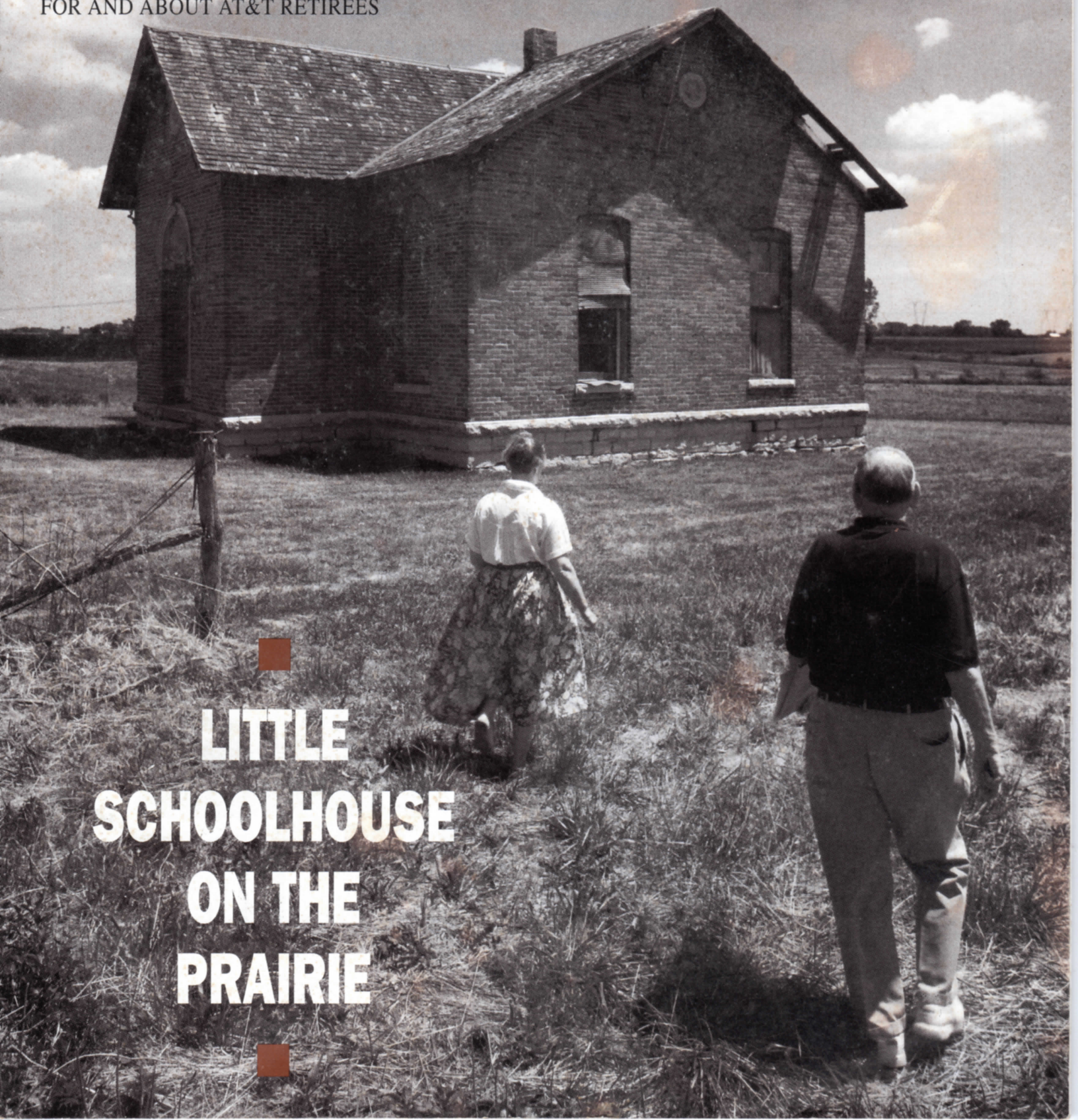


ENCORE

FOR AND ABOUT AT&T RETIREES



■
**LITTLE
SCHOOLHOUSE
ON THE
PRAIRIE**
■

LETTERS

ANSWERING THE CALL

We Pioneers in Oklahoma have been fortunate. While we live in an area commonly known as "Tornado Alley," rarely have we had a storm or any such disaster that would cause us to request the aid of our Pioneer brothers and sisters on a nationwide basis. This past April that changed when we received word that the Alfred P. Murrah federal building had been bombed.

My teammates and I hurried to the site, passing burning cars and debris in the street. It didn't take long to find the crying, the shocked and the badly injured. I tried not to panic. I knew that we, the Pioneers, must answer the call to those in need, though at the moment, the need was so great, I felt helpless. The next two days there was work for us around the clock. Pioneers stood in lines to donate blood for the injured, worked at shelters to comfort those waiting for word on the fate of loved ones and collected much-needed items for the teams of rescue workers, the Red Cross and the Salvation Army.

Children from John Adams Elementary School in Oklahoma City enjoy the Hug-a-Bears delivered by school personnel and Pioneer members.



Hug-a-Bears, by the hundreds, began arriving daily. Boston Pioneers John and Joan Marino and their daughter, Kim, brought over 600 bears and helped us tag and distribute them to military personnel and local schools. After two weeks, more

than 5,000 Hug-a-Bears had been given out to the elderly who had been displaced from their apartment complex, to the emergency shelters, to day-care and school children and to 2,000 rescue workers. I'll never forget one survivor – a 51-year-old male – who wouldn't part with his Hug-a-Bear. During his hospital stay, he said, "It's nice to hold onto something so good when everything around you is so bad."

Pioneers, the people in Oklahoma thank you for all you've done in helping us recover.

**Willena Shales, Pioneer Chapter 41
Oklahoma City, Oklahoma**

CRUISING THE HIGHWAY

I am a senior citizen who communicates by computer as much as possible. If you are really a modern magazine, how about an electronic mail address? Is there one?

**Beatrice C. Chambers
Summit, New Jersey**

We have been remiss. To write to either of us, send messages to lterminiello@attmail.com or ccalnan@attmail.com. Our e-mail IDs will appear in the Encore masthead starting with this issue.

Also, for those of you who have asked about the pages of Encore traveling the superhighway, the answer's no for now. We hope to send Encore up the ramp in 1996.

— The Editors

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Photo by John David Fleck

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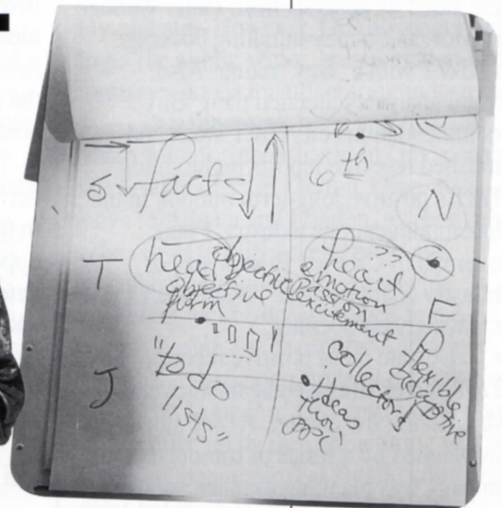


Photo by Vincent Colabella



Pictured above: Chick and Denny Gayley admire a well-preserved schoolhouse.

Pictured at right: Gloria Ward doing what she does best – teaching.

Cover photo by John David Fleck.

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AT&T NEWS

STOCK UPDATE

AT&T SHARES MOVE SLOWLY UPWARD OVER SECOND QUARTER

Shares of AT&T gained 2.4 percent for the quarter, closing at \$53. The market broke through 4,500 to finish up 9.6 percent for the quarter at 4,556.10. The gain in the market was fueled by increasing expectations of a decline in interest rates, strong momentum and the lack of attractive investment alternatives.

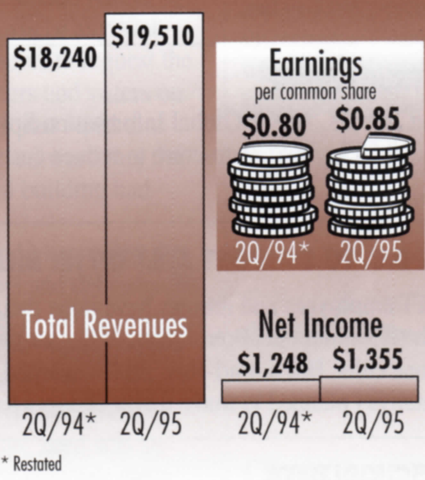
AT&T shares underperformed the Dow Industrials primarily due to continued uncertainty over the company's ability to achieve annual earnings growth of greater than 10 percent. Analysts are concerned that this level of earnings growth will be difficult to achieve while AT&T invests for future growth and works to turn around its computer unit, Global Information Solutions. AT&T shares have gained 5.5 percent year-to-date versus the Dow, which has gained 18.8 percent for the year.

During the quarter, AT&T shares were aided by analysts from Paine Webber and Morgan Stanley initiating coverage on AT&T with a 'Buy' rating. Also, several analysts reiterated their 'Buy' recommendations on AT&T stock and published research reports highlighting AT&T's positive long-term outlook in the telecommunications industry. Frank Governali of CS First Boston stated, "Industry changes make AT&T shares increasingly compelling."

Despite these positive reports, AT&T shares struggled against several issues during the quarter. AT&T stock was plagued by a series of rumors that the company was planning to make another major acquisition. Rumors that AT&T was considering a buyout of Lotus had a

AT&T Financial Results

Dollars in millions, except per-share amounts.



AT&T's Second-Quarter Results

negative impact on investors fearful of any action which could further dilute AT&T's earnings.

In addition, the prospect of new competition in the long-distance market as a result of possible telecommunications legislation continued to prevent many investors from investing in the telecommunications industry. Until new legislation finally materializes, analyst outlook for the industry continues to waiver in both positive and negative directions.

In recent weeks, AT&T stock performance has improved. Weakness in the stock price has created a buying opportunity for those investors seeking a defensive stock with low downside risk and strong upside potential. In addition, recent executive appearances within the investment community have helped boost AT&T shares.

—Shaun Fanning
Investor Relations

EARNINGS

RECORD RESULTS REPORTED FOR SECOND QUARTER '95

"It was a challenging quarter for many parts of the business," said Rick Miller, executive vice president and chief financial officer, reviewing second-quarter 1995 performance. "Yet we still managed to deliver very good results. In fact, our net income was a record for AT&T since divestiture."

AT&T's strong showing in the second quarter was fueled by growth in long-distance and wireless services revenues, product sales and financial services.

Second-quarter net income was \$1.355 billion, or 85 cents a share. Year-ago profits were \$1.248 billion, or 80 cents a share. However, if one-time items associated with the redemption of preferred stock and the McCaw merger were eliminated from the second quarter of 1994, earnings from operations were \$1.195 billion, or 77 cents a share.

Total revenues for the second quarter this year were \$19.51 billion, 7 percent higher than the \$18.24 billion in the second quarter of 1994.

"It was generally a good quarter," said Chairman Bob Allen. Business group performance bears him out:

COMMUNICATIONS SERVICES

Long-distance volumes increased 9.2 percent compared with the second quarter last year.

Telecommunications services revenues increased 6.2 percent compared with last year.

Business Services' revenue growth rate has shown marked improvement for the past three quarters.

The *True* programs continue to be very successful, with more than 6 million sign-ups in the quarter.

AT&T Wireless Services revenues, including cellular, messaging and air-to-ground, increased 30 percent. More than 330,000 cellular subscribers were added during the second quarter, to bring the total to 4.7 million. This represents an increase of 42 percent compared with last year at this time.

NETWORK SYSTEMS

Sales of network telecommunications products increased 6.9 percent compared with the second quarter of 1994. Although there was some sluggishness in U.S. sales, international sales were double-digit.

Sales by the commercial markets unit that sells to independent telephone companies, cable companies and competitive access providers were strong, as were sales of wireless equipment.

GLOBAL INFORMATION SOLUTIONS

GIS experienced another difficult quarter, primarily as a result of lower margins, softness in revenue growth and a less favorable product mix. Total revenues grew nearly 7 percent over the second quarter of 1994 (when numbers are adjusted for the sale of the Micro-electronics division), but the unit reported an operating loss of \$189 million for the quarter.

MULTIMEDIA PRODUCTS

Global Business Communications Systems' revenues moved up at a double-digit rate, with international continuing its strong growth.

