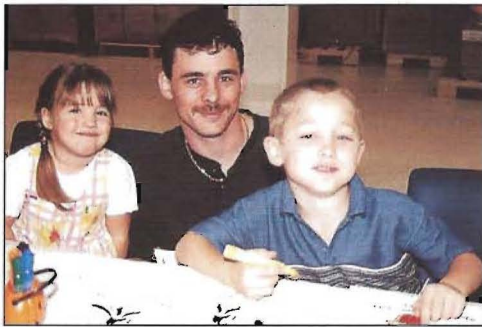
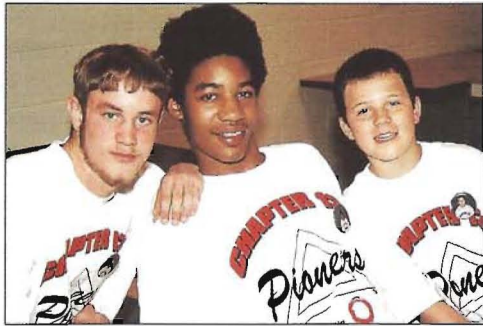
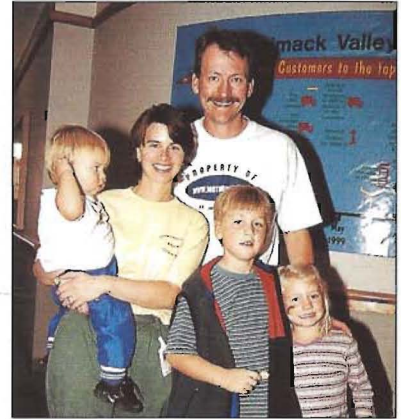
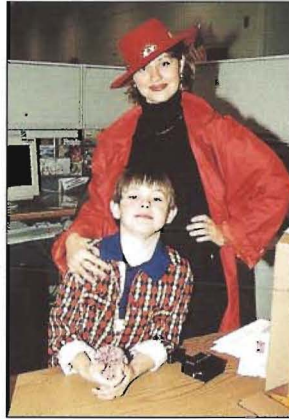


10,000 visit Open House!

(see page 2)



Valley Voice

Fall 1999



Valley Voice

Fall 1999

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

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

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This publication is printed on recycled paper



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

Payroll Conversion a Success

The Wave II Manufacturing Hourly to SAP Payroll Conversion successfully took place as scheduled on September 19, 1999. This conversion involved the migration of 14,000 employees at the Allentown, Columbus, Dallas, Denver, Engineering Research Center, Merrimack Valley, Nassau Metals, Network Software Center, Optoelectronics Center, Omaha, Reading, and Shreveport sites and all other employees being paid by the Manufacturing Hourly Payroll System. The approximately 6,000 Manufacturing Hourly employees at the Atlanta, Oklahoma City and Orlando factory sites and their satellite locations were included in the Wave I Manufacturing Hourly Payroll to SAP Payroll conversion successfully completed in July, 1999.

The Wave I and II Manufacturing Hourly to SAP Payroll conversions represent the 'second' system conversion of the U.S. Payroll to SAP Payroll. The first SAP system conversion of the Network System Sales (NSS) Payroll took place in January 1999 and covered 15,000 employees. The Wave I and II sites received on-site production support during the 'Go Live' period. In addition, "operational readiness" activities were performed at each site which included supervisor focus sessions, training and the delivery of awareness communication materials. A booklet entitled 'Your Payroll Factbook' and a Pay Statement Job Aid were also distributed to all impacted supervisors and employees.

The overall SAP Payroll Project objective is to convert all active employees and retirees, currently paid on one of the U.S. based legacy payroll systems, to SAP Payroll during 1999/2000. This initiative is being supported and managed by the SAP Payroll teams comprised of members of the CIO Development, Employee Services Payroll and CFO SAP teams in partnership with the Business Units, Human Resources, Work Force Relations, GES and local Payroll and Public Relations organizations. All teams involved remain very confident and optimistic that a total success for this initiative will be realized during the year 2000.

On the cover . . .

Did you make it to our Open House on Saturday, Oct. 16? In just four short hours, we had nearly 10,000 visitors! Employees brought their families in to meet co-workers, visit displays, and see the many modernizations our Merrimack Valley facility has undergone. There was also shopping in the Pioneer Store, photo buttons with the clowns, refreshments in the cafeteria, and much more. Thank you to everyone who worked on so many creative displays and to all volunteers who helped to make sure things ran so smoothly.

MV plays role in Hurricane Floyd Disaster Recovery Effort

When Hurricane Floyd roared up the east coast on September 16, it hit New Jersey particularly hard. The storm dumped 14 inches of rain in a matter of hours which left the Bell Atlantic central office in Rochelle Park under eight feet of water. The flooding caused power to fail to the 5ESS and toll network, which resulted in a complete loss of telephone service to nearly 1 million customers.

Lucent had been monitoring damage from the storm and had already begun to implement its Emergency Disaster Recovery process. This involved contacting regional disaster teams, setting up a command center at the Eastern Regional Center in Hunt Valley, MD, and establishing a 24-hour communications bridge to link all teams.

The first call came to the MV Hotline on Friday when Bell Atlantic Customer Service Supervisor Lynne Grady was notified of the situation in Rochelle Park. "The central office had to be completely rebuilt, so we needed to provide over \$2 million in SONET (FT-2000 and DDM-2000) equipment," says Lynne.

Once the Regional team engineered the order and identified exactly what materials were needed, a complete list was sent to Ben Ghamami, Manager Order



Disaster Recovery Team members from MV included (from left) John Rose, Lynne Grady, Wayne MacBain, Cathy Archambault, Mike Savastano, and Gary Farley. Not shown: Ben Ghamami, Mike Jones, Larry McAdam, Jim Fernandes, Chuck Cohen, Mary Beth Hohrath, and Sue Rocha.

