

Valley Voice

First Quarter 2001



**MV and
the PEC
celebrate
VPP Star
Award**

(page 3)



What's inside:

Valley Voice

First Quarter 2001

A publication for active and retired employees of Merrimack Valley, Global Systems Integration Center for Lucent Technologies

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

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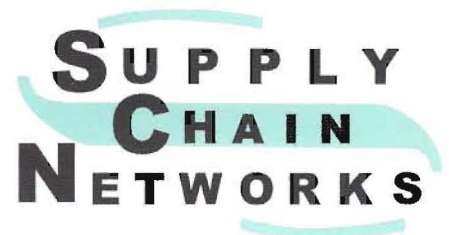
Thank You!

In addition to the people mentioned in this issue, we would like to thank the following for their help with information, story leads and ideas: *Joan Berube, Rick Bossman, Gerry Lapan, Randy Lynch, Karl Malek, Gil Philips, and Charlie Pouliot.*

Welcome to Lucent's Supply Chain Networks!

Merrimack Valley recently became a part of Lucent's Supply Chain Networks (SCN), a new group made up of the people of Wireless Networking Group, Optical Networking Group, Switching Solutions Group, Worldwide Services Group, InterNetworking Systems Group and CMO. But what exactly is SCN? It's a bringing together of Lucent's supply chain and manufacturing groups into a single supply chain operations group.

"Creating this supply chain organization and continuing to build our relationships with our suppliers are key parts of Lucent's efforts to streamline its systems and processes as we re-tool our business," said Jose Mejia, Vice President and Chief Supply Officer of SCN. At the same time that Lucent's businesses are moving closer together, Lucent and its suppliers are doing the same. "We're aligning supplier and supply chain engineering and management, manufacturing, logistics and distribution into SCN," said Jose. Welcome to SCN!



MV reaches the Star

By bringing management, union employees and the government together as one, MV achieves Star, the highest level in OSHA's Voluntary Protection Program



March 19 was a day to celebrate! That morning, employees and guests gathered in the auditorium for the official presentation of our VPP Star Award. Later, the Star flag was raised out front, and then everyone enjoyed cake in the cafeteria.

"You can be proud of the work you've done," said OSHA's Frank Gravitt. "Out of more

than 6 million workplaces in America, there are less than 700 Star worksites. You really are the best of the best!"

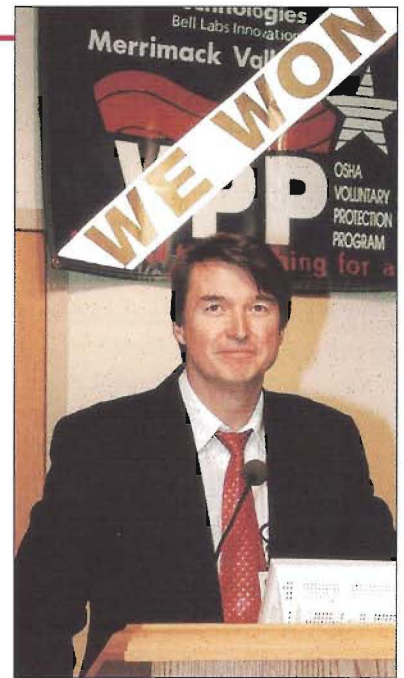
Mike Jones, (right) Global Manufacturing and SCN Vice President, accepted the award and thanked everyone for their efforts. "We were able to fulfill our goal once we got true management commitment, formed a productive partnership with union leaders, and saw active employee involvement in health and safety issues." He stressed that "VPP is not static, so we must constantly strive for continuous improvement in all aspects of health and safety to ensure that our program is a dynamic one."

Congressman. John Tierney congratulated everyone on the Award and noted that we "have set an example of what can be done when people work together, and listen to each other, to make sure the workplace is safe and healthy. Everyone ends up winning." Bill McKellegan of the CWA added that "this shows what can be achieved

when you have the unions, management, and the government working together for a common goal."

"Just as we have focused on building a new Lucent with impressive characteristics, everyone here has shown impressive qualities of determination, partnership, focus, and follow through to win the VPP Star Award," said Jose Mejia, (left) Chief Supply Officer for SCN. "You showed determination when you applied for VPP six years ago and decided nothing short of Star would do. You formed partnerships between management, union employees, and government to go to the next level as one Lucent. Over the years you saw improvement, and by continuing to focus, you got the Star. And now you must follow through with improved health and safety and never let this flag go down."

Jose noted that "although this is a time of change for Lucent, we will always be committed to the highest levels of health and safety with no differentiation between union and management employees. You have shown that when you come together as one you win. That is what we must do now — come together as one Lucent and we all will win. The future is in our hands!"



Showing our new Star Worksite flag are (from left) OSHA Deputy Regional Administrator Frank Gravitt, CWA Local 1365 President Joe Kanan, RGA President Benny Scovotti, CWA Local 1366 President Marcie Vincent, and CWA Staff Representative Bill McKelligan. The new flag flies in front of MV letting the world know we are now a VPP Star Worksite.



7 new members inducted for 2000

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 National Engineers Week in February. The inductees into the Engineering Excellence Society for the year 2000 include:

Dale Bates



Dale's career with Lucent has been characterized by an unwavering commitment to excellence, versatility, and results-oriented performance. Perhaps the most noteworthy of his contributions was his recent work on the TeraStrike Team to improve OTU yields through the elimination of damaged fiber defects.

As a Distinguished Member of Technical Staff (DMTS) at the Product & Export Center (PEC), Dale is responsible for the coordination of domestic PEC processes from receiving through shipping. He was instrumental in developing the PEC Quality system, and also led a team that integrated a wireless communication network using "first of its kind" fork truck mounted personal computers and scanners. He received his first of two Summit Awards for championing the MV Pack & Ship/PEC team in implementing ISO 14000.

