



Lucent
Pioneers
host
20th Annual
Special Field
Games

(see page 11)



Valley Voice

May/June 1998



Valley Voice

May/June 1998

A publication for active and retired employees of Lucent Technologies Merrimack Valley the Heart of *Photon Valley*

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Lucent News

Bell Atlantic chooses Lucent

Bell Atlantic has selected Lucent under a five-year contract valued at more than \$200 million to supply equipment and software for the East Coast components and systems integration of Bell Atlantic's next-generation, data packet-switched long distance network. Construction is expected to begin in July on the network, which will provide the regional platform for data communications for customers across the Bell Atlantic region, the nation and the world. Bell Atlantic is Lucent's first customer for the data network solution, designed by Bell Labs, that integrates voice and data on a single platform.



Toll Reimbursement Extended



Active U.S.-based management and occupational employees will continue to be reimbursed for eligible toll calls and charges through Sept. 30, 1998, and should continue to use current reimbursement procedures. Effective Oct. 1, 1998, this program will be discontinued. Employees will need to submit their final eligible calls and charges by Dec. 15, 1998, to be reimbursed for those calls. For individuals who retired on or after Jan. 1, 1984, the toll reimbursement program will be extended through Dec. 31, 1998. Those who retired prior to Jan. 1, 1984, are not affected. The toll reimbursement program was carried over to Lucent when the company spun off from AT&T.

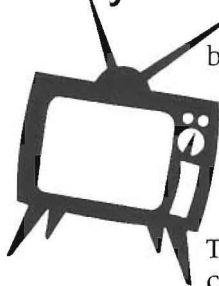
NTT chooses Lucent

Lucent has been selected by Nippon Telephone and Telegraph (NTT) to provide passive optical networking technology for NTT's access network throughout Japan.

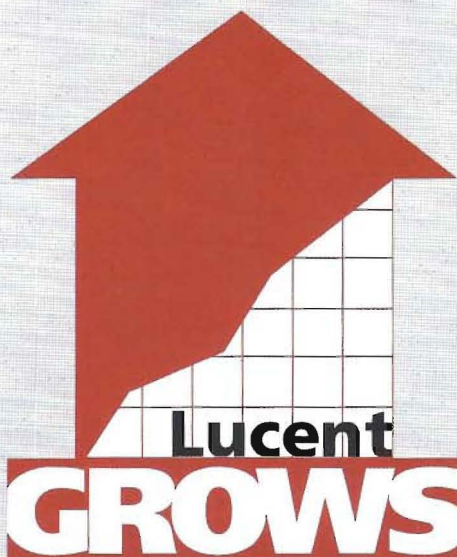
Lucent will provide Optical Network Units, which will be installed near or in homes, as well as Optical Line Terminals, which will be installed at NTT central offices.



Family Resource Program offers



If you're worried that your pre-schooler may be spending too much time in front of the TV, you may want to order the *Changing Channels Kit*. The kit offers tools to help set limits, find good programming, and provides fun, educational alternatives to TV. Protect your older relatives from fraud with the new *Elder Care Fraud Kit*. The kit includes an audiotape about real-life fraud cases and the advice of experts on elder fraud, tips for recognizing and avoiding fraud, and state-by-state resources for reporting elder fraud. To order either kit, employees can call 1-800-635-0606 weekdays from 7 a.m. to 9 p.m. Eastern time; Saturdays from 9 a.m. to 3 p.m.



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

Quality Visibility Bulletin Boards

The **R** in Lucent GROWS stands for Results-focused, and Merrimack Valley's results focus is now highlighted on "Quality Visibility" bulletin boards located throughout the factory. A total of 40 boards are planned, and 28 are currently in place and populated with data. The bulletin boards can be identified by their theme banner, "Look How [Shop Name] Is Doing."

The Quality Engineering and Assurance Organization partnered with the shops to select a set of results metrics to post on the boards. The metrics chosen have been categorized into two of MV's Policy Deployment directions: "Engage Our People" and "Exceed Customer Expectations." You'll find the following metrics on the boards currently populated:

- Engage Our People
- ESD Deviations by Shift
- Lost Work Days Cases
- Exceed Customer Expectations
 - On Time Delivery – Customer Pull (Future Quest 3, 4 and 5 only)
 - On Time Delivery – Material Only to Customer Requested Ship Date
 - On Time Delivery – Material Only to Original Promise
 - On Time Delivery – Whole Ordered Applications to Committed Date
 - QA Rate

Other metrics being gathered by the Quality Visibility Team include: On Time Calibration of Facilities, Days of Stock, On Time Delivery – Commitment (Vision only), First Pass Yield, and Process Quality – Defects per 100 Units. Additional metrics that track Cost, Customer Deviation Notices, and Interval are also being planned for the future.



