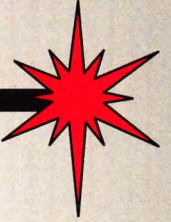


# Valley Voice

January/February 2000



SUMMIT AWARD WINNERS



ISO 14001 Team Leaders



Stockmaster Implementation Team

**First Summit  
Awards  
presented  
to two teams**

(See page 3)





## Valley Voice

January/February 2000

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

### Valley Voice team:

Dianne Coppola - Editor, x3553  
Stephanie Kearns, x5206

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

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WILL Global Professional Development to be held in Boston March 30 - April 1, 2000



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

## Team Recognition

### First Summit Awards presented to Stockmaster and ISO14001 Teams

The first-ever Summit Awards were presented to two teams for achieving operational excellence and exceptional results. Members of the ISO 14001 Team Leaders and Stockmaster Implementation teams (*both shown on the cover*) were recognized with individual Summit Awards at a dinner in December.

The ISO 14001 Team Leaders team was selected for developing an Environmental Management System in response to the Merrimack Valley strategic plan. This required changing perceptions of what our environmental impacts are and developing processes and awareness to reduce them. The team leaders worked with their organizations to create new processes, training and documentation, and develop a set of objectives that improve environmental quality while aligning with the Merrimack Valley business strategy.

Initiatives included improving energy efficiency in our production processes and maintenance of the facility, reducing spills and leaks, improving recycling, and developing a process for improving the environmental performance of our products in response to customer concerns. The management system was certified to the ISO 14001 standard in February of 1999.

The Stockmaster Implementation team received their awards for the successful cutover to this new warehouse management system. The Stockmaster system provides an automated environment for receiving, storage, picking and delivery. It replaced the MOVES-SC and EPPS-DRC systems, and eliminated using the MV mainframe computer for Material Provisioning Center (MPC) transactions.

Stockmaster affects all of MV because it keeps track of Purchase Order material that comes through Receiving and all raw material stored in the MPC. The team worked for months on development and testing, installation of new state of the art hardware, and training for workers, so the cutover to the new system was barely noticeable to their customers. Normal operation costs went down because of better hardware and processes, elimination of double receivables, and faster pickups for MV shops.

Each team and participant's names have been placed on the new Summit Award display near the main entrance to the cafeteria. As you can see on the front cover, there's room for many more winners to be listed. Is there an exceptional individual and team you would like to submit? See the details at right to find out how.

### Summit Award Program

The Summit Award Program has been developed to recognize individuals and teams for achieving operational excellence resulting in Merrimack Valley meeting its goals and commitments around the Optical Networking Group's Broad Actions\*, and demonstrating Lucent GROWS Behaviors\*\* leading to the achievement of exceptional results.

Any associate or team in the Merrimack Valley Global Provisioning & Manufacturing (MVGPM) organization is eligible to receive this award. The program will also recognize those associates in other organizations that participate on Summit Award winning teams.

Forms are available from your supervisor, at the MV Employee Suggestion office, or on the Summit website (give it). Nominations can be submitted at any time to the QE&A organization in room 30-2J2. Nominations will be evaluated and award recipients recognized quarterly.

Selection is based on showing a significant contribution to achieving or exceeding one or more of MVGPM's business performance commitments around the Broad Actions, and exhibiting role model Lucent GROWS behaviors throughout the process of achieving the excellent results.

If you know an exceptional individual or team whose performance has helped MV to meet its goals and commitments, and who has achieved exceptional results by demonstrating Lucent's GROWS behaviors, you should submit them for a Summit Award!

\* ONG Broad Actions include: Customer obsession, Speed, Cost, Growth, and High Performance Operating Environment (HPOE)

\*\* Lucent GROWS behaviors include: Global growth mindset, Results focused, Obsessed with customers and about competitors, Workplace that's open, supportive and diverse, and Speed.



## Classic Products Quality Rally

The 1999 SCO - Classic Products (formerly RE-USE) Quality Rally was held in January and eight teams presented their Quality Improvement (QI) stories. Special Customer Operations (SCO) has held Quality Rallies for nearly six years, but this was the first ever to be held at Merrimack Valley.

“Quality Rallies transform the QI story methodology to be applied to more than just product quality,” says Jeff Rice, SCO Director (*below*). “We have teams working on issues like customer satisfaction, days of stock, circuit pack sales, and quality of work life. It's all about what we do every day, and what we can do better. And it's about breaking down barriers between groups, levels, locations, and operations.”

SCO is comprised of the following organizations: Classic Products, Charlotte GPC, Kansas GPC, Phoenix GPC, Adaptive Design Engineering (ADE), Customer Information Center (CID), and Customer Training and Information Products (CTIP). The Classic Products organization operates from MVW with presences at Charlotte, Columbus, Kansas City, and East Point. QI team members from several locations participated in the rally, some via NetMeeting, a new electronic medium that allows interactive voice and data communication via the Lucent network.



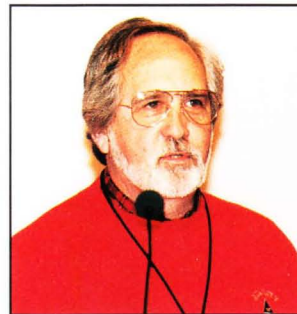
**SCO Wide Transfer Team** received the Gold Award for their QI story presentation. Members (from left) include Steve Ladd, Lynne Kumm, Co-leader Lori Heseltine, Kim Tourigny, Leader Charlie Kennedy, Bob Stringfield, Stacy Rogers, John Simmerman, and Lillian Hurn. Members not shown include Julie Howell, Carla Jones, Chris Roy, Gloria Smith, and Eric Thiele.

The teams that presented their stories at the Rally included: Circuit Pack Sales Team, RE-USE Shipping Performance Team, The Missing Link Team, FT-2000 Team, SCO Wide Transfer Team, Days of Stock Team, and the Performance Matters Team.

MV's Judy Arnold and Bob Hough, and Ethel Cook from Kansas City served as judges for the SCO Quality organization. They presented Gold, Silver, and Bronze Awards to the SCO Wide Transfer Team, RE-USE Shipping Performance Team, and the Circuit Pack Sales Teams respectively.

Jerry Mesimer, SCO Quality

Manager (*right*), says Rallies are a good example of continuous improvement because they recognize



team achievement and celebrate their successes. “We are all part of a process, and processes can always use improvement. So find your suppliers and customers, and form a team to improve your processes!” That's good advice for everyone.

## New look for the *Valley Voice*

Everyone likes a change once in a while, and what better time to try something new than the start of a new millennium?

As long as Western Electric/AT&T/Lucent has been in the Merrimack Valley, there has been an employee magazine. (Anyone remember the *Communicator*?) Though styles have changed many times over the years, the purpose has stayed the same: to provide news of interest to the employees and retirees of Merrimack Valley Works.

We hope you like our latest changes, and welcome your comments, questions, and suggestions. You can reach the *Valley Voice* office at x3553 or email [dcoppola@lucent.com](mailto:dcoppola@lucent.com).