Fulfillment. He and Lynne pulled together a team to begin processing the huge order.

"Our order systems need time to prioritize, sequence, and process an order, but this was an emergency and there was no time," says Ben. "We had to input the order manually and find workarounds to process the orders in our systems."

While this was going on, teams from Central Pack & Ship and the PEC were also hard at work. Hundreds of items had to be picked, and arrangements made for transportation.

On Sunday afternoon, the truck from MV reached Rochelle Park where engineers and installation crews were working around the clock to install replacement equipment. Service was fully restored less than 72 hours after the hurricane hit.

"This was Lucent teamwork at it's best," said Joe Frazetti, Customer Service Vice President for Bell Atlantic. "Everyone involved did their jobs with dedication to the customer, extraordinary teamwork and outstanding speed."

ONG's PathFinders Club Winners

Recognition is the expression of true appreciation for work well done. A top motivator of performance, recognition unleashes the power of Lucent Technologies people. Recognition is a critical link in a corporate culture that makes people feel valued about their contributions to business success and their focus on serving customers.

At ONG's Joint Action Meeting (JAM) Session of September 1998, it was decided that a greater emphasis should be placed on recognizing and rewarding Optical Networking Group (ONG) colleagues for performance exemplifying Lucent GROWS behaviors. The PathFinders Club is an initiative resulting from a discussion at that JAM session.

Our PathFinders winners were nominated by their peers for making significant contributions to ONG through their GROWS-modeling behaviors of the past year. Seventeen Merrimack Valley employees were among the winners. They will be joining Global Service Providers (GSP) Achievers Club winners at Atlantis, Paradise Island, Bahamas for their celebration event in February 2000.

ONG Group President Gerry Butters encourages all ONG colleagues to "continue to exhibit role model behaviors so that more of you have an opportunity to be a Pathfinder and join in the celebration in the year 2001."

1999 PathFinders Club winners

Dick Almquist	Warren Finley	Maribel Lopez
James Ballantine*	Nelson Fung	Carlo Mandrone
Robert R. Beaulieu *	Annette Gomes	Judith E. Martin *
Adrian Belcher	Rajeev Govindan	Donald Mathieu *
Ivan Bernard-Brunel	William E. Grant, Jr.	MClaus Mayer
Mallikarjun Bodepudi	Preston M. Hall *	Mark Moler
Marius van den Broeke	Andrew Hannwacker	Virginia Nichols
William Brown	Linda A. Hatem *	Danesh Nikoonezhad
Chuong Bui	Erwin Hautmann	Frank Papili
John Stephen Bunting	Craig Haywood	Vance Poteat *
Michael Byrnes	Pieter von Houwelingen	Jon Price
Michael Camilli	John Israel	Govinda Rajan
David J. Cardarelli	Ravi Iyer	Juergen Reiser
Ann Carneal	Daniel Jozwiak	John H. Schaefer, III *
Chia-Hsiao Chao	Christine Kasila *	Bruno Schlichter
Yungkang Chen	Roland Knauf	Craig Sherman
Brenda A. Conkel *	Frans van Koelen	Jos Sistermans
Tiffany M. Corcoran *	Eric Koenders	Charles Spaneas *
Marc Courteaux	Min Kyounghee	John Stevens
Jayanta Das	E. Joseph Lafontaine	James Stringer
Michael Dicristoforo	Todd Larchuk	Wolfram Sturm
Philip Dietz *	Jacob Larsen	Steven Surek
Luc van Dijk	Jean Lawlis *	Warren Trested
Stefan van Dijk	Keun Lee	Daniel Tymann *
Dave Dixson	Stephen Lefoley *	Catherine Waters
Roger W. Dunn *	Renita Leriche *	Bjoern Wilke
Robert Figucia *	Bruce Levin	Bin Zhang

*MV employee



Global growth mindset

Results focused

Obsession with customers and about competitors

Workplace that is open, supportive and diverse

Speed

Stockmaster cutover a success!

If you're not part of the Receiving, Storeroom or IT groups, you may not have heard about the cutover to the new Stockmaster system. But if you were involved, you know all about the months of planning, overtime, and training that made the cut so smooth, it was barely noticeable! "Since this was our busiest year ever, there was no margin for error," says David Ashley, Materials Management & Supply Line Engineering Director. "It had to be done right the first time." And it was on July 12!

Stockmaster is a Warehouse Management System that provides an automated environment for receiving, storage, picking, and delivery. The Stockmaster Implementation Team worked closely with its vendor, HK Systems to create innovative solutions to a series of challenging software, hardware and process requirements. As it got closer to the cutover date, everyone in Receiving and the Storeroom joined in the effort.

The version of Stockmaster MV purchased was designed for Lucent's Dallas location. "We were basically able to use the Receiving portion as it was, but the Storeroom end had to be highly modified to fit our operating environment," said Barry Litner, Materials Provisioning & Engineering Manager. "We also did months of development and testing on the Stockmaster, MFGPRO, EPPS interface, and Crystal Reporting systems to make

sure that all the changes fit." Then state of the art hardware was installed, and nearly 100 Receiving & Storeroom workers were trained to use it.

To prepare the cutover, Storeroom & Receiving processes were shut down at noon Thursday. The Storeroom name was changed to Material Provisioning Center (MPC), and for the next two days, the MPC Team labelled all material in 30,000 inventory locations.

At the same time, the Engineering Team fine tuned the hardware and installed and tested the software. Early Sunday, they gave the "ok" and the Operating Team started up the system without a hitch. By Monday morning, Stockmaster, Receiving and the MPC were in full operation, and the cutover was invisible to the rest of the plant!

This project took nearly a year to complete and has resulted in many benefits for MV. Thanks to the efforts of

the entire team, (some of who are shown below) a single new computer application has replaced the unreliable MOVES-SC and EPPS-DRC systems, and eliminated using the MV mainframe computer for MPC transactions. Normal operation costs went down because of better hardware and processes, elimination of double receives, and faster picks for MV shops.

