

Valley Voice

Spring 1998



Valley Voice

Spring 1998

A publication for active and retired employees of Lucent Technologies Merrimack Valley

E. F. Newland, Jr.
Product Realization Vice
President — Merrimack Valley

Valley Voice editor:

Dianne Coppola, x3553

Contributing reporter:

Linda Sheehan, x3461

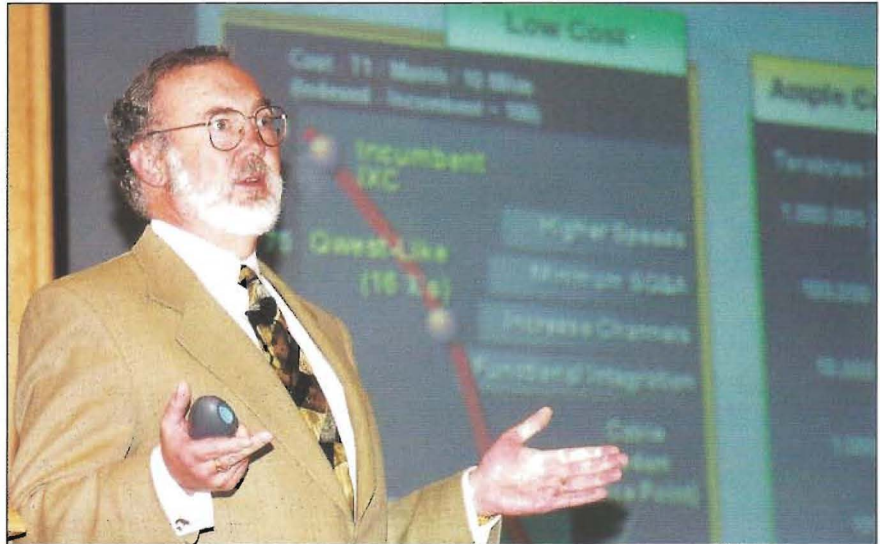
Please send address changes, inquiries, or comments to:

Lucent Technologies
Public Relations 20-2X74
1600 Osgood Street
North Andover, MA 01845
or call (978) 960-3553

This publication
is printed on
recycled paper



ONG President Gerry Butters holds 'shareholders' meeting at Merrimack Valley



On a recent visit to Merrimack Valley, Optical Networking Group President Gerry Butters met with employees in what he called a 'shareholders' meeting. "We all have an enormous stake in this business and we have to think and act as shareholders," he said.

In sharing his vision of our future, Butters said "we're changing the way the world thinks about photons and their applications, and it's going to change the world we live in." He congratulated Merrimack Valley employees for their work on the new WaveStar™ products. He talked about Lucent's leadership position in the market and the challenges we face to stay there. "There is a lot more business for us out there, but it all depends on our ability to deliver," he said. "If we don't meet our commitments, customers will turn to other suppliers."

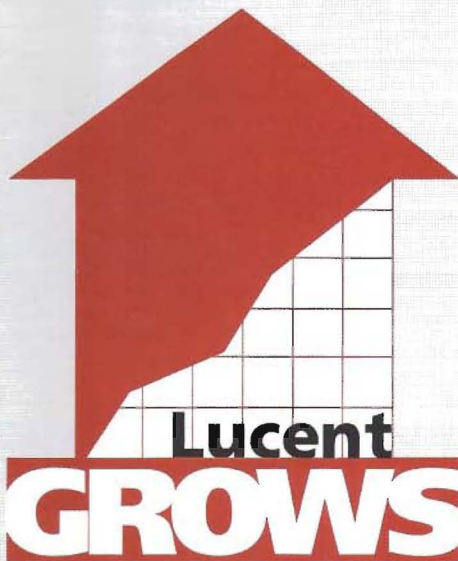
"Lucent's success in the 21st century will be built on the photon and its applications in the marketplace," he said. "This is an exciting business, and we have to stay in the leadership position. But what an opportunity!"

Butters noted that another wave of announcements is coming. Get ready to hear more about the 'terabit express' and 'photon shuttles'!

*A video copy of this talk is available for department meetings.
Call x3716 to reserve a copy.*

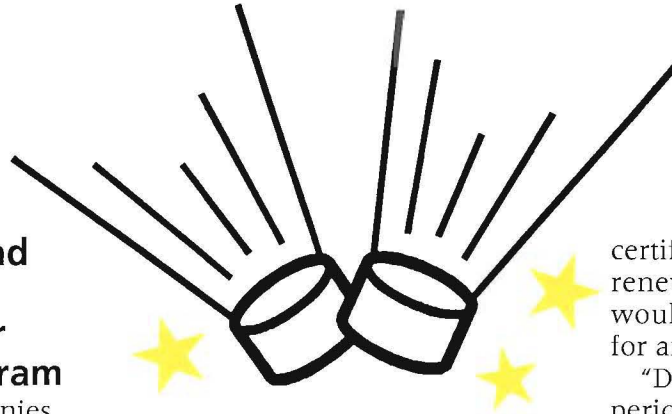
On the cover . . .