Dale earned a Bachelor of Science degree in Industrial Engineering from the University of Rhode Island and a Master of Science degree in Industrial Engineering from Purdue University.

Man Shan (Mike) Chan



Mike, a Member of Technical Staff (MTS) in the WaveStar Development team, has been a significant contributor to the success of both the WaveStar BWM and 2.5G/10G projects. As technical leader of the Software Integration Test Team, he was instrumental in creating an effective multi-location team. He also served as the primary technical interface to the WaveStar 2.5G/10G System

Verification Team.

With over 20 years of experience in software development for Operation Support Systems, Metrobus,

DACS, Element Management Systems and Digital Video, Mike was a valuable player in the 2.5G/10G project. This experience, along with his 'can do' spirit, helped to make the project a success despite its compressed schedule, customer expectations, and multi-location/multi-cultural environment.

In addition to his superb technical contributions, Mike is very active in his support of diversity. He has been an active member of 4A-MV, and supports the annual Take Our Daughters To Work day activities.

Gary Chin



Gary is an MTS in the Metro Optical Networking group. He is currently a software developer responsible for the design and development of new software features for the Metropolis DMX product.

Gary's contributions to the Metropolis DMX team include leading software development efforts, working with systems engineers to define new features, developing staff

estimates, and software release planning. He has worked on several software areas in the DMX system including provisioning, cross-connects, and user interface.

Recently, he designed and developed a new set of software utilities to be used in the application code. He took a difficult and error-prone area of the software and redesigned it so that it would be easier for other developers to understand, use, and maintain.

Gary has also worked in the software tools area for the WaveStar BWM product. He enhanced the WaveStar Desktop simulator tool set and developed an automated regression test suite for use with the simulator which made it an effective tool for testing the BWM application software.

Gary earned a Bachelor of Science degree in Computer Science from Boston University.

Brij B. Garg



Brij, an MTS in the Optical Networking Group, is currently the lead verification engineer on a SONET switching Integrated Circuit (ASIC).

Brij has made key contributions to the architecture of communication switch fabrics. He proposed the single circuit pack switches for SONET signals that are used in the Bandwidth Manager system I/O shelves. His architecture work

saved development resources by reducing the number of integrated circuit codes required. His analysis of bit slicing switches led to economical implementation of state of the art high density, high capacity non-blocking switches. He is co-author of three patent applications and has also served as a technical mentor to many fellow employees.

Brij has organized a week long Youth Summer Camp in the community for over 15 years and has volunteered in Lucent's Science Club for middle school students. He earned a Bachelor of Science in Electrical Engineering from Wayne State University, and a Master of Science in Electrical Engineering from Case Western Reserve University.

Jeffrey Herbst



Jeff is an MTS whose primary responsibility is circuit board design for the Metropolis MSX product. Recently, he worked on the DataExpress project as the lead circuit board designer and was responsible for the system timing and control hardware architecture. He personally defined and wrote the code for two programmable logic devices used in the timing recovery and distribution for

the system.

Jeff's previous projects include GlobeView-2000, where he at various times had responsibility for In-Circuit Test, functional test, system integration of the Globeview R3 prototype, and circuit board design verification test. He later was involved in architecture and circuit board design for a 640G Multiservice Switch, and worked on feasibility studies for a few other projects. Jeff has also shown his versatility by contributing to writing some of the factory system test software for the Wavestar BWM project.

Jeff earned a Bachelor of Science degree from the University of Missouri - Rolla.

Laurie King



Laurie is an MTS-1 performing Functional Test engineering in the WaveStar 2.5G/10G group. She previously worked as an In-Circuit Test engineer with responsibilities for test set facility administration, program development and fixture generation, manufacturing process documentation, and production support for GlobeView-2000 products.

As a resource to the Switching & Access organization, Laurie became involved in reducing inventory through the analysis and repair of stranded, high value circuit packs. Applying her expertise in failure mode analysis techniques, she dramatically reduced the shop's inventory, and identified training methods facilitating the efficient and complete analysis of defects. Working with Northern Essex Community College, she developed a formal training course that provides production associates the necessary skills to effectively analyze complex circuit packs.

Laurie earned a Bachelor of Science in Technical Management with a Computer Information Science Minor from New Hampshire College and is presently working toward a Master's Certificate in Project Management from the Stevens Institute of Technology.

Janet E. Swain



Janet, an MTS in the Broadband Networking group, is a Project Component Manager (PCM) responsible for managing all components used in the DDM2000 and DMX 2.5G SONET multiplexing systems.

In addition to her work on these projects, Janet has also been involved in assisting and training new PCM's on other projects. She had a significant role in the development of a component data tracking log for contract manufacturers that is used across several projects. She has also played a key role in many cost reduction efforts.

In addition to her technical achievements, Janet coordinated MV's Summer Science Program for more than nine years and has volunteered for the last two years. This program is designed to help local high school students learn about engineering as a career.

Janet earned an Associate of Science in Electronic Engineering degree from Wentworth Institute and a Bachelor of Science in Electrical Engineering from Northeastern.

Employees make the Holidays brighter for many

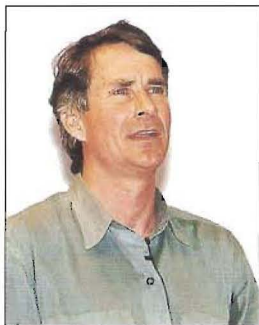
MV employees work on all kinds of community service projects all year long, but as the year winds down and the Holidays approach, they are always busier than ever!

This past year was no exception, and the generosity of MV employees helped to make it a brighter Holiday season for many local individuals and families.