"Stockmaster keeps track of Purchase Order material that comes in through Receiving and all raw material stored in the MPC, so it affects all of MV. We're thrilled that this major cutover was so successful," says Diane Mahalati, Manager, MRP Material Management. "Our goal was to implement Stockmaster with minimal disruption to our customers and provide outstanding services with the best possible accuracy in the least amount of time."

It looks like they've done it!



Lucent Foundation and employees show support for United Way



JR Newland recently presented two United Way chapters with donations totaling over \$200,000 from the Lucent Foundation.

United Way of Merrimack Valley President James Vanderpol (*above left*) accepted a Foundation check for

\$190,000 from JR. Merrimack Valley employees contributed \$303,600 to this local chapter last year.

The Foundation also presented a donation to the United Way of Massachusetts Bay. Campaign Coordinator Atty. Thomas Palma, accepted



a check for \$20,000 (*above right*) from JR. MV employees contributed \$22,800 to this chapter last year. Due to the growing presence of Lucent in the Greater Boston area, partly due to our acquisition of Ascend, that number is expected to grow in future years.

Stooges are 1999 Softball Champs

Congratulations to the Stooges, MV's 1999 Softball Champions! The team beat the Blue Jays 2-0 in the semifinal series, then went on to beat regular season champs, the Knights, 3-2, in a hard-fought final series.

The Stooges won the first two games led by the red hot bats of Matt Wood, Scott McAdam and MVP Charlie McGovern. Though the Knights came roaring back to win the next two, the Stooges would not be denied. They came back in the fifth game with a combination that



The Stooges are MV's 1999 Softball Champions. Shown in front (from left) are Dennis Fontaine, Dave Valcich, Scott McAdam, Bud Wood, Ed Merced, and Mike Cutuli. Back row (from left) Ben Scovotti, Scott Reynolds, Paul Maggiacomo, Marty Welch, Dan Greene, Don Anderson, Matt Wood, Charlie McGovern, Julio Troncoso, and Jack Myers. Not shown, Don Duffy.

was too tough to beat — crafty veterans and agile younger

new ballplayers. They took the title with a score of 11-6.



Lt. Governor Swift visits MV on Women's Equality Day

Lt. Governor Jane Swift (*above*) took some time out of her busy schedule to stop in and talk to Merrimack Valley employees on Women's Equality Day.

Lt. Gov. Swift reminded us that even though they have only had the right to vote for 79 years, women today are achieving on the same level as men. She talked about the importance of career planning, having mentors, and how people with a variety of backgrounds can achieve success — even in politics.

Lt. Gov. Swift called Lucent “a leading employer and dynamic member of the state's growing telecommunications industry,” and said she was thrilled to visit with our employees. “Our administration admires the results you are achieving in quality and diversity,” she said. “We want to build an economic climate that lets companies achieve the type of results and successes that you do.”



Say “Hello” to our latest group of new employees!

Another ESP winner!

Congratulations to Kevin Robichaud who recently received an award of \$4,747 from the Employee Suggestion Program.

As a utility operator in the Band Width Manager Shop, Kevin was aware of complaints from TSO installers that there wasn't enough room to tie the cables on BWM and I/O EMI

shields. The problem was addressed, a new design was approved, and all in stock units were to be junked . . . until Kevin found a way to modify them!

His idea to add more cable tie bars suited the needs of the TSO engineers and saved nearly \$60,000 of material from being junked. And earned him a nice award.



\$4,747 ESP Award — Mike Kahl, WaveStar SONET, DACS & Next Generation Terminal Products Director presented Kevin Robichaud with an ESP award for \$4,747. Shown in the back row (from left) are Rick Rurak, Supervisor, WaveStar BandWidth Manager Shop; Wayne Barrett, Manager, WaveStar Operations & Process Engineering; and Arnie Ziemian, WaveStar BWM, DACS & SONET Functional & Systems Test Engineering Manager.

Clearing a Path for the Future . . . continued

Construction activity continues in the factory. Areas you can expect to see changing are:

DNU

In the Data Networking business, the product evolution of DACS II and strong demand are generating a need to relocate the product to accommodate growth. The plan calls for it to be placed in space now occupied by DDM, as this area becomes available. DACS II can then move upstairs, freeing space for SONET growth as well. Look for activity in this area around the beginning of next year.

SONET

The SONET factory is preparing for aggressive ramp-ups on WaveStar BandWidth Manager, 2.5G, 10G, and more. Installing the capacity to build these new products with a focus on speed will require a major restructuring of part of the first floor. Although there are no mezzanines or clean rooms to deal with, many challenges still exist. Both DACS II and DACS III/IV-2000 must be relocated to open the

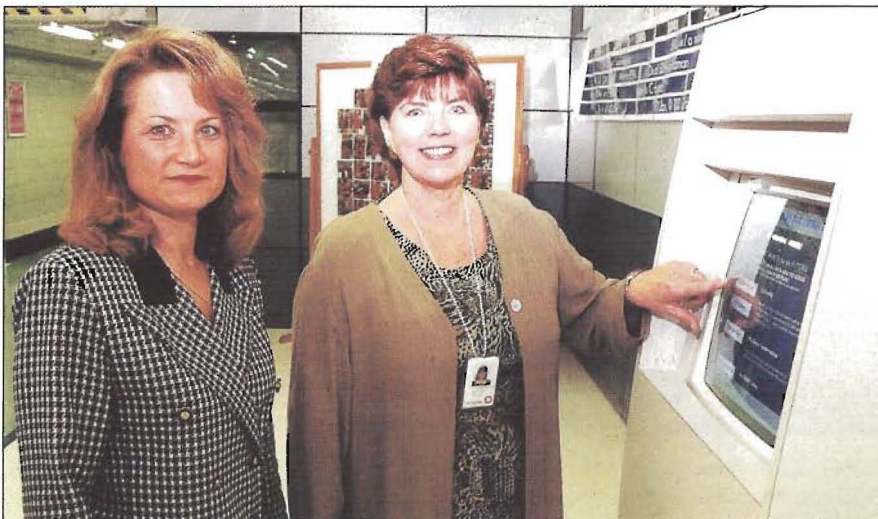


Factory Model — The new scale model of the factory is attracting a lot of attention from employees who want to keep up to date on what's where.

space necessary. Most importantly, the area will be under significant production volumes during the change activity. Look for short term projects to begin this fall, with major construction in early 2000.