Just where is Photon Valley? Photon Valley is a nationwide collection of more than 3,200 companies racing to bring photonics to the information superhighway. As the Optical Networking Group's Center of Excellence for manufacturing, provisioning and logistics for the new family of WaveStar products, Merrimack Valley Works is right at the heart of it! We're helping to define this new industry.



Global growth mindset Results-focused Obsessed with customers and about competitors Workplace that's open, supportive and diverse Speed

Quality continues to be in the spotlight at Merrimack Valley



Speed, Quality and Cost the focus of Strategic Supplier Recognition Program

A total of 161 companies were recognized as Partners in Excellence or Program Honorees at the 1997 Strategic Supplier Recognition Program. This program acknowledges the achievements in quality, delivery and cost management initiatives of our Partner in Excellence award winning suppliers, and it gives us the opportunity to share our objectives for the coming year with all strategic suppliers.

JR Newland thanked everyone for contributing to our 1997 success, and talked about the future opportunities in optical networking.

"We're in a phenomenal growth market, and could see our output doubled by the year 2000," JR said. "To do this, we must continue to focus on speed, quality, and cost. We expect to improve the service interval by two-thirds, improve quality levels by a factor of three, and cut costs in half in the same three year time frame."

The recognition program is a joint effort by the Quality, Purchasing and Material

Engineering groups. Chris Stafford, one of the event organizers, says that MV has had a program to recognize our outstanding suppliers for 12 years now. Two years ago, the format was changed to bring in all of our strategic suppliers, not just the winners. "We made this change because they *all* need to hear the message and understand our business picture," says Chris. "We need their top performance to meet our customers' demands."

Great ISO 9000 Audit

Pete Hall, Manager, Quality Engineering & Assurance, reports that we received excellent results on our latest ISO 9000 periodic Quality audit.

"To this point, we've actually undergone two different types of ISO audits," said Pete. "The thorough 3-year renewal audit, and the less detailed 6-month periodicals in between." Merrimack Valley was first

certified in 1992. We had a renewal audit in 1995, and would normally be scheduled for another one this fall."

"DnV's latest audit was a periodical and checked a number of areas in the factory to verify that we're following our documented procedures," said Pete. "Our great results during this audit means that the regularly scheduled renewal audit will actually be what is called a certificate extension audit. By design this is little more than an 'expanded' periodical, and will be much less difficult than a full-blown renewal audit."

Stated very simply, ISO means three things: You say what you do. You do what you say. And write it down! Processes must be documented, and you must show that you follow those processes.

MV has an ISO coordinator in every organization. It's their responsibility to make sure that every process and procedure is documented, then it's **everyone's** responsibility to make sure they're followed. "Teams and individuals from all around the factory really pulled together during the DnV audit in March," said Pete, "and these results are a tribute to everyone."

JR Newland announces the need for new production employees

March was an all time record output month for MV. We also won the Bell Atlantic SONET contract and received great marks on our ISO 9000 audit. So what's next?

"1998 has the potential to be a record year for the Valley," said JR Newland in a recent broadcast to all employees. "Continued growth in our WaveStar product family will move us ahead of our competitors. Because our demand is exceeding forecast on all business fronts, we see the need to hire a limited number of new employees for entry level production and tester positions."

Each employee was given an opportunity to refer one candidate for one of the potential openings.

JR went on to thank everyone for an outstanding March, for their continued efforts in the months ahead, and "for helping to find the best possible candidates to fuel Merrimack Valley's growth."

4A helps out at giant paint party!

A team of 4A members spent a recent Saturday painting at the George C. Wadleigh Center in Haverhill. The Center is a new facility of the Emmaus House that will offer shelter, transitional housing, job training, and education to homeless and low-income men and women. The painters donated their time and efforts while Pioneer Chapter 131 donated the materials. Painters included Neha Bihani, Bhaskar Boopalan, Mike Chan, Dinesh Gupta, Helena and Susan Koay, Roger Miu, Tinu Oza, Girish Pahlya, Naren Patel, Amit Singh, Jeff Wang and Steve Wu. Sorry, but we couldn't get everyone together at one time for a photo!

EES Sponsors High School Science Competition



Each year, Merrimack Valley's Engineering Excellence Society (EES) sponsors the Science Competition of the Lawrence Academic Olympics. This year students from Central Catholic, Greater Lawrence Technical and Lawrence High Schools participated.

