

AT&T *Encore*



AT&T News	2
Tickertape	4
Letters	5
AT&T Adopts A School	6
It's back to school for kids and AT&T volunteers.	
Forty Years of National Service ...	8
A look at Sandia National Labs and the AT&T connection.	
Pensioner Profile ...	12
Three retirees follow their dreams to Alaska.	
For Your Benefit ...	15
In Memoriam	18

Editor

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Design

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On the cover: Curtis Steinhoff's photo captures the enthusiasm at Phoenix's Ignacio Conchos Elementary School.

Cutting Costs

Revenues may have been up for AT&T in the second quarter, but so were expenses. The second quarter was the fifth consecutive quarter in which revenues increased. Had the quarter's expenses held even with first-quarter expenses, earnings would have been about 10 percent higher. Revenues from product sales increased more than 14 percent, offsetting the decline in rental revenues by more than \$200 million.

Between the first quarter's excellent results and the second quarter's good revenue numbers, AT&T's earnings for the first half are substantially above last year's, with indications that 1988 will be a good year if expense control gets back on track.

As part of a move to cut cost and strengthen its equipment and long-distance sales, AT&T Chairman Bob Allen announced a hiring freeze on July 20 and plans to reassign about 3,000 staff managers to marketing and sales jobs. These actions, more expense control and dedication to generating revenue, Allen says, are the fuel that will get the earnings train moving again in the third quarter. ■

Cellular Phones

According to an AT&T study, salespeople with cellular phones reach more customers, earn more money and drive less than their counterparts without car phones.

Managers and field reps from a variety of businesses around the country were interviewed by telephone to determine the efficiency of cellular phone use. A salesperson with a cellular phone earned \$49,700 per year, on average, versus \$38,200 for a salesperson without a phone. Those with cellular phones also drove almost 9,000 miles less a year.

The study supports the marketing efforts of AT&T Network Systems' *Autoplex* cellular telecommunications systems being sold to local cellular service providers. ■

Wiring the Peace Talks

AT&T temporarily tripled the number of circuits between Moscow and the United States to accommodate communications needs for the Reagan-Gorbachev Summit

in Moscow May 30 through June 2.

AT&T provided supplemental telephone service used by more than 300 members of the White House press corp and numerous staff members—all depending on fast, reliable communications.

The AT&T service used temporary private-line satellite links between Moscow and the United States. The satellite-based service was operated in conjunction with IDB Communications Corp.

AT&T also equipped the White House Press Filing Center in the Mezhdunarodnaya Hotel with 74 telephone sets. Working with the Finnish telecommunications authority, AT&T also provided supplemental long-distance service and telephone equipment for the government and news media during President Reagan's pre-summit stopover in Helsinki. ■

Olson Memorial Scholarship Offered

In recognition of Jim Olson's commitment to higher education and to the support he gave students, the James E. Olson Memorial Scholarship has been established by Bradley University, Peoria, Ill. Preference will be given to students whose parent(s) are AT&T employees or retirees.

In September 1985, the university and AT&T developed a nationally recognized partnership that began with an AT&T donation of computer terminals, printers, modems, and software packages, moving the university to the forefront of information technology.

The full-tuition scholarship will be awarded annually to entering freshmen of the university having an American College Test composite of 28 or better or a Scholastic Aptitude Test Score of 1160. The applicant must rank in the top 10 percent of his or her class. The scholarship will be renewable for up to four years providing the recipient maintains an overall grade point average of 3.0. The selection will be made by the Bradley University Office of Financial Assistance.

For application information, contact the Office of Financial Assistance, Bradley University, Peoria, Ill., 61625, or call 309-677-3089. ■

Take a Bow

The American Foundation for the Blind named AT&T "Corporation of the Year" for its involvement in national programs and services for blind and visually impaired people.

AT&T was feted for its long-standing commitment to hire and promote blind and visually impaired persons in a wide variety of jobs; ongoing efforts to put corporate information in record and cassette form; employee involvement in community affairs and projects that benefit the blind and visually impaired, including the activities of the Telephone Pioneers of America; service by AT&T executives on the American Foundation of the Blind's board of trustees; and AT&T's commitment to other disabled people (see related story on Pioneer awards, this section). ■

White House Honors

William Baker, 73-year-old retired chairman of AT&T Bell Laboratories, was awarded the National Medal of Science in July.

One of 20 prominent research chemists to receive the award since 1962, Baker was honored by President Reagan "for his distinguished record of leadership in the combined disciplines of science and engineering and for distinguished service to government and education."

Baker has worked in many presidential administrations to promote science and education since 1956 and was one of the author's of "Nation at Risk," a national education assessment. ■

Catching the Spirit of America

Put up the flag. The President's Citation Program for Private Sector Initiatives has awarded its prestigious C-Flags ("We Can—We Care") to two unique Telephone Pioneer programs: *Serving the People of the City* and *Talking Book Repair*.

Established in 1984 by the White House Office of Private Sector Initiatives, the Citation Program recognizes exemplary community involvement projects sponsored by businesses, trade associations and professional societies. The Los Angeles Olympic

Committee received the first C-Flag for their work in hosting the 1984 Olympic Games.

This year, the Pioneers—a group made up of more than 700,000 employees and retirees in the telecommunications industry—were among those organizations feted for capturing the spirit of community through a new project, *Serving the People of the City*. Spurred by the theme, "we can stop the hurtin' for a while," 3,500 AT&T Pioneers (spearheaded by the Edward J. Hall Chapter and assisted by the Walter S. Gifford Chapter) collected, sorted, cleaned and delivered 10,000 bags of clothing for New York City's homeless. In addition, they donated a specially equipped and designed clothing van to the city's Human Resources Administration.