Display Tools

The MV-2000 Virtual Tour kiosk is now in operation along the center aisle of the second floor of Building 30 in the OLS display area near the center staircase. Videos are now available for OLS, SONET, and office construction activity, and others are being considered. The scale model of the factory has also been placed next to the kiosk, with shops color coded by business unit. The intention of the model is to communicate factory change to the entire MV community before and as it happens. Look for markers to indicate where construction will be taking place and to highlight new homes for shops.



Virtual Tour — Terry Shaw and Charlene Boucher try out the new kiosk.

To your Health

Hundreds visit Fitness & Wellness Fair

The MV Health Services organization sponsored a Fitness & Wellness Fair on September 21-23 to provide employees with information on the importance of fitness and tips on simple ways to become physically active.

There were displays and information on MV activity clubs as well as the American Cancer Society, Northeast Rehab, Body & Soul Health and Wellness Center, Gold's Gym and Cedardale Health & Fitness.

Getting physically active may be easier than you think. At MV, members of the Aerobics and Running Clubs work out during lunch time. Many folks in the Walking Club also squeeze in a brisk



walk during break time. After hours many employees participate in our Bowling, Golf, Soccer, and Softball Leagues.

Didn't get to stop by the Fair? You can get more information on how to get more physically active from the MV Health Services. Ask for information on their Lucent in Motion program.



Breast Cancer Walk

A team from MV joined 32,000 walkers to raise \$2.9 million for the American Cancer Society's 1999 Making Strides Against Breast Cancer walk. The team walked over five miles on a route which started on the Charles River Esplanade in Boston on October 3. The MV team raised over \$6,000 to

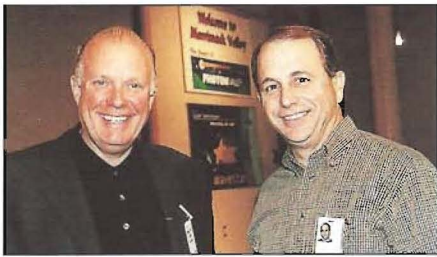


support scientific research on the causes of breast cancer and ways to prevent it. Team coordinator Susan Bouchard would like to thank all walkers and sponsors who helped to make this a success!

Quality Month Events



Dick Uliano, CNN correspondent, says "for me quality is accuracy —get the story first, but always get it right."



John Pittman, Lucent Quality Officer (above left) with **JR Newland**, and **Bill Gartner**, ONG R&D Vice President were speakers.



As the start of Lucent's year 2000, October was the perfect time to reaffirm our commitment to Quality. And MV's Quality organization planned a full schedule of events to be sure that we did!

The impressive array of speakers included Lucent executives, officials from some of our major customers, two national celebrities from the area, and a local politician.

John Pittman, Lucent Quality Officer, set the tone for the month by emphasizing that "we need to reflect, recognize and recommit ourselves to Quality." Bill Gartner, ONG Research & Development Vice President says that our customers hold us to a higher standard because of our 100 year history, "so we have to become more innovative, like a start-up company."

Jeanie Houghton of SBC/SNET, Galen Aycock of Bell Atlantic, and Reed Harrison III of AT&T talked about quality from our customer's point of view. Reed emphasized that knowing our customers very

well gives us a tremendous advantage. "You can use your fundamental insight into what AT&T is and how it works in a positive way," he said. "After all, we all come from the same gene pool, and we're all good!"

Tom Bergeron, host of the TV game show Hollywood Squares and son of MV retiree Ray Bergeron, encouraged us to "take opportunities and give more than is expected of you."

There was also an Open House (see photos on cover) on Oct. 16, three shifts of Quality Squares — our very own version of Hollywood Squares (photos at right), and a special Valley Voice issue dedicated to Merrimack Valley Quality Improvement Stories. And if you still needed to be "sweetened" on the subject, each employee received a special "Catch the Quality Wave" chocolate bar!

How are we going to top all that next year? I'm sure they will think of something!



Galen Aycock of Bell Atlantic, (above left) **Jeanie Houghton** of SBC/SNET, and **Reed Harrison III** of AT&T (below left) gave talks on quality from the perspective of three of our largest customers. **Haverhill Mayor James Rurak** spoke on quality in government.



Tom Bergeron, Hollywood Squares host and Haverhill native, kept the crowd in stitches while talking about his career and how quality factors in.

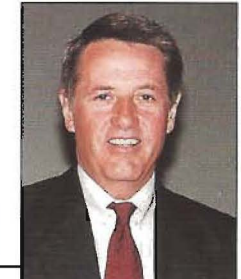




Photo Collage by Stephanie Kearns

Merrimack Valley People



Cohen



Cormier



Dulgarian



Fournier



Frometa



Gazelian



Kitsos



Kovach



Lawlis

SERVICE ANNIVERSARIES

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

SEPTEMBER

David A. Bell (25)
 Edward M. Benson (25)
 Dennis N. Berube (25)
 Arthur V. Bliss (25)
 John J. Bonfiglio (25)
 Gerard E. Duford (25)
 Chrisanthi P. Simintis (25)
 Warren C. Stocker (25)
 Ronald P. Thimot (25)
 Alan E. Zalewski (25)
 Joseph A. Doucette (30)
 Robert A. Friedenson (30)
 Richard Latores (30)
 Paul J. Liberatore (30)
 James W. Main (30)
 James M. McDaniel (30)
 John J. Perrone (30)
 Barbara A. Saul (30)
 Robert F. Siccone (30)
 Stephen R. Solimene (30)
 Leonard S. Spiegel (30)
 Laura G. Magliocchetti (35)
 George A. Desell (40)
 Arlene M. Gaudette (40)
 Joseph M. Ulbin (40)
 Robert E. Vaughan (45)