With nine exhibits on topics like Density, Sight & Taste, and El Nino, the judges, all EES members, didn't have an easy time. The winners were:

Division I — *Gold*: Kirk Lohmueller, Central Catholic; *Silver*: Michael Ngo, Nicole

EES judges Steve Kimball, Marty Gladstein, Karen Leonard, and Steve Lefoley, listening to students Susan Tuyen, Nicole Shadeed and Michael Ngo explain their exhibit on "How many licks does it take to get to the center of a Tootsie Pop?"

Shaheed, and Susan Tuyen, Lawrence High; *Bronze*: Yinka Obasa, Lawrence High.

Division II — *Gold*: Cesarina Olivero and Yariza Ramos, Central Catholic; *Silver*: Marci Blais, Central Catholic; *Bronze*: Dan Thompson and David McMillan, Greater Lawrence Technical.



CFO team donates 106 Easter Baskets to children in DSS care

When members of the CFO Caring for Others team decided to organize a collection to provide Easter baskets for children in foster care, they never imagined the response they would get.

In just two weeks, the group collected enough candy, small toys, books, stuffed animals, movie passes and gift certificates to fill 106 baskets!

"We were just overwhelmed with the response," said Business Performance Manager Michele DiChiara. "Our employees and several local businesses were so



CFO team members appear to be buried in baskets! Shown from left are: Linda MacIsaac, Michele DiChiara, Judy Martin, Diane Lefevre, Sandy Curtin, Yvonne Paplaskas, Paul Guy and Pete Rampulla.

generous! We want to thank everyone who contributed." The baskets were distributed to foster families through the

Department of Social Services just in time for them to brighten Easter Morning for the children in their care.

Congressman Tierney Visits

John Tierney represents the Merrimack Valley area in Congress.

Like all of us at Lucent, John relies on a lot of information from others in order to do his job properly. He visited MV to hear directly from JR Newland and the union leaders exactly what it is that our business needs from him and his peers in Washington.

Competition is everywhere. Sound familiar? Lucent competes for customers globally, Massachusetts competes with other states for funding for capital improvements that enable businesses to grow and thrive.

JR discussed the role MV is



Cong. Tierney's visit — seated, Betty Lavasseur, President, Local 1365. From left: Joe Kanan, Local 1365, JR Newland, Cong. Tierney, Clif Waldrep, Chief Steward - IBFO, Dennis Fontaine, President, Raytheon Guards Assoc. Local #2, Tierney's Aide Quentin Palfrey, and Tom Richard, President, Local 1366.

playing in the growth of the Photonics industry. The group discussed the need to work together to find ways to incent businesses to continue to invest

in growth in Massachusetts.

"If we don't innovate, we die," says John. "Businesses don't move to Massachusetts because of the great weather."

Jane Shea Elected LUNA National Vice President



Jane Joe Shea, Login Administrator, has been elected to her second term as National Vice President of United Native Americans of Lucent Technologies (LUNA).

Like our other Employee Business Partner (EBP) groups, LUNA promotes awareness through education. Jane and Dick Saucier organize special events for MV's Native American Awareness Program that highlight the rich history, beauty and spirituality of the many Native American cultures.

"We want to tell our own history, the real story of Native Americans," says Jane. "People's misconceptions have been formed in part by a 'Hollywood High' education. What they have learned from TV was not a true picture. Ours is not a victim's story but

a survivor's story."

Jane says the seven years she has been involved with LUNA and the Inter Tribal Council of AT&T Employees (ICAET) before it have been a very rewarding time for her. "I've always had a quiet pride in my ethnic background, but I was selective about who I shared it with," she says. "Since I've become involved in diversity education, I guess you could say that I've become an awareness activist!"

As an educator, Jane speaks at grammar schools, colleges and other groups interested in learning about Native American culture. On the national level, LUNA is working to improve Lucent's employee profile. Their goal is to increase the number of Native American employees to one percent by 2001. They are partnering with the American Indian Science & Engineering Society to recruit potential candidates.

The 1998 LUNA National Conference will be held June 11-14 in Oklahoma City. It will coincide with the Red Earth Festival, where representatives from more than 100 North American Indian Tribes will gather to share the richness and diversity of their heritage with the world. To learn more, about the conference or the Red Earth Festival you can visit the Web Page <http://ocncra.oc.lucent.com/ebp/luna>.

LUNA is the smallest of our EBPs with 170 members nationally, and 7 at MV. There are presently seven chapters, and two more in the process of

forming. Jane points out that "you don't have to have a Native American background to join, just a willingness to subscribe to our mission." Their goal is similar to that of the National Museum of the American Indian's "... to change forever the way people view Native peoples of this Hemisphere ... to correct misconceptions ... to end prejudice ... to stop injustice ... and to demonstrate how Indian cultures are enriching the world."

If you would like more information on LUNA, you can send Jane email at janiejoe@lucent.com or visit the LUNA Web Page at http://www.mv.lucent.com/APPL/mvrls/public_html/luna.html.