Consumer Products' unit sales increased solidly, but product revenues were down slightly for the quarter.

Microelectronics had the best revenue in its history this quarter, showing

very strong growth, particularly outside the United States.

FINANCIAL SERVICES

Financial services revenues increased 27.7 percent over last year, with robust growth at both Universal Card and Capital Corp. Capital Corp. posted net income of \$27.9 million for the second quarter of 1995, a 48 percent increase from the \$18.9 million reported for the same quarter of 1994.

COSTS AND EXPENSES

Although costs rose 4.8 percent, they declined as a percent of revenue for the quarter.

Expenses increased 8 percent, mainly because of stepped-up marketing and sales efforts, international expansion and spending to add cellular subscribers.

Research and development expenses rose 17.4 percent, reflecting AT&T's continued commitment to new and improved products and services.

"Looking forward for AT&T," Miller said, "our communications services and financial services units are performing very well and we believe the second half of the year will see an improvement in most of our product and systems businesses."

Analysts applauded AT&T's strong performance across most of the company, especially in long-distance volume, which was better than expected. However, they expressed concern about the operating loss at GIS.

Acknowledging the business unit's difficulties, Allen said, "We're disappointed with results in our computer business, but our people in Global Information Solutions are working hard to turn things around." Allen noted that GIS, under the direction of its new president, Lars Nyberg, is moving quickly to put plans in place to improve profitability.

—Suzanne Sidhu

GIS ANNOUNCES RESTRUCTURING

In a letter to employees on July 28, AT&T Global Information Solutions' (GIS) Leadership Team announced GIS would restructure to reduce costs and make the AT&T unit profitable.

The letter stated, "You're all probably aware that on July 20, AT&T announced second-quarter results and GIS posted a \$189 million operating loss. That loss continues an unacceptable earnings trend that makes it imperative for us to take decisive action to focus our business and reduce our cost structure.

"As a result, we are planning to restructure GIS by focusing the skills and talents of our associates on the businesses in which we have depth, breadth and market position. We're going to be a smaller but stronger unit of AT&T by refocusing our business on our inherent strengths.

"We're realigning our organization into six businesses – financial, retail, communications, computers, services and Systemedia. The new structure is a realignment of the Customer Focused Business Model, but adds a new degree of business rigor."

GIS will continue to develop computer platforms that can be used in any industry. However, GIS no longer will target the public sector, transportation and consumer goods manufacturing industries.

Two functions, retail and financial, which were formerly based in GIS' corporate headquarters in Dayton, Ohio, will move to Atlanta and London, respectively, to be closer to GIS development and manufacturing functions. Worldwide marketing will be decentralized to the various businesses except for a small, centralized marketing strategy organization.

The number of GIS employees who will be affected by the restructuring was not disclosed, but employees should know their status before the fourth quarter.

—Anne Wainscott

AT&T NEWS

THOUSANDS RALLY IN D.C. TO SUPPORT AT&T ON HR BILL

From the beginning, AT&T employees and retirees have done their part in AT&T's effort to get a fair telecommunications reform bill – writing letters to Congress and making phone calls. But, in mid-July, AT&T learned that the leadership of the House of Representatives planned to make major changes to HR 1555 – the telecommunications reform bill that had been overwhelmingly approved by the House Commerce Committee. The changes would allow the Regional Bell Operating Companies (RBOCs) to enter the long-distance market before there was full competition in their local markets. And those changes would be voted on in a matter of days.

So 3,000 AT&T employees headed to Washington to deliver their message in person. The message: a bill that allows the RBOCs to enter long distance with their monopolies intact will hurt competition, consumers and AT&T employees.

It was the first time in AT&T's 119-year history that AT&T had mounted such an initiative involving pending legislation. The proverbial push had come to shove.

THE RALLY

The rocking rhythms of James Brown's "Living in America" reverberated off the walls of Constitution Hall in Washington. The hall was filled with AT&T employees from New York, New Jersey, Virginia and Maryland. They had come by chartered trains and buses, or by their own cars. Some had left home as early as 3:00 a.m.

Other supporters of fair competition were in the audience, too: Marlin Fitzwater, spokesperson for the Competitive Long Distance Coalition (CLDC) and former Bush White House press secretary; former Senator Howard Baker, who now heads the

CLDC – and even representatives from MCI and Sprint. "Today, we're all in this together," said Jerry Lowrie, AT&T senior vice president, Government Affairs.

On videotape, Chairman Bob Allen explained that the changes to the bill could hurt consumers with high prices and "choke off the competition that spurs technology."

Joe Nacchio, president, Consumer Communications Services, countered the RBOC claim that there is no competition in the long-distance business, citing that customers can choose from over 400 long-distance companies in the United States. "Customers want a choice," said Nacchio.

The rally ended with red, white and blue balloons raining down from the ceiling and the "Rocky" theme song filling the room. Employees made their way to buses that would take them to Capitol Hill, where teams of 20 or more employees were assigned to visit several House member offices.

By late afternoon, employees had covered all 435 offices of House members. Many employees expressed pride that, regardless of the outcome, they had pulled together and really showed they cared.

On Aug. 4, a week after the rally, the House of Representatives passed its telecommunications reform bill by a vote of 305 to 117. Because AT&T people made their voices heard, key provisions of the bill remained intact. For example, the bill does require the RBOCs to meet a comprehensive checklist of conditions for opening the local exchange to competition before they can qualify to enter the long-distance market. However, the bill does not include an explicit requirement that an RBOC face broad facilities-based competition in local service before it can enter long distance. When Congress reconvenes in the fall, a conference committee will sort out the differences between the two telecommunications bills passed by the House and the Senate. This will be another opportunity for AT&T to make the final bill more balanced, more competitive and more consumer friendly.

—Ollie Hartsfield and
Tawnja Cleveland



Thousands of AT&T employees headed to Washington to deliver their message in person.

AT&T SPONSORS MEMORIAL FOR SERVICEWOMEN

AT&T sponsored the groundbreaking ceremonies on June 22 for the Women in Military Service for America Memorial at the gateway of Arlington National Cemetery.

Dick Lombardi, president, AT&T Government Markets, participated in the ceremony with President Bill Clinton and first lady Hillary Clinton.

The memorial honored the more than 1.8 million women who have served or are serving in the armed forces, from the American Revolution to the present. The structure will include an Education Center with permanent exhibits, a theater and a computer registry of servicewomen. Through this database, visitors can access photos, military histories, and the individual stories and memories of registered women.

Though construction to repair and restore the cemetery gates is being funded by a grant from Congress, money for the building itself must come from fund raising and from corporate, organization and individual donations. AT&T, so far, is the largest corporate sponsor of the project.

"AT&T is proud to support this

effort," Lombardi said. "By honoring military women of today and yesterday, we honor all women who have served our country because each, through her individual service, has led to the advancement of women."

To register a woman who is currently serving in the U.S. military, or has served in the past, whether she is living or deceased, call 800-4-SALUTE and make her a permanent part of American history.

— Suzanne Sidhu



President Clinton and retired Air Force Brigadier General Wilma Vaught, president of the board of directors of the Women in Military Service for America Memorial, applaud during a groundbreaking ceremony for the memorial, June 22, 1995, at Arlington National Cemetery in Arlington, Va.

FAST FACTS ABOUT THE NETWORK

The AT&T Worldwide Intelligent Network is the largest, most sophisticated and most reliable communications network in the world. It:

- Provides access to every country in the world (270 countries and territories).
- Provides direct-dial access to more than 200 countries and territories worldwide.
- Has more than 2.75 billion circuit miles of transmission facilities.
- Handles more than 185 million domestic voice, data and image calls on an average business day.
- Is virtually 100 percent digital for all switched traffic.
- Transmits more than 95 percent of all traffic over fiberoptic circuits.
- Has more than 39,000 miles of fiberoptic cable routes in the continental United States.

EDITORS' NOTE:

With this issue, we've begun "Fast Facts" – bits of information we think are important to retirees. First up are facts about AT&T's Worldwide Intelligent Network. Down the road, we'll look for items we hope will be of interest to you.

Photo by AP Photo/Denis Paquin.

AT&T NEWS

AT&T FOLKS LEND A HAND AND MORE TO THOSE WHO NEED IT THE MOST

When Cherisse Intriери rolls up her sleeves, things get done. In May, the AT&T Global Business Communications Systems (GBCS) account executive in Norwalk, Conn., led a band of 80 volunteers in giving an elderly widow's home a much-needed face-lift. And while Intriери and crew were busy, 149 other homes were being repaired the same day in the Connecticut and upstate New York area by other volunteers.

All of those efforts are part of a program called HomeFront, which refurbishes the homes and brightens the lives of homeowners by using sponsored volunteer teams in a one-day cleaning and repair blitz.

A SENSE OF ACHIEVEMENT

HomeFront is administered by AmeriCares, a New Canaan, Conn.-based charity. Its beneficiaries are people who cannot afford or are physically unable to do the work themselves. The program utilizes the efforts of volunteers, both in coordinating the different house teams and doing the actual work. It also gets local professionals to donate their services and supplies. Repairs include carpentry, plumbing, electrical work, painting, trash removal and yard work.

"Our task is to make a homeowner's house warm, safe and secure," Intriери said. She said that this kind of volunteer work appealed to her because it offered an immediate sense of achievement since the group can see the results of its efforts at the end of the day.

Last summer, in a similar effort, Intriери and four other GBCS colleagues repaired the home of a needy person. "A friend asked if I would like to get people from AT&T involved," Intriери said. "It



Photo by Stephen Castagnolo.

AmeriCares volunteers prep for a much-needed paint job.

was very rewarding. People felt very good about helping out and it was a lot of fun."

This time around, 15 employees from GBCS and Business Network Sales (BNS) were part of the effort. The work is coordinated by two leaders: the house captain, usually a local contractor who is responsible for the more complex repairs like carpentry, and the volunteer coordinator – in this case, Intriери – who assigns work to the volunteers and is responsible for procuring light tools like rakes and hedge clippers, and refreshments. "We've been 100 percent successful in getting local organizations to donate breakfast and lunch," Intriери said.

AT&T FOUNDATION GRANTS

Equipment and food aren't the only donations the GBCS/BNS volunteers procured. Last year, the team netted

AmeriCares a \$1,000 Community Involvement Grant from the AT&T Foundation. Intriери plans to apply for a grant this year on behalf of the team's recent work. Grants ranging from \$250 to \$2,500 for community programs are available to individual employees or groups of four or more employees.

For most individuals, learning to coordinate the work of 80 volunteers would be no small achievement. But Intriери said where she has grown the most is in her ability to empathize with others. "I have acquired more people skills. I've become more of a humanitarian: comforting the homeowner, drawing on psychological skills," she said. "I've become more sympathetic to the needs of elderly and disabled people."

—Collins Yearwood

PIONEERS ARE CHANGING STRATEGY TO ALIGN WITH BUS AND DIVISIONS

A few years ago, the Telephone Pioneers of America seemed stuck in the mud: their structure was unwieldy, their budgets were being cut every year, and membership growth was flat.

But re-engineering is giving the venerable 84-year-old organization – often called the world's best-kept secret – a dynamic new look and a revitalized purpose. In response to organizational studies and stakeholder surveys, the group has decided it must focus on the needs of its customers, which are the communities it serves, on its active and retired members and on the corporation that sponsors it – AT&T.

CLEARER FOCUS

Led by AT&T Pioneer Vice President Barbara Curcio, AT&T Pioneers are making a lot of changes as a result of this clearer focus. Two years ago, members eliminated service requirements (originally 21 years), opening up membership to even the newest AT&T employee. Pioneers are streamlining their logo and their name, simplifying it to "AT&T Pioneers." They're going global, and have made contacts with AT&T units in the United Kingdom, the Netherlands, Poland, Puerto Rico, Mexico and Japan. They've restructured chapters, regions and staff for more efficient operations. But most important, they're aligning their activities more closely with AT&T business units and divisions.

"Right now we can support the corporation's goals in two ways," Curcio said. "We can enhance AT&T's visibility in the communities we serve and we can help promote the values of Our Common Bond."

AN IMPORTANT RESOURCE

With the advent of local competition, community involvement is taking on new importance and has been made a piece of the company's diversity strategy. AT&T's 200,000 Pioneers are in a unique position to help carry out that strategy because they put in close to 4 million hours of service annually on 2,000 community projects.

