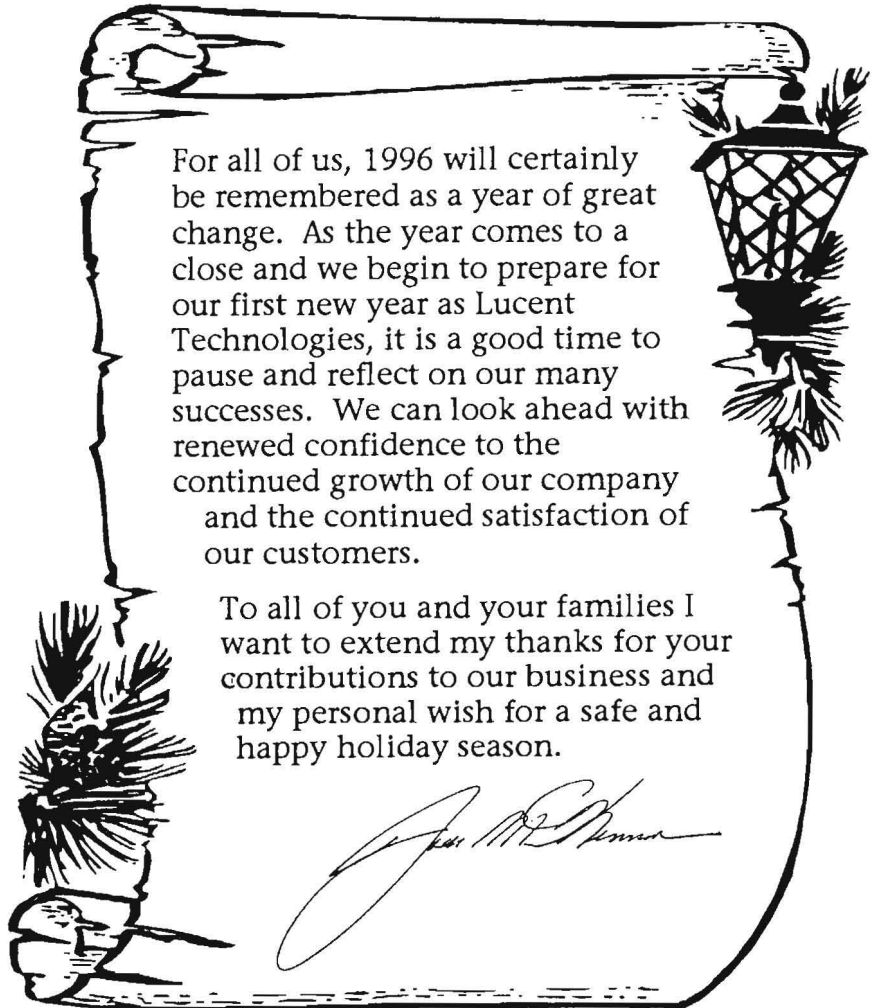
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On the cover ...

1996 has been quite a year! We introduced our new name and logo ... launched Future Quest, our new production line ... achieved Merit Status in OSHA's Voluntary Protection Program ... implemented our new Card Access System ... completed the spin off from AT&T, became a wholly independent company, and started our new fiscal year ... had 5,000 visitors at our Open House ... hosted the Network Systems Quarterly Broadcast and a huge lawn party ... had our first Day of Caring ... and saw the passing of several good friends. It's been a year packed with memories that will always be with us.



For all of us, 1996 will certainly be remembered as a year of great change. As the year comes to a close and we begin to prepare for our first new year as Lucent Technologies, it is a good time to pause and reflect on our many successes. We can look ahead with renewed confidence to the continued growth of our company and the continued satisfaction of our customers.

To all of you and your families I want to extend my thanks for your contributions to our business and my personal wish for a safe and happy holiday season.

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**

MV plays major role in \$6M

Mass Pike project

"We make the things that make communications work" and we do it in some pretty impressive ways!