## ECAP celebrates 10<sup>th</sup> anniversary



Members of the Early Career Advisory Program (ECAP) have good reason to celebrate — the program just reached its 10<sup>th</sup> anniversary! The group got together in January for an ice cream social and to thank their volunteer advisors for their commitment and support to the program.

ECAP pairs up management employees, especially newly hired and new to management employees, with more experienced employees in an advisee-advisor relationship. So far, 327 employees at MV have had advisors through ECAP.

“The role of advisor is becoming more and more important because we have many new employees straight out of college and from other parts of the country,” says Mike Kahl, Director, WaveStar TDM and Sonet Engineering & Manufacturing. “They go through adjustments, both in work and outside, so it's important they know there are people who can and want to help.”

“There are currently 72 advisors listed on our ECAP website,” says Mary Simon, MV Ombudsperson and founder of the local ECAP chapter. “They're the reason the program has

lasted so long.” Some of the advisors are shown in the photo above.

For more information on ECAP, visit their website at <http://www.mv.lucent.com/APPL/ecap/> or contact Mary Simon on x6490.

*ECAP is all about experience . . . pass it on!*

## United Way 1999/2000 Campaign Results

Our United Way campaign conducted in November, 1999 achieved 97 percent of its stretch goal of \$700,000 for Merrimack Valley employees and the Lucent Foundation.

We can take great pride in this performance and the fact that Merrimack Valley Works is now the largest contributor to the United Way of Merrimack Valley. In addition to our support for our host United Way, we made pledges of more than \$145,000 to 30 other United Ways around the country. Truly, this embodies the “making a difference in our community” message of the United Way.

## 2<sup>nd</sup> USMC gathering

On November 10, a group of former Marines from Merrimack Valley got together to celebrate the 224<sup>th</sup> birthday of the Marine Corps. They all had plenty of stories to share, and they even found out that some were stationed at the same base during the same years and never knew it!

Former Lt. Colonel Ron Ablowich had the honor of reading the Commandants Birthday message to the group of 30 which ranged in rank from Lt. Colonel to PFC and included just one woman Marine.

This was the second gathering at MV to observe the Marine Corps birthday. The group would like to invite any active or retired Lucent employee that has served in the Marines to join them next year. If you are interested, please contact Bill Ravgiala on x5838, Douglas Calderwood on x5270, or Barbara Powers on x4442.

## Happy Anniversary PVTC!

The Photon Valley Telephone Company (PVTC) is a “virtual” telephone company, located right in MV, that was created to examine the total process of doing business with Lucent. On December 14, they celebrated their first anniversary with an Open House.

It was a very productive year for the PVTC! Activities included the completion of eight product and two installation audits, issuing customer report cards, and using the Action Register and CDN processes to gain closure on discrepancies.

Future plans include auditing a new Order Realization process, conducting E-Commerce audits, and expanding into other ONG products both internal and external. Looks like 2000 going to be another busy year!



Has your product reached a significant milestone? Don't keep it a secret — share your success with our readers! Call the Valley Voice office on x3553.

## WaveStar TM 1 and AM 1 global team celebrates

Development and Manufacturing teams recently got together to celebrate general availability of the WaveStar TM 1 Release 2.0 and the WaveStar AM 1 Release 1.0. Teams celebrate all the time but this one had a twist. Because this global team has members in MV, Huizen, Nuremberg, and Malmsbury, they celebrated by videoconference!

“We wanted to be sure that all team members were included,” said Lynn Erb, Senior Manager of ONG Product Management. “It took everyone's help to get these brand new products to market in an extremely short timeframe.”

Hardware Development and manufacturing were done at MV. Project management was split between MV and Huizen.

These new SDH multiplexers go in fiber to business- or fiber to the street-type applications. They multiplex copper based signals into fiber optic-based signals for connection to the network, and can carry voice, data or video signals.

“Customer demand is strong in all SDH regions, which includes the whole world outside of North America,” says Gerry LaPan, WaveStar Product Manager. “Our customers will order these by the hundreds and thousands,



*Cutting the ceremonial ribbon at Merrimack Valley—(from left) Jay Fahey, WaveStar Hardware Development Director; Bill Schwarz, Sonet Product Realization Vice President; and Ed Faber, SDH & Access Products Engineering & Manufacturing Director.*

so forecasting is critical.” TM 1 and AM 1 will also become available through indirect sales channels and for direct customer purchase through the ONG e-commerce web page.



*Unveiling the WaveStar TM 1 and AM 1 at the Huizen celebration— from left, Wim Bax, Overall Project Owner; Ben Kocken, Director of SDH Product Management; and Otto Klemann, Senior Manager for SDH Product Management, celebrated with MV via videoconference.*

## DDM-2000 ships 2million<sup>th</sup> circuit pack!

A lot can happen in ten years, just ask the folks in DDM-2000. In that time, they made and shipped 2,000,000 circuit packs!

The DDM-2000 family of products started back in 1990 with the introduction of the DDM-2000 OC-3 multiplexer. One year later, the OC-12 multiplexer made its debut, followed by the FiberReach multiplexer in July of 1995.

Since introduction, total sales of all three products has reached \$2.5B and over 110,000 shelves have been deployed in customer networks. Bell Atlantic and BellSouth are the major customers, but many independent telephone companies and local exchange carriers also deploy DDM-2000 products.



## Zero to GA in 9 months

How do you get a new product developed and launched in just nine short months? Like a supersonic jet roaring from the deck of an aircraft carrier, you launch it with a catapult. That is exactly what happened with Lucent's WaveStar 2.5G product, which went to General Availability on September 30, 1999. The product was catapulted off Lucent's WaveStar BandWidth Manager (BWM).

In January 1999, product development director, Frank Polito, pulled together a small team of BWM developers with the sole mission of developing a Stand Alone 2.5 Gigabit per second SONET multiplexer. The product would multiplex low speed interfaces from DS3 through OC-12 into high speed 2.5 Gigabit per second (OC-48) optical transport streams. The challenge for the team was to build the product based on an evolving set of BWM software and hardware assets.

Being successful required a new and different breed of software development and test teams. Gone were the days of traditional software development. This small



**Stand Alone team members** gather around as Bill Schwarz, Sonet Product Realization Vice President and Wilma Breiland, Director of WaveStar Products System Verification, show a certificate of their accomplishment, complete with team mascot Taz.

entrepreneurial team developed little of their own software. Rather, they spent their days, evenings, and weekends porting (customizing), integrating (blending), and testing software derived from the large BWM software base. Many of the BWM features, including its underlying INFRA platform

(developed in Indian Hill), were initially designed to support multiple products, but they had never before been exercised outside of the BWM environment. Along with porting and reuse, the Stand Alone team had the challenge of concurrently using software features still under development within BWM and, in some cases, they had to incorporate features into 2.5G ahead of BWM.

