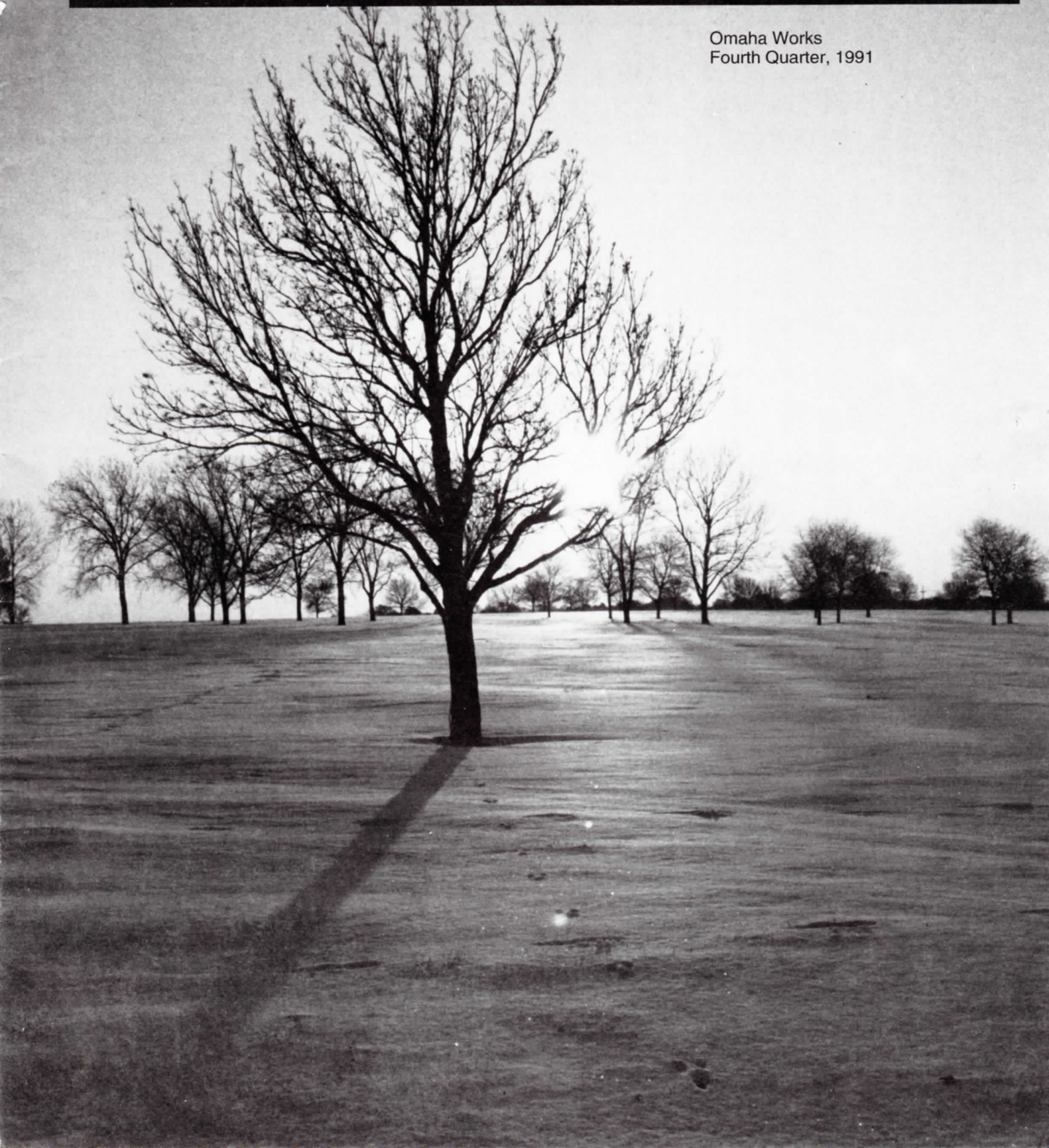

WESTERNER

Omaha Works
Fourth Quarter, 1991



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4th Quarter

Vol. 35, No. 4

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On the cover

'Tis the season to be in the mood for the kind of peace that comes from new-fallen snow. Only thing is, this photo by Rog Howard was taken after our surprise Halloween snowstorm, when we were more in the mood for falling leaves and caramelized apples, remember? The view is at sunrise, looking southeast across the Works' front grounds.

WESTERNER

Linda Ryan, editor
Published quarterly by the Omaha Works
Print Shop for employees and retirees of
AT&T Network Systems
Omaha Works
P.O. Box 37000
Omaha, Nebraska 68137
402-691-3795



The

PEOPLE'S CHOICE

Who's going to be Time magazine's Man or Woman of the Year? It's anyone's guess, but we thought it might be timely (excuse the pun) to do some choosing of our own, just for the fun of it. Ten Omaha Works employees each were asked to pick a "Person of the Year"—someone of prominence locally or globally. Then—and this is the best part—we asked for their choices within the Works itself. It could be anybody. Their selections and reasons follow.

Janice Rentschler chooses:

The Works—**Alice Gilbert.**
"There are many friends I could pick, but Alice is especially deserving. She is a good friend for all of us (hearing-impaired employees) to talk to. She gives us encouragement and support, and helps us find answers to questions we have."

The World—**Marlee Matlin.**
The Oscar Award-winning actress, who is hearing impaired, "shows deaf people that they can accomplish whatever they want to do if they believe they can."

Les Craig chooses:

The Works—**Bob Brown.** The jacketing line co-worker is "real easy to talk to on so many subjects. He's a good guy to bounce ideas off of—fun to be around, even if we don't see eye-to-eye. I'm fairly new to the job here—Bob has 30-plus years. He knows the company and he shares that knowledge with me."