Women's History Month Events

Women's History Month was celebrated in March. Among the special events were two films on women in exciting, nontraditional roles. *Keeping the Vision Alive* showed the dramatic story of the first all-



Black History Month Fashion Show



Black History Month ended with a Fashion Show featuring employee models in modern and traditional outfits. Outfits were provided by several local designers including Dottie Hines of MV's Information Technology organization.

Models included: Dorothy

Avens, Janet Carter, Chuck Cohen, Jane Fultz, Louise Hairston, Dottie Hines, Inez Hines, Leroy Hines, Rissy Ibraheem, Natalie Layman, Horace Lawson, Thomas Marshall, Pam Mcrae, Lillie Torrence, Bobbie Wilson-Hill, and Jackie Wilson.

The styles of clothing featured originated in the African countries of Niger, Senegal, Ivory Coast and Ghana. Some popular garments included women's headwraps called *geles*, multicolored *kufi* hats, and loose fitting *dashiki* tunics.

woman expedition to the South Pole. *Rocking the Boat* was the inspiring story of America 3, the first women's team racing for the American Cup.

Louisa May Alcott came to life in a performance by actress Jan Turnquist. Jan, shown at left in period costume, portrayed the famous novelist and the creator of "Little Women."

Methuen resident Sara Hayden gave an informative and entertaining talk on the World War II Women Air Force Service Pilots (WASPs). In the early 1940s there was a shortage of pilots and airplanes due to WWII. Because men were needed for combat, the government eventually decided to try women as pilots in an experimental program.

The WASPs were assigned to over 120 airfields in the United States, and they flew more than 60 million miles in all



Former WASP Sarah Hayden, right, and Switching & Data Networking Products Director Carolyn Collins.

types of aircraft. Their flying duties included ferrying new and war weary aircraft, target towing, simulated bombing and strafing missions, instructing, administrative and test flying.

Thirty-eight WASPs died in the line of duty. Because they were considered Civil Service employees, they were not eligible for many benefits male pilots were entitled to.

MV heads for ISO 14001 certification



The ISO 14000 Implementation team members come from all major organizations at Merrimack Valley. Each will form a team to identify processes and activities in their area that impact the environment.

Like ISO 9000 is to quality, ISO 14000 is to the environment. Merrimack Valley became ISO 9001 certified in 1992, and we are currently working to become ISO 14001 certified this fall. Just what does that mean?

The ISO 14000 series of international standards is designed to improve environmental quality by focusing more attention on the environmental impacts of a business's activities, products and services. To become ISO 14001 certified requires that an environmental management system be in place.

As with ISO 9000, the key to success in ISO 14000 depends on having documented procedures that are implemented and maintained. It also depends on the commitment of everyone at all levels.

An Implementation team has been formed to put into place the processes and procedures required by the standard. This team is made up of representatives from each organization and Environmental, Health & Safety staff.

Next, each member will form a team in their organization to identify aspects of their activities, products and services that impact the environment. Once this critical step is

complete, they will develop an operation plan and implement programs where necessary. These teams will also raise the awareness of employees on the ISO 14000 program.

Do you know who the team leader is in your organization? If not, ask your supervisor. And if you know of something in your area that may impact the environment, bring it up to the team. They need input from the individuals involved!

Sound like a lot of work to be

done in a short time? It sure does. So why are we doing it? To remain competitive in the global marketplace.

ISO 14000 is a continuation of ISO 9000 Product Quality Standards that may eventually become a requirement for ISO 9001 recertification. Becoming ISO 14001 certified before we are forced to not only shows our commitment to the environment, but to our employees and the communities around us as well.

RE-USE team wins Lucent Environmental Heroes award

A team from Merrimack Valley's RE-USE business was one of 15 winners in Lucent's second annual Environmental Awards Program.

The program recognizes the achievements of employees who are successfully addressing environmental issues at work and in their communities.

The RE-USE team, led by Carmen Milora and Jeff Rice, won an Environmental Heroes Award for their work to extend product life cycle and avoid the use of raw materials by re-manufacturing telecommunications equipment.

When Lucent's RE-USE business started at MV in 1991, it focused on re-manufacturing transmission equipment to support factory work assists and the demand for vintage products. It has since expanded to include all of Lucent's major product lines for network operators.

"Our business makes great environmental sense," says Carmen. "Re-manufacturing used equipment reduces the amount of waste and potential pollution that would accompany the production of new equipment from raw materials."

The award also includes a \$1,000 contribution to the nonprofit environmental organization of the winners choice.