All of this was accomplished in an atmosphere of cooperation and teamwork between the two projects. But teamwork alone could not have carried the team to success. They needed a mascot. The team chose the Tasmanian Devil (TAZ) which seemed to fit the team spirit well. The aggressive little whirlwind lets nothing get in his way — and neither did this team.

So what's the next plane to roar off the deck? How about a 10-Gigabit per second SONET multiplexer? The engines are just now spooling up!

by Dennis Morrison



**2,000,000 circuit packs!**  
Lynn Erb and Bob Nolan with the cake and Dick LeGrow shows a commemorative plaque.



## Seven new members inducted for 1999

*Each year the Engineering Excellence Program recognizes members of Merrimack Valley's technical population for outstanding contributions to the engineering profession. Peer recognition of this type is the highest form of respect any professional can receive. These new members were inducted during a ceremony held in National Engineers Week in February. The 1999 inductees into the Engineering Excellence Society include:*

### Jonathan M. Bradley

Jon, a Member of Technical Staff (MTS) in the Customer Technical Support Organization, is responsible for application software development on the WaveStar Bandwidth Manager and WaveStar 2.5G products. With experience in software developed for DDM-2000, SLC-2000, DDM-2000 Fiber Reach, and FT-2000, Jon has shown an ability to quickly learn new products and development environments, and to fill in gaps in projects where there is an immediate need.

Jon has demonstrated a continual commitment to education. He has taught Computer Science classes at Merrimack College for more than twelve years, participated in "Tech Talks" for summer interns, and has helped in the outreach program at the Barron School in Salem, NH.

Jon earned a Bachelor of Arts in Math and Physics from Houghton College, a Master of Science in Computer Science from Florida Institute of Technology, and a Master of Science in Telecommunications from the University of Colorado.

### Ellen A. Chao

Ellen is a Distinguish Member of Technical Staff (DMTS) in the WaveStar Bandwidth Manager Software Development group. She has been a major contributor to the success of many product lines and a role model for the software development team.

Her expertise in data communication, software architecture and software performance has helped various Lucent products to achieve the best quality and performance mark in the industry.

Throughout her career in Lucent, Ellen's accomplishments have been outstanding examples of personal dedication to our customers, our people, and technical excellence. She has shown exemplary team work across organizational and cultural boundaries both within and outside of the work environment.

Ellen earned her Master degrees in both Economics and Computer Science from State University of New York at Binghamton. She is President of the Greater Boston Chinese Cultural Association for year 2000.

### Robert G. Furrow

Robert is an MTS in the Circuit Pack Assembly (CPA) organization whose primary responsibility has been to evaluate and introduce new technologies.

Robert was the principal impetus for the introduction of immersion silver as a solderability preservation coating for printed wiring boards (PWB) within Lucent. He has also worked on other technology introductions including ball grid arrays, via in pad, filled vias, and additive circuitry modification.

His technical expertise and knowledge of industry standards have made him a principal resource for analysis of process anomalies and their potential impact on product reliability. Process responsibilities have included: surface mount reflow, surface mount cleaning, BGA repair, and surface mount repair.

Robert earned a Bachelor of Science in Chemical and Ocean Engineering from the University of Rhode Island.

### Robert A. Koehler

Bob is an MTS in the WaveStar Hardware Development organization whose primary focus has been thermal management for WaveStar Communications Systems. He currently designs hardware for a high-speed data system.

Bob has worked on many different projects and teamed with designers in several other countries. His most recent experience includes designing cooling units, thermal management of circuit packs, mechanical and aesthetic design.

Bob earned his Bachelor of Science degree in Mechanical Engineering at the University of Illinois. He is affiliated with several professional organizations, and volunteers in the Lucent Summer Science program, the Lucent Science Club, the Londonderry High School Friends of Music and the Londonderry United Methodist Church.





*The 1999 Engineering Excellence Society inductees include (from left) Paul Vanasse, Robert Koehler, Ellen Chao, Jonathan Bradley, Carl Rutigliano, Robert Furrow, and Robert Zampini.*

### **Carl A. Rutigliano**

Carl, an MTS in the Optical Networking Group, is currently the lead ASIC project manager for the WaveStar product line.

Carl authored a high level ASIC design process document that was the foundation for a unified process for ASIC development at Merrimack Valley, Nuremberg and Huizen. He also introduced a semi-automated version of Theory of Constraints into the ASIC community's design process which added stability to each location's design process.

Carl earned a Bachelor of Science degree in Mechanical Engineering from the Rochester Institute of Technology, a Master of Science degree in Mechanical Engineering from the Pennsylvania State University, and a Master of Science degree in Management Science and Engineering from Worcester Polytechnic Institute.

### **Paul M. Vanasse**

Paul is an MTS in the Customer Technical Support Organization for the Network Design and Integration Services Group who has played a major role in network integration, development and planning activities on Optical Network deployment for a variety of Telecommunication Service Providers.

Paul has been instrumental in developing network plans, designs and acceptance procedures for the implementation of small and large scale optical networks as well as traditional transmission networks. He has also provided significant contributions in development and deployment of the first fiber characterization service offered by Lucent Technologies.

Paul earned an Associates in Electrical Engineering from New Hampshire Technical Institute, and a Bachelor of Science Degree in Computer Information Systems from New Hampshire College. He is currently completing his studies for a Masters in Telecommunications.

### **Robert E. Zampini**

Bob, an MTS in the Optical Networking organization, is currently responsible for integration of the WaveStar Bandwidth Manager transport platform with the 2.5G/10G software.

Bob has made several significant contributions in the software tools area. He was the lead engineer supporting the WaveStar Desktop simulator for software developers at several Lucent locations. Bob also created a comprehensive simulator web site that was highly regarded by his large customer base, and was instrumental in developing and introducing an automated testing environment for the simulator.

Bob earned a Bachelor of Science degree in Computer Science from the University of Rhode Island, and a Masters of Science degree in Computer Science from the University of New Hampshire. He has participated in the "Taking Our Daughters to Work Day" program and the "Summer Science" program for several years.



**Native American Awareness Month**

In November, LUNA (United Native Americans of Lucent Technologies) members sponsored films and several guest speakers who were both informative and entertaining. Guests included members of the Whirling Thunder Dancers (*shown at right*), Navajo artist Geraldine Barney, and Ron Wilburn, Director of Native American Studies at UMass, Amherst.

Though the guests were from different backgrounds, their messages were similar. They all stressed the importance of oral history because most of the 300-plus different tribes in North America had no written language. They also noted the need to respect the sacrifices made by their ancestors. Since the 1700s, Indians were forced to suppress their



Native American identities in order to survive. Hopefully, we will never know how difficult that must have been.

The Native American story is one of good luck and bad. For many years most of the bad luck seemed to befall Native Americans, but that's beginning to change. Their

philosophy and way of life are appealing to many people today who feel that respect for the land, air, water, and all creatures makes sense. A growing number of people are proud of their Native American ancestry and seek to learn more about it. Others search hoping to find they are part of that rich heritage.