The World—**State Sen. Ernie Chambers.** "He speaks his mind regardless of the flak he receives. His opinions many times may be contrary to popular opinion, but he's the kind of man who can't be bought."

Pam Raabe chooses:

The Works—**Bob Miller.** The Cornhusker Pioneer administrator "always has a smile and friendly greeting for you. I'm impressed with his volunteer work associated not only with Works activities, but outside as well. He's a good neighbor and a

good citizen."

The World—**Barbara Bush.**
"I really respect her—she's a down-to-earth First Lady. I'm inspired by her pet project—to promote reading among children, and thereby helping to cut down illiteracy."

Gary Jones chooses:

The Works—**Bob McCarty.**
"He's an ex-Marine who served in Vietnam and knows the value of getting mail from home when you're in the military. His son Tom is in the Marines and Bob faithfully sends him letters, puzzles, jokes, even home videos, knowing he'll share it with those who get little or no mail. Bob has more than one kid waiting for mail call—and they all call him 'Dad.'"

The World—**Billy Graham.** He has a successful ministry, but he has not put himself on the throne of his life. He has met kings, presidents, but it hasn't changed his life purpose or beliefs."

Lois Allen chooses:

The Works—**Mo Grigsby.**
"Everyone here has been helpful to new employees like me, but Mo stands out. She's patient, kind, never says a harsh word. She constantly encourages you on the job, explaining how things fit in. Always even-tempered. I may get down on myself, but Mo pumps me back up."

The World—**Winnie Mandela.**
"I admire how she kept her family together throughout her 27-year separation from her husband



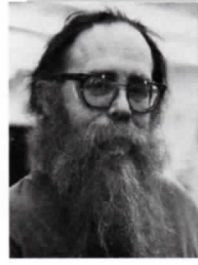
Alice Gilbert



Bob Brown



Bob Miller



Bob McCarty



Mo Grigsby



Danny Coffman

(Nelson). She was outspoken in spite of South Africa's oppression. As a black female, I think she is a fine role model for young black girls."

Marjorie Lawrence chooses:

The Works—**Danny Coffman.** "He's more than willing to help anybody with any problem. He's the type who will stay with a problem until it is solved. And he's fun to work with—has a real sense of humor."

The World—**Barbara Bush.** "I like what she's doing to battle illiteracy—I think she's a good image for America. And I like what she said at Brown University's commencement: If you can help a man be great, do it. I feel she's somebody that blue-collar workers can identify with—she's regular people."

Luis Canal chooses:

The Works—**Gary Kahler.** "I like the way that even after his promotion (to department manager) he continues to relate to us in the same way that he did before being promoted. We continue to be his equal. He shows that you can manage effectively and still be one of us—talking to each other on the same level."

The World—**Boris Yeltsin.** The Russian leader "was able to stand by his principles in the face of a coup, and by doing so he defeated communism at its birthplace. I like the way he answers (tough questions) very candidly—even bluntly."

Sandy Ostrand chooses:

The Works—**Kathy Smith.** "I admire (co-worker) Kathy because of her unending striving for quality on the job. Her expertise, attention to detail and willingness to help others exemplifies what every American worker

should emulate."

The World—**Mother Teresa.** "I admire her because of her selflessness, strong belief in God and reverence for life. Her ceaseless work with the sick, poor and homeless truly sets an example for everyone."

Joe Fiala chooses:

The Works—**Dave Wiebelhaus.** "As far as working with people, (the cable shop engineer) knows his job, he's willing to listen (to shop floor operators), and you can trust him. If he tells you he's going to do something, you can count on it. If he isn't, he'll tell you why."

The World—**Pete Rose.** The controversial baseball athlete "took the heat and he still holds his chin up. Someday they'll forget (Rose's illegal betting) and put him in the Hall of Fame, which he deserves. He was wrong, he admitted it—he's just human—but he didn't let it all get him down."

Barb Price chooses:

The Works—**Fred Cottone.** "I could pick a lot of people, but I choose Fred. He's always very helpful. He's cooperative, never down. No matter how heavy his workload, he approaches his work professionally and he gets his work done."

The World—**Chris Burke.** A young actor who was born with Down's Syndrome (he plays Chris on TV's "Life Goes On"), "I think he has done much to increase public awareness of individuals with mental handicaps. He's proven that they have a broad scope of abilities and capabilities. I admire his courage in his work—I think he shows mentally handicapped children that they should never be ashamed or afraid to be all that they can be."



Dave Wiebelhaus



Kathy Smith



Fred Cottone



Gary Kahler

etc.

AT&T is honored

AT&T is one of 21 businesses in the Omaha area and 93 businesses statewide that have been recognized by the Nebraska Department of Labor for unique and exemplary employment practices.

Dan Dolan, Nebraska commissioner of labor, presented a plaque to management and IBEW union representatives in the Works' Product Display Center in November. Dolan commended the company on its pension and benefits programs, mentioning its most recent addition of child and elder care assistance.

Accepting the plaque for the company were manufacturing operations director Jim Andry, and IBEW Locals 1974 and 1614 representatives Frank Possinger,

Marlene Wilson and Denny Vlcek.

Accompanying Dolan to make the presentation were Labor Department staff members: Mollie Anderson, Fernando Lecouna, Bob Shanahan, Donna Heide and Fletcher Peters. Peters is director of the Omaha Job Service and nominated AT&T for the award.

Also present were representatives of the governor's and state offices: Sandra Scofield who is the governor's chief of staff, Sonny Foster, Rod Armstrong and Larry Primeau.