The Massachusetts Turnpike Authority is installing a \$6 million network along the Mass Pike that will be the backbone of its new Intelligent Transportation System. Lucent MV was one of three companies subcontracted by SESCO Inc., systems integrator for the project, to build the equipment for the network.

What was different about this project was that the other subcontractors, Bay Networks and Telco Systems, shipped their products to us and everything was integrated and tested here in CASTL-2000. This was the first time we've ever assembled equipment from multiple vendors into the individual bays that make up a network and then built and tested the full network, end-to-end, all at MV.

"Usually, we send our equipment to the site and it would be built into the system there," says Renita Leriche, Project Manager in Lucent's Customer Project Services organization. "For this project, that would have meant 33 separate installations and prove-ins, and that many more chances for problems to arise."

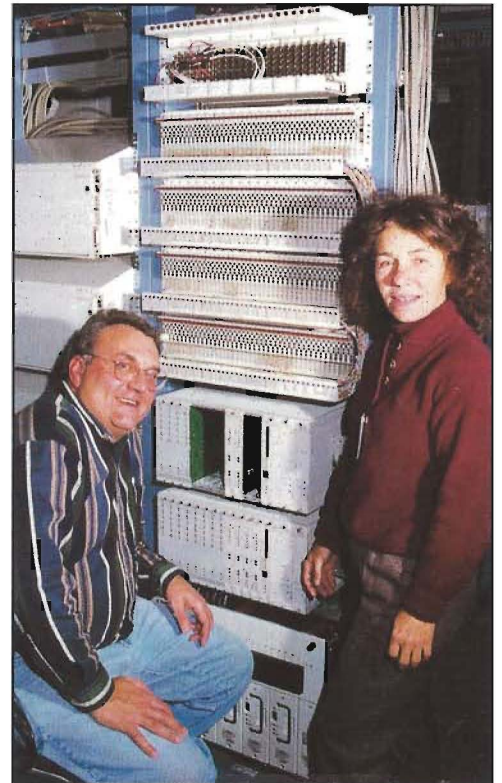
To avoid that, the whole network was staged in CASTL-2000 — just like it would be along the Pike. Renita explained that "having all of MV's resources readily available contributed greatly to the success of this project. Many thanks go to the folks in Shipping & Packing, Receiving, Customer Service, Customer Technical Support, Installation & Maintenance, and Security for all of their support."

The complete Mass Pike network spans nearly 100 miles from Boston to Westfield, and consists of 33 sites, most containing two bays made up of DDM-2000 (OC3 and OC12), DACS II and other equipment. Each site has the potential to serve numerous applications starting with telephone service, closed-circuit TV surveillance, highway advisory radio and weather monitoring. Additional applications could eventually include automatic electronic tolls, emissions monitoring, speed and weight enforcement, traffic rerouting and more.

"In the past, each of these applications would have meant a separate, stand alone project, much duplicated effort and many layers of fiber," says Mark Curry, director of Marketing for SESCO Inc. "By investing in a network rather than individual projects the Pike will be able to operate much more efficiently and safely, and it will save money in the long run."