One example of employee involvement was the Helping Hands project organized by Loretta Marcello. "Response this year was just incredible," says Loretta. "We were able to provide more than 200 gifts for 22 families in the greater Haverhill area." This photo shows members of the Supply Network Solutions group and the gifts they collected for a mother and her four children through the project.

Though we can't mention every volunteer effort here, we would like to say thank you to those who supported projects that helped make the season a little happier for those who needed it.

Engineers Week



National Engineers Week was celebrated at MV Feb. 20 - 23. Engineers were invited to a celebration where new EES members were inducted (page 4-5) and David

Breashears was keynote speaker. Breashears, shown above, was co-director of the IMAX film Everest. The film was shown on three shifts in the MV auditorium. Engineers were also invited to several tours scheduled throughout the week.



This group of employees provided Holiday gifts for a mother and her four children through the Helping Hands project. These folks were just one of many groups - and individuals - who supported Holiday projects at MV.

Raiders are basketball champions!



Congratulations to the Raiders, the Lucent MV basketball champions for the 2000/2001 season! This capped a perfect season for the team, who also won the regular season title going 10-0. The Raiders won their first round playoff game by defeating last years champs, the Roughriders, 49 - 40. This set up a meeting with the Xmen who won a closely contested first round game with the Usual Suspects 46 -

44 in overtime. The final game between the Raiders and Xmen went back and forth with several lead changes, but the raiders pulled away towards the end for a 46 - 36 victory. Dave Kane led the Raiders with 13 points. Scott Reynolds of the Xmen had a game high of 14 points. Raiders team members include (from left): Mike Lanza, Dave Kane, Mark Fanaras, Julio Perez, Mike Jones, Jeff Jones, JC Cruz, and Doug Brochetti.

MV celebrates delivery of DMX Next-Generation SONET Multiplexer

On January 24th, a ceremonial ribbon cutting was held honoring the first shipment of the Metropolis™ DMX (Data-enhanced Multiplexer and X-connect).

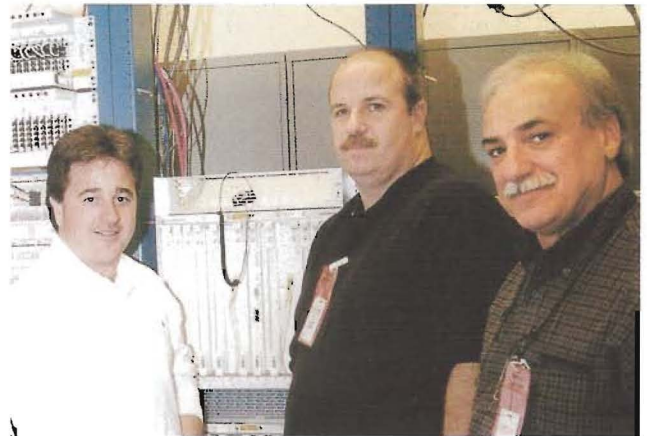
The Metropolis DMX falls under the umbrella of “Next-Generation” SONET multiplexers. The product is of strategic importance to Lucent because it helps to firmly position us in the exploding metropolitan optical networking marketplace.

ONG Group President Jeong Kim commended the success of DMX and highlighted how the move of our Metro Optical Networking Group back into ONG will enhance Lucent’s potential for market success against optical networking competitors. Metropolis DMX will complement our WaveStar™ product line with a lower-cost solution for extending optical networks to end offices and large enterprises.

DMX is built on a decade of optical access experience with the DDM-2000. More than 130,000 DDM-2000s have been shipped by Lucent, helping to capture a firm position in

the SONET access marketplace. Frank Polito, leader of the DMX R&D efforts, reminded the audience that MV’s heritage in optical access dates back even further to 1986 with the DDM-1000 product — “the third time is a charm” with DMX.

Product manager Lynn Erb explained the importance of DMX saying “the DMX next-generation multiplexer helps equip service providers for SONET evolution to the Internet age. It supports traditional applications like voice and private line access, which made DDM-2000 so successful. The additional integration of data switching equips carriers to expand their service offering and use DMX for transporting IP services more efficiently.” DMX’s increased capacity to OC-192 also helps service providers overcome the *bandwidth bottleneck* that has developed between local area networks (LAN) and the Internet.



Happy customers from Vermont's Waitsfield Telephone with their DMX system in the CASTL lab.

The real success story behind the ribbon cutting celebration is the fact that the DMX team has remained steadfast in its on-time delivery of features promised only 14 months ago despite personnel shortages felt throughout the optical networking industry. The team consists of 300 members of the Merrimack Valley community working on R&D, product management and manufacturing. This is an exemplary milestone for DMX and the entire Lucent community!

*by Robert J. Figucia
DMX Product Marketing, MON*



Joining in the ribbon cutting were (from left) VP MON Marketing Dave Marble, ONG Group President Jeong Kim, DMX Product Architect Phil Dietz, President Metro Optical Network Bob Barron, Product Manager Lynn Erb, and DMX R&D Director Frank Polito. The spirited event was attended by a number of other Lucent VIPs including Tim Sullivan (ONG COO), Terry Seese (ONG GM Customer Network Integration), Mike Jones (VP Global Manufacturing) and five additional MON vice presidents.

MV People

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



Ahern



Andrews



Azzi



Barrett



Boheim



DeLellis



Dulgarian



Early



Faha



Gallo



Guy



Hill



Jackson



Lavoie



Law



Lawson

Laske receives CTS Award

Frank Laske of the DWDM Customer Technical Support (CTS) organization was honored with the CTS Technical Excellence Award at the CTS Professional Conference 2000 in Chicago.

The award is presented to a Lucent Global CTS member who best demonstrates on the job technical excellence and provides innovative technical solutions for our customers.