A few members of the DACS II Cables, Test and Panels shops gather around their new Quality Visibility bulletin board.

by Alice Lemieux, QE&A



VISION process checkers and the Quality Visibility bulletin board located in their area.

Employees honored for volunteerism

Lucent was well represented at Business Expo '98, where the theme was "A Tribute to Valley Volunteers." John Ostrowski, Work Force Relations Director, was one of 12 individuals recognized by the Greater Haverhill Chamber of Commerce for their efforts in the community, and the Lucent Pioneers were honored as a group.

John was honored for his work with the Court Appointed Special Advocate (CASA) Program, a nation-wide program that helps children in the juvenile court system. In custody cases that involve state social services there are lawyers and social workers to speak for the parents and the state, but who stands for the children? CASA volunteers.

"Our volunteers are there to speak for the children in court," says John. "They undergo intense training in social service and child advocacy programs, and they spend a lot of time on each case — they usually work on just one or two a year."

John was one of the founders of the local CASA program, which started out in the Lawrence District Court in 1991 and recently expanded into the Haverhill District Court. The program is administered through the Psychological Center in Lawrence where he serves on the Board of Directors.

CASA currently has 30



Community Heroes — John Ostrowski, Lynda Hansen, and Judy Hoelen were among those honored at the Business Expo '98 for their volunteerism in the community. John was recognized for his work with the CASA Program. Lynda and Judy represented Pioneer Chapter 131.

volunteers and 60 to 70 children in the program. "Our volunteers are very dedicated," says John "and we always need more."

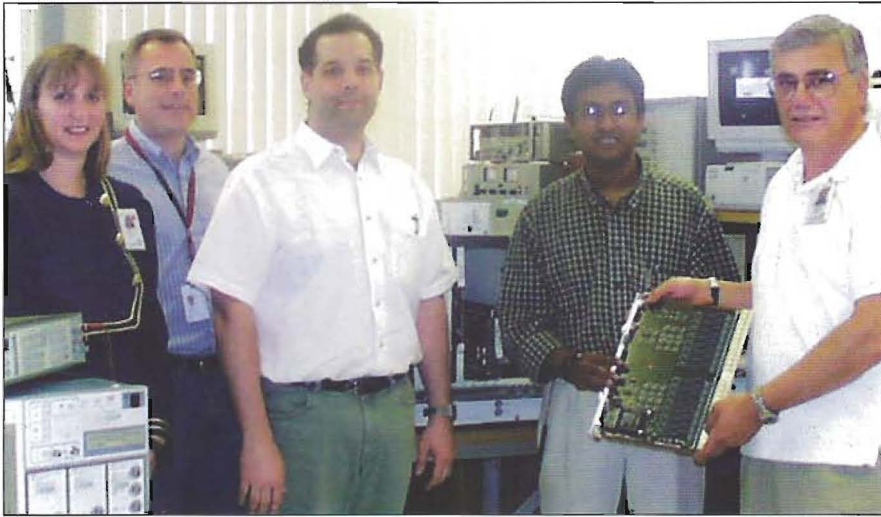
Judy Hoelen and Lynda Hansen accepted an award on behalf of the Pioneers. Chapter 131 was recognized for numerous volunteer activities in the community. During 1997 volunteers contributed over 140,000 hours of community service.

Their many projects offer a wide range of volunteer opportunities for employees and retirees. Whatever your interests are, the Pioneers have a project for you! Like to sew, knit or crochet? You might consider making baby items for the CONN project or hospital gowns for young patients in the Special Care project. Like to work with kids or the elderly?

There's the Map project and Bingo at the Rockingham County Nursing Home. Want to do something in your own town? The Pioneer Environmental committee has clean up projects scheduled throughout the area, or you could help organize one in your neighborhood. The list goes on and on! For more information on these or any Pioneer projects, please call their office on x2311.

These are just a few of many Merrimack Valley employees who volunteer their time on community projects. If you know of others who deserve recognition in the *Valley Voice*, please call Dianne Coppola on x3553.

First of many product design transfers for WaveStar BandWidth Manager 2.5G



The folks on the design side of the WaveStar BandWidth Manager 2.5G project had a good reason to celebrate. On Thursday, May 14th, the team reached a milestone when they officially transferred the design of the project's first circuit board. Harry Paraskos accepted the PDI for the factory as the project engineer.