Merrimack Valley People



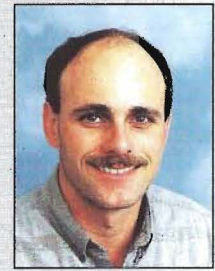
Balogh



Boucher



Casey



Daigle



Dang



Duquette



Fitts



Grossman



Hecken



Johnson



King



Lamontagne



Murphy



Noonan



Treadwell



Vega

PROMOTIONS

Julie Balogh — promoted to Business Systems Specialist

Kathy Boucher — promoted to Circuit Pack Operations Manager

Sally Casey — promoted to Strategic Planner for Customer Technical Support

Paul Daigle — promoted to Technical Manager, RE-USE Product Development

Minh Ha Dang — promoted to Business Systems Consultant, Business Performance Organization, Merrimack Valley Financial Support

Cindy (Morse) DuBois — promoted to Supervisor, VISION Quality, Provisioning & Expediting, third shift

Lucille Duquette — promoted to Project Management Associate

Fran Eason — promoted to Technical Manager, RE-USE Operations

Kevin Fitts — promoted to Rotating Security Supervisor

Cynthia Grossman — promoted to Assistant Market Developer

Michael Hecken — promoted to Supervisor, Quality Assurance & Engineering

Karen Johnson — promoted to DACS II & Process Engineering Manager for Switching and Data Networking Products

Teresa King — promoted to Customer Design Specialist

Donna Lamontagne — promoted to Senior Product Planner for Sonet Services

Bob Murphy — promoted to Supervisor, VISION In-Circuit Test, second shift

Marylou Noonan — promoted to Kanban Process Manager

Cheryl Perkins — promoted to Supervisor, DIF-SPS

Christopher Stafford — promoted to Technical Personnel Relations Manager

Sonya Treadwell — promoted to Supervisor, VISION Surface Mount Assembly, second shift

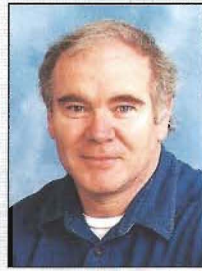
Anmarie Vega — promoted to Technical Manager for Customer Technical Support Services



Belliveau



G. Davis



S. Davis



Hughes



Moezzi



Muthukumar



Pouliot



Sherif



Sivarasa



Verville

SERVICE ANNIVERSARIES

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

MARCH

Alfred T. Bencivenga (25)
Ronald P. Borrelli (25)
Edward A. Coulombe (25)
Sterling W. Hough (25)
Elizabeth J. McCusker (25)
Alma G. Sheltra (25)
Nancy S. Stanley (25)
D. V. Anderson (30)
Donald N. Fletcher (30)
Jean C. Franz (30)
Ernest D. Finch (35)

APRIL

Peter W. Benson (25)
Richard I. Lamprey (25)
Alfred J. Levesque (25)
Janis L. Pare (25)
Thomas P. Puglisi (25)
Ellsworth T. Russell (25)
Beverly S. Sweet (25)
Richard F. Warner (25)
Ronald J. Belfiore (30)
Kenneth L. Eisenberger (30)
Ellis F. Gamble (30)
Elaine M. Kilpatrick (30)
Dewayne A. Spires (30)
Evonne E. Miles (35)
John M. Thornton (35)

RECLASSIFICATIONS

Guy Belliveau — Holmdel Design Engineering Services, STA to MTS-I

Greg Davis — Multiplex Software Systems Engineering, MTS-I to MTS

Steve Davis — Optical Networking - WBM Project, MTS-I to MTS

Mark Hughes — Sonet and Next Generation Sonet Engineering, MTS-I to MTS

Christopher Moezzi — WaveStar Access Multiplexer Data Networking, MTS-I to MTS

Arun Muthukumar — Optical Networking, WBM Project, MTS-I to MTS

Charles Pouliot — In-Circuit Test Process and Strategy group, MTS-I to MTS

Towfik Sherif — WaveStar Hardware Development, MTS-I to MTS

Mark Skala — DACS III & IV-2000 Engineering, MTS-I to MTS

Sriram Sivarasa — Optical Networking Circuit Pack Development, MTS-I to MTS

David Verville — Network Wireless Support, MTS-I to MTS

NEW GLOBAL MANUFACTURING POSITION

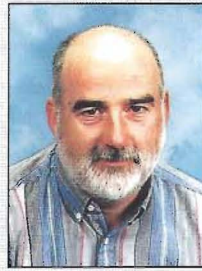
Greg Tashjian has accepted the position of Global Manufacturing Technical Manager. In this new position, Greg will be responsible for providing leadership on the strategic sourcing of Optical Networking products.