Frank is considered a technical resource and mentor among his peers. His continuous dedication to customers demonstrates that he is willing and committed to going the extra mile to please them. Congratulations Frank! (Photo on page 11)

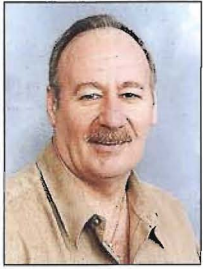
IN MEMORIAM

Donald Apitz, Plant Security, January 2, 2001

Promotions

- Cheryl Ahern** — Senior Deployment Manager, Network Design, Integration & Deployment
- Matthew Andrews** — STA, Node Optics Test Engineering
- Robert Archer** — Production Maintenance Manager
- Jessica Azzi** — Project Management, E-business Solutions for Internetworking Systems
- Wayne Barrett** — Director of Manufacturing & Engineering for BMW, TDM & Lambda Router
- Mary Berube** — INS Quality Data & Applications Manager
- Angela Boheim** — Technical Manager, Established SONET & Established OLS Products
- Paulette Coe** — Business Management Planning Specialist
- Stephen Corcoran** — Legacy SONET Project Manager
- Sandra Curtin** — Cost Accounting Coordinator
- Debra Cutrona** — Business Systems Specialist

- Nancy DeFilippo** — Material Management & Machine Maintenance Supervisor
- Nancy DeLellis** — Circuit Pack Master Scheduling Manager
- Gregory Dulgarian** — INS DACS II Product Manager
- Ned Early** — Sr. Manager, ONG Order to Cash Process Planning
- David Faha** — STA, OLS Functional Test Engineering
- Chuck Gallo, Jr.** — Supervisor, ADM I6/1 Products
- Paul Guy** — Senior Financial Analyst
- Eric Hill** — STA, DMX Software Research & Development
- Michael Jackson** — DMY Systems Verification Technical Manager
- Robert Lavoie** — Senior Financial Analyst
- Nanceann Law** — Customer Care Supervisor, China
- Roger Lawson** — Deployment Manager, Network Design, Integration & Deployment
- Bob Legrow** — Technical Manager for Established SONET Products



Levesque



Littlewood



Manock



Martin



McVey



Pineault



Robichaud



Sakovits



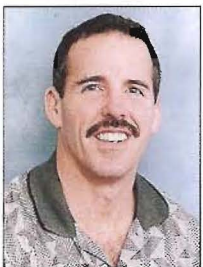
Silva



Spatola



Stevens



Theriault



Pidgeon



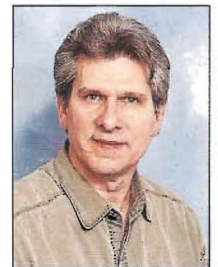
Dube



Bresnahan



Patel



Rankle

Alfred Levesque — STA, Hardware Development

Robin L'Heureux — Capital Accounting Supervisor

Petra Littlewood — STA, WaveStar BWM 2.5G/10G Test Engineering

Robert Maloof — STA FT-2000 ADR, LCT & OLS 40G/80G Products

Rosann Manock — Acquisition Planner

Patricia Martin — Senior Business Systems Specialist, WaveStar TDM & SONET Engineering

Kelly McVey — Technical Manager, Established SONET & Established OLS Products

John McNally — STA, DACS II Engineering

Hyeyong Messer — STA, OC192 Process Engineering

Gerry Pineault — Deployment Manager, Network Design, Integration & Deployment

Kevin Robichaud — STA, ONG WaveStar Engineering

Gina Rogers — WaveStar BWM & TDM Logistics Supervisor

John Sakovits III — New Product Introduction, Account Management Group Technical Manager

Cecilia Silva — Customer Care Manager for AT&T/Verizon

Brian Spatola — STA, Technical Support Services, DACS III & IV

Robin Stevens — Deployment Management Specialist

Brian Sweeney — Kanban Manager

Cindy Taylor — Supply Chain Manager

Debra Tuminowski — Customer Training & Information Products (CTIP) Manager

Naji Wakim — FutureQuest 3,4&5 Engineering & Operations Technical Manager

Ron Theriault, Customer Technical Support — Master of Science in Telecommunications, Southern Methodist University

Bachelors Degrees

Brian Pidgeon, DMX 2.5G Engineering — Bachelor of Science, Computer & Information Sciences/ Electrical Engineering Option, Merrimack College

Associates Degrees

Al Dube, OC 192 Test — Associate of Science, Electronic Technology, Northern Essex Community College

Certificates

John Bresnahan, DACS IV Systems Test — Electronics Equipment Technology Certificate, Northern Essex Community College

Janak Patel, BWM Tester Analyst — Project Management Certificate, Project Management Institute

Terry Rankle, PEC Engineering— Logistics Certificate and Material Handling Certificate, Georgia Institute of Technology

Graduates

Advanced Degrees

Jane Kinsella, Customer Conference Center — MBA, Franklin Pierce College

Gina LePage, Material Planning — MBA, Franklin Pierce College

Service Anniversaries

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

JANUARY

- 40 Carol A. Smith
- 35 Bernard F. Drelick
- 35 David R. Furber
- 35 Bruce H. Lakin
- 35 Donald A. Lane
- 30 Wilma G. Breiland
- 30 Richard P. Brown
- 30 Laurie J. Comeau
- 30 Michael B. Coppinger
- 30 Richard R. Gallant
- 30 Joseph G. Kanan
- 30 David P. Naylor
- 30 Laurence M. Student
- 25 Paul Christophersen
- 25 Joseph A. Consentino
- 25 Robert M. Hough
- 25 John A. Kuncho
- 25 Mark E. Porro
- 25 Kathie L. Puzniak
- 25 Edward A. Richer
- 25 Dianne Weeks