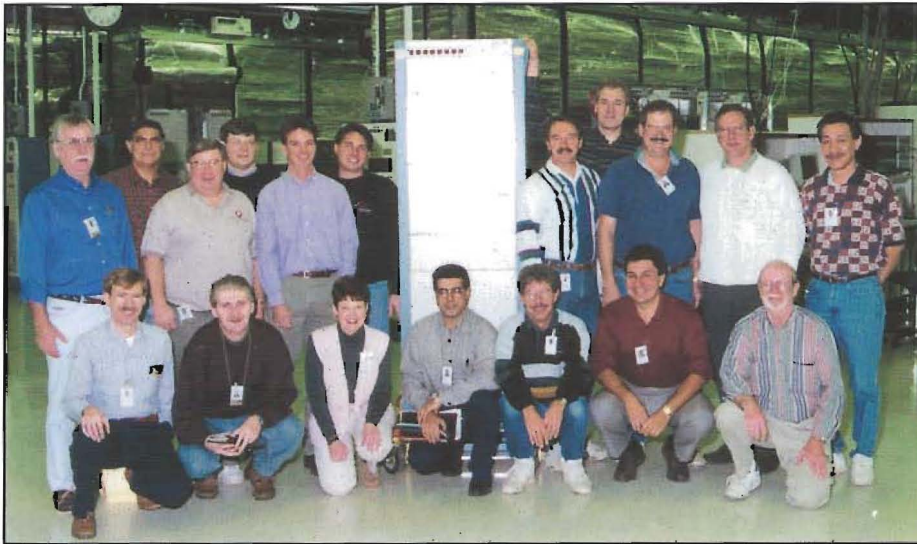
Incredibly, the entire network, which will eventually cover this 100-mile span of the Pike, fit into two lab rooms, where testing and integration occurred. Then the network elements were disassembled, packed and shipped to their new locations along the Pike.

Although you won't see signs saying "DACS II - Next Exit" you will know that our equipment is right there providing service to Turnpike travelers.



Renita Leriche, project manager in Lucent's Customer Project Services organization and Mark Curry, director of Marketing for SESCO Inc. with one of the network elements for the project.

Joint MV/HO Team meets tight deadline for initial Dual FT-2000 ADR Bay



When negotiations for a \$1B contract were in progress last spring, the customer, ICG, was interested in our FT-2000 product, but felt there was wasted space in the bay frame. They wanted two FT-2000 terminals fitted into a 7-foot bay that normally housed one — and they wanted it in six months!

Why the emphasis on size? Because companies like ICG are beginning to offer competitive local telephone service. They are relatively small and can't afford to build their own central offices, but new laws require the larger Bell companies to let them compete. As a result, these companies rent floor space from the

Bell companies. Rents are extremely high, so getting twice as much functionality out of the same square footage is a great offer.

With no time to waste, a joint Merrimack Valley/Holmdel team was assembled to meet the challenge. The team had representation from every organization required to architect, design, manufacture, test and deliver a fully supported product to the customer. Their hard work paid off in a big way. The first dual FT-2000 ADR bay was completed on time — to the day!

“In addition to making ICG very happy, we are working our way into a new market,” says Joe Ferguson, a technical manager in FT-2000. “The new Dual FT-2000 ADR bay will be available to all customers, and sales are expected to overtake current FT-2000 sales.”

Another great example of our ability to respond to an urgent business need with a targeted team staffed from multiple locations.

MV helps local United Way chapter make a difference

The theme for this year's United Way campaign was “Making a difference in your community” and the generous people at MV are doing just that. Employees pledged \$412,000 which was added to \$170,000 from the Lucent Foundation, bringing MV's total contribution to \$582,000. At right Jack McKinnon presents the Foundation check to Nicola Tsongas, 1996 General Campaign Chairwoman for the local United Way of Merrimack Valley chapter in Lawrence.

This year we continued our practice of bringing groups of employees to hear United Way agencies describe the work they do in our communities. Eventually, we would like to give all employees this opportunity.



Paul Gagnon and Mitch Skinner, Joint Chairs of our 1996 campaign, would like to thank everyone at MV for their participation. Each year we

strive to do better, and this year was no exception. With your help, we succeeded in increasing our level of giving by 8.5 percent.

MV wins AEE Energy Project Award

The Association of Energy Engineers (AEE) presented their Energy Project of the Year Award to Lucent MV at the 19th World Energy Congress in Atlanta, GA.

Each year, the AEE confers several prestigious awards to individuals and companies that have been successful in energy saving projects or energy management. MV received the award for the progress we've made in reducing energy on major plant utility systems and HVAC (heating, ventilation and air conditioning).