"If Pioneers received salaries for the work they do," Curcio said, "the payroll would approach \$46 million."

Because they know their communities well, Pioneers are an important resource for the Community Involvement Councils created in March. The councils are developing plans for community projects that will not only benefit people, but extend AT&T's name into local areas.

TEAM-BUILDING OPPORTUNITIES

The Pioneers' second thrust will be to promote Our Common Bond values. They believe their work reinforces the five values, particularly teamwork.

"There's no team-building experience more effective than standing beside someone you work with to paint or clean or build," Curcio said. "If you didn't know them well before, you will when you're done. We hope that when AT&T managers plan team-building experiences for their groups, they'll check with us first to find out what's available."

Opportunities for meaningful experiences abound, and it's not necessary to be a member to participate. Volunteers are going at some of the toughest problems around. They're counseling abuse victims in Virginia, building a meeting area onto a halfway house for AIDS patients in New Jersey and maintaining an ecology study center on the Chesapeake Bay.

In May, AT&T Human Resources Vice President Hal Burlingame took advantage of a Pioneer team-building opportunity when he and his management

group helped refurbish a building that will house Long Branch, N.J.'s first preschool program for "at-risk" children. Because of volunteer help and private donations, the program will cost parents and taxpayers nothing.

The project was part of the rollout of the new Pioneer strategy at a meeting of the newly formed Region 17, which includes territory from New York to Louisiana. Curcio and her team are presenting the new customer focus at Pioneer regional meetings around the country, hoping to influence even those regions which are a blend of Pioneers from various telecommunications companies to look to their customers.

With their new look and focus, AT&T Pioneers predict an era of growth and accomplishment.

To find out more about joining the Pioneers or volunteering for their projects, call Steu Varelli at 201-898-2982.

— Suzanne Sidhu



Hal Burlingame, AT&T Human Resources vice president, and other Pioneers help paint a building for New Jersey preschoolers.

Photo by Arthur Krasinsky/KPI Inc.

Remember

THE OLD SCHOOL DAYS

It started innocently enough. Charles (Chick) Gayley and his wife, Denny, were driving around a rural area in their home state of Indiana when they spotted an old, rather sad-looking schoolhouse. Chick stopped to photograph the building and, as he and his wife wandered around, they wondered aloud how many other schoolhouses from days gone by were out there just waiting to be found. After some discussion, they decided to find out, and Chick and Denny embarked upon a most unusual hobby.

Chick, a retired manager, Technical Sales, in the Consumer Products department, says that a good part of the enjoyment is “the thrill of the chase.” Using historical surveys for each county in the state, they set out to locate new finds. Often the maps don’t offer

enough detail, so they have to get creative. Chick tries to envision where township school trustees 100 years ago would have placed schoolhouses to be within a few miles walking distance of farm children. “Sometimes we go to county courthouses or ask patrons at a local restaurant. Most of this state is rural and lots of people remember attending these schools. We found that many of these buildings were used up through World War II,” Chick adds. To get details about the schools, he’ll frequently stop and knock on doors. “People are friendly and always willing to answer our questions.”

Denny has her own style of tracking down the often elusive schoolhouses. Many schools, she’s

found, were not built within one mile of the township boundary line, so she circles the search area on a map in red and then they red-line the streets on the map as they travel them. Most schoolhouses, Chick comments, are at crossroads. Some of the earliest ones date back to the 1840s, when local families organized to educate their children. It wasn’t easy though. Families had to pay subscription dues for their children to attend school. These meager dues paid for building costs and the teacher’s salary. More times than not, however, the teacher was paid in farm products or lodging for the school year.

In 1851, reacting to one of the lowest literacy rates in the Union, Indiana representatives drew up a constitution giving locally elected township school trustees taxing authority to build, maintain and staff rural schools. But education was still spotty in farm areas. Children attended school based solely on the planting and harvesting season, and there was little consistency in attendance. If a child had to work on the farm, or if parents didn’t care, school had to wait.

Typical Indiana one-room schools were about 35 feet by 45 feet, with a stove in the center, outhouses out back, and a pump in front. Unfortunately, the children closest to the stove roasted, while the children further away froze. The heating was “unsuccessful at



Photo by John David Fleck.

Chick talks history with the owner of The Miller School in Shelby County, Ind.

best,” according to Chick, and the lighting wasn’t much better. The windows were designed to be long and narrow and let in more light, but it was hardly adequate for reading and writing. The structures were, however, designed for practical use. The size of the room was determined by how far a teacher’s voice could carry and how well a student could see the blackboard.

Gathering these historical facts takes time and patience. All in all, it’s a lot of work, but Chick and Denny have managed to catalog and photograph about two-thirds of the state schoolhouses so far – over 1,000 legitimate one- or two-room schoolhouses. While they concentrate primarily on Indiana schools, they have found other schools in states across

America – about 150 of them. But they have no plans on stopping. In fact, they’ve expanded their hobby from tracking schoolhouses to displaying them at photo exhibits in local libraries. Chick even gives the odd lecture to interested historical societies.

Denny, a French teacher for over 16 years, says that while Chick’s out rummaging around a school for information about its history, she confines her research to a more personal kind. She often stares at the school and wonders about the children who used to go there. She says she can often tell if it was a happy school or not by the layout of the land and how many trees were planted nearby. “Each school has its own personality,” Denny explains. “Some are so sad, with ivy growing over them and bricks coming loose. You can tell they want to have children in them again.”

While the schools may not have children in them anymore, they at least have the caring Gayleys to pay them a little attention.

—Carrie Calnan



Photo by John David Fleck.

Denny and Chick jot down a few notes on one of their favorite schoolhouses, The McColley School, built in 1875.

THE SECOND TIME AROUND

She began her career as a young woman at C&P Telephone in Washington, D.C. At the time, Gloria Ward's goals were simple: save money, retire wealthy. She moved quickly through various assignments in C&P, and eventually AT&T, in sales, customer service, finance, community relations and human resources. Along the way Gloria raised a family and completed an undergraduate degree in industrial and business psychology and a graduate degree in personnel and human resources management studies.

"I was successful in many ways," she says. "I had so many gifts, yet I was unfulfilled. My past goals were no longer relevant to my current interests."

Gloria retired in 1994 as the human resources leader for Finance after 30 years of service. But her restless nature wouldn't allow her to be idle. She continued her work as an adjunct professor and executive-in-residence at Fairleigh Dickinson University in Madison, N.J. Here she developed a love of teaching that caught her by surprise.

"I discovered how much I love working with people," says Gloria. "When you find a career that marries your past experiences and abilities with your interests, you've struck gold."

She then accepted an assignment as a human resources/management consultant with Right/Jannotta, Bray and Associates. There, Gloria facilitates group workshops for displaced employees. Her workshops deal with employees' feelings upon leaving a company, developing a career transition strategy, preparing resumes and developing interviewing skills and negotiating strategies.

"I find great fulfillment in guiding people – young or old – on their career path." She especially enjoys the women's group meetings held monthly to discuss the state of corporate America today and how women can find success. "I offer suggestions based on my experiences. Women trust me because they know I've been there."

As if that's not enough to keep her busy, Gloria does creative and business writing, and spends a great deal of time writing poems, several of which have been published.

Recently remarried, and with a new focus to her life, Gloria is indeed "wealthy." She is instantly recognizable by the twinkle in her eye and her radiant look. She says she's a fulfilled woman who's having fun the second time around.

—Beverly Frazier

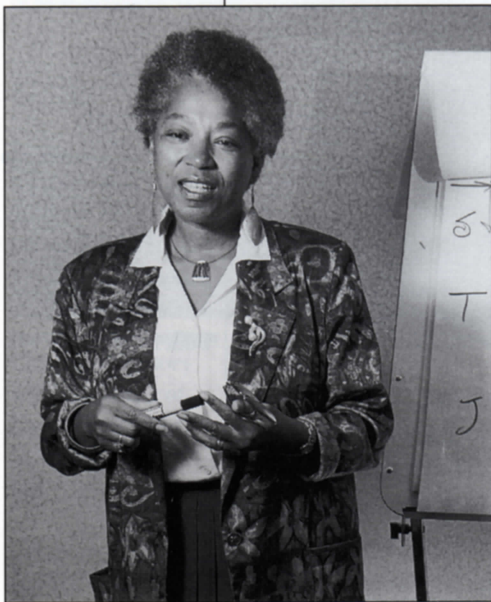


Photo by Vincent Colabella.



Pioneer Volunteers

Fall Review

'95

Volunteer Voice

Since divestiture in 1984 Pioneering has continued to prosper as the active and retired employees of AT&T and the Regional Bell Operating Companies work side-by-side for the betterment of the communities in which they work and live.

In recent years, however, changes in the telecommunications industry have led Pioneer leaders to examine their structure, products and services, values and support of community needs. The global communications marketplace has become increasingly competitive. Major organizational changes have been accelerating at AT&T, as elsewhere, with an emphasis on driving cost out of the business. The people of AT&T are being impacted by many changes, from downsizing and more frequent career moves to early retirements. Added to these are changes in family structure and leisure time. At the same time, societal issues are more complex with fewer government resources available.

These trends, coupled with continuing evolution of AT&T's corporate value systems, such as

- continued on next page



iinvolved *in Change*

If monopolies aren't dead, their lives hang in the balance. Today's competitive world has permeated all phases of life: telecommunications, local phone service and, yes, even your neighborhood school. Volunteerism is no exception. As other nonprofit organizations vie for donor dollars and volunteers, so the Pioneer organization finds itself being tested on all fronts. From members: "What do you do that interests me and my family?" From co-workers: "How do you relate to other Employee Resource Groups (ERGs)?" From corporate sponsors: "What is the value Pioneering adds to my business unit?" From the community: "Who can I call for help?" Pioneers, with the encouragement of AT&T Chairman Bob Allen, are working to parlay their expertise in community organization, volunteer leadership and team building into a business asset at every turn.

Pioneering defines its volunteer thrust as a direct reflection of "Our Common Bond," emphasizing it will provide opportunities for teamwork, innovative solutions for community

continued on next page -

PIONEER

Volunteer Voice

- continued from previous page

Our Common Bond and Community Involvement Councils, have led the Pioneers to change the organization in order to bring greater value to AT&T, and effectively meet community needs.

The Pioneers are rapidly changing from a functional organization to a customer-focused one, asking what they can do for AT&T and its business units and divisions. AT&T Pioneers are establishing partnerships with local employee resource groups (ERGs) where they can provide a unified effort to support employee community involvement at the grassroots level, using corporate resources wisely without duplication and in ways that are consistent with corporate strategies.

As the Pioneers look to the future of the business they are linking their strategic direction and mission to that of AT&T. In doing so, they will be contributing to the behaviors needed for AT&T to succeed in the marketplace and strengthen the reputation of AT&T in the community as a caring corporation.

*Pioneer Quality Council
July 1995*

continued from previous page -

needs, avenues for leadership and cooperation, and a focused dedication to helping customers.

Inventions and innovations, primarily for those with disabilities, have been a mainstay of Pioneering, and today's AT&T Pioneer units are establishing partnerships with business units and divisions to create team-building experiences. Building houses for the homeless and retrofitting parks to accommodate the disabled provide work groups with the opportunity to share team experiences and success, while adding value back to the community.

Collaboration with ERGs enables the employee interest groups to work with the Pioneers, exercising skills of negotiation with government, neighborhood and agency leaders to develop projects uniquely suited for the specific resource group.

In short, Pioneering benefits our communities while honing business skills critical to AT&T's success. But success doesn't stand alone.

As Allen says "Leadership in business entails responsibility for the common

JDFI RECOGNIZES AT&T

The Juvenile Diabetes Foundation International (JDFI) presented its National Corporate Leadership Award to AT&T on June 29 for its ongoing efforts to raise funds for the foundation. Last year, a team of 30 walkers raised more than \$10,000 in JDFI's annual Central Jersey "Walk for the Cure." This year, in partnership with the AT&T Pioneers, AT&T Network Systems Product Management and Development Process Vice President George Arnold hopes to field a team of more than 1,000 walkers, including employees, family and friends. The walk is scheduled for Oct. 8, and starts in Avon, NJ. Organizing the walk on behalf of the Pioneers is Nancy Viehmeyer of the Jersey Shore Council. Individuals interested in volunteering should call Nancy at 908 949-7410.