FEBRUARY

- 40 Donald F. Donovan
- 40 Charles A. O'Wrill
- 35 Daniel A. DeRoche
- 35 A. R. Fiore
- 35 Peter R. Lamb
- 35 R. A. Noel
- 35 Joseph J. Skiba
- 30 Frederick E. Melen
- 30 James P. Moffatt
- 30 Robin H. Orr
- 30 William J. Reedy
- 30 John F. Rockwell
- 30 Gary P. Sande
- 30 Curtis A. Siller
- 30 Donald J. Smith
- 25 Armand R. Bisson
- 25 Brenda C. Kenerson
- 25 John R. Silvio

MARCH

- 45 Anthony F. George
- 40 Myron K. Pickard
- 40 Frances M. Santomassimo
- 40 Anthony M. Zmetrovich
- 35 Donald M. Ayers
- 35 John R. Breiland



Albers



Birchall



Chau



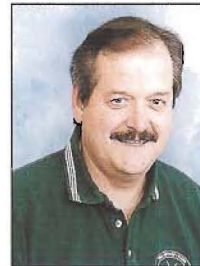
Frias



Townshend



Trefethen



Dupuis



Feole

- 35 R. W. Herrick
- 35 William E. Parsons
- 35 Elizabeth A. Quatralo
- 35 P. G. Wendell
- 30 Charlotte A. Hassam
- 30 Zeta B. Lanier
- 30 Sharon J. Litwin
- 25 Shirley A. Casey
- 25 Robert W. Nault
- 25 Richard E. Porro
- 25 Karen L. Rogers
- 25 John D. Vose

Reclassifications

MTI to MTS

Steven Abraham — Multiservice Access Products

Trent Albers — DMX Software Development Engineering

Brian Birchall — BWM International Technical Support

Vi Chau — OLS Extreme Circuit Pack Functional Test Engineering

Sandra Doherty — ONG Product Ordering Solutions Engineering

Francisco Frias — OLS 40G Technical Support Engineering

Glenn Hafstad — TDM Design Realization Engineering

Carlos Pena — OC192 Test Set Engineering

David Roman — OLS Technical Support

Steven Russo — DMY Systems Verification Test Engineering

James Sawyer — Technical Support Services - Network Multiplexers

Susan Sirois — Customer Technical Support - WaveStar 2.5G/10G

Robert Smith, Jr. — WaveStar 2.5G Technical Support Services

Robert Soave — OLS Process Quality Engineering

Randall Townshend — Component Engineering

Dean Trefethen — DMX Development Engineering

Michael Wheeler — Wireless Engineering

STA to MTI

Carlos Alba — WaveStar 2.5G/10G

Rosemary Benjamin — MV Information Technology

Raymond Bouchard — MV Information Technology

Thomas Dupuis — Cable Development & Documentation

Michael Feole — Customer Technical Support - FT2000 ADR & LCT

Alan Fowler — WaveStar DACS Product Engineering



Hardy



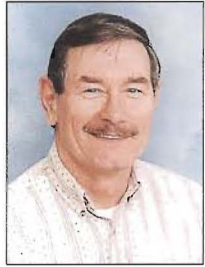
Laske



Magaldi



Murphy



Waite



Rosenbaum-Lipman



Theriault



Theriault

Albert Hardy, Jr. — Customer Technical Support - FT2000 ADR & LCT

Wayne Hickman — ONG Product Ordering Solutions Engineering

Frank Laske, Jr. — DWDM Technical Support Services

Robert Magaldi — DMX Metropolis Software Development Engineering

Thomas Murphy — Network Design, Integration & Deployment

Catherine O'Dea — Information Technology

John Routhier — DMX Physical Design Engineering

Carl Waite — Supply Chain Management Process Engineering

MV Toastmasters

Three members of our Toastmasters group, the MV Communicators, have received certificates of accomplishment.

Shelley Rosenbaum-Lipman earned the Advanced Toastmasters Silver certificate and the Advanced Leader certificate. **Bill Theriault** earned the Advanced Toastmasters Bronze certificate. The ATM program is designed to refine and enhance basic public speaking skills. **Vera Theriault** earned the Competent Toastmasters certificate for

completing 10 basic speech projects.

Toastmasters trains members in public speaking and leadership skills in a supportive environment. To learn more visit their website <http://www2.mv.lucent.com/toastmasters/tm.htm> or contact Vera at x4482.

Retirees

November

Frederick F. Bishop, Jr. (20)
Arlene M. Brandimore (21)
Philip M. Cronin (26)
Jarle H. Dahl (30)
Anthony W. Jenney (15)
Walter G. LeBlanc (20)
Charles E. Murray (35)
Luigi Nicotra (27)
Carmel A. Nolin-Hartford (33)
Dorothy M. Roy (24)
Ronald P. Thimot (26)

December

Robert E. Boettcher (31)
Jacqueline Brockelbank (23)
Peter Brodie (30)
James C. Butts (35)
Robert W. Cheek (34)
George A. Desell, Jr. (41)
Lee A. Fournier (40)
William P. Harris (30)
Wanda L. Howland (15)
Barbara E. Jop (32)
Gertrude S. Martel (17)
Sylvia J. McComiskey (26)
Augustine J. McDonald (21)

Adelina McLaughlin (22)
Alan D. Nadeau (20)
Robert J. Ouellette (38)
Joseph John Ricci (33)
Michael J. Schrowang (31)
Anthony Sciola (18)
Cheryl L. Tortoriello (25)
Joseph J. Toto (40)
Howard E. Williams (20)
Richard P. Zacher (33)

January

Thomas J. Aprile (29)
Sandra E. Ball (29)
Randall E. Baptiste (20)
Barry M. Blood (35)
Elizabeth B. Comeau (33)
Richard A. Hawes (25)
Argie Iraheta (15)
Douglas B. Johnson (30)
Mildred E. McGuire (7)
Ann M. McIntosh (20)
Clement R. Neptune, Jr. (20)
Mary V. Nicotra (34)