The First Service Application for the very hot 'made at MV' BandWidth Manager is

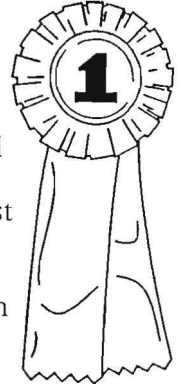
scheduled for December '98. This is the first of 16 circuit packs required for that shipment. The circuit packs will be manufactured on the Future Quest line, and the first customer is Tyco Submarine Systems.

Members of the design team for the EPS96 are shown above. From left to right, Lynn Centariczki, Scott Henderson, Frank Albanese, Ram Sivarasa, and Harry Paraskos.

The Eagles are 1997 Plant Soccer Champs

The Eagles captured their second straight regular season title last fall, posting an 11-5-2 record. Newcomer Mansour Bagherzadeh led the team and league in scoring (21 goals, 10 assists, 31 points), while speedy midfielder Steve Abraham and fullback Farhad Shoaie played important roles for the club. Forwards Hamid Hamidiani and Akbar Yazdi each added six goals for the champs, who are now 21-9-6 since reforming in 1996.

Eagle team members include Brian Abraham, Steve Abraham, El-Hachemi Aliouche, Mansour Bagherzadeh, Bob Ball, Mike Bakhtiari, Joe Bisson, Vern Chambers, Roberto Cruz, Pio Frittitta, Ben Ghamami, Hamid Hamidiani, Mike Hecken, Kevin Holland, John Nicolosi, Seb Scalfi, Towfik Sherif, Farhad Shoaie, Farid Touati, Craig Whitson, and Akbar Yazdi.



Employees celebrate Excellent Attendance

Nearly 1,400 Merrimack Valley Optical Networking employees were acknowledged for having Excellent Attendance in 1997. Each of these employees was invited to attend one of several surf and turf dinners held in the private dining room during the months of May and June. Occupational employees who achieved Excellent Attendance were also presented with a carry-on bag. Congratulations to all!

ENGINEERING EXCELLENCE SOCIETY

NOMINATIONS

Take this opportunity to nominate your peers!

Nomination booklets have been mailed to all Tech-pros, or you can visit the website at:

<http://www2.mv.lucent.com/eerc>

For further information call Sam Gulezian at x4307.

Nomination period runs through July 10, 1998



Diversity at work

Asian American Heritage Month

Not long ago, MV's Asian/Pacific American Association for Advancement (MV-4A), set a goal to increase member engagement and visibility at Merrimack Valley. If you look back at May's Asian Heritage Month, you can see they were quite successful!

MV-4A President Chandra Sondhi says that "This year we had more volunteers than ever before. It was good to see so many new members get involved with planning events. And they brought some great new ideas."

As in the past, events were designed to promote understanding of the great diversity of Asian cultures. The six events included music and dance performances, a demonstration on traditional Asian healing methods. There was also an Art, Craft & Food Fair where everyone had a chance to sample home cooked food from Thailand, India,



Young Asian artists — Ananth Sridhar (above) performed a Carnatic violin recital with songs in different Indian melody patterns. Dressed in traditional dance costume, Vasanthi Sridhar (right) demonstrated Bharathanatyam, the oldest classical dance form of south India.

Vietnam, South Korea, China and Japan. Visitors also got to see demonstrations on Chinese calligraphy and *kumihamo*, the craft of Japanese beading. As part of MV-4A's Distinguished Speaker Series, there was a talk by Marilyn Chiang, VP Asian Pacific Marketing & Sales. All events were very well attended.



Gay Awareness Month Celebrated in June

Members of EQUAL! organized events for Gay Awareness Month that provided an opportunity for education on gay, lesbian, bisexual, and transgender issues. Guest speakers covered topics like the History of the Gay and Lesbian Movement, Transgenderism, and Hate Crimes against the Gay/Lesbian/Bisexual and Transgendered Communities. There was also a video on the Freedom to Marry.

As Lucent's Employee Business Partner supporting gay, lesbian, bisexual and transgendered employees, EQUAL! has set a goal of making the company a more productive and comfortable place for all employees, regardless of their sexual or affectional orientation. Informative programs like these offer us all a chance to take a step in that direction.