Gilligan



Green



Murphy



Barron



Boucher

GRADUATES

Advanced Degree

Bob Gilligan, DACS II
Customer Technical Support —
Masters of Science in
Telecommunications, Southern
Methodist University

Mike Green, DACS II
Customer Technical Support —
Masters of Science in
Computer Science, Boston
University

Brian Murphy, VISION
Provisioning — MBA,
University of New Hampshire

Associate Degree

Dennis Barron, Building
Maintenance Electrician —
Associates of Science in
Computer Information Science:
Personal Computer Specialist
Option, Northern Essex
Community College

Certificate

Charlene Boucher,
WaveStar Engineering Support
— Personal Computer
Certificate, Northern Essex
Community College

GAUDET BECOMES CERTIFIED ENERGY MANAGER

Dave Gaudet of Factory
Engineering recently became
certified as an Energy Manager
by the Association of Energy
Engineers (AEE). The AEE
awards this special recognition
to those managers who have
demonstrated a high level of
competence and ethical fitness
for energy management.

Dave coordinates Merrimack
Valley's energy management
program and planning for
future energy needs in the face
of deregulation.

RETIREEES

Years of
Service

December

- 33 Joseph K. Hyder, Jr.
- 27 K R. Grant

January

- 14 Gina Bordieri
- 19 Dorothy J. Chase
- 17 Michael T. Diresta

February

- 24 Gary D. Alley
- 27 Amato Benedetto
- 22 Cecile L. Brackett
- 19 Linwood E. Brackett, Sr.
- 17 Valerie A. Carnes
- 19 Mary G. Dale
- 20 Carolyn R. Demaine
- 41 Edward Dimmock
- 40 Frederick M. Faulkner
- 20 Ethel M. Fleming
- 20 Janet A. Gavin
- 20 John A. Goodwin
- 17 Carol E. Harriman
- 21 Daniel R. Hill
- 18 Young K. Kim
- 36 Rene A. Lambert
- 27 Laura E. Lord
- 32 J. Patrick Lucey, Jr.
- 22 Dorothy A. Medley
- 29 Karen B. Miller
- 28 Doris G. Myers
- 20 Norma R. Robinson
- 20 M. D. Scandurra
- 20 Wesley A. Straw

March

- 16 Marie E. Amaral
- 17 Walter C. Austin
- 38 Norman R. Brunelle
- 18 Antonio Carace
- 27 Florence G. Carrier
- 37 Janet E. Carter
- 20 Audrey E. Catton
- 27 Judith A. Dolfe
- 28 Natalie R. Faxon
- 18 Celia M. Friend
- 18 Armand J. Gaudet
- 20 Rallou P. Kombakis
- 30 Peter Krikorian, Jr.
- 41 Robert J. Lefebvre
- 19 Claire T. Lussier
- 18 Muriel H. Michaud
- 25 Hide T. Osgood
- 26 Ekaterini Papageorgiou
- 19 William M. Poole
- 24 Thomas P. Puglisi
- 26 Thomas L. Rando, Jr.
- 20 Yvonne M. Roy
- 35 Yvonne D. St. Cyr
- 29 Edward D. Walsh

New officers elected

Northeast Chapter 131 of the Pioneers recently held elections for new officers for the upcoming 1998-1999 year. This was the first time that the chapter opened the nomination and election process to all members. The Northeast Chapter includes Pioneer members from all of the New England states and New York.

Our Chapter continues to grow in terms of members, participation hours and clubs. Our total membership in 1997 exceeded 12,000, and Pioneer volunteers contributed over 148,000 community service hours. A new mixed club, made up of both active and retired employees of Lucent, was recently formed in Staten Island. We hope to establish additional clubs throughout the Northeast at some of Lucent's other locations.

The 1998-99 Pioneer year will bring an increase in membership dues from the current \$10 to \$15. This decision was made at the national level of the executive board of the Telephone Pioneers of America. The increase will directly benefit Pioneer programs and projects and support the Pioneers Foundation's focus on educational programs and scholarships.

Watch for upcoming Pioneer activities. We always welcome volunteers and thank all of you who help out during the year. If you see any of our new officers during your travels, please join us in congratulating them!

TPA Region 18 Lucent Technologies Pioneers Northeast Chapter 131

Judy Hoelen, Manager Community Resources

Cecile Cote, Administrative Assistant

978-960-2311

978-960-1183 (fax)

Lynda Hansen, President
Larry Rickabaugh, Vice President
Carl Perri, Life Member Representative

New England Council

Colleen Latour, Pres.
Len Greaney, Vice Pres.

New York Council

Barbara Mueller, Pres.
Ken Balzano, Vice Pres.

New England Club

Janis Tanguay, Pres.
Dudley Farquhar, Vice Pres.

New York Club

Frank McNamara, Pres.
Linda McLellan, Vice Pres.

New England Life Member Club

Bob Wysocki, Pres.
Pat Hurley, Vice Pres.

Charles Ambron Life Member Club

Henning Anderson, Pres.
Mary Ambron, Vice Pres.

Staten Island Mixed Club

Jim Harkins, Pres.
Gail Todd, Vice Pres.



It was a tough job, but someone had to do it. The task of counting ballots went to (from left) Mike Passamonte, Steve Corcoran and Joe Abraham.