February

Bernd O. Abele (32)
Jacqueline M. Abele (34)
Patricia M. Belfiore (20)
Shirley L. Bell (30)
Bruno Buccini (38)
Kenneth J. Byra (30)
Angela F. Cavanaugh (33)
Ernest R. Clocher (16)
Iris M. Colon (19)
George H. Cox (44)
Antoinette F. Crapeau (27)
Shirley M. Daigle (25)
Antonio DiStefano (25)
Constance Y. Dufresne (20)
Richard R. Gallant (30)
Joseph B. Giampa (42)
Nelson Gonzalez (21)
Akab R. Kryzynski (41)
Rachel H. Kurashima (30)
Bertha J. Lambert (25)
Paul G. Lambert (21)
Mary C. Larocque (40)
Zaida F. McFarlane (20)
Frank J. Mistal, Jr. (29)
Marilyn R. Nyberg (21)
Gloria B. Peluso (20)
Robert R. Saunders (24)
Louise A. Richer (39)
Leslie F. Rudd (41)
Francis C. Tasca (38)
Judith A. Tebbetts (21)
Francis J. Walsh (44)
Clifford G. Wentworth (21)

Black History Month



February's Black History Month started off with a talk by Royall Mack (right), Vice President of Retail Operations for the Gillette Company. His topic was "Reenergizing the Vision through a Diverse Workforce."

In the middle of the month there was a brilliant performance by Abubakari Lunna (above), master of the African talking drum. Those who attended were treated to a lesson in history as well as an enjoyable performance by Abubakari

and two members of the Agbekor Drum & Dance Society (below).
 Agbekor's Prof. David Locke gave an introduction that provided background on the people of the Dagbamba area of northern Ghana, the home of many large kingdoms that existed for hundreds of years. Musicians for these kingdoms have a very significant role, especially the drummer, who is the archivist or historian to the chief of his district. The drummer tells the stories and history of the chief and his people through his music and storytelling. Several of these historical narratives were included in the performance.

The music is also for enjoyment and dancing at ceremonial occasions and festivities. The hourglass shaped talking drum is held under one arm. By squeezing it, the drummer replicates the sound of a tonal language. The drumstick is shaped like a hook.

After the performance, Abubakari talked to the audience about his background. "I come from a music house," he said. "My father, grand father, great grandfather, and more were musicians, and my mother's family were chiefs. I have to do my father's work because if I did the work of my mother's side, I would be chief and do no more drumming. I am very happy to drum, and very

happy you are here to listen." You could tell the audience was very happy about that too.

The month concluded with a video on Langston Hughes, the prolific poet, writer and activist.

MV's EBPs plan a variety of Diversity events like these throughout the year. Employees are encouraged to take advantage of these interesting and informative events. You'll be surprised at what you can learn, and how much you can enjoy yourself!



Alfreda Brewer named Black Achiever



Alfreda Brewer was among those honored as a Black Achiever by the YWCA of Greater Boston. The Black Achiever

Program recognizes nominees for demonstrating excellence in the workplace and a commitment to community service.

As a supervisor in the OLS Master Scheduling department, Alfreda leads a group of employees responsible for the production scheduling of the 400G OLS product line. She is also very active in the Calvary Baptist Church in Haverhill where she supports many activities including the Missionary Society, the Food Ministry, Children Tutor Night, and a Christmas program that benefits children in need.



Women's History Month

Events for Women's History Month included two guest performances, an informative lecture and several videos that were shown on all shifts.

Harvard University Professor Jessa Piaia took on the persona of Amelia Earhart, the first woman to fly solo across the Atlantic in 1932. Her performance revealed the accomplishments, struggles, and contributions of this amazing woman.

Barbara Barker portrayed Tryphena Whiting, (*below*) a local school teacher of the Civil War period. Miss Whiting was an independent woman, unusual for that time. She taught school, served on the school committee, and was a library trustee.

Stephanie Hatch, a teacher and tutor from Boxford, brought the audience back in time while talking about the anonymous women of the community who made quilts while history unfolded. She brought a beautiful collection of antique quilts and told what was happening in history from their patches and colors.

Videos covered a variety of subjects including World War II women pilots, *Uncle Tom's Cabin* author Harriet Beecher Stowe, and images in pop culture. *A Women's Place* summed up the whole month by celebrating the fact that today, a woman's place is everywhere!



EBPs

Employee Business Partners represent groups whose participation in U.S. economic activity has been limited by social factors. EBPs establish Charters, Constitutions, By-Laws, and Mission Statements consistent with Lucent Technologies Code of Conduct and in support of Lucent's operating style and spirit. EBPs exhibit pro-active partnerships and synergies with each other.

Established Employee Business Partners pro-actively advocate and contribute to Lucent Technologies diversity initiatives, selected HR processes and business initiatives, and community involvement. EBPs coordinate and sponsor educational events, heritage and cultural celebrations, and provide support to their memberships. Membership is non-discriminatory and open to all Lucent Technologies employees who support the EBPs' missions. EBPs benefit the business and add value to corporate-wide diversity initiatives.