The recognition program is part of the Nebraska Department of Labor's "Labor Celebration" intended to create awareness of working men's and women's contributions to the well-being of Nebraska.

Employers such as AT&T have been honored, Dolan explained, because "forward-looking employment practices found in many Nebraska businesses are an important part of building and keeping a skilled work force."

Barrel racing

Susan Lindblad of IBU 584 was one of just 40 people in the United States and Canada who qualified to compete in the amateur barrel racing class in the 18th annual American Quarter Horse Association (AQHA) World Championship Show in Oklahoma City.

Lindblad and only one other Nebraskan participated in the AQHA show's barrels competition in mid-November. Placing twentieth among the 40 barrels competitors, she narrowly missed making the show's finals cut. Even so, participation in the prestigious invitational show that boasts more than \$550,000 in prize money is an honor in itself. Some 2,500 participants from all



PRESENTATION... Dan Dolan (left), Nebraska commissioner of labor, presents a plaque to AT&T in recognition of exemplary and unique employment practices. Accepting are (from left) IBEW and management representatives Frank Possinger, Jim Andry, Marlene Wilson and Denny Vlcek.

over the world competed in various classes.

Lindblad qualified for the show with her 14-year-old sorrel gelding, Rooster. She said she will retire Rooster next year and plans to start training his 5-year-old brother, Lefty.

No stranger to quarter horse competition wins, Lindblad was Nebraska reserve champion in amateur barrel racing both in 1990 and 1991.

Alliance recognition

Nick Johnson of IBU 581 was honored at the November national conference of the Alliance of Black Telecommunications Employees, which was held in Washington, D.C. Alliance members from nearly 30 chapters, including the Omaha chapter, attended the conference.

Johnson was presented an Outstanding Membership Award for his local efforts this past year, which included soliciting 60 new members for the Urban League and his involvement in helping to plan a community commemorative program honoring Malcolm X.

He also was recognized for his efforts to promote understanding within the work setting and the community of the African American heritage. Those efforts have included involvement in Urban League activities and organizing displays featuring the historical attire of African American kings and queens and artifacts from various African countries.

Holiday spirit

The economy's tight, we have fewer people on roll, yet once again Omaha Works employees' generosity has shined during this holiday season of giving.

In October, the Works turned over 522 dolls and 600 teddy bears that employees had outfitted for the Salvation Army to distribute to needy youngsters at Christmas.

The Christmas food drive collected more than \$2,500 in donations from employees and the

Policy on equal opportunity

The Omaha Works of AT&T is an equal opportunity employer. It is firmly committed to the company's policy of affording equal opportunity to all of its employees and applicants for employment without discrimination on the basis of race, color, religion, national origin, sex, marital status, sexual preference or orientation, age, physical or mental disability, or status as a special disabled veteran or veteran of the Vietnam era.

The company's equal opportunity policy is designed to ensure that all employees and applicants are treated equitably in any employment decision or in the administration of any personnel action affecting them.

Because the company strives to provide all of its employees a work environment free of discriminatory practices and harassment of any kind, the company does not condone and will not tolerate discriminatory or offensive conduct

which includes but is not limited to offensive jokes, slanderous comments, and distribution or display of derogatory materials relative to racial/ethnic backgrounds, age, sex, religions, color, national origin, disability or veteran status.

Regardless of intent, when an employee realizes that his or her behavior is not welcomed by another employee, that kind of behavior should stop. If repeated, it is definitely inappropriate and may prove illegal as well. This is particularly true in matters of sexual harassment which can be defined as deliberate or repeated sexual behavior that is unwelcome, not asked for and not returned.

Anyone who believes that the Omaha Works has not met its equal opportunity obligations should contact the personnel organization where Gail Merrick (Ext. 3597) or David Slaughter (Ext. 3575) are available to assist you.

Pioneer Charitable Fund. The money was used to purchase 864 pounds of four varieties of meat, which was donated to the Omaha Food Bank. The money collected was more than \$150 above what was collected last year.

The November Pioneer bake sale netted \$615 which was used to buy turkeys in support of the Salvation Army Thanksgiving dinner program. The Pioneers also enlisted the aid of more than 500 employees and their families, who agreed to be "bell ringers" at eight local stores during December, as part of the Army's Tree of Lights campaign.

Meanwhile, residents at Lindenwood Nursing Home have brand new, colorful lap robes to keep them warm this winter, thanks to the Crochet Club. Employees and retirees made 82 lap robes for distribution at the home.

Your final issue

With this issue ends the 35-year publication history of the Westerner. Like many of the Works' employees, the paper "grew up" with the plant, reflecting company and people changes along the way. Now change will be reflected in yet another way.

In order to streamline costs and efforts, the Westerner, the WEOMA News and Employee Involvement will be combined into one paper for internal distribution. Plans are still in the making for the first issue to be published early in '92.

We thank you for your past support and interest in the Westerner, and plan to keep you as a "satisfied customer."

Linda Ryan
Editor

MANUFACTURING

What does the term Manufacturing Excellence suggest to you?

World-class quality? Customer responsiveness? Low-cost products? You would be right on all counts.

At the Omaha Works Manufacturing Excellence (ME) also connotes something else. It stands for a team of internal consultants, so to speak, one each for the copper apparatus and metals SBU in Building 30 and for the electronic wire and cable (EW&C) SBU in Building 50.

The two teams share a common goal. They want to broaden—in some cases recover—the customer base for Omaha Works products by focusing on excellence in manufacturing.