**Martin Luther King program**



The Employee Business Partners of MV joined forces to sponsor a Martin Luther King, Jr. program on the evening of Jan. 17, 2000. Entitled *Celebrate the Spirit of a Leader*, the event highlighted the attributes of Dr. King as a leader and role model through his work which helped lay the foundation for today's global diversity awareness.

The Rev. Gregory Thomas, pastor of the Calvary Baptist Church in Haverhill, gave a presentation on Dr.

King's visionary leadership on the spiritual motivation, and sobering injustices that molded Dr. King. He also highlighted some of the events leading up to the Civil Rights Movement.

Rev. Thomas' talk was intertwined with the lively gospel sounds of the Calvary Baptist Church Sanctuary Choir. Lucent employee choir members included Dorothy Avens, Joel Finochiaro, Horace Lawson, and Natalie Layman.

**Leslie Mann named Black Achiever**

Leslie Mann, a member of the OLS Process & Logistics Engineering staff, was among those honored by the YMCA's Black Achievers Branch during their 25<sup>th</sup> Anniversary Gala held in January.



The Black Achievers Mission is to recognize Black employees for their career accomplishments and willingness to partner with their employer in committing time and talents to the development of young people. Leslie is a graduate of Tennessee State University, a member of the American Society of Mechanical Engineers, National Society of Black Engineers, Pi Tau Si Fraternity, Golden Key National Honor Society, Alliance of Black Lucent Employees, and volunteer mentor in the Lucent Summer Internship Program.



## Flu Facts

The virus that causes the flu is highly contagious and easily transmitted. The virus becomes airborne and can be inhaled by anyone nearby when an infected person coughs or sneezes. Compared with the common cold and most other viral respiratory infections, influenza infection often causes a more severe illness. Most people who get the flu recover completely in one to two weeks, but some develop serious and potentially life-threatening medical complications such as pneumonia. Flu-related complications can occur at any age, however the elderly and people with chronic health problems are much more likely to develop serious complications after influenza infection than are younger, healthier people.

### Why do I need to get the flu shot every year?

Influenza viruses continually change over time, usually by mutation. This constant changing enables the virus to evade the immune system of its host, so that people are susceptible to influenza virus infection throughout life. This process works as follows: a person infected with influenza virus develops antibody against that virus. As the virus changes, the "older" antibody no longer recognizes the "newer" virus, and reinfection can occur. The older antibody can, however provide partial protection against reinfection.

Vaccinations are the best option for influenza prevention and prevent illness in about 70 - 90 percent of healthy persons less than 65 years old. The Center for Disease Control (CDC) tracks influenza activity every year and found that the most predominant strain of virus this year was similar to A/Sydney/05/97. This strain of virus was covered in the vaccination given by Health Services in October 1999. And remember, there are no live viruses in the vaccine so you can't get the flu from a flu shot.

### Is it really the flu?

People often use the word flu incorrectly when they actually have a cold or gastroenteritis. Please see the list below to compare signs and symptoms of colds and flu. Although nausea, vomiting, and diarrhea can sometimes accompany influenza infection, especially in children, gastrointestinal symptoms are rarely prominent.

<b>Signs &amp; Symptoms</b>	<b>Flu</b>	<b>Cold</b>
Onset	Sudden	Gradual
Fever	Characteristic, high (over 101° F) and lasting 3-4 days	Rare
Cough	Nonproductive, can become severe	Hacking
Headache	Prominent	Rare
Fatigue, weakness	Can last up to 2-3 weeks	Very mild
Extreme exhaustion	Early & prominent	Never
Chest discomfort	Common	Mild to moderate
Stuffy Nose	Sometimes	Common
Sneezing	Sometimes	Usual
Sore throat	Sometimes	Common

*Handouts on how to prevent and treat influenza are available from the Health Services department.*



# MV People

## SERVICE ANNIVERSARIES

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

### NOVEMBER

40 Leo J. Congo  
 40 Anna V. Dubois  
 40 Robert L. Escutia  
 40 James M. Fitton  
 40 Donald E. Roy  
 40 Carl D. Van Kampen  
 35 Louis J. Carter  
 35 Joseph P. Filomia  
 35 Louis J. Fogel  
 35 Philip G. St. Jean  
 35 Robert K. Waddington  
 30 Roland A. Benoit  
 30 Robert E. Boettcher  
 30 Richard G. Dumond  
 30 Robert K. Heck  
 30 Gerard J. Koerckel  
 30 Douglas P. Linden  
 30 Martha C. McCrillis  
 30 Shirley K. Rocha  
 30 Lewis C. Stevens  
 25 Wayne R. MacBain  
 25 Sylvia J. McComiskey  
 25 Weldon A. Miller  
 25 Joseph K. Nordengren  
 25 Gary P. Reiss

### DECEMBER

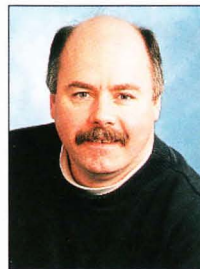
40 John J. Hovan  
 40 Jean Kelly  
 35 Dorothy S. Dipietro  
 35 Ann T. Reardon  
 35 Peter R. Rizkallah  
 35 John C. Trihias  
 30 Bernard P. Antanavich  
 30 Gerald V. Hennessy  
 30 Paul A. Maggiacomo  
 30 John A. Norling  
 30 Aldof Reidl  
 30 Gail T. Wood  
 25 Marcelle L. Beaulieu  
 25 Javier Collao  
 25 Lucille P. Lacroix  
 25 Diane M. Lambias-Smith  
 25 Jacqueline L. Lavoie  
 25 Peter J. Marcelonis  
 25 Paul W. Moyer  
 25 Christopher P. Noyes  
 25 Joann M. Sullivan  
 25 Judith T. Wagner

### JANUARY

40 Alson B. Foss  
 40 Joseph W. Sullivan



**Centariczki**



**Hickey**



**Hochmuth**



**Houle**

40 Martin Todt  
 35 Robert A. Archer  
 35 Daniel A. Beauregard  
 35 Gordon L. Treadwell  
 30 Merritt R. Ball  
 30 Kenneth A. Brackett  
 30 James F. Jesson  
 30 Renita A. Leriche  
 30 Ronald K. Peterson  
 30 Maria M. Scascitelli  
 30 Matthews Torigian  
 25 Ray A. Hannon  
 25 Rita Y. Hoyt  
 25 Harold C. Lamb  
 25 Burrell C. Lowery  
 25 Paul R. Mitchell  
 25 Lena A. Scrima  
 25 Joyce O. Skortz  
 25 Paul A. Warchut  
 25 Peter H. Williams

### FEBRUARY

40 James T. Fyrer  
 40 James E. Hajjar  
 40 Roland V. Jablonowski  
 40 Alvin Lebowitz  
 35 Joseph M. Degaetano  
 35 Edward S. Faber  
 35 Edmund T. Smith  
 30 Ronald W. Aldrich  
 30 Jane E. Bizios  
 30 Normand L. Bouchard  
 30 Robert R. Dewhurst  
 30 John J. Harrington  
 30 Ronald W. Jaffarian  
 30 Stephen C. Ladd  
 30 Carl A. Perry  
 30 Mary D. Pomerleau  
 30 Lester Shattler  
 30 Allen L. Townsend  
 25 William J. Augusta  
 25 Curtis S. Frazier  
 25 Dennis W. Gauvin  
 25 Carole L. Houston  
 25 Stephen M. Lilly  
 25 Rita M. Premutico  
 25 Sophie J. Previs  
 25 Kathi F. Rapaglia  
 25 Gregory S. Tattan  
 25 Rose S. Young



**Kassas**



**Mistal**

## NEW TPR

**Lynn Centariczki** is the new Technical Personnel Representative for the Merrimack Valley Works. Lynn will manage technical personnel issues, recruiting, personnel development, training, and special programs that will improve the MV technical workforce working environment. Lynn can be reached at x3296.