In the past, Factory Engineering members who were active in AEE were aware of the techniques and products for saving energy and improving plant operations, but could not guarantee that energy savings would be large enough to clear the financial hurdle to justify cost of the new controls. That changed in 1991, when Massachusetts Electric started a demand side management (DSM) program which promoted energy conservation by offering rebates to major users who installed energy efficient measures.

The idea behind DSM is that it makes more economic sense for the utility company to decrease the demand for energy, rather than to invest in building new power generating plants like Seabrook. For



John Ostrowski, Works Services director, Pete Lavache, Plant Construction & Building Maintenance manager and Don Ficken show the AEE Energy Project of the year award MV received at the World Energy Congress in Atlanta.

us, DSM was a good business proposition which would pay back the cost of the projects in less than four years, and continue saving thereafter.

The total project spanned five years and consisted of many smaller projects. These included relamping 12,000 fixtures on the factory floor, replacing 250 inefficient motors and installing variable speed drives on others. We purchased high efficiency chillers and rebuilt older models to meet new environmental goals. Our state-of-the-art energy management system controls the operation and energy consumption of the HVAC systems at MV.

Factory Engineer Don Ficken says that "MV has spent over \$14 million

on construction for these projects, and the utility has given back about \$5 million in rebates. So far, implementation has resulted in a reduction in our annual electric bill of \$3 million. Our bill for 1995 was the lowest since 1986. This, and the reduced emissions to the atmosphere due to reduced demand, makes it all extremely worthwhile."

So, we're improving the MV facility and work environment for employees, saving energy, reducing emissions, getting rebates. What more could we ask for?

"Even though the major parts of the job are done," says Don, "we'll always be looking for better ways to do things and new ways to save energy."

Family Care Development Fund

Two MV employees recently obtained grants for their childcare providers through the Family Care Development Fund.

Thanks to the efforts of Bob Lansing, DMTS in International Lightwave, The Children's House, Inc. of Newburyport received a \$10,000 grant to expand its after school program. The program

originally served kindergarten through second grades but will soon include third and fourth grades too.

Stephen Eng, SONET BLG Technical Manager, assisted the Early Childhood Director's Collaborative (ECDC) in obtaining a grant for \$19,000. Funds will be used to reimburse the cost of last year's Professional Development Day and to fund the event for next year. Last year's session was attended by 170 early childhood professionals from the 20 area programs in the ECDC.

This training directly improved the quality of care to 1,355 families enrolled in them.

The Family Care Development Fund was created by AT&T, the CWA and the IBEW to increase the supply of and improve the quality of child and elder care services available to AT&T and Lucent Technologies employees in communities where they live and work. For more information, please call the Employee Resource Center on x4900.

Merrimack Valley People



Benjamin



Burke



Clark



D'Orazio



Ambrosio



Beech



Espinola



Grady

SERVICE ANNIVERSARIES

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

OCTOBER

Richard P. Frappier (25)
Judith D. Putnam (25)
Alan F. Rogers (25)
David A. Thresher (25)
Joan M. Vermeulen (25)
Paul F. Dion (30)
Peter A. Rampulla (30)
Robert W. Barton (35)
Anthony P. Boremi (35)
Carole P. Comeau (35)
Paul L. Fournier (35)
Richard F. Jackman (35)
James P. Kelly (35)
Frank G. Pelosi (35)
Linda C. Pelosi (35)
John J. Qualters (35)
Stephen S. Radzwill (35)
Robert G. Tellier (35)

Richard M. Turner (35)
Thomas J. Welch (35)
Glenn K. Fitts (40)
William M. Green (40)

NOVEMBER

Robert A. Gagne (25)
Judith B. Hemenway (25)
Shirley A. Lilly (25)
Janis S. Penta (25)
David A. Taylor (25)
Robert J. Whitney (25)
Annette M. Beaudoin (30)
James P. Gray (30)
Maria V. Nicotra (30)
Susan M. Porro (30)
Elizabeth A. Boner (35)
Frederick Coppeta (35)
Thomas P. Ferentino (35)
Ludger O. Gagne (35)
Joseph F. Gilmartin (35)
Richard A. Marino (35)
Roderick J. Rogers (35)
John J. Comeau (40)
Geroge H. Cox (40)
Edward Dimmock (40)