Employee Suggestion Program

Two suggestions cut costs in the Mail Center



As coordinator of the MV Mail Center, Richard (Larry) Marsolais doesn't just worry about getting the mail out on time, he's also concerned about the cost. Larry recently received awards for two suggestions that will mean big savings for the Mail Center.

First, he suggested getting a Bulk Mail Permit for large mailings. "The average cost per piece for large mailings is 55 cents, and the bulk rate is 22.5 cents," says Larry. "We have to sort by zipcode and send a minimum of 200 pieces

Larry Marsolais (center) is congratulated by Paul Kolodny, Engineering Practices & Support Services Manager, and Pete Hall, Manager, Quality Engineering & Assurance.

to get the bulk rate, but we send 500 - 1000 each day. It's a huge savings." His second idea was to switch carriers for international mail service. He found one that was cheaper and quicker than what they had been using.

Larry's suggestions will result in big savings for the Mail Center. They also combined into a \$2,100 award for him.

Winner treats coworkers to pizza

What do a good idea and a pizza party have in common? They both came from Bob Waardenburg, a warehouse worker at the Product Export Center (PEC) in Haverhill.

The PEC uses large cardboard tubs on wooden pallets to transport material and products. Bob suggested reusing the tubs that were still in good shape.

"If the tubs were cut, they couldn't be used to ship product

or on a tractor trailer truck," said Bob, "but they were still good enough to use for moving material in-house." Thanks to Bob's idea, these boxes now go to PEC Receiving or to MV Packing & Shipping for reuse. They get used an average of three times before they wear out.

When Bob received an award for \$1,753, he treated 40 of his coworkers to pizza and soda. Rumor has it that they've been encouraging him to put in more suggestions!

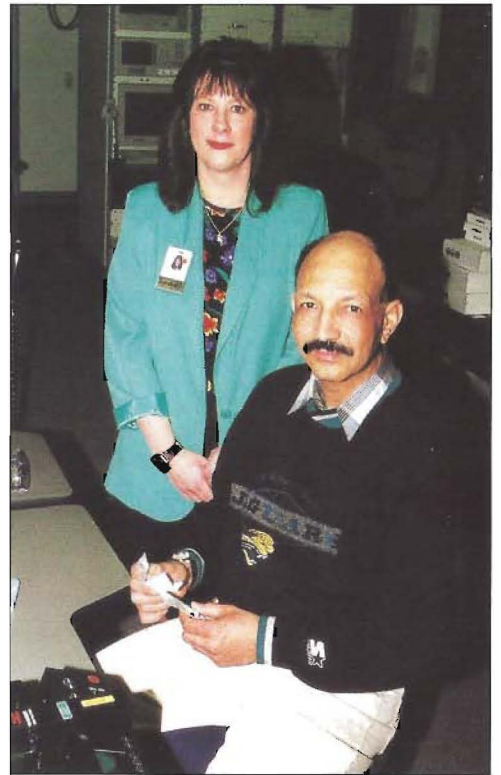
\$6400 winner in Optical room

Sometimes the simplest suggestions turn out to be the best ones. Just ask Modesto Espinosa, a fiber optic splicer in the Lightwave Optics department.

In addition to splicing, Modesto also hand-assembled some small parts frequently used in his shop. The job wasn't difficult, but he felt there was probably a better way to do it. He was right.

Modesto suggested buying the parts already assembled. His idea not only saved time and cut down on lost parts, it also turned out to be cheaper to buy these parts assembled.

Modesto received an awarded of \$6,400 for his idea.



Modesto Espinosa of the Lightwave Optics department received an award for \$6,400 for his idea on ordering parts. He is shown here with his supervisor Carol Bourque

For your Information

Earth Day events

It was another busy Earth Day at Merrimack Valley. The day started out with a new tree being planted and ended with a lively question and answer session on gardening. In between, there was plenty of information on plants and the local watershed.

The Earth Day Committee planted a new tree on the south side of building 20. The next time you go by, check out the latest addition, a Kwanzan flowering cherry tree.

Employees had a chance to learn how plants clean the air naturally. InterGreen, keepers of the cafeteria's plants, provided information and gave employees a chance to win a potted plant for stopping by.

Curt Laffin of the Merrimack River Watershed Council was the first guest speaker. "The Merrimack River watershed covers a total of 5,000 square miles and is made up of 17 sub-watersheds in New Hampshire and Massachusetts," he said.

"What happens in the river is totally dependent on what we do on the land around it."

Curt encouraged everyone to get involved in their local watershed council. "Talk to your neighbors and kids, and think about your individual behaviors," he said. "Things like using pesticides and fertilizers in your yard, and your towns use of road salt all have an effect."