OCTOBER

Matteo Cascio (25)
 Linda H. DiFrancisco (25)
 Philip J. Grillo (25)
 David B. McLaughlin (25)
 Richard E. Quinn (25)
 Charles T. Sapienza (25)
 Patricia A. Sondhi (25)
 Martin R. Stiner (25)
 Euguen D. Tenney (25)
 Diane A. Briggs (30)
 Jeanne M. Donaghey (30)
 Anthony B. Felice (30)
 Michael R. Giammusso (30)
 Patrick H. McCusker, Sr. (30)
 Frances T. Sullivan (30)
 Johnnie Ma H. Wilbins (30)
 Louise Bussieres (35)
 Cliff D. Copp (35)
 William Gabriel (35)
 Philip M. Gaeta (35)
 Robert R. Landry (35)
 Natalie A. Layman (35)
 Edward J. Arsenault (40)
 Robert J. Bastien (40)
 Richard E. Croft (40)
 Stanley N. Paradis (40)
 Kosmas C. Zavalianos (40)

PROMOTIONS & RECLASSIFICATIONS

Charles Cohen — Quality Systems & Support Engineering Technical Manager

Noreen Cormier — Supervisor, Customer Care for Bell South

Gregory Dulgarian — Business Systems Specialist

Raymond Fournier — Broadband Systems Division, Netcare Professional Services

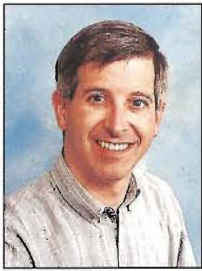
Carmen Frometa — Supervisor, DACS Cable Shop, second shift

Robin Gazelian — Supervisor, Wavestar 40G & 400G Wired Equipment, second shift

Byron Kitsos — Supervisor, 40G Systems Test, second shift

Evelyn Kovach — Supervisor, Future Quest 3,4,5 Circuit Pack Line, second shift

Jean Lawlis — Senior Manager, Product Management



Maselli



O'Brien



Patel



Harding



DeMarco



Chambers



Gillie



Francis

Roberta Mangodt —
Product Planner for CTS

Nicholas Maselli III —
MTS, Billable Enhanced
Services Team (BEST)

Kevin O'Brien — Supplier
Engineering Manager

Mina Patel — Supervisor,
Vision PAL, Solder & Misc.
Assembly, 3rd shift

ROGER HARDING RECEIVES PM&M GOLD AWARD

Roger Harding, Special
Customer Operations Director,
has been named as a recipient
of the 1999 Switching & Access
Solutions PM&M Gold Award.

The Gold Awards are
presented for displaying
exemplary Lucent GROWS
behaviors and significant
contributions toward business
goals.

Roger was honored for his
accomplishments in making
the SCO a winning business.
Under his leadership, the SCO
businesses have performed at
unprecedented levels.

GRADUATES

Advanced Degree

Jim DeMarco, BWM
Systems Test — Masters of
Science in Telecommunications,
Southern Methodist University

Bachelors Degree

Vernon Chambers, DACS
— Bachelors of Science in
Business Management,
Northeastern University

Mona Gillie, ONG SONET
and Platform organization —
Bachelors of Science in
Business Administration, New
Hampshire College

Certificates

Karen Francis, Materials
Management — Computer
Operator and Materials
Management Certificates,
Northern Essex
Community College

RETIREES

Years of
Service

August

- 39 George J. Ares
- 20 Joanne C. Bowman
- 37 Joseph F. Casey
- 20 Elliot Y. Casten
- 29 Frederick W. Crowley
- 33 William R. Droese
- 20 Joan G. Ellis
- 33 James W. Farnan
- 25 Robert C. Faulkner
- 21 Kenneth E. Fraser
- 29 Cynthia J. Grossman
- 39 Daniel S. Gudinas
- 23 Betty L. Harris
- 20 Claire M. Honohan
- 22 Judith G. Jones
- 40 Joseph F. McAllister
- 18 Pamilia B. Mcrae
- 43 Vahan W. Menasian
- 34 Madeline L. Muse
- 44 Richard J. Nicosia
- 20 Muriel B. Paradis
- 42 Ida A. Pazzanese
- 25 Ernest R. Picard
- 42 Mary J. Puglielli
- 18 Barbara A. Quinney
- 28 Marlene L. Seaman
- 40 William A. Simes
- 21 Walter W. Steeves

September

- 22 Jeannette B. Bourdon
- 39 Francis A. Devine
- 37 Joseph A. LaRiviere
- 27 Brian L. Marshall
- 24 Lois E. McAvoy
- 25 Jacqueline M. Meaney
- 38 Thomas B. Merrick
- 19 Joann M. Simes
- 20 Adele I. Tragiou

more people



Comei



King



Koay



LaRiviere



Lloyd



Marcotte



Nguyen



Rockwell



Sutton

NINE PROMOTED TO DMTS

Nine members of the Merrimack Valley technical community have been promoted to Distinguished Member of the Technical Staff:

Daniel Comei — Dan is a lead Optics Test engineer for WaveStar 400G Optical Transmitter Modules. His leadership in laser tuning strategies, and his contributions to improving the tuning process have been critical to the success of our business.

Thomas King, Jr. — Tom is recognized as a technical leader who has made numerous contributions to the DACS IV-200 product. He serves as a role model in establishing and nurturing critical customer relationships, and has mentored many new product support team members.

Helena Koay — Helena has shown technical excellence in both Software and Systems engineering. Her leadership on the WaveStar project has laid the foundation for effective operations interworking across a

wide range of Lucent products, and positioned Lucent to succeed in multivendor interworking applications.