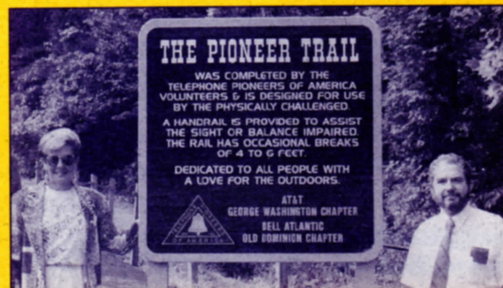
PIONEERS GO OFFSHORE

Barbara Curcio, vice president, AT&T Pioneers, attended the installation of the "Aloha Team" on Aug. 11, in Honolulu. The Aloha Team is the first official Pioneer offshore chapter. New officers are Mary Gora-Ainu, president; Teri Wallace, first vice president; Patti-Jo Chong, second vice president; DeAnna Tom, secretary/treasurer; and members-at-large, Cynthia Kinoshita, Wesley Kam, Bob Kawai, Debbie Lim and Don Steiner. Carolyn Saiki-Nam is the chapter manager.



\$10,000 FOR PIONEER INGENUITY

The National Organization on Disabilities presented a check for \$10,000 to the City of Bedford on June 2 at Liberty State Park in Bedford, Va. The check was in recognition of an environmental trail designed and built by the Pioneers to accommodate physically challenged individuals. Life Member David Joyce, who headed up the project, was on hand for the ceremony. The trail was completed after more than 5,000 hours of volunteer labor, which included repairs required as a result of damages caused by severe winter storms in 1993-1994.



good. By committing to the Pioneers, each of us can ensure that, as our business succeeds, so will the communities where we live and work."

Allen has stressed that bonding with customers may be the single most important element in long-term success. "And what better example of reaching out to customers than demonstrating that AT&T Pioneers care about education, the environment, economic development and the vitality of communities around the world," he said.

At the annual meeting this year, Allen was asked by a shareholder about the future of Pioneering. His answer was direct: "We are committed to your support.

"Like everything else in our business, we have asked the Pioneers to come to the table to help determine how we can more efficiently go about the world of Pioneering. They have responded in kind and cut their budgets back and done things to become more efficient, yet still not deteriorate their work in their many communities."

Allen continues to support volunteer efforts at all levels of the organization. "The times and the technology may change, but it's the team effort—the players who care—that remains constant. And nowhere is that more obvious than in Pioneering," he concluded. **7**

Chapter Chatter

NAME-DROPPING FOR SCHOLARSHIP FUND

More than \$114,000 was raised in last year's return-address label program sponsored by the AT&T Pioneer chapters in Region 10. Approximately half of the money raised went to the Region 10 "Educational Scholarship for Students with Disabilities" fund. The scholarship, which began in 1991, provides financial assistance for physically and developmentally challenged students who seek higher education. The other half of the net proceeds was divided among the chapters, which received checks of more than \$8,000 each. Chapters designated their funds for a variety of community service projects, including numerous educational and environmental programs.

ON THE MAP IN MEMPHIS

Dedication of a map project in Memphis, Tenn., was scheduled Aug. 17, when State Senator Jim Kyle and State Representative Larry Miller helped AT&T Pioneers celebrate completion of a U.S. map on the playground of the Frayser Elementary school. The map program is a nationwide Pioneer project, in which Pioneers paint maps of the United States or Canada on school grounds, in order to enhance students' knowledge of geography. Pioneers have painted hundreds of maps on playgrounds across the country. This particular map project was done in partnership with Global Business Communications Services, who approached the Pioneers about doing the map on behalf of the local Junior Achievement organization.



DOUBLE-DUTY IN DENVER

The Mile High Chapter literally had the bases loaded when the annual national beepball tournament came to town in August. Tournament officials were looking to the Pioneers to act as greeters, umpires and concessionaires during the Aug. 7-13 tournament. As luck would have it, during that same period nearly 500 time slots were already being filled by Pioneer volunteers in a local Habitat for Humanity house-building project.

But since beepball, a specially designed baseball game for those with visual impairments, was invented by Pioneers in Colorado more than 30 years ago, rounding up enough volunteers to lend a helping hand at the tournament was easier than stealing home.



OLYMPIC FACE LIFT

Atlanta Mayor Bill Campbell, determined to remove trash and graffiti from Atlanta and surrounding areas in time for the '96 Olympics, challenged local residents to get involved in the "Great Atlanta Clean-Up." AT&T Pioneers kicked off their effort during the July 4 parade, armed with mops, brooms and trashbags.

NEVER TOO OLD TO DREAM

Eighty-three year-old Mary Kros had a dream: to get her high school diploma. A notable achievement at any age, impressive at four-score and three, and even more challenging when you take into account that she is blind. Pioneer volunteers from the Cornhusker Chapter (Nebraska) helped make the dream come true, spending countless hours tutoring Ms. Kros in preparation for the math portion of the Graduate Equivalency Diploma test. Those who helped in the project were on hand to help her celebrate the Aug. 11 graduation.

Breaking Up Is Hard To Do

Changes in Congress. Changes in competition. Changes in communication capabilities. But changes in Pioneering? You must be kidding! Not on your life, as Pioneers throughout the United States watch boundaries move, chapters evolve, clubs reorganize.

So what gives? Increased competition for one thing. Where as once Ma Bell and her offspring were one big happy family, these days the scene is more reminiscent of the Hatfields and McCoys. Co-mingled Pioneer chapters, those with employees from AT&T and the RBOCs alike, are quickly becoming a thing of the past.

As co-mingled chapters separate, old boundary lines are no longer valid. For AT&T, it's meant redefining and establishing new regions. For example, earlier this year, AT&T's former Region 10 (which served chapters in New Jersey, New York, Pennsylvania, Maryland, Delaware, Virginia, West Virginia and the District of Columbia) was expanded up and down the eastern seaboard and as far inland as Kentucky to include chapters once part of regions served by Ameritech and Southern Bell. It's now known as Region 17 and consists of 11 chapters, including four new ones.

And more change is on the horizon. At the request of Southwestern Bell, Region 17 will be expanding yet again, incorporating previously co-mingled chapters from Kansas, Missouri, Oklahoma, Arkansas and Texas. A transition team is already at work on the Southwestern request for separation. Transition of the chapters will take place in the October and November timeframe.

"Quite frankly, we were not too surprised when Southwestern chose to move in this direction," commented Barbara Curcio, vice president, AT&T Pioneers. "We've said all along that we would accommodate any such request.

"We're convinced the deadlines we've been given are a little arduous, but we are working to comply," she said, adding, "We welcome the opportunity to have our own singular brand before the public."

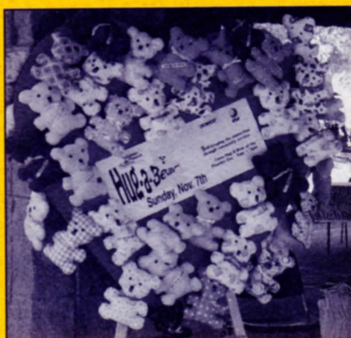
Pioneers are taking the challenge in stride, hoisting their logo with the designation "AT&T Volunteers" high. **f**

On the
Horizon



■ **Happy Birthday, Pioneers!** *Nov. 2* marks the 84th birthday of the Pioneers. How is your chapter planning to celebrate? Opportunities abound for special events, including volunteer exhibits, membership recruitment and lunch-time programs. This year Pioneer Week will be celebrated Oct. 29 through Nov. 4. If your chapter hasn't already made plans on how to celebrate the spirit of volunteering, you'd better hurry. Pioneer Week is a great opportunity to spread the news about the Pioneers in your community.

■ **Hug-a-Bear Sunday** is an annual event, honoring the Pioneer-invented bears that are provided to police, fire departments, military and emergency teams to give to children in times of trauma. According to the national Pioneer organization, approximately 1.6 million Hug-a-Bears have been distributed. The bears have traveled the world, from Kobe, Japan, during the recent earthquake to Saudi Arabia, during the military action in Desert Storm. This year, Hug-a-Bear Sunday will be celebrated on *Nov. 5*. It's a time for Pioneers to partner with other organizations to celebrate the bear with a heart.



■ **Starting in late November**, Pioneers will celebrate the 10th anniversary of the Santa Goodwill trip by returning to Tokyo, where the first Santa Goodwill trip took place in 1985. Started as an effort to introduce volunteerism around the globe, the Santa Goodwill trip takes Pioneers and their families and friends abroad to visit agencies similar to those Pioneers are involved with in the United States and Canada. Pioneers collect gifts for the elderly, orphans, and those with disabilities. Those participating in the Santa Goodwill trip pay their own way and, in the case of active employees, use their own vacation time. More than 200 Pioneers already have booked their destinations for 1995, including Japan, Australia and England. For more information, please contact your local Pioneer chapter.

Parting Comments

INVOLVED is published by the AT&T Pioneers, One Speedwell Avenue, Room 402F, West Tower, Morristown, N.J. 07962. If you have a project or calendar item you would like featured in the next issue of *INVOLVED*, please contact Sue Saunders at 201 984-7134. For information about the Pioneers or to identify the Pioneer office nearest you, please call 201 898-3426.

An Inventive Mind

Al Seward never dreamed that a local North Carolina TV show would spark such desire in his soul. When a news show spotlighted how a young child got badly burned while taking a bath, Al turned to his wife and said that surely someone should have invented a product to safeguard against such accidents. His wife's response planted the seed that started Al's mind racing: "Well, you're always tinkering. Why don't you do it?"

Al thought he'd do just that and set to work to design a prototype for a childproof faucet. With no real workshop at home, but with an abundance of good ideas, he created the faucet with only a hand drill and file. His faucet comes equipped with springs and screws installed to prevent young children from turning the water on themselves and getting burned. The idea works like a childproof medicine bottle – you must press down on the faucet and turn. Only a certain amount of pressure will release the spring mechanism and let the water flow.

In December 1994, Al went to a patent lawyer and asked for guidance on how to navigate the patent pending process. He quickly found that no other childproof faucet was registered with the patent office in Washington, D.C., so he contacted a second lawyer to pursue a patent for him. First the lawyer contracted a draftsman to sketch out Al's ideas on paper to show its mechanical feasibility. Then the draft went to Washington to wait for approval.

On May 17, 1995, Al got a letter from his lawyer informing him that he was awarded a patent pending for his faucet, patent file number 48443009.

"I'm always tinkering with something or another. I've always been mechanical-minded," says Al, a retired AT&T Technologies assembly inspector. "I've been living in this house for 37 years and never had to hire a plumber or electrician. I just love to mess with stuff. I can't stand to have someone else do it if I can."

Al also enjoys keeping busy in his considerable garden. Spanning 100 feet by 150 feet, it yields enough corn, squash, okra, cucumbers, tomatoes and more to feed the whole neighborhood. His friends don't understand the need for a garden so large, but Al laughs their comments off. "I don't like to mow." He adds nostalgically, "I was raised on a farm. I enjoy seeing stuff grow."

Al's next step is to find a manufacturer to produce the childproof faucet, and he's already hard at work looking. "Nothing hurts more than a burn. If I can save one child with this faucet, it will be worth it all."

—Carrie Calnan

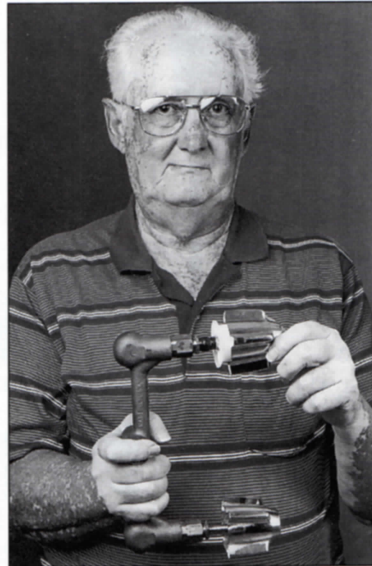


Photo by Woody Marshall/Times News

BENEFITS



ELECTRONIC FUNDS TRANSFER ENSURES SAFETY AND SECURITY

In 1994, approximately 4,200 pension checks were reported lost. Of these, 3,200 involved paper checks mailed to homes.

You can prevent this from happening to you with Electronic Funds Transfer (EFT). With it, your pension check is automatically deposited into your personal checking or savings account. The money is available to you on the date of issue, with no waiting for the postal service to deliver your check and no waiting in long lines at the bank. Perhaps the biggest benefits lie in the safety, security and peace of mind EFT ensures.