Both teams consist of management and engineering staff members who act as consultants to their SBUs' individual business units (or IBUs). Jim LaFollette

oversees ME activity in Building 30 and Gary Epp oversees Building 50 ME.

Until recently, Steve Condra—now cabinets engineering manager—was department manager for Building 30's ME team. He described the ME team "as a kind of catalyst" that centralizes the management of all of the "tools" we have learned to use to cut costs and reduce inventories, especially Just-in-Time (JIT) methods.

Since July, Building 30 ME operations have assisted in a \$5 million inventory reduction and in excess of \$500,000 in cost reductions, Condra said.

Currently, relatively few apparatus shop IBUs are working with the ME team, but "by the end of 1992 you can expect the number to increase significantly within the copper apparatus shops," he said.

Condra said Building 30's ME

The year 1991 has been a challenging one for all of us here at the Omaha Works. We have experienced numerous changes as we have adapted to the fluctuating demands of our customers and the weak economy.

However, one of the truly bright spots of the year has been the efforts of our Manufacturing Excellence teams, one led by Jim LaFollette and the other by Gary Epp. The teams are helping to reshape the Omaha Works for continued future success.

A few of their major accomplishments include:

- Just in Time (JIT) support for 40-type cabinets; 110 patch panels; coiling and spooling; DIW jacketing/packaging.
- Significant reductions in work-in-process (WIP) inventory.
- Master site plans for Buildings 30 and 50.
- Housekeeping and work place organization.
- Identifying the cost of quality by product family.
- AMAPS training.
- Improved flow of material from suppliers such as Aljon.
- Yield improvements for EW&C.

All of these efforts are directed toward improving our responsiveness to our customers and our quality. In turn, this reduces the cost of our products.

Customer responsiveness, quality and low costs make us more competitive. It all adds up to help pave the way for the long-term success of the Omaha Works.

—Jay Carter
Copper apparatus and wire
vice-president

"consultants" have focused their attention on several areas including:

- The 700 connector IBU.

Four major connector assembly machines are being redesigned "to produce better-quality product and to reduce maintenance," said Marv Rohwer, an engineer on the ME team who is assigned to the IBU.

Machine improvements will greatly reduce or eliminate visual verification work now done by operators. Ultimately, at current schedules fewer workers will be required in the IBU (less visual verifying required), but Condra carefully pointed out that the product will be produced at a lower cost.

That is the edge we need to expand product sales, he said. With more sales, we will need more people to produce good product, rather than doing extra

verifying. (Employees declared surplus become part of a "labor pool" and are temporarily reassigned to shop areas in need of extra help. However, given the large number of job openings due to retirements last month, the labor pool numbers have shrunk.)

The shop floor layout also has been redesigned for better product flow. Utility operator Jack Sedlacek estimated that handling the product in its production stages has been "reduced from six or seven times to two or three." Job descriptions have been redefined to eliminate some detail work, too.

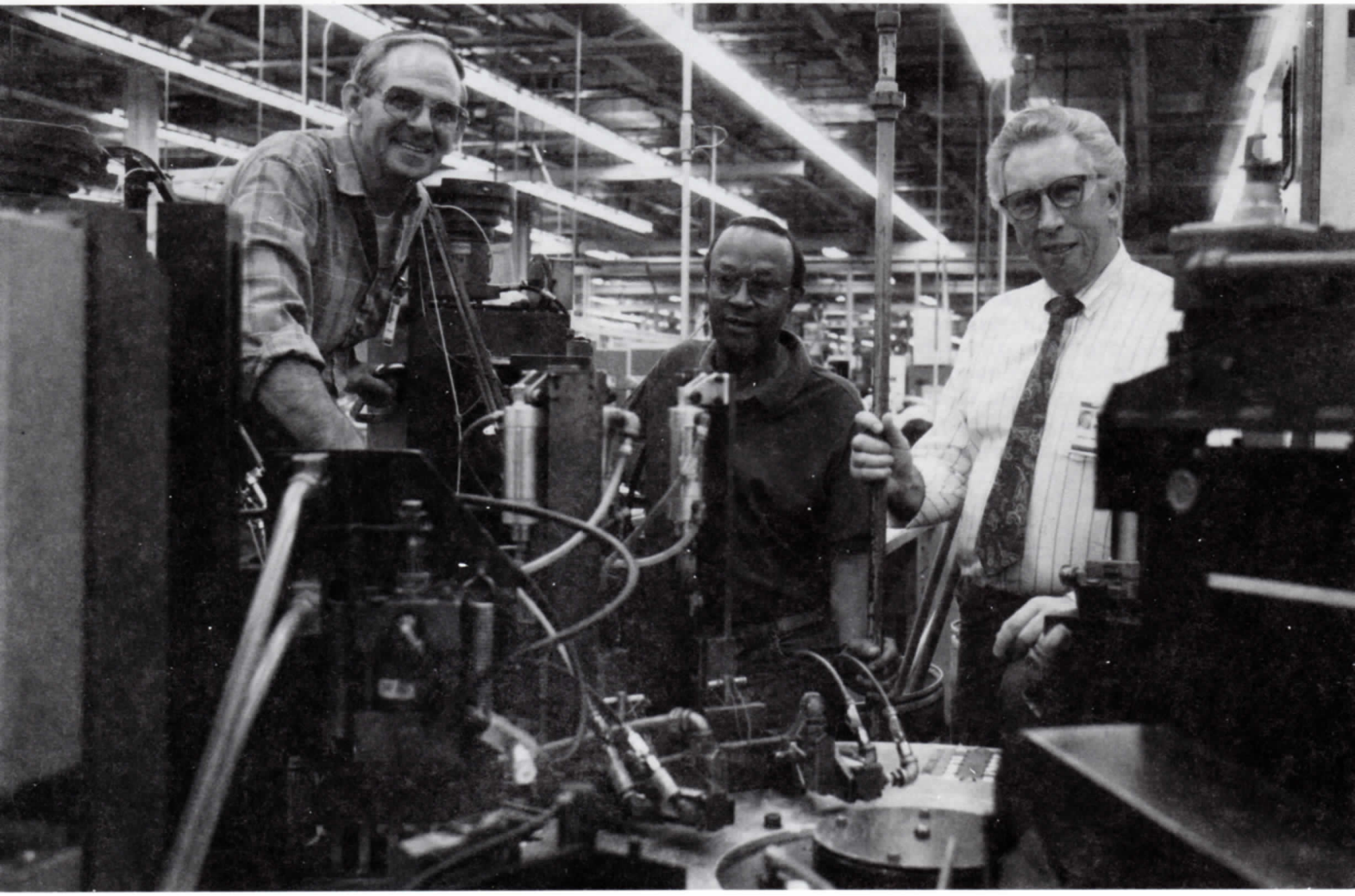
- The 110 connecting block shop. The floor layout has been redesigned "to improve material flow and form work cells," said ME team engineer Jeff Nielson. The rearrangement has made it possible to combine assembling