African American Hero Essay Contest winner — Amanda Mederios is the winner of the African American Hero Essay Contest, sponsored by ABLE as part of this year's Black History Month events. The \$500 award check will go to UMass Lowell where she will major in Computer Science. Amanda is the daughter of Wayne Mederios of the WaveStar Software Development group and Kathy Mederios, and a recent graduate of Haverhill High School. She is shown above with her parents, Optical Networking Platform Product Realization Vice President Bill Schwarz, and contest coordinator Les Green.

MV-made products a big hit at SuperComm 98

Lucent's theme was "What's it going to take to fast forward your network to the future?" Optical Networking products made at MV are a big part of the answer.

SuperComm, the world's largest annual communications conference and exhibition, was held at the Georgia World Congress Center in Atlanta, June 9-11. With over 45,000 of the industry's

most influential players in attendance, it was the perfect opportunity to showcase Lucent's next generation

Optical Networking products.

There were more than 700 exhibits, but the Lucent booth was *the* place to be. And the made (and soon-to-be-made) at Merrimack Valley WaveStar family of products were a big part of the excitement.

Lucent's Optical Networking display featured the WaveStar product family. For this, a "Terabit Office" was created, where live transmission of a terabit of information over a single fiber was demonstrated in just 40 feet of space. The demonstration used the WaveStar OLS 400G, WaveStar BandWidth Manager, WaveStar 2.5G and WaveStar 10G products. No small feat, considering that they're all still in the development phase — and their first service applications are not for another six months!

"Having a functional display was a real challenge, but well worth the effort," said Dan Merrifield, Product Manager for WaveStar. "Everything worked flawlessly, thanks to

We had one goal for SuperComm — to show our customers that WaveStar is real and on schedule for delivery in 4Q98

many Merrimack Valley and Holmdel people who put in 18-hour days for weeks to make it happen."

Their efforts made it possible for us to demonstrate live point to point transmission, while many of our competitors' booths showed pictures and static displays of products under development.

"We had one goal for SuperComm," said Dan, "to show our customers that our

WaveStar product line is real and on schedule for delivery in 4Q98. That we did in a big way!"

"The Lucent exhibit was jam-packed the whole time, but Optical Networking was definitely the star of the show," said Lori Gardner, Marketing Communications Manager for the ONG. "And the customers were just floored by our live demonstration. It was quite

exciting to see."

What makes Optical Networking so hot is that it solves several problems. It is the only technology that can give service providers the bandwidth they need for the data and internet services their customers want. Once they have this expanded capacity, it gives them a way to manage it. Optical Networking can also handle any kind of traffic — voice, video, IP (internet protocol), ATM, even cable TV broadcast, while most other technologies are geared to one.

Interoperability is another big plus. Once a convenient feature, interoperability has grown into a competitive necessity. Our revolutionary networking solutions can help customers build the network of the future while keeping up

. . . our next challenge - and opportunity - lies in execution

with growth in their current network.

Now that we have so many customers interested in

our WaveStar products, our next challenge - and opportunity - lies in execution. We are clearly ahead of the competition, but they are on our heels. We're on a tight schedule through the end of the year with no room for slack. Our job now is to deliver on time.

Merrimack Valley People



Bailey



Barone



Birchall



R. Brown



S. Brown



Cebrian



DePanfilis



Donovan



Frometa



Garafola



Gaudette



Godun

SERVICE ANNIVERSARIES

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

MAY

Dolores B. Chasse (25)
 Roberta M. Fournier (25)
 Beverly A. Mullen (25)
 Regina Steinberg (25)
 Hector C. Thompson (25)
 Donald F. Bateman (30)
 Dudley H. Farquhar (30)
 Barbara E. Jop (30)
 Roger P. Bonin (35)
 William D. Ravgiala (35)
 Sandra J. Nadeau (40)
 Robert P. Rousseau (40)

JUNE

Gary R. Benoit (25)
 Douglas J. Carlson (25)
 Michele R. Conte (25)
 Edward J. Dubiel (25)
 Francis J. O'Neil (25)
 Judith D. Sederquest (25)
 J. Lance Fromme (30)
 Dennis J. Garant (30)
 George B. Gregoire (30)
 George F. May (30)
 Thomas E. Minor (30)
 John H. Schaefer (30)

Elizabeth Staryk-Houle (30)
 James D. White (30)
 Stephen N. Arnold (35)
 Robert J. Danus (35)
 John J. Frankauski (35)
 John A. Karcz (35)
 Robert G. Kinsman (35)
 Joseph W. Knapp (35)