Don't wait for a lost or stolen check to sign up for EFT. Sign up now and join the more than 100,000 other AT&T retirees receiving their pension checks through EFT. It's easy, free and you'll continue to receive your check stub through the mail.

Simply fill out the form on the following page, fold it as indicated and send it to the AT&T Pension Service Center, P. O. Box 770, Arlington Heights, IL 60006-0770.

CHANGE YOUR ADDRESS RECENTLY?

If you moved to another state recently, chances are it resulted in a change to your tax records as well. And because we will show you as having two or more states of

residence for the year, it means you will most likely receive two 1099R forms at tax time. You can avoid this by telling us which state you'd like to list as your residence for tax purposes when you call to change your address from one state to another. Call the PSC at 800-736-7779.



The Pension Service Center (PSC) officially opened for business on July 5, 1995. Celebrating the opening were (left to right, foreground) Richard Dennis, HR director; Carolyn Wallace-Moore, director of operations, PSC; and Allen Rothman, director of strategic services, PSC.

LOST CHECKS

CHECK DATE	MONTH COVERED	PSC REPORT DATE
9/29/95	9/95	10/5/95
11/1/95	10/95	11/6/95
12/1/95	11/95	12/6/95

ELECTRONIC FUNDS TRANSFER AUTHORIZATION

INFORMATION REGARDING THIS PAYMENT METHOD

This form should be completed only if you wish to have your monthly pension payment deposited electronically into your checking or savings account. Posting to your account is done automatically and instantaneously at the time of deposit. You will continue to receive your pension check stub at your home. There are no charges to you for this service. If you elect this payment method and are also receiving Medicare B/telephone reimbursements, those payments, too, will be deposited electronically into your account.

If you are filling out this form at this time because you are changing financial institutions, **DO NOT CLOSE YOUR OLD ACCOUNT** until your payment begins to arrive at your new financial institution.

RETIREE/ANNUITANT DATA

Retiree's /Annuitant's Name

Social Security No.

Last

First

Middle

AUTHORIZATION

I hereby authorize you to deposit my monthly pension payment automatically (electronically) each payday to my account shown below. If this causes funds to be deposited to my account to which I am not entitled, I authorize you to direct my bank, credit union or savings and loan association to return said funds. This authorization will remain in effect until I cancel it in writing.

Retiree's/Annuitant's Signature

Date

FINANCIAL INSTITUTION DATA

Instructions:

This form must be completed and approved by an officer or the EFT coordinator of your financial institution (see below). All spaces are to be filled in and all information is to be printed.

Full Name of Bank, Credit Union
or Savings and Loan Association

(Please Print)

Address of Office That Will Process
Pre-Note (Including Check)*

(Number and Street/Rural Route Number)

(City/Town, State, and Zip Code + 4)

* AT&T Company's pension trustee, Citibank, includes the mailing of a check as part of the pre-note procedure to initiate the EFT payment method.

Account Number

(Include Zeros/Dashes/Spaces, If Applicable)

Account Type

Savings Checking

EFT Transit Routing Number

_____|_____|_____|_____|_____|_____|_____|_____|_____|

(9-Digit Number)

FINANCIAL INSTITUTION ACCEPTANCE AND VERIFICATION

Deposits will be accepted and credited to the account shown above.

Signature _____

Date _____

(Officer/EFT Coordinator)

EFT Contact Tel. No. _____

(Include Area Code)

Fold Here

Fold Here

Place
Stamp
Here

AT&T Pension Service Center
P.O. Box 770
Arlington Heights, IL 60006-0770

MEDICARE PART B PREMIUM UPDATE

The \$33 AT&T reimbursement on Medicare Part B premiums will not be implemented in 1995 for employees who retired on or after March 1, 1990. The \$33 reimbursement was to have become effective July 1, 1995, and would have been reflected in affected retired employees' October Medicare Part B and telephone reimbursement checks.

Effective Jan. 1, 1996, the monthly Medicare Part B premium reimbursement for employees who retired on or after March 1, 1990 will be \$46. The reimbursement for Medicare Part B-covered lawful spouses will be \$33.

Please disregard the Second Quarter 1995 *Encore* article about the Medicare Part B premium reimbursement changes.

NEW TIME LIMIT FOR FILING CLAIMS

You now have 15 months from the date of a medical, dental or vision-care service to file a health-care claim. This new time limit applies to all claims for services incurred on or after March 1, 1995. The 15-month claim filing period applies to you and to health-care providers who may file claims for you.

MEDICARE COVERAGE

If you or your dependents have Medicare as your primary medical coverage – and you require extended care facility or home health care services – there are some important procedures to follow to ensure you receive benefit coverage.

Your doctor or the hospital's social services department should call Medicare prior to your receiving either of these services to obtain authorization for the care. If approved, Medicare will cover the services at 100 percent (depending on the service), or at 80 percent, for a specified number of days. When Medicare covers the service at 100 percent, it's the primary plan. When

Medicare covers the service at 80 percent, the AT&T Medical Expense Plan (MEP) becomes the secondary plan for coordination of benefits.

Before coverage ends, and if you know you'll require additional care beyond the initial specified number of days covered by Medicare, you must call for precertification (HealthCheck) to obtain approval for continued care under the MEP.

As an example, if Medicare authorizes care for 30 days at 100 percent, and you need the care for only 30 days, you don't have to call for precertification. If you need care for longer than 30 days, you must call for precertification. You should make this call around the 20th day of the initial 30-day coverage period. Your case will be reviewed to determine whether continuation of care for additional days will be authorized. If it is, AT&T becomes the primary plan.

Private duty nursing services aren't covered under Medicare, so the MEP is always the primary plan. If you require these services, your doctor must call for precertification.

If you have questions about when to call for authorization or precertification, call 800-424-4288 or refer to your Medicare handbook.

TRAVELERS CHANGES ITS NAME

The Travelers has changed its name to MetraHealth, effective July 1995. ID cards with the Travelers name will continue to be honored.

ENROLLING THIS FALL THROUGH THE BENEFIT DIRECTIONS ENROLLMENT CENTER

OCTOBER 16 – NOVEMBER 10

BDEC is the place to call to select your benefits, ask questions and request information.

THE CONVERSANT SYSTEM — IT'S THE EASIEST WAY TO ENROLL

To make the enrollment process as easy as possible for you, the *Conversant*



voice-response system will take you step-by-step through your elections in the shortest time possible. You'll also be able to request additional information, such as an HMO Comparison Guide, Benefit Briefs and enrollment materials. If you're under 65 and you elect the point-of-service (POS) medical option, you can

also make your primary care physician (PCP) election through the *Conversant* system.

Remember, make sure you get your seven-digit confirmation number before you hang up.

TARGETED ENROLLMENT WEEKS

Call the BDEC during your targeted enrollment week.

If your last name begins with:

A - G	Oct. 16
H - O	Oct. 23
P - Z	Oct. 30

If you're under 65 and eligible for the POS option, and you plan to attend a POS information meeting later than your enrollment week, enroll when you can between Oct. 16 and Nov. 10.

BENEFITS

BENEFIT DIRECTIONS ENROLLMENT CENTER (BDEC): 800-662-8439 DURING THE ENROLLMENT PERIOD

- ❑ Call the Conversant system to enroll: Monday – Saturday, 7 a.m. – midnight, ET
- ❑ Representatives are available to answer questions: weekdays, 9 a.m. – 7 p.m., ET
- ❑ *AT&T Language Line*: weekdays, 9 a.m. – 7 p.m., ET
- ❑ TDD: 800-874-7218, weekdays, 9 a.m. – 7 p.m., ET

BENEFIT DECISIONS – CHANGES FOR '96

Effective Jan. 1, 1996, there will be a number of important health-care benefits changes. Take some time to review your enrollment information carefully.

Here are a few of the highlights that will be introduced:

- ❑ The new POS medical option for retired employees under 65 in most areas throughout the country.
 - ❑ A new mental health/chemical dependency program for retired employees under 65.
 - ❑ There are changes to dependent coverage and classifications. (See *Dependent Coverage: Changes for 1996*.)
- There are other changes to the medical options and your dental coverage. The pre-enrollment materials you'll receive in September contain information about the changes in coverage and enrollment procedures. You may find you need to call the BDEC to enroll this year.

WHO MUST CALL THE BDEC TO ENROLL THIS YEAR?

- ❑ You only need to call to change your current medical option or to cover Class II dependents.

■

Don't forget: If you're under 65 and eligible for the POS option, you'll be sent all the information you'll need about the POS option, so you don't have to attend a meeting in order to be prepared to make your election.

But going to a meeting gives you an excellent opportunity to ask Aetna, CIGNA or U.S. Health-care representatives questions about the POS program.

■

- ❑ If you're under 65, retired on or after March 1, 1990, and live in a POS network area, you must call to elect a medical option, or you'll automatically be assigned the POS option.

BENEFIT BRIEFS – ON REQUEST FROM BDEC

The right amount of information when you need it – that's a Benefit Brief. They're on request from the BDEC because you've told us you don't always need in-depth information in your enrollment materials about benefits that haven't changed.

In September, everyone will be getting benefit information, including updates on the changes for 1996. If you're under 65 and eligible for the new POS medical option, you'll be getting plenty of information about the program.

The Medical and Dental Expense Plans, Basic and Supplementary Life Insurance and Covering Your Dependents Benefit Briefs are available through the BDEC's Conversant system, 800-662-8439.

DEPENDENT COVERAGE: CHANGES FOR 1996

Some changes to dependent coverage will become effective Jan. 1, 1996:

- ❑ The Class I dependent category will be expanded to include Sponsored children – your unmarried children, age 19 through the end of the calendar year in which they reach age 23, regardless of full-time student or disability status.
- ❑ The Sponsored children category will be discontinued. If you currently have dependents classified as Sponsored children, they'll automatically be reclassified as Class I dependents, provided they will not reach age 23 prior to Jan. 1, 1996.

1995 is the last year you can enroll Class II dependents. If you want to cover Class II dependents for the first time, or you want to continue coverage for those you currently have enrolled now, you must call the BDEC during the enrollment period. If you do, you'll be able to continue coverage for them in subsequent years. If you don't enroll them in 1995, you will not be able to re-enroll your current Class II dependents or enroll new Class II dependents after Dec. 31, 1995.

Remember that Class II dependents cannot be covered under an HMO.

The annual maximum income level for Class II dependents will be increased to \$12,000.

DEPENDENT COVERAGE CATEGORIES FOR 1996

CLASS I DEPENDENTS

Your lawful spouse.
 Unmarried children* through age 23. Coverage expires Dec. 31 of the year in which the child reaches age 23 or at the end of the month in which the child marries, whichever occurs first.

Unmarried children* over age 23 who have physical or mental disabilities, and who are incapable of self-support, fully dependent on you for support and certified for coverage by the claims administrator.

* "Children" include your own and your legally adopted children, stepchildren living with you and children living with you for whom either you or your lawful spouse is legal guardian.

CLASS II DEPENDENTS

Unmarried dependent children who are not Class I dependents because they're not disabled or they exceed the Class I age limit.

Unmarried grandchildren.

Unmarried brothers and sisters.
 Parents, grandparents, and your lawful spouse's parents and grandparents. (Your stepparents and your lawful spouse's stepparents are not eligible as Class II dependents.)

Class II dependents must have lived with you or in a nearby household provided by you for at least the past six months and must continue to live in such a household during the period of coverage. In addition to the support you provide, their annual income for the plan year can't exceed \$12,000 from all sources (including Social Security).

Remember, you must enroll Class II dependents this year. If you don't, you will not be able to cover them after Dec. 31, 1995.

NEW MENTAL HEALTH/CHEMICAL DEPENDENCY PROGRAM

A new mental health/chemical dependency (MH/CD) program is being introduced for active and retired employees (under 65) for coverage effective Jan. 1, 1996. You'll automatically receive this coverage in January (unless you have HMO coverage). You don't have to make any special election this fall. HMO participants will continue to have the MH/CD coverage currently available through their HMOs.

The new program will be administered by Medco Behavioral Care Corporation (MBC). MBC will manage all mental health treatment services, and work in partnership with AT&T's Employee Assistance Program (EAP). The EAP will manage all chemical dependency treatment services.