and packaging as one job function.

The 110 connecting block itself is being redesigned "to make it fit together better," Nielson added. Two machines have been retooled to automate a manual process, and the IBU is working on a "pull system" with the molding shop. The latter will allow procuring molded parts just once a day on a daily basis.

(Continued on Page 8)

DUE FOR CHANGE...700 connector assembly machine operators Ken Meyer (left) and Jim Beverly (center) run equipment that is being redesigned. Manufacturing Excellence team engineer Marv Rohwer (right) says changes in early 1992 will result in better product quality and less machine maintenance.



AT&T enjoys the classic advantage of being in the right business at the right time. We are in the business of providing information technology. And there's not another market on earth that is expanding as quickly.

The world is in the early stages of an explosion in the demand for this technology—in telecommunications, in computer applications, and in combinations of the two.

The demand is expanding. The technology is expanding. And the markets around the world are opening up to competition.

By the end of this decade, this worldwide market will be led by a few very large companies that have the global reach, the technological depth and the financial staying power that the job demands.

AT&T will be one of those companies.

There is no company anywhere that can match us qualification for qualification. We have an R&D (research and development) organization that's learned how to balance basic research with product development. We have a growing international presence. We have the world's premier digital network. We now have NCR. And, of course, we have a world-class manufacturing capability.

From time to time there has been speculation about whether the new AT&T was really committed to manufacturing. Frankly, I don't think that's an issue anymore. As the scope of our business has become clearer, the necessity for manufacturing leadership has become obvious.

Our corporation mission is to be the world leader in providing customers with the benefits of information technology. That means being on the leading edge of the technology. Not just in our ability to develop the technology, but in our ability to deliver it.

Without state-of-the-art manufacturing, R&D would be just an expensive hobby. You can't hold the lead in technology without also taking the lead in producing what you develop.

A world leader in information technology does not depend on others to manufacture its products and systems. The world is too competitive a place for that. Just as the distinction between computers and communications is blurring, I think the distance between R&D and manufacturing is narrowing.

—Bob Allen

AT&T chairman and CEO
Excerpts from speech at AT&T
manufacturing conference

EXC

(Continued from Page 7)

Nielson said this "visible inventory" system should eliminate parts shortages.

- A master site plan for Building 30. ME team engineer Jerry Lynch is coordinating a five-year site plan that has three major goals. One is to "geographically locate operations to implement a pull system to eliminate work in process (WIP)," Lynch said. The user shop will "pull" only the amount of product it needs for a day's production from a feeder shop.

Another goal is "to devise the most efficient product flow, from raw material to finished goods"—for example, geographically locating feeder shops near user shops



CELL GROUPING...Shop operators Anna Wheeler and "Whit" Whitaker are part of the same work cell in the newly reorganized floor plan in the coiling and spooling shop in Building 50. Now Whit walks just a few steps to Wheeler's work station to gather spools of wire for testing.

CELLENCE

for optimum flow.

The third goal is to "enhance the facilities employees use," Lynch said, such as by replacing floor tiles, painting machines, and cleaning fixtures.

In Building 50, "you don't move insulating lines with great ease," noted Dick McGaughey who, along with Mike Parizek, is a department manager for EW&C's ME team. Still, EW&C's ME team has assisted IBUs with several significant moves.

One rearrangement involved moving D-inside wire (DIW) jacking and packaging operations within closer proximity to improve product flow and to reduce handling and cycle time.

Another major move involved coiling and spooling operations,

the bulk of which were located in the "room with a view" section adjacent to Building 50.

"We're working toward a small-lot shop," said coiling and spooling product engineer Robert Wright. Now operators do their own packing, rather than moving product to a separate packing area. Coiling, spooling and horizontal twist operations have been moved closer to the irradiated wire vaults, thus cutting down on truck traffic and cycle time.

Steve Zerbs coordinates master site moves and rearrangements and cycle time reductions for the EW&C's ME team. He said that with space at a premium in the cable shop, moves made in 1992 will be those that have the biggest impact on cycle

time reduction—those getting the product to the customer quicker.

"Customers, given similar quality and cost, will buy the product they can get faster," said McGaughey. "We feel that cycle time is important enough that we have formed a quality improvement team headed by Gary Epp to focus on it."