Next up was Paul Parent, host of the WRKO talk radio Sunday morning Garden Show. Paul gave employees tips on what they should do now to get their lawns and gardens ready. He covered pruning, improving soil quality, treating for insects and more.

In the closing question and answer session, topics included moving plants, keeping deer away from shrubs, improving blooming, and fertilizing. We



Earth Day committee members Mary DiMauro, Tony Makovitch, Pete Bajor, Anne Reynolds and Alexander Vannet pose with our new flowering cherry tree.

obviously have many people interested in gardening because the time ran out before the questions did.



Nutrition Month winner — Joanne Lynch (center) won this fruit basket, presented by Medical's Lisa Mansurian (left) and Susan Bouchard. Displays and information on healthy food choices were provided by Medical and the cafeteria.

URL's for US

Two URL's to keep on your favorites list:

(1) If you're career oriented but maybe need a jump start, check out <http://www.mv.lucent.com/APPL/ecap> (or click on "Services" from the MV Home Page) to get information about MV's expanding ECAP (Employee Career Advisory Program) opportunities and mission.

(2) For those tough problems that fit "in the gray areas," or for the times when the proper channel isn't obvious, check out <http://www.mv.lucent.com/APPL/mgk> for information about the MV Ombuds Office. (Once again you can get there from the "Services" menu on the MV Home Page.)

A new benefit from our recycling program

Merrimack Valley has had a successful recycling program for many years now. In addition to paper, we recycle glass, polystyrene reels, and IC tubes and trays. You probably already know many of the benefits of recycling, but here's a new one — helping provide care to children with burn injuries. How? By selling empty IC trays back to the companies that made them.

"We generate thousands of empty reels, IC tubes and trays," says Burrell Lowery, EH&S engineer and coordinator of our recycling program. "The empty reels and IC tubes are sent out to be ground up and remade, but the IC trays are more expensive to make, because each is specific to the component and company that made it. These companies would rather buy them back

than have to remake them."

We do this through a program with the SemiCycle Foundation. They pick up our empty trays, sort and sell them back to the companies. We get tax deductible receipts for the material and the profits are donated to charitable organizations. Most recently, SemiCycle donated \$3,000 of these profits to the Shriners Burns Institute in Boston.

Last year, MV was credited with recycling more than \$60,000 worth of IC trays, all of which was donated charitable organizations.



Recycling Program Coordinator Burrell Lowery (right) and John Timony of the Resource Recovery Center are shown in the Future Quest 3, 4, & 5 recycle center. Last year MV was credited with recycling more than \$60,000 worth of IC trays.

Lucent Receives Corporate Leadership Award

The Merrimack Valley Works recently received a Corporate Leadership Award from the Derry-Londonderry-Timberlane United Way in recognition of our employee contributions.

MV employees give to more than 30 United Ways around the country. While 68 percent of our pledges go to the United Way of Merrimack Valley in Lawrence, another 13 percent support the Derry United Way. Director Robin Glynn reports that during their last eleven campaigns in the Derry area, MV employees pledged almost \$500,000 and have consistently accounted for more than 10

percent of each year's total.

Nearly one third of our New Hampshire employees live in the eight towns supported by the Derry United Way. Their average annual pledge per employee is more than \$100, which places them in the highest level of giving category.

Claire Wentworth (right) accepted the Corporate Leadership Award on behalf of Merrimack Valley. Claire, a complaint investigator at MV and United Way committee member, is a Sandown, NH resident. She is one of many employees who give regularly to the Derry-Londonderry-Timberlane United Way.

Co-Chairpersons Paul Gagnon



and Cindy Ade would like to remind employees that this year's campaign will take place October 26-30.

March was a record breaking output month thanks to the efforts of all!



Folks from the Merrimack Valley Packing, Shipping and RS&R departments gather round our newest tractor trailer truck. Like everyone at the Valley and PEC, they're working hard to get those orders out to our customers. All the efforts are paying off — so much work is going out that another tractor trailer truck had to be added to the fleet!

Some say that March comes in like a lion and goes out like a lamb. That may be so, but this year March certainly went out with a bang!

Our five-week output record in March reached more than 30 percent higher than ever before. It also put us 100,000 circuit packs ahead of where

we were last year at this time.

Hard work by folks at every step along the way made this possible. From getting the materials in, to the work done in the factory, right through to shipping it out, workers at the Valley and PEC really pulled together to make this happen.

JR Newland gives the credit

to everyone who has worked so hard to achieve this latest milestone. "It is through the dedication and effort of the people working high amounts of overtime with no days off that are making these customer records happen," he said. "This is just the beginning of the climb."

Lucent Technologies
Bell Labs Innovations



Merrimack Valley
1600 Osgood Street
North Andover, MA 01845
the Heart of **Photon Valley**

BULK RATE
U.S. POSTAGE
PAID
Permit No. 24
Lawrence, MA