## PROMOTIONS

**Rita Filion** — Customer Care Project Specialist

**Michael Hickey** — OLS Test Development, MTS-I to MTS

**Sharon Hochmuth** — Supervisor, International Customer Care

**Randy Houle** — 400 G Systems Test, STA

**George Kassas** — Director of Global Business Management & Operations for Access Products

**Donald Manning** — Quality Test Engineering, STA to MTS-I

**Gail Maynard** — ONG CFO Financial Analyst

**Patrick Miller** — WaveStar BWM Engineering, MTS-I to MTS

**Linda Mistal** — Administrative Assistant

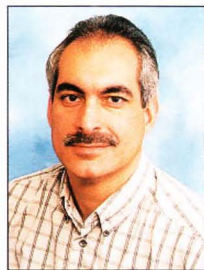




**Pellerin**



**Pierce**



**Tucarella**



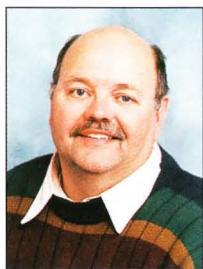
**Valeri**



**Wong**



**Wood**



**Gootee**



**Shannon**



**Fredette**

**Denise Pellerin** — Information Technology, STA to MTS-I

**Roy Pierce** — WaveStar DACS 4/4/1 and DACS VI-2000 Product Engineering, STA to MTS-I

**Mark Tucarella** — Business Systems Specialist

**Ramona Valeri** — Methods & Metrics Associate

**Gary Wong** — New Product Engineering, MTS-I to MTS

**Matthew Wood** — Network Integration Services, STA

## GRADUATES

### *Advanced Degree*

**Doug Gootee**, SDH Engineering — Masters of Science in Management, Purdue University

**Caroline Shannon**, Quality Organization — Masters of Science in Management, Purdue University

**Gary Wong**, New Product Engineering — Executive Masters of Science in Manufacturing Engineering, Boston University

### *Associates Degree*

**Bob Fredette**, Customer Service — Associates in Liberal Arts/Educational Studies, Northern Essex Community College

## RETIREES

### October

Thomas W. Atkins (33)  
Manuel Avelar (10)  
Mary J. Brown (13)  
Ann D. Campbell (34)  
Marilyn R. Cianciolo (20)  
Helen T. Danilecki (26)  
Geraldine S. Desroches (44)  
William E. Devoir (33)  
David W. Grant (37)  
Rae B. Kochakian (26)  
Marie A. Lariviere (15)  
Linda A. Newton (20)  
Ruth J. Pearson (19)  
James J. Simmons (22)  
Dolores M. Smith (20)  
Claire F. Surprenant (20)

### November

Linda H. DiFrancisco (25)  
Denis B. Echavarria (22)  
Joan F. Pinaud (39)  
Huguette A. St. Pierre (16)  
Claire A. Turcotte (20)  
Alice B. Vitale (34)

### December

Albert A. Abraham, Jr. (39)  
Malcolm R. Anderson (21)  
Edward J. Arsenault (40)  
Helen P. Barnes (31)  
William R. Batchelder (34)  
Daniel A. Beauregard (35)  
Lawrence N. Beekler (20)  
Daniel C. Bogannam (23)  
William A. Burdette (27)  
Alan J. Conte (38)  
Everett L. Cossar (37)

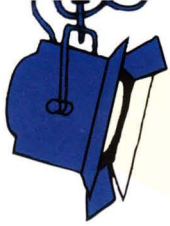
James M. Crowley (32)  
Richard W. Crozier (28)  
Donald B. Culbert (19)  
Roland E. Dubois (37)  
D. L. Durand (40)  
James H. Fay (20)  
Ernest D. Finch, Jr. (36)  
James M. Fitton (40)  
George D. Forte (43)  
William C. Gray (37)  
Edward R. Hale (23)  
Connie-Jean S. Horning (26)  
D. L. Hubbell (26)  
Phyllis S. Hurley (32)  
Paul Kolodny (40)  
Robert W. Kramer (37)  
Jacqueline J. Kudron (32)  
Marcia P. Lathrop (20)  
Anthony F. Lazzaretti (30)  
Augustine S. Longo, Jr. (37)  
Lawrence B. McAdam (34)  
Thomas N. McKenzie (30)  
Sharon Muller (18)  
James D. Noble, Jr. (42)  
Jack R. Pearl (32)  
Peter A. Rampulla (33)  
John K. Raymond (39)  
William J. Richards (29)  
Gina M. Rossetti (20)  
Paul G. St.Amand (30)  
Charles T. Sapienza (25)  
Richard K. Tracy (38)  
Martin Warshafsky (29)  
Merrill B. Whiting (19)  
Shirley Williams (19)  
Russell D. Wooster (40)

### January

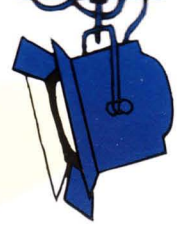
Yolanda S. Estrada (24)  
Ethel A. Fuller (14)  
John E. Landry (33)

**Do you know an employee who deserves recognition for their community service or a college degree? Call the Valley Voice office on x3553.**





# Spotlight On Quality



## Fiber Optics Certification Program Kick Off

The Merrimack Valley Fiber Optics Certification Program has begun! This new training program provides job-related instruction in the proper handling, cleaning, and inspection of fiber optic products and equipment. This program has strong support from JR Newland and his Leadership Team, and the Quality and Training organizations. Certification is mandatory (regardless of prior training) for all associates who handle fiber optics, related components, or optical systems. It is also mandatory for all those who supervise these employees. All PL1 associates must complete a subset of the mandatory courses.

Many of you have been handling fiber optics for years, so you might feel that this training is unnecessary. However, the optical components in our newer products are much more susceptible to contamination and breakage than those in the past. These systems require new techniques that we must all learn. The application of older methods has resulted in significant contamination and product damage problems at MV. We must improve our performance in this area in order to remain competitive in this rapidly evolving field.