PROMOTIONS & RECLASSIFICATIONS

Lisa Ambrosio — promoted to SDH Business Manager

Karen Beech — promoted to Manager, Customer Value North America Region

Rosemary Benjamin — promoted to STA in DDM-2000 Computing Development Environment

Daniel Burke — promoted to STA in Software Integration for Next Generation OC48/192

Robert Clark, Jr. — promoted to Controller, SDH

Daniel D'Orazio — promoted to Global Procurement Specialist

Cheryl Espinola — promoted to Associate Product Planner SDH BLG

Lynne Grady — promoted to Methods Specialist

IN MEMORIAM

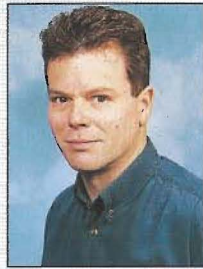
Stanley S. Armstrong, retiree, April 15, 1996
Caroline J. Bell, senior operator, October 6, 1996
Michael S. Haggar, Receiving, October 28, 1996
Paul E. Hughes, retired Quality Manager, October 8, 1996
James W. Jones, Environmental, Health & Safety Engineer, November 11, 1996
William B. Ross, Materials Management Specialist, November 14, 1996
Leonard J. Winn, Quality Director, October 15, 1996



Keisling



Marcello



Masera



Mazza



Nelson



Ngo



Ravikumar



Shellmer



Tremblay



Jackson



Sutton



Carvajal

John Keisling — promoted to DDM-2000 FiberReach Software Technical Manager

Loretta Marcello — promoted to Associate Administrative Specialist

Larry Masera — RE-USE Special Customer Operations, STA to MTS-I

Charles Mazza — DACS II Technical Support, STA to MTS-I

Deborah Nelson — promoted to HFC-SDV Technical Support Manager

Thanh Ngo — promoted to STA in Signal Processing System XTSI & DIF Engineering

Srinivasan Ravikumar — promoted to Market Development Director, SONET Customer Business Management

Michael Shellmer — promoted to STA in DDM-2000 OC-3 Network Multiplexers Engineering

Roger Tremblay — promoted to North American Region Customer Satisfaction Manager

Correction: Denise Oliver — DACS II/I-2000 Customer Technical Support, MTS-I to MTS

GRADUATES

Bachelors Degree

James Jackson, Broadband — Bachelors of Science in General Studies, Liberty University

Dawn-Marie Sutton, Component Engineering — Master of Science in Industrial Engineering, Purdue University

CARVAJAL ELECTED NATIONAL HISPAP

Tatiana Carvajal was elected second Vice President of the inaugural Lucent Technologies National HISPA Executive Board at the National HISPA Conference in Omaha, Nebraska. At MV, Tatiana is HFC/AVDS Product Manager in PRC-Access and President of the local HISPA chapter.

RETIRES

Years of Service

20 **May**
M. E. Hart

14 **June**
S. L. Ethier
16 K. D. Leach

12 **July**
M. Bucuzzo
12 L. D. Couture
26 J. E. D'Aoust
11 B. A. Donovan
30 J. J. Heffernan
30 R. E. Laplante
20 D. T. Lavalley
11 Y. V. Sullivan

21 **August**
R. B. Bogosian
34 D. B. Galinsky
24 K. P. Hoffman
28 E. F. Kelcourse

28 **September**
C. C. Faudskar
23 G. T. Martin
30 P. B. Miller
32 R. J. Sanferrare