The following is a list of Merrimack Valley's EBPs and contact information:

4A (*Asian/Pacific-American Association for Advancement*) The vision of 4A-MV is to fully utilize 4A member potential towards the success of Lucent Technologies. The goal of this organization is to advance educational & professional development and to develop and support a cohesive network of all members. Jeff Wang x5155, www.mv.lucent.com/APPL/4A-MV/

ABLE (*The Alliance of Black Lucent Employees*) The purpose of the Alliance Organization is to enhance the professional, educational, career, cultural, and economic development of Lucent's African-American employees in order to help them realize their full potential. Dottie Hines x6861, www2.mv.lucent.com/able/

EQUAL! (*Gay, Lesbian, Bisexual, & Transgendered Employees of Lucent*) The purpose of EQUAL! is to advocate a work environment that is inclusive & supportive of lesbian, gay, bisexual, and transgendered employees, and their families and friends, enabling all employees to perform to their fullest potential. Lou-Ann Rogers x5627 or Mike Bass x6738, www.mv.lucent.com/APPL/mvequal/

HISPA (*Hispanic Association of Lucent Employees*) The purpose of the HISPA organization is to maintain a global organization of Lucent employees committed to promoting the development, growth, advancement, and general well-being of Hispanics and other Employee Business Partners in order to create a productive, diverse workforce, in preparation for corporate and community leadership. Luis Velasquez x3671, www.mv.lucent.com/APPL/HISPA_MA/

LUNA (*Lucent United Native Americans*) The purpose of LUNA is to establish a Native American organization open to all employees committed to the cultural development, career advancement, education, understanding, and the general well-being of all employees. Also, to develop our Native American resources as employees, business partners, and customers; support Lucent Technologies in leveraging diversity as a competitive advantage; and support the corporation in developing people and using the rich tapestry of diversity in achieving global business results. Dick Saucier x6122, www.mv.lucent.com/APPL/mvrls/public_html/luna.html

WILL-MV (*Women in Leadership at Lucent Technologies - Merrimack Valley*) WILL-MV is a group of women & men who promote women's professional growth and development; educate all MV employees on women's issues; create opportunities for networking; and support our local communities. Marie Weatherby x4602, <http://www2.mv.lucent.com/wil-mv/>

Strategic Supplier Forum

MV's Quality organization hosted their Strategic Supplier Forum in December at the World Trade Center in Boston. More than 200 suppliers and Lucent managers attended the event which had a theme of "A New Millennium of Optical Innovation."

Jeong Kim (right), Group President



of ONG, was the keynote speaker. His talk focused on our strategy for success in the Optical Networking market. "ONG is launching a new way to do business to eliminate the fundamental barriers to success and to confront new realities," said Kim. "What we need from our suppliers is their commitment to work with us to develop a seamless relationship in which information and service are

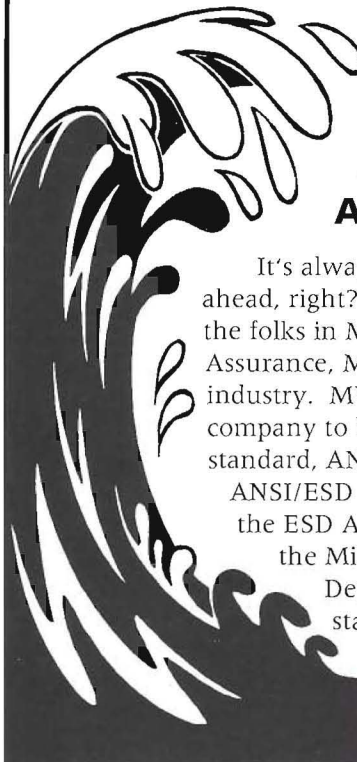
exchanged to the mutual benefit of all in terms of competitive advantage, cost, quality, availability and product."

"As our business continues to expand, it is imperative that our strategic suppliers understand the opportunities for our mutual growth and success, but also the many challenges that we face," said Quality Director Karen Griffin. "This success can only be achieved if our goals are linked and aligned."

Mike Jones (left),



Manufacturing Vice President & General Manager, said that "the integration center controls order management with cooperation from its integrated suppliers and partners. Opportunities exist for suppliers that have shorter lead times and greater flexibility." He closed by saying that "the opportunity is immense . . . lets go forward and meet the challenge!"



MV is 1st US-based company certified to ANSI/ESD S20.20

It's always good to get things done ahead, right? Well, thanks to you and the folks in MV Quality Engineering & Assurance, MV is one step ahead of the industry. MV is the first U.S.-based company to be certified in a new ESD standard, ANSI/ESD S20.20.

ANSI/ESD S20.20 was developed by the ESD Association at the request of the Military to replace existing Department of Defense ESD standards. It's an ESD handling document

similar to our ESD Handbook. In fact, our handbook was one of the documents reviewed by the Association during the development of S20.20. This new standard is gaining wide acceptance throughout industry and the armed forces. Consequently, we have begun specifying ANSI/ESD S20.20 for our suppliers.

DNV is the first Registrar to be trained and approved by the ESD Association to audit to ANSI/ESD S20.20. In early January, DNV conducted a pre-assessment audit of our ESD program based on the new standard. When it was over, DNV auditor Bill Gifford said our program was one of the best he has seen and that we would have been certified if we had applied for certification instead of a pre-assessment!

Thanks to Ted Dangelmayer's quick thinking, we submitted a request to have the audit classified as a certification audit instead of a pre-assessment audit. The suggestion was accepted by DNV, so we are now certified to ESDA S20.20 — *and only the second company in the world to be!* So we really are on the very leading edge of a tidal wave of a new industry certification.

Thoughts on donating blood



Blood . . . it's a subject some find offensive, but I'd like to focus on the very rewarding topic of donating blood.

At the height of the flu season, I watched the news and saw the American Red Cross report that blood banks were running dangerously low. Did you know that blood can't be manufactured? Its only source is from healthy people who are generous enough to donate. The need for blood is unending, yet only 5% of those who can donate do. You may wonder "what's in it for me?" Think about this — you could be the next one to need blood to save your life! Here are some interesting statistics:

- Nine out of 10 people will need blood during their lifetime.
- One donation can help three or more people.
- Heart and liver transplant recipients need over 50 pints of blood.
- In New England alone, 1,100 pints are needed daily.