The new program offers the convenience of a single, toll-free number to access care and no claim forms to file when you use MBC network providers. When you need care, the choice is yours to receive services from an MBC network provider or go out-of-network and receive services from

any eligible provider, although out-of-network services may cost more. For example, when you receive care through an MBC network provider, your first 10 office visits will be provided at no cost to you. You'll pay a \$10 copayment for each subsequent visit. Also, there's no deductible to satisfy.

The program offers a wide range of services and providers (28,000 nationwide) near you to ensure you receive the appropriate treatment to meet your individual needs.

When you need MH/CD care, you simply call MBC's Member Services HelpLine, and a representative provides the appropriate information using a database of network providers. You'll also be able to speak to a case manager about your situation.

If you have questions about the program after you read through your enrollment materials, call the MBC Member Services HelpLine at 800-695-0090, weekdays, 8 a.m. - 6 p.m.

IN MEMORIAM

Encore's quarterly listing of retiree deaths from April 1 - June 30, 1995 (some late March deaths also), includes state abbreviations of the last work location. Some AT&T organizations have combined or changed names (as in the merger of AT&T Communications and AT&T Information Systems).

RESOURCE MANAGEMENT

Name	State	Date
Desantis Angela	NY	05/21

CORPORATE HEADQUARTERS

Name	State	Date
Bateman Helene C	NY	05/03
Bierstedt Gustav C	NY	04/10
Crimmins Margaret M	NY	04/22
Crosland Edward B	NY	04/11
Deuell Edgar P	NY	05/21
Greene Lyford N	NY	05/16
Horan Helen M	NJ	04/14
Jellison Ruth H	NY	06/06
Keane Stephen	NY	05/03
Kenny Brian P	IL	04/22
Livermore Dorothy J	NY	03/01
Lynde Harold W	NY	04/21
Miller Lloyd S	MO	03/20
Nazzaro Estella	NY	04/19
Shea Timothy E	NJ	06/19
Striker Enid T	NJ	05/21
Taylor Philip D	NY	04/28
Weppeler H Edward	NY	05/17
Williams Robert J	NJ	06/11

BELL LABORATORIES

Name	State	Date
Anders J V	IL	04/19
Best Frederick S	NJ	05/27
Braga Felix J	NJ	04/06
Cipko William E	NJ	06/15
Dale George V	NJ	05/11
Diefenthaler Elisabeth	NJ	04/07
Filmer Harriet B	NJ	04/17
Frantz Daniel R	NJ	06/16
Garzia Ricardo F	OH	04/20
Golden John H	NJ	03/30
Granger Charles W	NJ	05/21
Holmlin H Walter	NJ	06/29

Insull W	NJ	04/15
Kane Arthur C	NJ	05/31
Keefer Howard J	WA	06/18
Kelly Michael J	NY	04/18
King Ruth A	MA	06/28
Knox William P	NJ	05/20
Kossman Wilbert H	NJ	04/27
Macchione William	NJ	05/06
Mc Glasson Jr John	NJ	04/22
Mikkelsen Helen P	NJ	05/19
Miller Frank E	NJ	04/01
Mills James C	ND	06/13
Mills John K	NJ	05/25
Mournes William J	NJ	04/10
Murray John L	NJ	05/17
Palladino Michael A	NJ	06/22
Philipps Robert J	NJ	06/19
Pictroski Edward B	NJ	06/26
Primavera Agnes C	NJ	04/17
Ross Robert R	GA	04/23
Schulte Jr Harry J	NJ	05/17
Sistler J E	NJ	05/25
Toth Hazel J	NY	03/03
Van Tassel E Kenneth	NJ	04/30
Wilkening George M	PA	06/30
Wilson Jessie	NJ	06/18

TECHNOLOGIES

Name	State	Date
Adamis Amelia	IL	05/21
Adams Earle C	MI	04/01
Allen Daniel J	CT	04/23
Anderson Harry L	NJ	04/02
Anderson Angela S	NY	04/06
Anderson Rita K	MA	05/09
Apple George E	NC	05/09
Armstrong Carl L	NC	05/21
Armstrong Harold D	OH	04/10
Arnold William S	MD	03/31
Armspiger Warren E	OH	03/31
Atkins Harry E	IL	05/01
Ault George L	IN	06/15

Bachar Norman J	IL	05/11
Bader Mary T	IN	04/21
Bailey Jacqueline E	NC	04/06
Baker Frank S	IL	04/29
Ballard H Parker	NJ	06/14
Bangert Harry F	NJ	05/17
Barkoski Alfred J	NY	06/27
Bartunek Blanche I	IL	04/30
Baublitz Jr William H	MD	04/07
Beales Robert J	IL	06/04
Beil Donald G	PA	04/27
Bellomo Janina	NJ	04/19
Bensel Julius H	IL	04/30
Bentz George N	PA	06/26
Bernard Omer P	MA	06/12
Berry Margot Mary T	CO	05/21
Bielo Henry J	IL	06/17
Bigler Jack R	CA	05/13
Bigotto Emily K	NJ	05/03
Biondolillo Salvatore J	NJ	05/22
Bitter Charles G	MD	05/23
Blakemore Ezell L	IL	06/14
Blankshain Marie A	IL	06/20
Blauvelt William G	NJ	05/14
Blazek Joseph W	IL	04/11
Blevins William M	NC	05/03
Blizard Mary B	NC	06/22
Boddiford Clem	MD	06/03
Bodniowycz Onufry J	NJ	06/13
Bogges Robert M	TX	04/12
Borsi Jean S	OH	04/16
Boston John H	MD	06/01
Bouma Ralph R	IL	04/29
Bowling Joe	IN	04/08
Bowman Elva S	IN	06/16
Boyle Terrence A	NJ	05/17
Bradshaw Erma G	IN	04/21
Brady Jr Ernest L	NC	04/04
Brandon Byron B	OH	05/07
Brechin Janet G	IL	05/18
Briggs Evelyn B	PA	05/27
Brogna Ralph O	NJ	05/26
Brown Everett A	MA	05/19
Brown James M	NC	06/15
Brown Terry C	NC	06/29
Brozowski Stanley C	NJ	05/10
Brunner Richard R	PA	05/15
Brzezicki Mary R	IL	06/19
Bullington William R	MD	05/16
Bullock Vivian D	NE	05/13
Burgamy Jr William A	MD	05/06
Burger Ernest H	GA	06/16
Busca Thomas G	NY	05/06
Calcagno John	IL	06/19
Cammack Jr Marvin L	OK	05/30
Campbell Wallace S	NJ	06/01
Canup Micah C	IL	04/18
Carlson Agda A	IL	02/24
Cartright John P	NJ	05/23
Cartwright Ethel G	IN	06/16
Cash Clen D	NE	05/20
Casper John M	NJ	06/06
Cassell Ronald J	GA	06/02
Castricone Jennie K	MA	06/25
Chadwick Mildred K	MA	05/27
Chambers Daniel B	NE	05/21
Cherchia Paul L	NJ	04/18
Christiansen William E	IL	05/15
Cinkel James J	IL	03/30
Clark Lillian M	VA	06/27
Clay Gloria M	PA	04/18
Coffin Lincoln L	PA	04/06
Coleman Jimmie J	OH	05/23
Collins George C	PA	06/04
Consiglio Thomas L	CT	05/04
Cook Clarence A	AL	05/06
Cordell M Lee	IL	06/10
Cormier Beulah B	MA	04/11
Cornelison Robert T	NC	06/22
Couch Charles W	NE	05/10
Coughlin John A	MI	04/28
Coyne Sarah H	IL	04/03
Crispens Emma M	MD	04/02
Crowley Charles L	NJ	01/23
Cure Howard G	NJ	04/25
Czaplinski Henry J	NJ	04/15
D Orlando Josephine M	MA	04/27
Dailey Catherine M	OH	06/24
Davidson Ivan V	IN	05/31
De Mott F W	NJ	06/19
De Pesa Helen P	IL	04/27
De Witt Gladys F	NY	04/18
Dean Lillian N	NJ	04/09
Derling Clifford J	WV	04/20
Dicker Kenneth F	NJ	05/07
Distefano Frank	MO	06/02