Diversity at work at the Valley

Elena Bonaventura receives HISPA Community Service Award

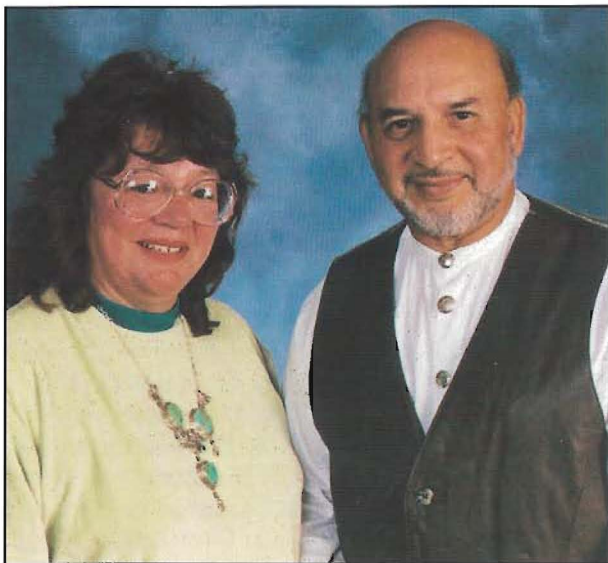
Elena Bonaventura of the VISION shop was presented with a Community Service Award in recognition of her many hours of volunteer work. Tatiana Carvajal, Vice President of Lucent's National HISPA Executive Board presented the award. She said "Elena gives so much to so many causes, she is just phenomenal. She has donated nearly 600 hours this year."

In addition to MV and Pioneer projects like the WINGS tutoring program, Design-A-Bears, Christmas in July, and Kids Having Kids, Elena also makes time for community projects with Ebenezer Christian Church, Girls Inc., and Lawrence General Hospital.

This photo shows Elena, *left*, accepting the award from Tatiana.



Native American Awareness Month



Jane Joe Shea with guest speaker Bob Cummings of the Lumbee Tribe.

storyteller from the Nipmuc Tribe, returned to MV and delighted us with his stories and several of his soothing melodies.

Antowine (Tony) Warrior displayed his artwork and performed his flute music. Tony is of Sauk & Fox and Shawnee descent. His

paintings reflect the legends of his people which he learned as a child from his grandparents. If you were unable to attend, you can see some of his artwork in the Learning & Performance Center.

In addition to these guest speakers, several videos were shown. In Mohawk, the word 'warrior' means 'one who bears the burden of peace.' *Keepers of the Fire* was about Native women warriors, each fighting a different battle for their culture and dignity, but all united in strength and

determination. *Wabanaki: A New Dawn* showed the quest for cultural survival by today's Wabanaki - the Maliseet, Micmac, Passamaquoddy and Penobscot People of Maine and Maritime Canada.

Jane Joe Shea was the final speaker for the month. A member of the Customer Systems Engineering group at MV, Jane is also the former vice president of the Northeast Chapter of the Intertribal Council of AT&T Employees and the current National Vice-President of LUNA. She single-handedly started the Native American program at MV in 1992, and through her efforts, it's grown into the quality program we have today. She is a member of the Micmac Tribe. Jane shared her knowledge on many Native American issues and spoke on her experiences at the recent American Indian Science and Engineering Society conference. She also displayed her collection of Native American craftwork and books.

This year's events were organized by Jane and Dick Saucier to raise the awareness of Native American issues and to teach employees about the beauty and spirituality of the Native American culture.

The month started off with the unveiling of the new Lucent United Native Americans (LUNA) logo, and an informative session with Bonferlon (Bob) Cummings. Bob, a member of the Lumbee Tribe, is Head of the LUNA Traditions Committee and is from Oklahoma City. He spoke on the Circle of Life, spirituality and the role of elders and women in Native society. He also shared his poetry and flute music with the audience.

Hawk Henries, a gifted flutist and

For your Information...

WOKQ picks Rene Lambert as Best Boss



When Rene Lambert was chosen 'Best Boss in New England' by WOKQ radio station he was surprised, but his people weren't. Rene, front center, with Larry Jojokian (left) and Don Foynes (right) before heading out to lunch with two WOKQ DJs. Other members of their organization turned out to give them a royal send-off!