Four courses are required to complete your certification:

- LMC210L Fiber Optic Fundamentals
- LMC212H Fiber Optic Handling & Routing
- LMC214H Fiber Optic Inspection & Cleaning
- LER004L Laser Safety

A yellow badge sticker will be issued to those who successfully complete the program. If you have not yet signed up for *all four* of these classes, please ask your supervisor about doing so right away. Get your FIBER CERTIFIED badge sticker, and show your co-workers that you care about Lucent's product quality!

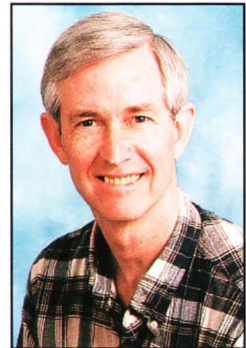
The first classes were held during the first week of February. Sign-ups and attendance have been very good, but some seats are still being left empty, especially during second shift. There is plenty of room available, so contact MVLPC by calling x5000 or go to our web site at: <http://www.mv.lucent.com/APPL/mvjlb2/MVLPC/>. Sign up now!



*Watch this space for future  
Quality Initiatives and Highlights!*

## Dangelmayer Granted Second Patent

Ted Dangelmayer has been granted his second patent by the United States Patent and Trademark Office for his improvements to ESD wrist straps. His innovations will increase the reliability of wrist strap assemblies and will ultimately allow us to test them far less often.



This latest patent improves the connection between the wristband and the individual wearing it by automatically dispensing small amounts of a conductive material similar to hand cream. This will eliminate the need for employees to periodically apply cream. It will also provide a continuously reliable connection that will result in even better protection for our products. These improvements are becoming increasingly important as a result of the technology trends towards components with ever increasing sensitivity to ESD damage.

Ted is a Distinguished Member of the Technical Staff in Quality Engineering & Assurance and a world-renowned authority on ESD. The patent is officially known as U.S. Patent Number 6016246. He currently has two more in the works.



## Employee Suggestion Program

Nearly 1,600 suggestions were submitted to the Employee Suggestion Program in 1999. More than 600 of those were adopted making the adoption rate close to 40 percent. Have you submitted an idea lately? In January, 100 employees did. It looks like 2000 is going to be another busy year for the ESP!

Bill Ellis (*right*) has submitted his ideas to the ESP for all of his 17 years at MV. They don't all get accepted, and the ones that do aren't always big winners, but they do add up. Not long ago, he received five awards in one month, three of them in just one week! Bill is a tester in 400 G, but those were for suggestions he submitted while an assembler in the OTU area. One idea was to reroute the fiber optics on the OTU product and resulted in a \$750 award. Two others regarding the 40G OA product totaled \$1,375.



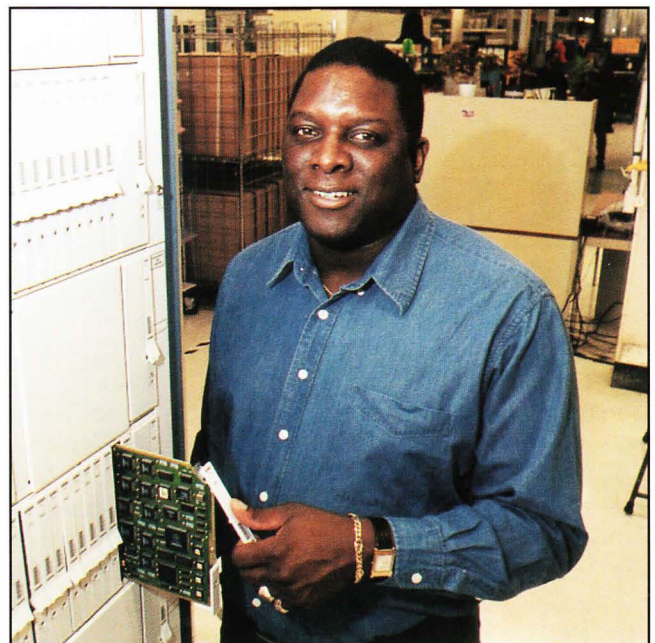
Seven 2nd shift PEC employees developed a way to systematically identify items with different order numbers that are shipped in the same shipping containers. Prior to their suggestion, only items with the same order number could be packaged and shipped together, which led to a large amount of unused space in shipping containers. By effectively increasing the capacity of containers, the group saved huge amounts in shipping costs, and received an award of \$14,000 to share. The group is shown at left (*from left*) Bill Kane, Chris Obert, Steve Schloth, Nancy Bodwell, Bob Harris, Steve Fairbrother, Supervisor Jim Fernandes, and Jim Davies.



Paula Reynolds of PEC Packing suggested a way to quadruple the amount of items that could fit into a container for shipment to China. The method she suggested reduced shipping charges by 75 percent, and brought her an award for \$7,300.

Paula did a few very nice things with a portion of her winnings. She treated her co-workers at the PEC to a Thanksgiving dinner, but that's not all. In order to partake in the meal, she asked each to bring in a donation of canned goods. This simple request brought in 510 lbs. of items which were donated to the Veterans Home in Haverhill just in time for Thanksgiving. So not only did 125 of PEC workers enjoy a nice meal, so did many needy people in the area.

Tester Vernon Chambers (*right*) received an award for \$1,600 for his suggestion on reducing cycle time for DACS IV circuit pack testing. Because there was idle time between system test operation sequences, Vernon thought it would be more efficient to string a series of these test operations together. His idea eliminated this idle time and reduced test cycle time on DACS IV IO circuit packs.





## Secret Santa Fund put to good use

Donations from the Pioneers Secret Santa Fund helped to bring some cheer to many local children this Holiday season. A donation of \$400 was made to the Toys For Tots campaign which provides gifts to children who otherwise might not receive any.

Another donation was made to the Consentino School in Haverhill. The Pioneers learned that \$1,200 had been stolen from the school's Student Fund, money that had been raised by students to pay for field trips and other activities. They decided to donate \$600, so now many of the activities can still take place.

Secret Santa is a joint project between the Pioneers and the Communication Workers of America (CWA) Local 1365.

## Central Catholic says thank you!



For over a year now, Pioneer volunteers have been working to wire Central Catholic High School with a school-wide communication network. The project is now complete, and provides students with the latest in new technology including the Internet access in each room.

Volunteers were recently honored with an award at a reception held at the school. Shown above (from left) are Jodi Linnehan, CCHS teacher

## Two receive PaceSetter Awards

Two Chapter 131 Pioneers have been presented with PaceSetter Awards for their work in our communities.

Jerry O'Neill received the award in September 1999 for his work with the Food For The Poor (FFTP) organization. Jerry introduced FFTP to Lucent as a project for our 1998 Global Day of Caring. Between GDOC projects in 1998 and 1999, Pioneer volunteers have helped to provide very basic new homes for more than a dozen poor families in Haiti.