From that effort have sprouted "two or three quality improvement story teams among shop operators who are learning how to go about making cycle time improvements" in an orderly team fashion.

In fact, IBUs are encouraged to use the quality improvement story process to resolve other problems as well, particularly problems with yield. "With 70 percent of our cost tied up in material, it's crucial that we don't add anything more in the process (such as excessive scrap) that will drive that cost higher," McGaughey said.

The ME team has supported process certification efforts in the cable shop—"14 out of 17 of our processes are certified," McGaughey noted. It also has helped to promote "benchmarking" efforts, in which shop operators and management personnel visit outstanding manufacturing companies to observe and learn about their operations. In 1991 about 30 supervisors and hourly employees made such visits.

McGaughey and Condra concur that the Manufacturing Excellence approach is a departure from an earlier mindset that it is enough for AT&T to merely design the best-quality products.

As AT&T chairman Bob Allen pointed out at a recent manufacturing conference: "You can't hold the lead in technology without also taking the lead in producing what you develop."

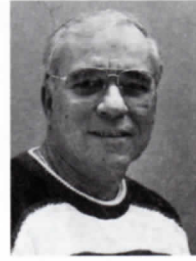


Retirements

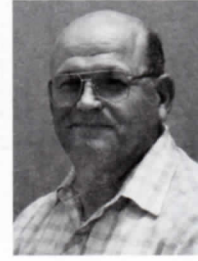
The names and photos on these and the following pages are those of employees whose retirements became effective in October, November and December 1991.