Len Lariviere — Len, a DDM-2000 Product Manager, has shown exemplary leadership in the manufacturing project management of new product introduction for DDM-2000 and WaveStar TM 1 and AM 1 multiplexers, and dedication to the cost management of the DDM-2000 product family.

Kurt Lloyd — Kurt's creativity, leadership, and quality commitment have contributed to all stages of the WaveStar Network Element software development environment. As a principal architect, he established a clear vision for a tool environment and infrastructure able to support platform and product specific development at multiple sites.

Donald Marcotte — Don is respected and admired by peers for his leadership skills and breadth of technical knowledge. His role in systems engineering for the TM-1 and AM-1 product line laid the foundation for the very successful and speedy

development of the SDH multiplexer product line.

Kim-Hoa Nguyen — Kim-Hoa is known for her technical leadership and contributions to the DDM-2000, OSI Platform Software and the WaveStar Network Communications Controller products. She serves as a role model in the areas of software quality and respect for individuals.

John Rockwell — As a Project Manager for SDH New Product Introduction, John has led many successful new product introductions for the WaveStar ADM16/1 product line. His technical leadership has resulted in shortened cycles and pre-general availability of ADM 16/1 to support customer deliveries.

Dawn-Marie Sutton — As lead Critical Device engineer for Optical Products, Dawn-Marie coordinates the qualification of all new and changed optical components used in WaveStar products. She is also a founding member of the WaveStar Critical Device Team, which has built an essential bridge between Manufacturing & Development Engineering.

Hispanic Heritage Month in September



Waiting to go on — Young performers (above) at a second shift events.

Cultural Fair — Members of HISPA displayed artwork and cultural items from many different Hispanic countries.

If you have never attended an event from Hispanic Heritage Month, you don't know what you're missing! Members of HISPA-MA, coordinated by Omar

Quintero, planned a variety of events that showed the diversity of Hispanic cultures.

Employees had a chance to learn to dance to several different Latin rhythms during one lunch time session. Others included performances by professional guitar player Francisco Novarro, Flamenco guitar by Gitano, and several ethnic dancers.

The HISPA-MA Hike-a-Thon raised \$3,100 to benefit the National Hispanic Scholarship Fund. Thank you to all who

hiked or sponsored a hiker.

Members planned their first event for the PEC in Haverhill. Vicky Rodriguez and Sonia Peralta, with tremendous support from their line management Luan Giannone, Pete Hall and Mike Jones, put together a luncheon complete with entertainment. Though the event didn't make the calendar, it was a big success. Hopefully that enthusiasm will spread next year to some of our new Lucent locations like Concord and Westford.



Disability Awareness Month

Speakers for Disabilities Awareness Month included employees Don Marr and Jerry Grady, and Paula Bye and Michael Patenaude of the Lowell Association for the Blind.

Don, a visually impaired production associate in the WaveStar shop, says that "blindness is a nuisance, not a handicap. You can do whatever you want to, you just have to try." Don is living proof of that. He mows his own lawn, uses power tools to do home repairs, and commutes to work by bus with his guide dog Tate. The two have been a team for ten

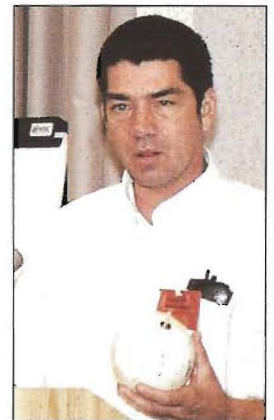
years, but Tate will soon retire for health reasons. In April, Don will travel to New Jersey where he will undergo nearly three weeks of intensive training with his new dog.

Jerry, supervisor in the New Product Introduction Center, presented a program on the Special Field Games. Jerry has organized the event, the largest Pioneer sponsored event at MV, for several years now. This year, nearly 250 contestants participated in events designed to meet their physical challenges.

Paula and Mike spoke about the services provided by the Lowell Association for the Blind.

Like the Talking Information Center, a radio broadcast where newspapers, books and grocery fliers are read over the air for the blind community.

Mike (right) coaches a softball league for blind players and is in the process of starting up a dart league. "We can do anything under the sun," says Paula, "we just do it differently."



Depression and the Family

There is an important difference between feeling "down" and suffering from depression. Certain events make it natural to feel worried or sad and take the joy out of our lives. Most of us bounce back, but when sadness persists or keeps returning, when everyday things like sleep, work, socializing, and simply enjoying life continue to be difficult, it's not just "the blues." One is most likely dealing with major depression — an illness which requires treatment. Because it is an illness, depression can become worse without proper care. Major depression requires prompt medical treatment because its symptoms affect nearly every aspect of life.

Symptoms of Depression

- a sad, anxious, empty mood that lasts for two or more weeks
- and loss of interest or pleasure in activities once enjoyed.
- feelings of inadequacy or worthlessness, hopelessness and guilt.
- significant change in weight and/or appetite.
- changes in sleeping habits (insomnia, oversleeping)
- fatigue, loss of energy, feeling "slowed down"
- agitation, restlessness, irritability
- difficulty concentrating, making decisions
- frequent thoughts of death or suicide, suicide attempts

Both biological and social factors play a role in causing depression. Medical research has shown that depression is related to a chemical imbalance in neurotransmitters, substances that transmit electrical signals between nerve cells in the brain. Antidepressant medication helps to correct this imbalance.

Problems in relationships, stress at work, a series of disappointments, separation from loved ones, and illness may also contribute to depression. Other contributing causes are alcohol abuse, genetic factors and postpartum changes.

Major depression is an illness, just like diabetes and arthritis are illnesses. It is not a weakness of character. As

many as one out of five Americans will be affected by depression in their lifetime. Early treatment can help shorten the length of time a depressive episode lasts, lessen its severity and reduce the risk of recurrence. The most common approaches for treating depression are counseling, antidepressant medication or a combination of both.