Elena Bonaventura received her award in December 1999 for her dedication to several Pioneer projects



*Elena Bonaventura was one of two PaceSetter Award recipients. She is shown here with New England Council Vice President Janis Tanguay, who submitted her for the award.*

that benefit children. Elena leads projects that make hospital gowns for babies, dress up teddy bears for young cancer patients, and another which provides hand-made bears to Police and Fire departments for children in crisis situations. She is also very involved with several local hospitals.

Elena and Jerry are shown above with their Awards. Congratulations to both for setting a fine example for all of us!

### Mark your calendar for these important dates!

**Global Days Of Caring**  
April 29 & 30

**WalkAmerica**  
April 30

**Special Field Games**  
Sunday, May 21



*Please contact Linda Sheehan on x3461 for more information.*



## Project provides gifts for 120 hospitalized veterans

The fifth annual Adopt A Hospitalized Veteran for Christmas project was, by far, our most successful ever. "We were able to provide a total of 120 patients at the three Veterans facilities we serve with 240 Christmas gifts," says Project Leader Bill Wedge. "Another 87 gifts were given to the Recreation Therapists there to be used as needed."

This project is sponsored in part by the Lucent Pioneers Life Member Club with the support of many others. The Gillette Company donated many fine items. CWA Local 1365 donated several Norman Rockwell calendars which were certainly appreciated by the patients.

Bill would like to thank everyone who participated by shopping, donating, wrapping, or giving of their time and money. "Many grateful patients also send their sincere thanks," says Bill.

## Educational Scholarships

The Lucent Pioneer organization is again sponsoring educational scholarships for students in grade school through college who have physical or mental disabilities. Applicants do not have to be related to Lucent employees. To obtain an application, please visit the Lucent Pioneer website at <http://www.lucentpioneers.com> and click on "Scholarship Application" from the menu. You can also pick up an application outside the Pioneer office. Completed applications must be postmarked no later than March 16, 2000 and returned to the MV Pioneer office.

## From the President . . .

### Project Launch – School 2000

We've all seen the commercial, the one with kids from around the world asking, "Are you ready, are YOU ready?" They're referring to the Internet, and the need to get everyone 'on-line'. The ad wants you to believe that all we need to do, to educate these kids, is plug them in and hand them a mouse. But the reality is that millions of the World's poor don't have the luxury of electricity, or running water, or paved roads, or decent food and housing. The Internet means nothing to them, because they can't read or write, because there are no schools. Just as the Pioneers who came to our shores recognized the need to educate their children, ***we have chosen to make a difference by building a school for the impoverished children of Haiti.***

With a literacy rate of 65 percent, and only 20 percent of children who attend primary grades actually finishing, there is little hope that, without our help, this new generation of Haitians will fare any better than their parents.

Our efforts to aid the poor people of Haiti began with Lucent employee Jerry O'Neill, and his association with Food For The Poor, an organization dedicated to helping the poor since 1982. As part of Lucent's Global Day of Caring in September 1998 and again in April 1999, the generosity and hard work of Lucent employees resulted in brand new homes for more than a dozen Caribbean families. For his efforts, Jerry was awarded the Heart of Pioneering Excellence Award in September 1999.

As the creator of the 'School 2000' project, I worked with Scott and Ken Nazarian of Nazarian Industries, to design a very special pin to launch our school fundraising efforts. Available in a silver or gold finish, this pin features children next to a school with the Pioneer logo on its roof. For \$6, you can own a pin and give the gift of education to a child who desperately needs our help. With education as a real Pioneer priority, this project clearly reflects our commitment to that goal as we cross from one century to the next. Education is, and always will be, the key to opportunity and fulfillment. The School 2000 pins are for sale in the Pioneer Store.

If you're in the North Andover plant, be sure to say hello to Saul Desronville. Saul is a native of Plaisance, Haiti, one of the areas earmarked for a new school.

So Pioneers, are WE ready? You bet we are! I know your generosity and Pioneer spirit will carry this project forward. And on behalf of the children of Haiti, I thank you for giving them an opportunity for a better life.

Yours in Pioneering,

*Dudley Farquhar*

Dudley Farquhar  
New England Club President  
School 2000 Project Leader  
Lucent Pioneers



## ESD teamwork saves Lucent \$500 Million

Electrostatic discharge (ESD) protection is critical in the design, manufacture, and installation of state-of-the-art electronic and fiber optic products. Bell Labs pioneered semiconductor research and Lucent continues to lead the industry in increasing the speed and complexity of products, improving product reliability, and reducing waste.

The Lucent ESD Leadership Team provides tools, training, guidelines and inspection methods required to design and protect products against static. Since the team was formed in 1982, associates world wide saved an estimated \$500 million by implementing these improvements. At Merrimack Valley, our efforts in ESD protection realize \$37 million in cost avoidance annually.

At the latest ESD Leadership Team meeting, representatives from established facilities, new acquisitions, and international locations met to review successes and to discuss current improvement efforts.

The conference included discussions regarding efforts to drive ESD protection standards beyond our own facilities to equipment suppliers and contract manufacturers on whom we rely for portions of our products, and to share ESD protection techniques and training with Lucent's new acquisitions.

To find out more about ESD protection at Lucent, to obtain publications, or to contact the team representative for your organization or facility, visit the Web site: <http://eet.web.lucnet.com~esd>, or contact either of the team's co-chairpersons: Ted Dangelmayer, MVW, at 978-960-5272, or Urmi Ray, Bell Labs-Princeton, at 609-639-3054.

## On Your Mark, Get Set, Grow!

And they're off. Hundreds of Lucent's high-performing teams are moving fast and working hard to ensure Lucent is a high performing company. And their reward? In addition to personal pride and accomplishment, all teams participating in Teams Achieving High Performance (TAHP) get certificates from CEO Rich McGinn and the chance to be highlighted in an LT Today feature article and receive plaques for each team member.

The TAHP recognition program is still GROWing strong, with almost 500 team submissions. Know of any good teams that may be up to the challenge? Lace up your running shoes and submit high performing teams to the TAHP Webpage at <http://grows.web.lucnet.com/recognition/tahp>.

This is a great way to show appreciation for hard work and gain team recognition, encouraging teams to keep up the good work. Submitting a team is as easy as 1-2-3.

1. Select a team that is high performing and exemplifies the GROWS attributes.
2. Submit this team for recognition to the TAHP Webpage at <http://grows.web.lucnet.com/recognition/tahp>.
3. View submission on the TAHP webpage and celebrate being recognized as one of Lucent's Teams Achieving High Performance.

For more information about the Teams Achieving High Performance recognition process, call Kathy Hellriegel at 1-908-559-5253 or visit the ONG VOC Webpage at <http://www2.mv.lucnet.com/ongvoc/>. Kathy is a Customer Satisfaction Manager in Karen Griffin's group and is a member of the Lucent TAHP Selection Committee. Together, we can all help Lucent remain a High Performing Team that will continue to GROW in the 21<sup>st</sup> century.