Phyllis Andersen
31 years



Sam Baker
32 years



Don Beccard
34 years



John Beckman
32 years



I.P. "Bill" Cianciolo
32 years



Kathleen Coe
32 years



Charles Coffin
22 years



Evelyn Connerley
32 years



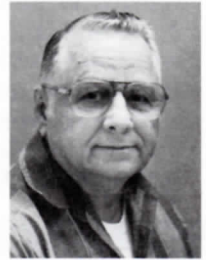
Evelyn Dawson
31 years



E.L. "Irish" Donahoo
39 years



Phillip Davis
32 years



Richard Dornier
35 years



Barbara Fitchhorn
31 years



Ralph Gagliani
32 years



Casey Gardner
32 years



Gilbert Geerdes
34 years



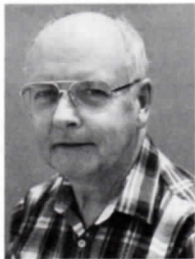
Fran Gill
26 years



Juanita Gilreath
25 years



Ed Hofman
35 years



Erwin Herzog
39 years



Marilyn Hollinger
23 years



Marty Homes
32 years



N. Jean Honomichl
20 years



Helen Hoschar
30 years



Lorene Booker
28 years



Bernard
Bremer
32 years



Ralph Burgett
35 years



Calvin Burns
33 years



Francis
Campbell
33 years



Wayne Carrell
32 years



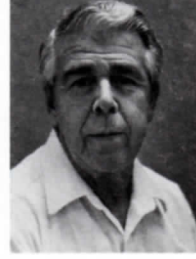
Herbert Cooley
32 years



Charles Cooper
33 years



Jim Curran
32 years



Ken Danahy
32 years



Malvin Davis
39 years



Darol
Donaldson
33 years



Hank Eischeid
32 years



Eva Fetherkile
29 years



Keith Fink
22 years



Mary Ann
Fischer
24 years



John Frazier
38 years



Elizabeth
Fleming
30 years



Marilyn Goodell
31 years



Dorothy Gordon
23 years



Gloria Grimm
24 years



Kathleen Guse
24 years



Luella Hendrix
21 years



Don Harris
33 years



Janice Humpal
32 years



Dorothy John
29 years



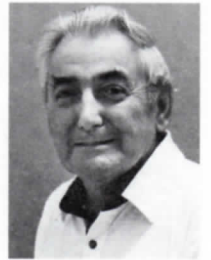
Catherine Kern
27 years



Beatrice
Klaumann
30 years



Pat Klement
31 years



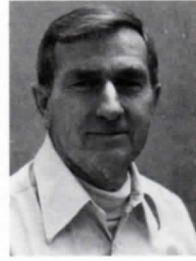
John Kmiecik
38 years

Retirements

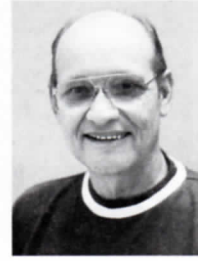
continued



*Eugene
Kritenbrink
32 years*



*Richard Kubie
31 years*



*Eugene
LaChapelle
31 years*



*Richard
Laughlin
33 years*



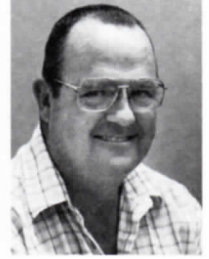
*Jon Marinus
35 years*



*John Maun
33 years*



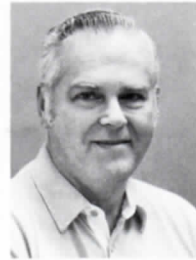
*Bonnie McCall
32 years*



*Donald McCall
38 years*



*Betty Darlene
Miller
25 years*



*Ronald Micek
34 years*



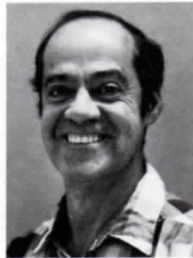
*Virginia Milne
25 years*



*Don Morgan
22 years*



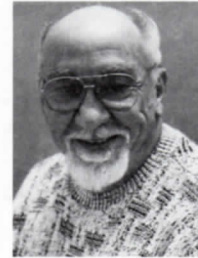
*Ken Parker
35 years*



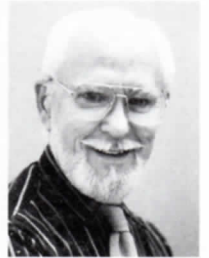
*Mickey Owens
34 years*



*Edward
Palczynski
35 years*



*Virg Orso
34 years*



*Charles
Patterson
39 years*



*Amelia
Schreiber
31 years*



*Robert Schutt
35 years*



*John Sharples
36 years*



*Jerry Sheil
34 years*



*Willa Shelton
27 years*



*Flo Sledge
21 years*



Wally Leander
33 years



Howard
Leonard Jr.
25 years



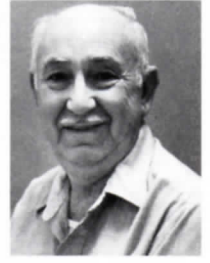
Elly Lukowski
23 years



Rod Mach
32 years



Myrtle Mapes
25 years



Jim Matthews
32 years



Patricia
McClelland
21 years



Virginia
McDermott
21 years



Sandy
Meadows
31 years



Jerry Melcher
34 years



Myrtle Mejstrik
25 years



Jane Miller
16 years



Alta Morris
22 years



Shirley Murphy
31 years



Joyce Neely
25 years



Delmer
Neemann
26 years



Jack Nigh
33 years



Delores Nowak
21 years



Jenet Persinger
24 years



Jane Phillips
39 years



Janette Pollard
31 years



Mary Ann Reick
23 years



Ronald
Rosenbaum
33 years



Gary
Schuerman
41 years



Mary Smith
25 years



Betty
Snodgrass
32 years



Lavern Stork
30 years



Kalman
Szekeres
33 years



Jan Swift
33 years



Theresa
Swierczek
33 years

Retirements

continued



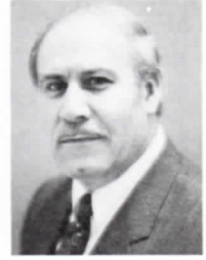
Robert Szymanek
32 years



Bob Taylor
33 years



Shirley Tedford
30 years



Elia Troia
22 years



Joe Vachal
31 years



Tom Van Dyke
30 years



Earl Waldron Jr.
25 years



Frank Waniska
39 years



Irene Ward
25 years



Bernice Warner
30 years



Louis Wilson
26 years



Rose Wentworth
22 years



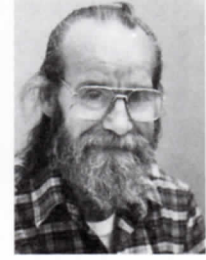
Lila Watkins
31 years



Melvin Wilson
32 years



Juanita Zabala
28 years



Richard Zook
39 years

Not pictured:

Dorothy Altic—22 years
Dean Anderson—31 years
Darrel Anderson—32 years
Dennis Angleton—29 years
Lorraine Ayala—29 years
Larry Baker—31 years
Sharon Banks—27 years
Donald Barnes—36 years
Kenneth Belter—24 years
Beatrice Bevelheimer—22 years
Naomi Blazka—34 years
Laverne Boryca—22 years
Peter Brennan—28 years
Verna Brown—33 years
Anna Cernius—31 years
Edward Chereck—33 years
JoAnn Clarke—32 years
Hollis Cook—35 years
Betty Drews—25 years
James Drinnin—35 years
Mavis Fernen—21 years
Dorothy Fiscus—26 years
James Frank—24 years

Melba Frank—26 years
Ray Fugger—33 years
Cynthia Gall—24 years
Betty Gantt—30 years
Richard Gartigas—29 years
Betty Gillogly—22 years
Donald Gould Sr.—34 years
Emma Grooms—27 years
Doris Haase—29 years
Ume Hamblin—21 years
John Heinzman—24 years
Florene Herink—24 years
Richard Hossle—34 years
Jimmie Howard—34 years
Lorraine Hurdiss—39 years
Thomas Hurlbut—22 years
Frances Iliff—22 years
Leonard Janecek—34 years
Josef Jech—32 years
Naomi Jones—26 years
Grace Jones—37 years
Darrel Jurgena—34 years
Vernnie Klaumann Sr.—32 years
Eloise Klosky—22 years
Theresa Koenigsman—21 years

Richard Koltes—32 years
Dolores Kopera—27 years
Roby Lamb—33 years
John Leonovicz—34 years
Alice Lucas—27 years
Arlene Madsen—32 years
Christopher Madsen—39 years
Marlene Malone—23 years
Wendell McCready—40 years
Charles Mellick—34 years
Gladys Miller—21 years
Herbert Mills—34 years
Michael Murray—32 years
Milton Nelson—32 years
Frank Nocita—33 years
Guirvere Osborne—20 years
Charles Palensky—32 years
Marion Panowicz—33 years
Clarence Patzloff—23 years
Nathan Peterson—23 years
Patricia Pinhero—26 years
Alice Placek—31 years
William Pokorny—31 years
Don Pooley—28 years
Virginia Potter—29 years

Service anniversaries

35 years

Robert Carter	10/01
James Peroutka	10/02
Richard Griffin	10/08
David Burrell	10/08
Roland Fick	10/10
James Phillips	10/15
Edward Hofmann	10/15
Milo Borden	10/15
Ralph Burgett	10/15
Larry Moody	10/15
Wayne Fiedler	10/22
Jimmie Canterbury	10/22
Richard Seaman	10/24
Sidney Hill	10/29
Jack Spencer	10/29
Dale Karloff	10/30
Joseph Smith	11/01
Richard Mass	11/05
Jerome Subbert	11/12
Richard Cartwright	11/19
William York	11/20
Stanley Puchalski Jr.	11/24
Jon Marinus	11/26