Divis Emily K	IL	03/31	Grube Marilyn S	IN	05/26	Jenness Jr Emmett T	NC	05/30	Marks Ernest C	PA	04/22
Dixon Joyce M	IM	04/15	Grzypinski Anne T	NJ	04/07	Jensen Howard M	CA	04/26	Martin Edward M	NY	04/01
Dolan William L	NY	06/12	Guentert Jr Eugene C	IN	06/17	Jensen Regnard E	MA	05/01	Martin Howard E	NJ	05/23
Dougherty Richard R	PA	04/18	Guidone John J	IL	04/16	Jeppson Harman A	CA	04/27	Martinez Robert O	TX	06/27
Downing Dean	IL	05/25	Gurdison Benjamin R	NJ	05/18	Jeter George W	MO	06/14	Martiz Mattie J	NJ	03/12
Ducharme Joseph C	MA	04/19	Gurr William J	AZ	06/16	Jezyk Stefan	IL	05/11	Masin Henry C	IL	05/14
Dunham Kathryn	TX	05/22	Gutermuth Kenneth H	AZ	06/28	Johnson Lillian L	IL	05/04	Massey Dwight E	MO	06/06
Dunnill Ann P	MD	05/14	Gutowski Stephany K	IL	04/12	Johnson Sally G	NY	06/25	Matthew Helen A	PA	06/05
Dyke G O	CA	05/12	Habif Albert	MA	06/16	Johnston Willis R	IL	06/21	Matty James J	OK	06/03
Ebron Jr Leahmond A	NJ	06/10	Hagman Sture E	NJ	05/28	Jones Clarence H	IL	06/21	Matulewicz Michael J	NJ	04/17
Ehrie Gladys N	PA	05/15	Hallman Anna S	IL	04/23	Jones Lee D	GA	04/17	Mayers Carolyn M	NJ	05/05
Eickmeyer Joseph F	MO	04/07	Halverson Donald L	WI	04/26	Jones Betty S	OK	04/05	Mc Clure Philip	IL	06/24
Eklund Carl S	CA	03/31	Hand Delores M	MD	04/02	Justinic Helen F	IL	05/03	Mc Cormick John J	FL	05/17
Eliot Henry H	NJ	04/29	Hanlon Thomas P	NJ	05/01	Kalfas Peter P	IL	04/19	Mc Dowell Evelyn M	NC	05/22
Ellis James T	MD	06/22	Hann Walter	NJ	04/27	Kasperski Stella K	IL	06/02	Mc Eachern John H	IL	06/26
Ellison Albina M	IL	05/13	Hanna Henry A	MA	06/17	Keener Leo H	NC	04/28	Mc Ellin Donald J	IL	06/07
Engel Wilber C	IN	03/30	Harding Wyatt R	TX	05/02	Kempf Louis E	TN	06/14	Mc Garry Robert M	IL	04/21
Engle Dorothy J	PA	05/30	Harrington Archibald F	NC	03/31	Kennedy M Constance	MA	06/09	Mc Gowan Carl D	CA	04/21
Evans Lola M	MO	05/31	Harris Stella J	IL	03/30	Kessl William	IL	04/23	Mc Larty James H	GA	05/02
Evans Mary L	WA	04/09	Hart Hazel H	MA	05/21	King Stephanie H	PA	04/25	Mc Vicker Stella C	IL	04/19
Fallowfield Louise B	IN	06/08	Hauser Fred J	IL	05/08	Kirby Theresa R	MD	05/28	Mccafferty John E	TX	06/02
Fassold Willard H	NJ	05/06	Healey Helen	NJ	06/13	Kirtton Irene M	IL	04/09	Meade Catherine C	MD	05/25
Favreau Ruth G	MA	01/21	Hedrick Jr James G	MA	04/18	Kittrell Jr William A	MD	06/15	Medina Marcial O	IL	05/15
Fiedorowicz Stanley F	IL	05/28	Hegarty William J	MA	05/23	Klora Thomas F	IL	04/05	Meeks Margaret W	OH	04/05
Fields James A	TX	04/13	Heim William E	NJ	06/15	Knetzger Raymond F	WI	04/27	Melando Edward	NJ	06/13
Firth Richard A	CT	05/27	Heinz Alfred	NJ	05/03	Kolar Otto J	IL	04/10	Melendy Gordon A	MA	06/06
Fischer George M	IN	06/21	Henry Paul L	IN	05/06	Kopecky John	IL	04/08	Meluso Louis P	NJ	05/03
Fischer Robert H	AZ	04/29	Herbert Calvin J	AZ	06/24	Korpela Thomas J	NE	05/24	Merewether Gerald E	MA	04/05
Fischnar Arthur A	TX	04/07	Herrmann Henry J	NJ	03/29	Kostenko Michael W	NJ	05/06	Meyer Frank C	MD	04/15
Flowers Billie M	MN	06/18	Hertel Charles R	TX	05/08	Kozub Rachel B	NJ	04/09	Mieling Jr Theodore F	IL	04/25
Folsom Marie T	MA	04/01	Higgins Evelyn G	IL	04/20	Kramer Marjorie S	IL	04/25	Miller Anne L	CT	04/23
Formhals James O	TX	05/16	Hill J Toney	CO	04/24	Kronenberger Lorraine A	NJ	05/07	Milske James D	WI	06/03
Fotos Constance	MA	04/17	Hill Jr John W	NC	04/06	Kuhns Samuel H	PA	04/07	Minicucci Otto	NY	04/12
Francis Donald J	CA	03/30	Hillidge Ernest L	MA	05/05	La Brecque Pauline M	MA	05/30	Mitchell Noble	IL	03/25
Freeman Mary F	NC	04/13	Himebaugh George F	GA	04/23	La Fave Sam E	OK	04/24	Mohilla William W	NJ	04/05
Frietto Madeline E	NJ	06/14	Hines Jeannette M	NI	05/03	La Valle Thomas A	MD	05/19	Mokrzycki Frank H	NJ	02/23
Friis Sophie W	IL	04/17	Hite Norman T	IN	04/23	Lanford Jr Guy R	GA	05/04	Montague William M	NC	05/19
Fritz Edward J	IL	04/02	Hobart Lloyd C	IL	06/19	Laniewski Anthony L	IL	05/24	Morrow James J	NY	05/25
Furniss John J	CA	03/30	Hoeck John S	MD	04/22	Lanna Frank J	NJ	05/22	Morse Cecil S	NY	05/04
Gagne Gerard P	OH	03/23	Hoff Earl A	IL	04/19	Lapkiewicz Charles	NY	06/17	Motyka Anthony J	IL	06/02
Gallagher Raymond J	NJ	05/01	Hoffman Chester S	MI	05/04	Lasinskas Jurgis J	IL	04/12	Moyer Helen K	PA	06/18
Garner Roy E	NC	04/27	Hoffmann John E	PA	04/21	Lazos Christos	MA	05/28	Mullen Harriet J	NJ	06/06
Germeroth Franklin E	MD	04/29	Holland Naomi E	OK	05/12	Leavell Clelly	IL	06/23	Murphy Francis B	NJ	05/19
Giannotti Francis F	PA	05/01	Holshoe Jr Henry	NY	06/09	Lewandowski Edward T	NJ	06/14	Murray Catherine E	NY	03/30
Gibson Helen H	NY	06/07	Hovis Mary P	IN	06/08	Lewis John R	TX	05/20	Nelson Alice E	MN	05/24
Gilpin Thelma E	IN	05/03	Howard John T	MD	05/31	Likens William E	GA	05/12	Nickerson Robert C	FL	06/23
Gliniecki Catherine D	NJ	06/18	Howell Novella B	NC	04/09	Little Elmer G	GA	04/19	Nickles Samuel E	IN	04/25
Goodman Harrison N	PA	05/09	Hricay Michael A	PA	05/25	Lizewski Richard J	PA	04/30	Nilsson Jacqueline	MA	06/20
Goree Jessie M	CA	04/23	Hudson Emma J	OK	03/18	Loch John H	IL	01/13	Nissi Mary R	MA	06/01
Gorman Frances M	NJ	04/26	Ianfolla Ralph J	NY	06/25	Lohoefer Carl F	MD	04/18	Norris Jeanette H	DC	06/08
Gottschalk Charles W	NJ	04/07	Inman Charles E	IN	06/17	Lopez Martin N	IL	04/06	Obeda Suzana B	IL	04/10
Gouge Douglas H	GA	04/28	Irey Don V	CA	04/06	Lowery Dorothy E	NJ	05/18	Ohara William J	NC	03/31
Grabowich Marie K	IL	04/01	Isley Sarah C	NC	06/07	Lowery Esther E	NJ	04/11	Olson Edward M	NY	06/26
Grabowski Alice G	IL	04/28	Jahnke Roy A	NE	04/29	Lucia John A	IL	04/25	Opal Sigmund A	AZ	04/12
Grady John W	NJ	05/21	Jahoda John F	MN	04/29	Mac Burnie Elizabeth A	NJ	06/25	Ortiz Rafael A	VA	06/15
Gray Velma R	OK	05/17	Jakubowski Phyllis G	NY	01/04	Mac Dermut Jr Charles K	NC	06/06	Otradovec William D	MD	06/18
Green David A	MD	06/25	Janich George	IL	04/04	Macenka Theodore F	PA	06/08	Pacel Nicholas D	TX	04/18
Green Wilbur B	MD	05/28	Janvrin Esther H	MA	04/18	Madejczyk Anna B	IL	03/27	Papajohn Jimmie	IL	05/05
Griffin Thomas	NY	05/05	Jaskot John A	MD	05/06	Maltese Charles	NJ	06/09	Parks Sydney	NC	06/07

IN MEMORIAM

Parsons Robert V	OK	04/09	Roman Joseph R	NJ	04/28	Spencer Robert J	IN	05/25	Warren Marie M	IL	05/11
Patos Peter	IL	05/28	Rowan Charles A	NC	04/18	Spofford Arnold W	MA	04/08	Warwick Sidney E	IL	04/01
Paul Frederick R	PA	05/12	Rozdilsky Rosalie	FL	04/29	Srok John W	IL	04/04	Waterstradt Harold A	MI	05/19
Payne Helen E	NC	05/27	Rozycko Francis W	NY	06/13	Stamey Roy E	NC	06/20	Wernicki Richard M	PA	06/28
Pechota George F	IL	04/18	Rude John W	MO	04/19	Starkey Katherine M	IN	05/08	Wertz Franklin S	OH	06/06
Peddie William C	PA	05/11	Rush Martha S	TN	05/18	Staros James P	NY	06/18	West Frank	IL	05/20
Perriraz Pearl L	MD	06/14	Russell Hubert S	NY	06/16	Starry Wayne J	DE	04/04	Wheeler Maurice D	GA	06/10
Perry Alice I	CA	05/08	Sabia Raffaele	NY	05/13	Stasaitis Fred J	IL	04/20	Whisler Marie B	IL	05/23
Perry Walter R	CA	06/30	Sak James	IL	03/31	Stefanick Joseph J	PA	06/04	White Marcella L	PA	05/25
Peterson Eric H	CT	05/30	Salapka John	NJ	05/10	Stepka Helen R	PA	06/01	White Cornelia M	NC	04/10
Peterson Frances C	NY	04/09	Salecki Josephine K	IL	04/18	Stevens John	CO	04/04	White R S	WA	05/19
Peterson Stanley J	IN	05/24	Sanders John A	NJ	05/13	Stoffer Lloyd B	IN	06/16	Whitlock Kenneth D	NC	04/09
Pickard Albert F	GA	05/09	Scala Vincent A	NJ	05/21	Stone John D	OK	05/21	Widmer Josephine B	NY	04/07
Pieper Carl E	IL	05/30	Scales Edna M	NC	05/23	Stumpf Joseph A	IN	05/13	Wiltsey Leon B	IL	05/14
Pier Frank B	NJ	04/28	Schanbacher John F	NE	04/01	Sullivan Philip B	MA	05/27	Windham Gertrude L	IL	04/16
Pierrri Frank	IL	05/05	Scharf Charlotte M	IL	06/25	Swan A J	NY	04/06	Winston Joseph L	NC	06/15
Piliero Md P Peter	NJ	04/12	Schena Rose N	MA	05/25	Swango Eugene R	IN	06/17	Witkowski Alexander J	IL	05/21
Pouncey Evelyn J	NJ	05/05	Schoof Lawrence L	IL	06/03	Swick Virgil L	MD	04/24	Wolford Frazier T	IN	04/09
Pounds Helen W	IL	04/17	Schrankler Floyd W	OH	06/11	Swiderski Martha M	IL	06/20	Woodard Charles W	FL	04/13
Powell Glynn L	IN	06/21	Schrieber Edward F	NY	03/30	Szatko Frank C	IL	06/10	Woods Henry O	CA	06/17
Powell Major P	TX	04/03	Schwitzerlett Samuel L	MD	06/20	Szczur Theodore A	NJ	05/25	Woodsley Carl H	NC	05/26
Pritchett Robert M	MO	06/05	Scilluffo Philip P	NJ	04/23	Talley Thorman G	NC	05/06	Worman John W	PA	05/09
Prusa Richard C	IL	06/08	Scozzafava Anthony J	NJ	06/27	Tedford Robert S	TX	06/27	Wright James H	OH	04/07
Pulley Lester A	NJ	06/02	Scurek Joseph A	NJ	04/05	Teteak Earl J	IL	06/15	Wright Norman	NJ	04/18
Qualls Fred O	IN	04/16	Sebben Mary B	IL	06/06	Thomas Helen S	PA	03/25	Wrightsmen Lenore S	IN	05/10
Quigley Richard	NJ	05/23	Seifert Lester D	NY	05/31	Thomas Randolph H	MD	04/25	Wunderlich Henry F	MA	04/10
Rabb Ruth M	NJ	06/01	Self Norman	IL	05/11	Thompson Bruce E	NC	04/19	Yacubacci Helene D	MA	05/07
Rafanelli Samuel D	NJ	05/12	Senkovic Albie	IL	03/14	Thomson Arthur A	PA	05/07	Yager Catherine L	NY	06/09
Rakoczy Walter J	IL	04/16	Sentman Lowell	PA	04/16	Thomson George E	CA	06/20	Yndestad Frederick G	IL	04/01
Ream Francis L	MO	05/16	Shakespeare Willie D	NY	04/08	Tinsman George E	IL	04/13	Young Jr George C	IL	04/15
Reed Helen C	MO	06/27	Sheary Richard M	NJ	05/22	Tomasewski Edward	IL	04/13	Ziminski Stephen S	PA	04/18
Reed Russell W	NJ	06/03	Sheehan Joseph E	NY	05/08	Tyler Gordon A	MD	05/06	Zimmer JH	NY	04/14
Reesey Tom A	MD	05/28	Shepherd Joseph A	IL	04/23	Tyler Hershel J	MO	04/23	Zirngibl Henry O	IL	04/17
Reiner Ralph C	IL	04/14	Sherrill Robert E	OK	02/03	Tyree Ann B	IN	03/27	Zitko Jerry J	IL	05/15
Reinke Louis E	NE	04/20	Sielisch Irwin W	OH	05/27	Urlis Albert	IL	05/17	Zmijewski Joseph H	MD	05/14
Rennie Anna L	MA	05/22	Slade Artis T	NC	06/22	Vail Grace M	NJ	05/10	Zoog Arthur S	KS	05/18
Reposh Frank	IL	06/06	Slawsky Edward	NJ	06/19	Verolla Josephine P	MA	04/15	Zoratti Emil J	MI	05/12
Rex Janie K	NC	04/20	Smart Russell A	KY	04/24	Vetali Rena	IL	03/21			
Rhoads Harold F	NE	06/12	Smigelski Olga	NJ	05/22	Villa Donald P	NY	05/19			
Richardson Ann F	MA	06/02	Smith Bernard W	NC	04/01	Vivolo Antonio W	NY	06/05			
Rinaldi Vincent A	NJ	04/04	Smith Clyde E	MD	06/16	Vodrazka Adeline L	IL	05/24			
Rindosh Frank F	NJ	04/01	Smith H H	MO	03/26	Vorndran Theodore C	NY	04/16			
Rittler Christian L	MD	06/11	Smith John L	MO	04/21	Voska Joseph G	IL	04/16			
Robert Jean P	MA	04/25	Smith Joyce H	CA	05/06	Wagoner Maude B	NC	05/05			
Roberts Edward E	NJ	04/06	Smolinski Joseph A	NJ	05/17	Wall Sarah W	NJ	05/26			
Roberts Naomi	MO	05/30	Snow Eunice P	NC	06/13	Walls Jessie G	NE	06/03			
Rogers Beatrice H	IN	04/10	Speare Charles E	NJ	05/06	Walton Leonard E	CA	04/09			
Rogers Louise S	MA	06/18	Spellman William J	CO	04/18	Ward Jr Roland	NY	05/06			
						Warden Byrum H	OK	05/08			