## Students visit on Job Shadow Day

On February 2, 2000 a group of ninth graders from Lawrence High School visited Merrimack Valley as part of the third Annual National Job Shadow Day. The Pioneers partnered with the Lucent MV Tutoring Program to provide the students with a tour of MV, two hours of "shadowing" a mentor and lunch.

The day gave the students a chance to get an up close look at the world of work and how the skills they learn in school are put into action in the workplace. Students were paired up with employees who showed them



*Student Yasmin Abreu (left) learned what a typical day in Customer Service can be like when she spent some time shadowing Customer Care Project Specialist Rita Fillion.*

jobs in engineering, supervision, product management, purchasing and other areas.

For more information on the MV Tutoring Program please visit their website at <http://www.lucnet.com/APPL/tutor>.



## Domino.doc/WEBQDC - Coming soon to a shop near you!



**New Document Management System being deployed factory wide** — Lucent has known for some time that a corporate standard document management system was crucial to efficiently managing critical business information in today's fast paced environment. A Corporate team envisioned a central Web site where documents could be inexpensively maintained and accessed throughout a Factory or Business Group. After much research, they recommended a commercial electronic document management system called Lotus Domino.doc.

Judy Arnold was approached to lead a Domino.doc pilot in the Circuit Pack Manufacturing Shop. Once the word got out, several other groups expressed interest, so a larger team was assembled to include Optical Products, Sonet, and Data Networking & Switching. Representatives from QE&A were also included to insure compliance with the MV Quality System. The group limited the pilot scope to include only controlled process documents like Shop Instructions, Visual Aides, Test Instructions, and IMI's.

The pilot team members understood document control issues so they were able to quickly specify the system's configuration and identify missing functionality. In just six months, the system was configured, customized, and piloted. Because of heavy usage, MV IT quickly redeployed a server dedicated

to the Domino.doc application.

There are now almost 1,000 documents in the system. To date, only process documents are being put on the WEBQDC. Paper copies of product related documents are still kept in file cabinets on the shop floors, but integration with Product Data tools is being evaluated now.

"Once we started the conversion, all of the problems with a paper system showed up . . . different issues, missing ID numbers, missing documents, outdated documents . . ." says Don Dooley. "In addition to solving these problems, we took the opportunity to develop a standard

*Domino.doc/WEBQDC team members shown in the Shop where the new system was piloted.*

template for all process documents." This makes people more comfortable when they move from shop to shop because they recognize the format and can find the documents and information they need.

It's much easier to evolve documents now. Engineers use Domino.doc to create new issues, and shops use the WEBQDC to access them. You can visit the WEBQDC at: <http://manand01.mv.lucent.com/webqdc>. Since the deployment began, several more MV groups have come forward to use/evaluate the system including Material Management, Quality, MV-IT, CTSO, PEC and SCO.

One of the pilot leaders says that "Although we have a lot more work to do, this has been a great project. All the pieces are there: a great system, management support, technical expertise through Principle Software, and teamwork among many MV groups. Hopefully, we can keep the momentum up."

So stay tuned for more on Domino.doc/WEBQDC!

### Two receive childcare grants from Family Care Development Fund

The Lucent Family Care Development Fund is a joint project of Lucent, the CWA, and the IBEW to improve the supply and quality of community child care and elder services available to Lucent employees nationwide. Many MV employees have used the program over the years including Sue Lanza and Kimberly Rousseau.

Sue, an MTS in FAST Project Management, sponsored First Impressions Learning Center in Hampstead, NH for a \$14,600 grant which was used to purchase new playground equipment, a fence, and computers. "The people from the

Fund were great to work with," says Sue. "They made it very easy."

Kim, title, sponsored Sweet Hill Kindergarten in Plaistow, NH for a mini-grant of \$3,000. The money was used to replace old, worn-out carpeting throughout the building, replace a section of the outside fencing, paint two classrooms, and repair the central vacuum system. "These greatly improved the appearance, health, and safety of the facility," says Kimberly. "I would like to encourage others to take advantage of this great program, and it's available to all Lucent employees."

For more information on Lucent's Family Care Development Fund, go to: <http://ion.hr.lucent.com/lucentpg/needs/26/26b/scope.html>, or call them at 1-888-700-2363.



## MV chapter to host WILL Global Professional Development Conference

The Women in Lucent - Merrimack Valley chapter is this year's proud host of the 4th Annual Women in Leadership at Lucent Technologies (WILL) Global Professional Development Conference. The conference will be held March 30 - April 1, 2000 at the Boston Marriott Copley Place, and hopes to attract 1000 Lucent employees worldwide.

Kelly McVey and Diane Heer are this year's Conference Co-Chairs. "After attending the 1998 conference in Washington, D.C. we thought about hosting the 2000 conference in Boston," says Kelly. "When we came back to MV and talked to the WIL-MV Executive Board, we realized we had a lot of local support, so we submitted a bid and it was approved."

They assembled a planning team of committee co-chairs to work on specific areas of the conference. "Fourteen women from MV serve on the planning team, and another 17 are committee members," says Kelly. "Working with them has been very rewarding."

"We have also received a great deal of management support," says Diane. "Caren Crew, our Conference Angel, has helped us address some tough issues, and JR Newland's team provided the opportunity for a significant number of people from the Manufacturing Unit to attend."

The conference will provide tremendous opportunities for continuing education credit, networking, and learning more about Lucent's business and its future. Lucent Executives slotted to speak include: JR Newland, Kathy Fitzgerald, Pam Jackson, Angie McGuire, Manny Mijares, Pamela F. Craven, and Ethel Batten. Outside speakers include Olympic Gold Medalist Speed Skater Bonnie Blair, Nobel Peace Prize Winner Betty Williams, Paralympic



*Planning Committee members include, seated (from left) Karen Leonard, Kelly McVey, Diane Heer, and Amy Lanning. Standing, Marie Weatherby, Larry Morse, Donna Morse, Darlene Coutu, Roberta Fournier, Mary Berube, Usha Shastry and Sally Casey.*

Medalist Cross Country Skier Nancy Stevens, CNN Financial News Anchor Valerie Coleman Morris, and Consultant and Trainer Brian McNaught.

Each year the conference donates proceeds to charity. This year's recipients are Rosie's Place, a sanctuary for poor and homeless women, and Doctors without Borders, the world's largest independent international medical relief agency. Karen Leonard is coordinating this effort and will accept any raffle items people wish to donate.

Before the conference starts on March 30, busses will leave Boston and provide 250 attendees a guided tour of Merrimack Valley Works. The conference Exhibit Hall will showcase Lucent Technologies business groups, a bookstore, the conference charities, and many other interesting professional groups and businesses.

Busses will depart MV for Boston each day of the conference. Please remember that you must be registered to attend. Attendees from the JJ12 manufacturing organization have already been selected by lottery. Employees in other organizations can learn more about the conference at <http://will.lucent.com>.

*Looking forward to seeing you in Boston!*

**Lucent Technologies**  
Bell Labs Innovations



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North Andover, MA 01845  
*the Heart of Photon Valley*

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