Giving blood is quick and easy. It normally takes about an hour, and less than one pint of blood is taken. (The average person has 10-12 pints.) Your body replaces the lost fluid within 24 hours. Best of all, you get a great sense of accomplishment from doing something special. You give someone else another chance at life, because there is life in the blood!

I was introduced to giving blood very early in life. My dad was a regular donor who educated his children in the "blood science" by simply turning the scientific information into exciting stories. I could hardly wait to be 18 so I could be just like him - a regular blood donor! I wanted to have the same wonderful experience and sense of accomplishment as he did. Most exciting was the fact that I would be giving something precious, and giving it anonymously, knowing that it could save a life.

So far I have never been a blood recipient, only a donor, but I owe the American Red Cross my gratitude. They helped me when I had to stay in an Austrian Refugee Camp after escaping from communist Czechoslovakia after the Russian occupation in 1968.

I would like to share something that recently touched my life. One of my fellow engineers became seriously ill. He was rushed to the hospital eight times - twice in critical condition - and received a total of 32 pints of blood. Today he is alive and doing well because many donors gave him another chance at life!

One recipient was so overwhelmed and touched by the power of donated blood that she wrote to the Red Cross. "If a blood donor asks if their blood does any good," she wrote, "please, show them the enclosed photo and tell them that they have the chance to be somebody's angel and give them back their life."

The next time the Red Cross holds a blood drive at MV, I encourage you to stop in and give somebody a second chance on life! A small amount of your precious blood could mean the difference between life and death for somebody. Please join me in donating — I look forward to seeing you there!

by Vera Theriault, Factory Engineering

Important dates — mark your calendar!

April 29 — March of Dimes WalkAmerica



Join the March of Dimes in its fight against birth defects by supporting the WalkAmerica on Sunday, April 29. If you are not planning to walk,

please consider sponsoring a walker. For more information, please call Dottie Hines on x6861 or Barbara Arnold on x3729.

May 12 — Special Field Games

The 2001 Special Field Games will be held on Saturday, May 12 at Northern Essex Community College in Haverhill. Volunteers are needed to serve as One-On-One escorts. Employees, family members and friends are welcome! Please call Jerry Grady on x6953 for more information.



Retiree news

Seventy MV retirees attended the MV Florida Reunion held Jan. 18 - 20, 2001 in Kissimmee, FL. The 2002 reunion will be held January 17 - 19 in Kissimmee. It will be the 15th, and all retirees, snow birds, and their friends are invited. Any retiree who would like to be on the mailing list can send their name and address to:

Harold Evans
14900 Gulf Blvd. #205
Madeira Beach, FL 33708
or call 727-397-5311

Questions? Comments?
Please contact the
Valley Voice office
at x3553

Bell Labs' President's Award Winners

Two ONG projects were among the 14 winners of the Bell Labs President's Award. This award represents the best in Lucent's R&D community in the areas of innovation and technical excellence. To be among the best in the Bell Labs community is synonymous with being among the best in the world. The awards are given in two categories: Gold and Silver.

ONG's Gold Recipient:

WaveStar™ LambdaRouter

The WaveStar LambdaRouter is the industry's first true large, all-optical cross-connect (OXC) switch, providing bit rate and protocol independence, virtually limitless capacity and wavelength-level management. The LambdaRouter was developed to meet service providers' needs for bandwidth, high-speed cross-connects and low-cost optical solutions brought about by a dramatic growth in traffic due to the Internet and the data communications explosion.

Lucent was the first to market with the LambdaRouter large OXC, leapfrogging the competition. The LambdaRouter brought a breakthrough Bell Labs development, Micro-ElectroMechanical Systems (MEMS) technology, to the marketplace. The LambdaRouter was shipped to its first customer — Global Crossing — in July 2000, making it the only large, real optical cross-connect product shipped to a customer and carrying service.

The LambdaRouter team consisted of members of ONG, Bell Labs research, the Materials Science and Reliability organization, the Semiconductor Fabrication and Research Lab, the Chief Technical organization, Product Management, Project Deployment, Manufacturing, the Sub-Network Management System organization, LambdaRouter Development, Customer Training and Information Products and the Optical Service Management group, which worked on the software.

The close work and aggressive deadlines of the project changed the way the ONG and Bell Labs Research group interface. The entire development interval, from start to shipment, was a six-to-12 month improvement over traditional development schedules for a large system.

ONG's Silver Recipient:

WaveStar 40G Express

In 1998, the WaveStar 40G team in Nuremberg, Germany, was challenged to accelerate the delivery of a high-speed optical Time Division Multiplex (TDM) system to an "early innovator" customer. Nortel had gotten the jump on the market for 10G TDM optical systems. Lucent's 10G system was still in development while the Nuremberg team had demonstrated a 40G technology. Lucent saw the chance to meet and leapfrog the competition with the 40G system. While the team had demonstrated the 40G in a laboratory, the technology needed to be matured and made robust enough for product-level status. Working with Lucent's locations in Murray Hill, Indian Hill, Merrimack Valley, Holmdel and Huizen, the Nuremberg team identified and resolved a number of technical and supply issues associated with such a leading-edge technology. These included limited supplies of 40G optical components and of suppliers of high-speed Integrated Circuits, a lack of standards for 40G in SONET and SDH and no time to build a new platform or develop a software program. The team found resolutions to the issues and the development on the WaveStar 40G Express, the first commercial system capable of delivering 40 Gb/s, was completed in time to meet the team's March 2000 deadline. MCI WorldCom was the first carrier to test it. With the creation of the WaveStar 40G, the team showed that Lucent could develop a viable 40G TDM system, giving Lucent a head start in the 40G market that has a Lucent-projected total revenue opportunity of more than \$6 billion by 2004.

*by Jenn Mc Manus
ONG Spectrum*

Lucent Technologies
Bell Labs Innovations



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