END USER ORGANIZATION

Name	State	Date
Allman Undine B	VA	05/27
Ambrose Martin J	NJ	06/05
Anderson Ethel A	LA	05/17
Arnold Cecil H	OH	04/09
Ashley Gene H	TX	04/11
Bailey Herbert H	GA	05/05
Barrows Hubert O	TX	04/13
Baumgartner Ann	NY	06/20

Belcher Artie A	AR	04/26	Freeman Roger C	NH	05/20	Lovett Rucian E	AL	01/07	Sahloff Norman C	NY	03/28
Berry Catherine L	PA	06/22	Garrett Gladys	NJ	04/06	Magruder John W	OH	05/12	Schall Jack J	NV	04/28
Birchall Jean M	MA	05/26	Gerbus Anna	OH	04/17	Martin Carolyn K	IL	05/13	Schranz Charles J	IL	04/18
Biskup Donald R	NJ	06/14	Gillaspay William S	OH	04/12	Masters Telva C	IL	04/06	Sciara Amanda	IL	04/03
Bobinski Edward J	VA	04/03	Glasscock Lester D	LA	06/22	Matsumura Clarence S	CA	05/13	Shempert William P	AR	06/25
Bochenek Laura A	IL	05/17	Grabowski Katherine	IL	05/10	Maxwell Ruth M	NY	04/03	Shepard Jack M	GA	04/29
Bond Frederick J	MD	06/22	Graham Royce E	VA	05/07	Mc Cann Margaret M	NY	03/25	Shipp Catherleen B	NC	06/11
Bouldin Dorr W	NJ	05/25	Grant Vilma M	MI	06/24	Mc Hugh Mary T	MA	04/06	Siebkens John W	IL	05/09
Bowring Billy G	CA	05/17	Griffin Mary T	MA	06/15	Mccook Charles L	GA	05/16	Smith Dolores R	PA	05/22
Braun Matthew L	TX	05/04	Griffin Patricia S	PA	06/02	Mccudden Clarissa C	NJ	05/18	Smith Jr Hubert H	GA	04/22
Breidenbach WH	OH	04/30	Guise Luther C	PA	04/26	Mckown H Merrill	NY	04/21	Smithson Andrew C	TX	06/14
Brooks Doyle	MO	05/25	Gunning John W	NY	05/29	Mclaughlin George S	NY	06/20	Stengele Francis J	NY	05/07
Brown James R	GA	06/30	Guy Jamie	TN	06/24	Mcpheeters Shirley A	MO	03/30	Stevenson Beatrice B	PA	05/21
Brown Patricia A	MO	04/25	Hall Margaret F	NY	06/13	Melander Veikko J	NJ	06/04	Stewart Elizabeth M	NJ	05/17
Burgess Ella M	MO	04/20	Hancock Lillian C	NY	05/14	Merkt Martin S	IN	05/21	Stover Robert M	MA	05/05
Cahill Mary E	IL	05/25	Hanzl Rudolph A	NJ	05/12	Michel Genevieve F	IL	05/23	Strempek Casmir J	IL	04/09
Campbell Lawrence L	VA	04/26	Harbers Grace	NY	06/06	Miller Stephen G	OH	06/20	Struck Joseph C	IL	06/24
Campisi James	NY	05/29	Hare Robert L	MD	04/08	Miller Jr George	VA	04/12	Suelflow Victoria A	IL	05/26
Capek Robert L	KY	04/11	Headrick Joseph	CO	05/02	Millhollin Shirley O	CA	06/13	Sweeney Robert F	MA	06/14
Carella Carmela R	NY	06/20	Henegar Michael G	TN	04/18	Mitchell Robert R	OK	05/20	Swindle Florence N	FL	04/08
Carney Judith A	NJ	06/17	Herwerden Norman	OH	04/06	Montgomery Albert B	NY	04/28	Tannery Cecil W	TX	05/13
Cary George W	AZ	04/10	Hess Linda L	OH	06/17	Morales Armando	CA	05/08	Tarver Beatrice	TX	04/17
Charlton Lawrence D	KY	04/25	High Arthur J	IL	05/26	Morgan James W	TX	06/17	Taylor Caryl	IL	06/14
Clark Laverne B	GA	04/14	Hoard Viola M	IL	06/16	Mott Jr Charles R	TN	06/15	Taylor Johnny D	FL	05/17
Clowes Selma G	NY	05/18	Hodges Jack	CT	04/14	Mueller Catherine W	MO	05/14	Thompson W Russell	NC	03/29
Cochran Harvey	TX	06/23	Holliday Teddy G	WA	04/14	Mugford Charles W	CA	05/26	Thornbrough James E	CA	05/30
Coker Ralph T	NJ	04/26	Hopkins Dorothy E	DC	04/21	Murray Lonnie	IL	04/29	Threde Louise M	CA	05/03
Collins Zola A	OH	06/17	Houze Glynn F	GA	06/03	Murray Marie T	MA	05/11	Towey Theodore N	IL	04/12
Collins Jr Charles R	VA	04/11	Hyland Robert J	NJ	05/14	Myatt Reginald J	NJ	06/07	Trujillo William	CO	05/10
Conley Melvin L	IL	06/17	Iffland Robert P	PA	04/05	Myers Robert J	MA	05/30	Twachtmann Kenneth G	IA	05/30
Cooper Heywood M	MA	05/04	Jackson Mary V	IN	06/25	Naumann Richard E	DC	04/11	Vandekerkhove Richard M	MI	05/16
Couillard Helga B	SC	06/27	Jackson Virginia L	KY	06/16	Nelson Charles F	NY	06/03	Velaski William J	ND	05/14
Courtney Eleanor	NJ	03/27	Jacobson Richard R	MN	04/17	Nevill Genevieve C	PA	03/31	Vogel Ethel W	PA	05/23
Courtney Pratt Jeofry S	NJ	04/14	Jacobus Edward V	MN	05/25	Nolen Willie Mae	TN	06/08	Wade Patricia L	CA	04/15
Creswell Frances L	MD	06/05	Jenkins John E	CA	06/05	Nolte William S	DC	06/21	Wall Katherine F	NY	05/17
Cullen Margaret	NJ	04/11	Johnson Craig M	CA	04/09	O Neill Daniel P	NY	04/21	Weddle Alice	TX	04/27
Cullison Bette Jo	CA	06/02	Jones Romie C	IL	05/06	Olson Joseph	MN	04/15	Weiler Norman C	NY	04/25
Danielson Ronald L	MN	05/10	Jones William E	CA	05/31	Oplinger Donald E	PA	04/28	Wells Leslie S	MO	04/08
Danner Ruby J	GA	04/26	Kavanagh Mary M	NY	04/10	Orm James R	FL	03/27	Wendt Fred H	CO	04/20
Darracq Donald	IL	04/01	Kay Jr John B	TX	06/14	Ortlinghaus Richard H	NJ	06/21	Whitmer Milton L	VA	05/05
Davis John R	NJ	04/30	Keller Henry V	NJ	04/09	Ouellette Gerard F	OH	04/08	Wilder William F	KY	05/24
De Wolf Joseph W	NJ	05/25	Keller Winifred H	PA	03/01	Overhiser Leo E	NJ	04/13	Williams Claudine	MO	06/16
Dean Harold C	PA	03/31	Kelly Edna	NY	04/03	Pacyna John E	IL	05/02	Williams Elbert D	CO	05/13
Dennin Theresa E	PA	06/14	Kemp James A	WI	06/20	Parks William C	MO	04/15	Willman Theodore L	OH	06/09
Devine Walter R	DC	05/22	Kinnee Boyd K	MI	04/11	Peer Clyde E	VA	06/08	Wirwahn Dorothy	TX	05/27
Dobbins Caroline F	NY	04/14	Knox William L	CA	05/03	Piacente Ralph J	NY	06/18	Witherwax Barbara F	NY	04/15
Doolittle Donald W	IN	05/13	Konerman Helen	OH	04/08	Platt June B	MA	04/15	Wright James E	VA	04/10
Dubois Robert P	NY	05/31	Korenchuk Lucille C	MI	04/14	Pope Jo Ann E	CA	05/01			
Duello Urban T	IL	04/23	Krause Robert S	IL	04/09	Porter Edwin M	IL	04/20			
Duncan Raymond L	SD	05/09	Kupits Catherine E	PA	04/15	Quigley Jack H	IL	04/01			
Edwards Earnest T	NC	05/26	Kuyoomjian Aram	CA	03/27	Rabideau Veronica M	PA	05/24			
Emerito Gertrude	NY	04/13	Lang Clara T	IL	05/05	Randall Wilma C	NY	03/21			
Evans Joyce P	WV	06/01	Lanter Jerry L	IL	06/02	Reynolds Linda H	LA	04/15			
Fallin Joy N	MT	04/06	Lee Robert W	CA	05/24	Rice Henry W	IL	06/10			
Ferrantino D	NY	04/26	Leeman Grover D	TN	04/06	Richardson Norma E	CA	06/20			
Finehout M Earl	NY	04/01	Linden Donald W	IL	06/28	Rieb Peter	IL	04/11			
Fox Regina D	NY	05/19	Lindow Jr Frank W	OH	04/18	Riley Richard A	WI	05/22			
Frame George W	MO	04/16	Lindsey Helen	NY	06/05	Rullman Alfred O	TN	06/12			
Franklin Gerald D	NJ	04/12	Linn Valerie N	CA	04/06	Ryan James	NY	04/22			

NASSAU METALS

Name	State	Date
Culler Aaron	NY	06/18
Josey James L	NY	06/19

A PIECE OF THE PAST

AT&T MADE THE PICTURES TALK

On Aug. 6, 1926, a crowd gathered in New York for the premiere of "Don Juan," starring John Barrymore. It was the debut of the Vitaphone. The program announced that this system for recorded, synchronized motion picture sound was presented by the Western Electric Company and the Bell Telephone Laboratories. The customary live acts and musicians were absent. Instead, there was machinery to reproduce pre-recorded synchronized sound: loudspeakers, amplifiers and turntables. The audience was thrilled. As one critic wrote, "You may have 'Don Juan.' Leave me the Vitaphone."

The researchers at the AT&T Western Electric Engineering Department (which became Bell Labs in 1925) had set out in 1911 to improve the telephone system, and not to transform Hollywood. Harold Arnold devised the first practical electrical amplifier in 1913, which made transcontinental telephone calls a reality. Other researchers devised such things as the first flat-frequency response microphone, pioneering public address systems and electrical recording. In 1922, Chief Engineer Edward B. Craft concluded that AT&T had all the pieces needed to add sound to motion pictures except one – accurate and automatic synchronization of picture and sound. Hugh Stoller and Harry Pfannenstiehl solved this dilemma by 1924. The company now had a complete system for the production and reproduction of sound motion pictures.

Western Electric approached Hollywood, but found little interest. One smaller studio, Warner Bros., signed on in 1925. Harry Warner saw sound as a route to the top. Over the next year, the laboratory system became a commercial reality. Western Electric soon equipped The Warners' Theatre for sound. "Don Juan" was a success, and the sound motion picture era began. Warner Bros. pursued a schedule of sound films, including 1927's great success, "The Jazz Singer," starring Al Jolson, which was the first feature with dialogue and song. In 1928, Warner announced that it would make only sound movies.

Having seen Warner Bros. take the risk and succeed, the other studios signed on for sound in early 1928. Western Electric set up a subsidiary, Electrical Research Products Incorporated (ERPI), to provide sound services to Hollywood and sound equipment for the nation's ten thousand theaters. All the studios soon made the transition to sound, and by 1929 the silent era was over.

In 1937, ERPI sold its theater equipment business. Western Electric provided sound to Hollywood for another twenty years, leaving a legacy of thousands of films with the credit line "Sound by Western Electric."

—Sheldon Hochheiser, AT&T Archives

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A large billboard outside The Warners' Theatre boasts "Don Juan's" new sound system, Vitaphone.



EDITOR

Linda Terminiello
908-204-2336
lterminiello@attmail.com

ASSOCIATE EDITOR

Carrie Calnan
908-204-2335
ccalnan@attmail.com

RESEARCH ASSISTANT

Betty Torell
908-204-2319

DESIGN

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