The hopelessness of depression may cause the depressed person to think that there's no use in seeking help or taking medication. Family members can help by providing a caring, supportive environment. It is natural to hope that the symptoms will be resolved right away, but it must be recognized that the patient will progress at their

own pace. Try not to set yourself or the depressed person up for disappointments, and try to avoid pressuring the person to "cheer up," but do encourage them. Note any improvements. Some people have to try more than one treatment or work with more than one healthcare professional before they find optimal treatment.

If anyone feels they, a family member, or a close friend may be depressed, please contact Dave Reedy, MV's EAP resource person, or the Medical staff. They are able to get the help that is needed to treat this very common but serious condition.

*by Mary McManus, RN
MV Disability Case Manager*

Coping Strategies for the Whole Family

DO's:

- Be aware of sleeping habits, and take steps to promote good sleep: *go to bed and get up at regular times, reduce caffeine, sleep in a cool room, avoid strenuous exercise before bed, don't read, watch tv, work or eat in bed.*
- Make healthy lifestyle choices: *avoid alcohol, exercise regularly, be aware of food intake.*
- Acknowledge that the person is ill and treatment is a priority.
- Adjust responsibilities when depression reduces a person's ability to function.
- Family members should maintain normal routines and make time to take care of themselves.

DON'Ts:

- Don't exclude the depressed person from family matters or discussions.
- Don't criticize or blame the person for depressed behavior.
- Don't expect the person to just "snap out of it"
- Don't be afraid to ask questions.
- Don't make any major decisions during a depressive illness if possible.

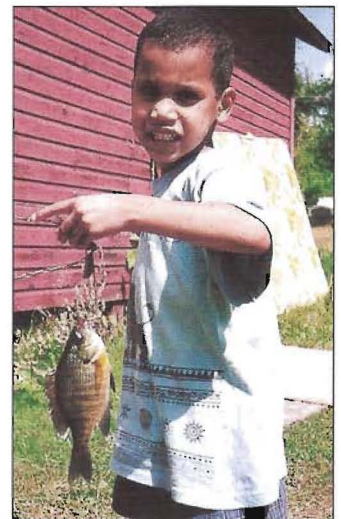
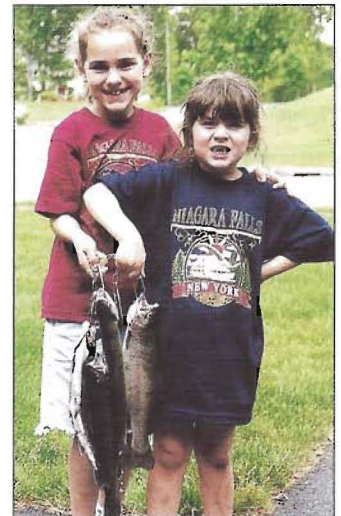
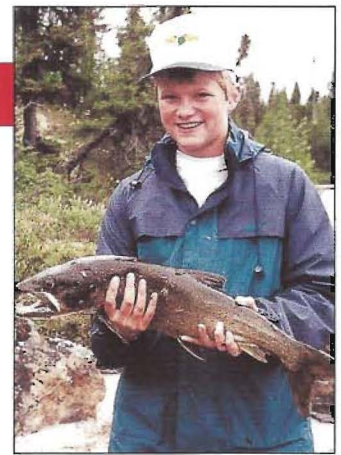
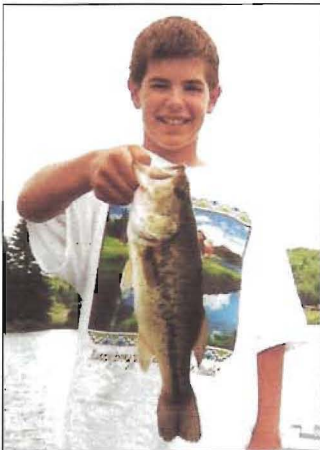
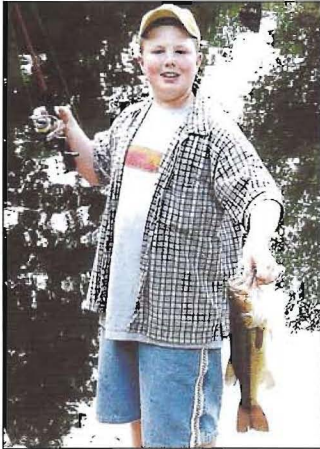
Valley Club

1999 Fishing Contest

Nearly 40 children entered the annual Valley Club Fishing Contest. The event ran from Memorial Day through Labor Day and was open to the children (up to age 16) of Merrimack Valley employees.

David DeBlois was the winner of the Saltwater category with his 9 lb. 12 oz. striped bass caught at the mouth of the Merrimack River. David is the son of Paul DeBlois. First place in the Freshwater category went to David Low, son of Thomas Low. David's winning entry was a 30 inch lake trout caught in Lac aux Deux Décharges, Quebec, Canada. Winners received various types of fishing tackle as prizes. Other participants included:

Bradford Arsenault	Shoshona Felenchak
Mark Arsenault	Alyson Gill
Amir Bagherzadeh	Allison Hajjar
Jamie Blomgren	Elizabeth Hajjar
Ryan Bruce	Adam Hayden
Edgar Centariczki	Sean Joncas
Michael Centariczki	Brendan Kelly
Rafael Centariczki	Becky King
Jason Coppola	Cathy King
Justin Craig	Christopher Lacroix
Justin Daniels	Jeremy Lang
Todd Daniels, Jr.	Nicholas Lang
Kevin DeShaw	Chris LeGrow
Morgan DeShaw	John Santarelli
Analisa Faro	Rebecca Scafidi
Anthony Faro	Jonathan Wentworth
Elise Felenchak	Adam Wentzel
Pasha Felenchak	



EES Scholarship Winners

Congratulations to Aditi Garg, recipient of the 1999 Engineering Excellence Society's Scholarship for the amount of \$2,500. Aditi is the daughter of Brij Garg, an MTS in Bell Labs, and Bala Garg. Aditi, her parents and brother Bhaskar are shown in this photo with Charlie Pouliot (*left*) and Gerry Marchand of the EES.