PROMOTIONS & RECLASSIFICATIONS

Mickey Bailey — promoted to Bell Labs Advanced Technologies Consultant

Jonathan Barone — promoted to Training Specialist

Brian Birchall — DACS II Software Development, STA to MTS-I

Roxanne Brown — promoted to Project Manager for Quality, SCO Group

Steven Brown — promoted to Systems Architecture & Order Fulfillment Systems Manager in the MV Information Technology organization

Miguel Cebrian — WaveStar Bandwidth Manager, MTS-I to MTS

Paulette Coe — promoted to Purchasing Specialist

Janice Danese — promoted to Local Implementation Manager for Customer Delivery & Improvement Initiative

Donald DeMatteo — promoted to STA, Lightwave Customer Technical Support

Scott DePanfilis — promoted to Training Specialist

Barbara Donovan — promoted to TA, ATM JK12ACB00

Carmen Frometa — promoted to Training Specialist

Rich Garafola — promoted to Process Engineering Director

Jim Gaudette — DACS III/IV Software group, MTS-I to MTS

Sue Godun — promoted to Customer Advocacy & Support Manager in MV Information Technology



Hagen



Laske



Lecuyer



McKenney



Ruger



Sequeira



Stevens



Tans



Theriault



Zukas



Bak

Ruth Hagen — promoted to Supervisor, Manufacturing Resource Planning

Frank Laske, Jr. — promoted to STA, Lightwave Customer Technical Support

Pauline Lecuyer — promoted to Senior Project Consultant

Patricia McCormack — promoted to Accounting Associate

Pat McKenney — WaveStar Bandwidth Project Management, MTS-I to MTS

William Ruger, Jr. — DDM Hardware Design Optical Interface Unit group, STA to MTS-I

Claude Sequeira — Network Integration Services, MTS-I to MTS

John Stevens, Jr. — Data Communications Platform, MTS-I to MTS

Sicco Tans — Data Communications Platform, MTS-I to MTS

Ron Theriault — DDM Technical Support Organization and AT&T Network Services Support, MTS-I to MTS

Deborah Zukas — promoted to Senior Planner

EVA BAK RECEIVES TOASTMASTERS CTM

ASICS Project Manager **Eva Bak** was presented with a Competent Toastmasters certificate for completing the first section of the Toastmasters International Communication and Leadership Program.

The program is designed to help participants improve their speaking and leadership skills in a club environment. Participants must complete a series of rigorous assignments which provide instruction and practice in the basic techniques of public speaking. They also learn to offer constructive evaluation of others' efforts, and they have the opportunity to serve as club leaders.

IN MEMORIAM

Claire M. Faucher, Scheduling Specialist, April 20, 1998,

Robert J. Langan, Process Analyst, May 18, 1998

RETIREES

Years of Service

April

- 10 Theresa M. Borrelli
- 10 Lyra J. Camasso
- 27 Carol J. Halupowski
- 38 Norman F. Labelle
- 20 Patricia L. Labelle
- 23 Elizabeth A. Letourneau
- 31 Arlene M. Osborne
- 18 Blanca A. Ortega
- 18 Irene G. Ouellet
- 35 Robert L. Packard
- 20 Evangelos Papadopoulos
- 11 Rosa Sosa

May

- 35 Louis R. Ariel
- 21 Pauline S. Burke
- 27 Arnetha L. Chambers
- 17 Sandra L. Charron
- 21 Arline C. Gauthier
- 36 Richard H. Houle
- 12 Anna F. Lavoie
- 18 Mary L. Morris
- 32 Lorraine V. Noble
- 31 Mary A. Rice
- 21 Phyllis I. Ryan
- 37 Ronald R. Spinney
- 13 Betty J. Thibodeau



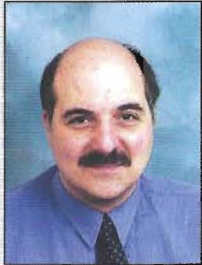
Dumas



Giannone



Richards



Ferris



Chau



Bouchard



Cummings



Evans

THREE FROM MV RECEIVE TWIN HONORS

Three Merrimack Valley women were nominated for this year's Tribute to Women in Industry (TWIN) award by the Greater Lawrence YWCA.

Irene Dumas, Senior Public Relations Specialist was selected for being a pioneer, leader and motivator in a number of successful industrial/educational partnerships.

Luan Giannone, Import/Export Compliance Planning Manager, was recognized for her commitment to enhancing the lives of people with mental retardation, who live at home with their families, by creating environments in the community and workplace that are open, safe, supportive and diverse.