Vision Supervisor Rene Lambert got a nice surprise on National Bosses Day — he won WOKQ's "Best Boss in New England" Contest!

It all started out that morning when Don Foynes heard about the contest while driving into work. "I heard a few people call in and say

why they felt their boss was the best, and I knew I just had to call about Rene. He's always been the greatest, but over the past year, he's really gone above and beyond for his people."

Last summer one of Rene's employees was diagnosed with a brain tumor. Rene helped to work out a schedule where family, friends

and co-workers took turns driving Larry Jojokian to his treatments after work. "I was able to keep working and to make it to all of my treatments at the Lahey Clinic," says Larry. "Rene gave me a lot of support that helped me through a tough time." And the good news continues — Larry just found out that his condition is in remission.

Rene admits he was "surprised and honored to think that someone in my area thought so highly of me." For winning the contest, he, Don and Larry were treated to lunch with two of the station's DJs.

Soccer Champs

With a record of 10-4-4, the Eagles captured the 1996 MV Soccer League regular season title. The internationally diverse group, with players primarily from Croatian, Ecuadoran, French, Iranian and Italian backgrounds, came together to play excellent soccer. The Eagles had the second and fourth leading scorers in the league; striker Dave Valcich (19 goals, 9 assists, 28 points) and midfielder Bob Valcich (9-10-19). "Our steady defense was key to our success," said Bob.

Eagle players, front from left, Joe Bisson, Luis Miranda, Mike Hecken, Dave Valcich, Roberto Cruz. Rear



from left, Mike Trembley, Al Filaseta, Farhad Shoaie, Bob Valcich, Steve Abraham and Pio

Frittitta. Not shown, Akbar Yazdi, Julio Figueroa, John Nicolosi, Ken Demers, Bob Ball and Rich Sweeney.

RE-USE wins \$150M deal with AT&T



Customers like AT&T are demanding good, refurbished used equipment as part of their networks," says Jim Ditroia, RE-USE and Repair Planning manager. "This is becoming a huge business."

Lucent's RE-USE organization is buying used equipment, refurbishing it and reselling it. The group recently won a \$150 million contract with AT&T for six rebuilt 4ESS switching systems. MV's portion of the deal involves rebuilding 106 DIF

bays between now and early 1998.

RE-USE functions by integrating with production shops throughout Network Systems factories. At MV they're working very closely with the DIF factory. "There's been a tremendous amount of cooperation and dedication by a lot of MV people," says RE-USE engineer Lisa DeMeo. This photo shows part of the DIF/RE-USE team with one of the first reconditioned DIF bays.

The project is a win for everyone involved. By turning over the used switches to Lucent, Bell Atlantic receives a big credit towards a mega sale from us; Lucent keeps the equipment within the company, preserving our dominance in the 4ESS market; and Lucent already has customers lined up for the rebuilt switches.

"It makes sense for customers to come to us to rebuild our own equipment," says Jeff Rice, manager, Repair and RE-USE. "And when one of our largest customers places an order of this size, it sends a clear message that RE-USE is a viable business and we're here for the long run."

ATTENTION RETIREES!

The Pioneers will no longer supply medical forms or address labels for insurance carriers and telephone reimbursement.

If you need medical forms or are unsure of who your insurance carrier is please call the Benefit Directions Enrollment Center on 800-662-8439.



Pension Service Center

Lucent's Pension Service Center (PSC) will offer the same services that were offered by the AT&T PSC. However, calls to Lucent's PSC should now be directed to 1-888-736-7700. International employees may call the center collect at 847-806-4600.

The PSC handles pension and pension-related services for management and occupational employees. These services include retirement processing, service bridging/adjusting, death benefit processing and pension calculations. Representatives are available weekdays from 9 a.m. to 6 p.m. Eastern Time.

Three share ESP Excellence Award



Three Test Set Maintenance workers got a nice surprise at the latest Employee Suggestion Program recognition breakfast. David Jenkins, John Zappala and Joyce Glidden (*left to right*) were presented with the ESP Excellence Award for their significant contributions to the Program.