Aditi graduated first in her class at Salem High School in Salem, NH with straight A's. She received fourteen awards for academic excellence and community service, and she excelled in many extra-curricular activities. Aditi attends the Massachusetts Institute of Technology where she majors in Electrical Engineering.

The EES also awards a \$500 scholarship to a Lawrence High School graduating senior who majors in science or engineering. This award was presented to Jo-an Mejia.

Childcare Grant

The Children's Castle in West Newbury is getting a new look thanks to a \$30,000 child care grant through the Lucent Family Care Development Fund. Product Planner Roberta Mangodt sponsored the child care center where her two children attend programs along with several other Lucent children. The grant was used for interior renovations and to redo the playground. For more information on the Lucent Family Care Development Fund call 1-888-700-2363.

Scholarships available for next year!

Applications are available for the 2000 Academic Awards Program. Your child can apply if he or she is a high school senior with a cumulative average of 3.25 and is active in community service.

Under the program jointly developed by Lucent and the CWA and IBEW, there are 35 scholarships for the children of CWA and IBEW represented employees, and 35 scholarships for the children of management and all other occupational employees.

The scholarships are available for up to \$6,500 for one year of full-time undergraduate study, renewable for up to three more years. For an application, you may call 1-888-582-3684 or visit <http://ion.hr.lucent.com>, select the Compensation and Benefit tab, then

choose Academic Awards. Applications must be post-marked by **December 31, 1999**.



Golf Tournament a success — It was a beautiful day at Crystal Springs Golf course for the 4th Annual Lucent Charity Golf Tournament. One hundred and ninety players participated in the event. Prizes were awarded to the top three teams for Low Gross and Net scores. Over \$7,000 was raised for local charities.

Design-A-Bears go International!

1999 was the sixth year for the Pioneer's Design-A-Bear project, "and employees were more creative than ever," says Coordinator Elena Bonaventura. If you had a chance to stop at their display, you would know what she means. There were over 500 bears in every type of outfit you can imagine! Such a variety gives young hospitalized cancer patients plenty to choose from when project volunteers visit them.

The project started out visiting children at the Boston Children's Floating Hospital, New England Medical Center, Mass General, and the Dana Farber Cancer Institute. Over

time it grew to include David's House and the Children's Hospital at Dartmouth in Lebanon, NH, and the Ronald McDonald House in Boston. Bears also go to children through High Hopes Foundation, an organization that grants the wishes of critically ill children, and Camp Sunshine, a vacation retreat on Point Sebago, ME for children with cancer and their families.

And it hasn't stopped yet! As part of the HISPANIC annual conference in Chicago, Elena will bring bears to children in the Children's Memorial Hospital there. Also this year,



for the first time, bears went to hospitalized children in San Juan and Rio Piedras, Puerto Rico. "So," says Elena, "we're changing our name to Design-A-Bear International!"

Elena is shown above with a sample of bears. Turn to the back cover for more photos.

MV reaches out to local homeless

The Pioneers' Clothing Drive in October gathered thousands of new and used garments for the Massachusetts homeless community. Hundreds of bags donated by MV employees filled a 40-foot trailer being used for storage, and required numerous pick ups by local homeless support organizations.

The items donated by our employees were sent to homeless shelters and outreach groups that bring the clothing directly to "the streets". The nonprofit Starlight Ministries (<http://egc.org/star.htm>), which distributes food, clothing and hope to the homeless of Boston three nights per week, partnered with the Pioneers and will deliver a majority of the items gathered to their final recipients. Other donations went to the Pine

Street Inn for use in their shelter. Some women's and children's clothing were also brought to Transitions, a secondhand store whose proceeds are used to pay for incidental needs like socks and undergarments.

Starlight's clothing program projects that the Lucent donations will sustain their organization at least half way through the upcoming winter! They indicated that the clothing came at a time when their storage shelves were nearly empty and their "patrons" were beginning to request warm winterwear.

Thanks to all the people of MV whose generosity will help those in need to better endure the harsh winter months that lie ahead.

*Bob Figucia
Project Coordinator*

Adopt a Vet for Xmas

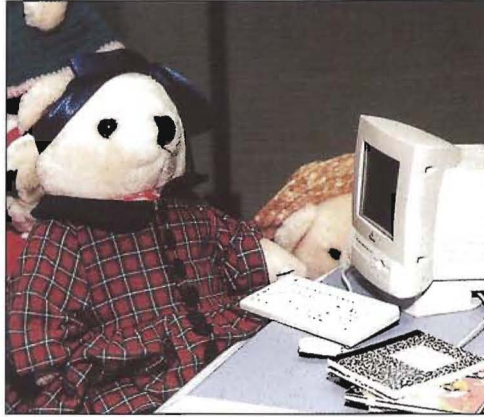
The Adopt a Veteran for Christmas project provides gifts for the shut-ins at the Bedford, MA and Manchester, NH VA Medical Centers, the New Hampshire Veterans Home, and to Veterans in nursing homes. The goal of the project is to see that every Veteran at these facilities receives a personal gift at Christmas or Hanukkah.

You can help to make the Holidays happier for a hospitalized Veteran by getting involved. Just stop in the Pioneer office and request the name of a Veteran and the suggested gift. Bring your gift back by December 14, 1999.

No time to shop? Project Leader Bill Wedge says that "you can help by making a check payable to Pioneers Chapter 131. We will purchase the gifts and make sure that these Veterans are not forgotten on the Holidays."

Can't bear it?

These cuddly bears, and hundreds more, were dressed by employees for the Design-A-Bear International project. Turn to page 19 for more on this heart-warming project.



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