Bryce Qualset—33 years
Betty Rasmussen—26 years
Jack Reed—31 years
JoAnne Richardson—24 years
John Riley—32 years
Lois Robinson—28 years
Patricia Rochford—25 years
Roberta Sackett—32 years
Donald Schreiber—31 years
Patti Segobia—32 years
Paul Shomshor—32 years
Leo Sis—36 years
Johanna Skinner—21 years
Ronald Slattery—32 years
Germaine Sorensen—22 years
Jackie Spracklin—22 years
Dorothy Stika—26 years
Lucille Strode—29 years
Walter Swierczek—22 years
Herman Swink—21 years
Ohala Townsend—28 years
Martha Ueding—33 years
Betty Valverde—22 years
Consuela Velasquez—30 years
Terrance Walsh—32 years
Mary Williams—27 years
Josephine Willis—29 years
Betty Wilson—38 years
Charlotte Winston—32 years
Beverly Wortman—24 years
Darrel Yonkie—21 years

Darrell Kovar	11/26
Kenneth Watkins	11/28
Gilbert Geerdes	12/05
Joan Berry	12/07
Glenn Hazard	12/10
Robert Selvig	12/14
Roy Dohse	12/27

30 years

Thomas Riestler	10/02
James Kajdasz	10/02
Eugene Chleboun	10/02
Wayne Hosford	10/03
Robert Shafer	10/04
Raymond Warren	10/04
Martha Grzebielski	10/05
Michael Hrdy	10/13
Lavern Stork	10/16
Elizabeth Fleming	10/16
Terrence Vancleve	10/23
John Symonsbergen	10/23
Allen Kallhoff	10/23
Janet Cox	10/25
Jerry Cartwright	11/06
Shirley Bruning	11/23
Gladys Bailey	11/23
Edward Jarrett	11/30
Rita Kahnk	12/05
Joanne Gemar	12/17
Billie Sales	12/27
Thomas Schulte	12/28
Wallace Petersen	12/29
Robert Wegener	12/31

25 years

Ramiro Delgado	10/03
Merle Dinslage	10/03
Janet Bushinger	10/05
Virginia Milne	10/06
Donald Leitner	10/08
David Wiggins Jr.	10/10
Patricia Rochford	10/10
Miyeko Kostszewa	10/10
Josef Skubisz	10/10
John Keefe	10/14
Gwendolyn Mozee	10/14
Robert Alf	10/16
George Sims	10/17
Kenneth Harper	10/18
Alberta Seals	10/24
Winston Anderson	10/24
Kenneth Drake	10/26
Joann Connelly	10/30
Larry Winfree	11/07
John LaPesh	11/07
Janet Chafin	11/12
Robert O'Connell	11/14

Elizabeth Nath	11/15
Marvin Nickell	11/21
Dennis Carper	11/21
Sandra Ostrand	11/26
Thomas Blair Jr.	11/30
Herman Bergmann	12/05
Joan Eyestone	12/14
Geraldine Gould	12/20

20 years

Kay Parker	10/03
Emory Akins	10/04
Patricia Griffin	10/05
Carol Bloomer	10/10
Sharon Cubrich	10/14
Ruth Thrasher	10/18
Thomas Pallas Jr.	10/24
Rosemary Mills	10/30
Marilyn Kobjerowski	11/05
Ann Young	11/08
Jessie Davis	11/15
Harvey Cotton	11/16
Larry Cherry	11/28
Robert Baker	11/29
Maxine Lyons	12/02
Patricia Reding	12/14
James Garner	12/16
Brian Mischke	12/20

15 years

Robert Nebe	10/02
Robert Vinson	10/07
Linda Young	10/11
Steven Petersen	10/21
Cheryle Bartek	11/06
Dean Mason	11/20
Barbara Frizzell	11/21
Victoria Fitzgerald	11/27
Richard Dechrste	12/13
Joyce Schaben	12/31

10 years

Jean Sutej	10/17
Claudia Spencer	10/19
Paul Clark	10/22
Bobby Scott	10/29
Robert Neiderheiser	11/06
Rita Saab	11/23
Ann Drebot	11/30
Ronald Hug	12/18
Timothy Cremeens	12/24
Sandra Eickman	12/26
Victoriano Palma	12/27
Dennis Salkeld	12/31
William Placek	12/31

5 years

June Christensen	12/04
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Last frame

AT&T Network Cable Systems president Jack Bucter (left) was briefed on "visible inventory" practices in the 80-type cabinet area when he visited the Works in October.

Here, Bill Jones of IBU 581 explains how parts for each 80-type cabinet are placed on indi-

vidual carts, each cart becoming a "kit." Shop operators work from clipboard-mounted kit list sheets that contain sequence numbers. A sequence number specifies precisely what kit of parts has everything they need to build any given customized cabinet for a customer, in the precise sequence or order it is to be built.

The system "eliminates running around looking for the parts needed in various areas of the shop," said Jones. It reduces floor inventory by producing and

organizing into a series of kits only those parts that will be needed for the day's cabinet production schedule.

It also is a cost-saving system because it has helped to detect and correct promptly any flaws in the cabinet painting process as well as other defects in parts. Just enough parts required for each day's cabinet production are produced, as opposed to painting and making each part in large quantities.

 **AT&T**
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Omaha, NE 68137



Cluster
Box