"They're a great team," says Supervisor Bob Dunbar. "If one has an idea, they tell the other two and as a team, they talk about it, improve it, and submit it as a suggestion. I'm very proud of them."

The team gets to display this impressive Excellence trophy in their area until the next winner is chosen. Could it be you?

Time to register for Alliance Spring sessions

Registration has begun for the Alliance Learning Center's Spring 1997 semester. Twenty in-house courses will be offered ranging from short, non credit courses to credit courses for the Northern Essex Community College Personal Computer certificate program.

In addition to these in-house courses, the Alliance offers a Pre-Paid Tuition program where employees can receive up to \$1500 per year in tuition funds for career related courses taken at accredited schools.

Former Alliance students have good things to say about both programs. Joe Buck, a recent graduate from the PC program says that "going back to school can be tough, but having the classes here helped a lot, and the hours worked out great for me."

Al Levesque completed the PC program and took advantage of the Pre-Paid Tuition program, too. "I took Landscape Design at Stratham Tech because it's a subject I've always been interested in. Now I have my certificate and I may start a business. The Alliance was an ideal spot for me to start."

Spring courses will begin the week of January 27 and the deadline to register for credit courses is January 6. Stop in the Alliance Learning Center on Mezz D for course schedules or to register. There's also a career counselor available to help you decide which course is right for you. For more information, call the Alliance on x2410.

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.

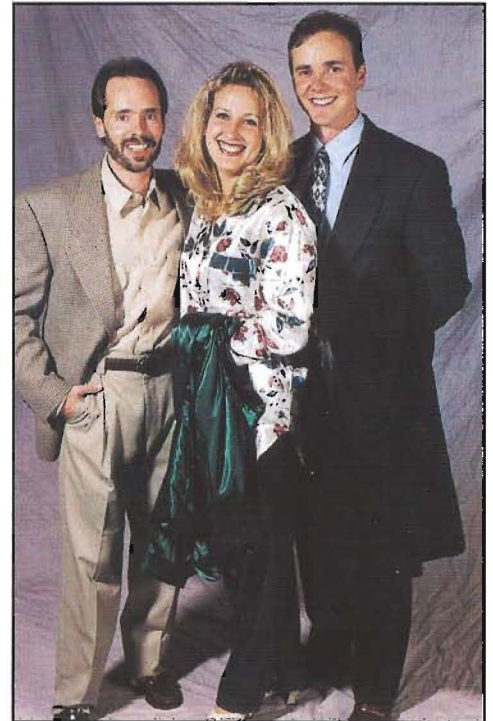
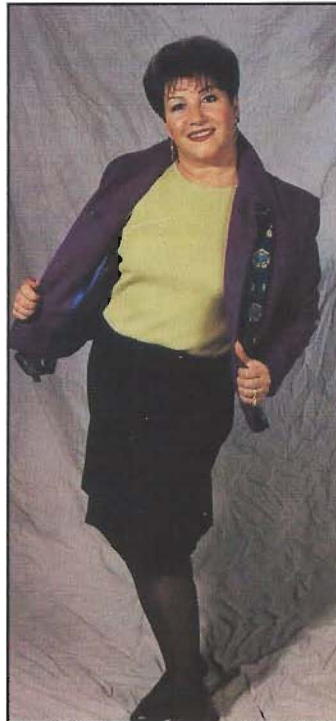
Applications must be postmarked by **December 31, 1996**

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

EES Fashion Show adds \$5000 to Scholarship Fund

The Engineering Excellence Society would like to thank everyone who supported the 8th annual Dinner and Fashion Show. The event raised close to \$5,000 for the EES Earnshaw Education Award.

Nearly 250 people attended the event, which was held October 23 at Castleton. A few of the 45 models (mostly Lucent employees) are shown here.



Lucent Technologies
Bell Labs Innovations



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1600 Osgood Street
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BULK RATE
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