Claudia K. Richards, Technical Manager in the WaveStar BandWidth Manager Software Development organization, for being an exemplary role model as a strong technical leader, excellent team player, and exceptionally customer focused contributor.

GRADUATES

Advanced Degree

Ron Ferris, Purchasing — MBA in Leadership, Franklin Pierce College

Bachelors Degree

Vi Chau, Optical Products - Optics Test Engineering — Bachelors of Science in Electrical Engineering, Merrimack College

George Nicholas, WaveStar ASIC Development — Bachelors of Science in Electrical Engineering, Merrimack College

Associate Degree

Tamela Bouchard, Materials Management — Associates of Science in Business Management: Materials Management Option, Northern Essex Community College

Sue Cummings, Environmental, Health & Safety — Associates of Science in Business Management: Materials Management Option, Northern Essex Community College

Certificate

Pat Evans, Customer Service — Personal Computer Certificate, Northern Essex Community College

Diane Stefanilo, Receiving office — Personal Computer Certificate, Northern Essex Community College

ON THE MOVE

Diane Mahalati returned to Merrimack Valley after two years in Columbus. Diane became Manager, Materials Management, replacing David Ashley.

In Columbus, Diane led the organization responsible for Demand Planning, Master Scheduling, Asset Management, Supply Line Engineering for Network Wireless Products.

WalkAmerica

History repeats itself — again! For the 6th time, the Lucent/Pioneer team came in first place in the Greater Lawrence WalkAmerica! Our team of 107 walkers raised over \$12,000 to help the March of Dimes in its fight against birth defects.

Team leaders Barbara Arnold and Dottie Hines would like to thank all walkers, sponsors, and everyone who helped out at our checkpoint.

In 1998, the March of Dimes celebrated 60 years of fighting to give babies a healthy start in life. Their mission is to prevent

birth defects and infant deaths through community service, advocacy, research and education.

Many people take part in the Walk year after year. Shown here are retirees Dottie Comeau, Jan Bonacorsi (alias Rainbow) and Bernice Rembis who all volunteer regularly. Dottie and Bernice are wearing their



official Lucent/Pioneer team sweatshirts, designed by LightWave's David Chavers.

Special Field Games

The local Pioneers once again showed their undying dedication to volunteerism on May 16th at Northern Essex Community College in Haverhill with the 20th Annual Field Games. The day began with registration and a Boy Scout Parade. Over 250 people participated this year in events which included ball in the box, the turtle pull, the frisbee toss, and the 50, 100, and 300 yard dashes. Raffles with big bears as prizes also marked the occasion.

Participants were friends and families of Lucent Technologies who were on the Special Games mailing list. Many people, however, learned of the event through word of mouth. And although some participants are severely handicapped, no one was turned away. In fact, everyone received a trophy, a gold medal and a goody bag. The goody bag included a Tee-shirt and pin with the saying "This is My Best Day Ever" because everyone is a winner.

Preparation for this event

took months. Tasks included obtaining donations from local businesses, providing food for everyone, and making sure there was enough water and prizes for all involved. Volunteers met on a weekly basis to keep everyone up to date.

One important task that faced the organizers was matching participants with volunteers. These volunteers agreed to stay with their one participant for the entire day. The volunteers showed their support by cheering and assisting when needed. A picture of each pair was taken and put on a pin which they wore the entire day. Volunteers come from all over — including Merrimack College — with the majority from Lucent Technologies.

The Masters of Ceremonies were Luan Giannone and Gerry Grady who livened up the audience by making them do standing "O's" - literally having them stand up and make an "O" shape with their hands. They also performed a "round of applause" - clapping

their hands around in a circle. The day was topped off with a visit from Kathy Rurak, the Mayor of Haverhill's wife, and Senator James Jajuga, who presented everyone with citations for their continued dedication to volunteerism.

*by Nicole Nelson
Contributing Reporter*

Lucent's 3rd Global Day of Caring will be held on Sept. 26 & 27. Projects are being planned now, so if you have any ideas or suggestions, please call Linda Sheehan on x3461.



Countdown to: *VIP Survey*

JULY 1998						
SUN	MON	TUE	WED	THUR	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Get ready to participate... again!

*Your voice helps keep Lucent
growing and on target,
so please take the time to respond!*

Sessions will be held, by organization,
in the Private Dining Room.

Make sure you attend with your group
and let your opinion be heard!

Rumor has it that there will be a gift,
and a chance at another, for those
who complete their survey.



... with your help!

Lucent Technologies
Bell Labs Innovations



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

BULK RATE
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