Working through the Mayor's Office of Homeless and SRO Housing Services, which runs 25 shelters for more than 10,000 adults and shelters more than 5,000 families for a grand total of about 28,500 people nightly, the Pioneers were cited for their commitment to neighbor helping neighbor.

The *Talking Book Repair* program, the other Pioneer flag winner, helps spread good will on a more national scale through The National Library Service for the Blind and Physically Handicapped. Its talking-book program provides library service to more than 600,000 disabled readers, making their lives richer and fuller. The Pioneers are the official repair organization for the program.

In June 1987, the Pioneers repaired the one millionth machine. During the course of last year alone, 3,000 Pioneers nationwide repaired 27,300 phonographs and 63,000 cassette players, an increase of 24 percent over the previous year, to meet the needs of the growing national library program.

Over the years, the Pioneers have donated thousands of hours to repairing and servicing talking-book disc and cassette players for the Library of Congress. A considerable number of volunteers have been with the repair program since its inception in 1960.

Picking up the lag in the absence of federally funded programs, these Pioneer

Call AT&T Newsline 24 hours a day for the latest company news:

1-800-2ATT-NOW. ■



QUOTABLES

"No one knows what he can do till he tries."
Horace
Maxim 786
First Century B.C.

programs show that private industry can and must address public needs. The Pioneer organization has indeed earned the right to put out the flag.

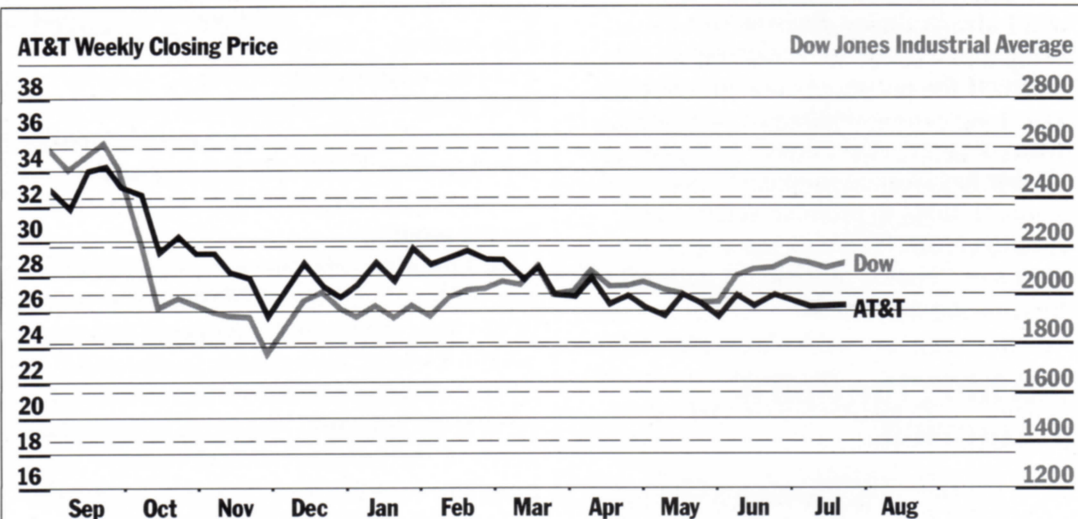
At press time, Encore was notified that the Pioneers won 13 additional C-flags for their good works. The winners are: Women's Resource Center, Alexander Graham Bell Chapter 15; March of Dimes/Walk America, Tennessee Chapter 21; Salvation Army, Lone Star Chapter 22; Debbie Armstrong Youth Challenge, Charles B. Hopkins Chapter 30; Camp Bluebird, Kentucky Chapter 32; PADS (Parents and Down's Syndrome), Alabama Chapter 34; Children's Fire Safety House, N. Carolina Chapter 35; Adam's Song, S. Carolina Chapter 61; Texas State Parks, San Jacinto Chapter 64; Freedom to Grow, Florida Gold Coast Chapter 83; Apple (drug program), Paumanok Chapter 85; Genesis (home for battered children built by Pioneers), Thunderbird Chapter 94; and Keeping in Touch, Mile High Chapter 97. Contact the chapters for more information. ■

News Bits...

The Washington Times reported if you're going to let your fingers do the walking through the Yellow Pages in Washington, D.C., be prepared for a long hike. Consumers have their pick of about 40 telephone directories in the District—100 or more outside the Beltway—and the number is growing. . . . According to *Communications Daily*, videophones generated strong interest at the summer Consumer Electronics Show in Chicago. But more conventional phones, like AT&T's new System 2000 that allows access to two phone lines and intercom throughout home or office, with three-way conferencing, memory dialing and security feature, were also featured. . . . The *Washington Post* reports researchers at Sandia National Laboratories and Yale University have developed software that allows several computers to work together in solving a problem—sometimes faster than a Cray supercomputer. The system will allow companies to link existing computers into one that will crunch numbers faster. ■

TICKETAPE

After almost six months of sluggish trading and little movement, the market rallied somewhat at the end of May, gaining 202 points (10.3 percent) between May 31 and July 5. However, continued fears about inflation and higher interest rates staled the upward market movement and the Dow traded in a relatively narrow range for most of July. AT&T did not fully participate in the market upswing, due to investor concerns about delays in price cap regulation, signs of strain in AT&T's relationship with Olivetti and press reports about MCI and Sprint's winning large customer contracts. AT&T showed little movement in July. For the twelve months ending July 29, AT&T's stock price lost 16.8 percent while the Dow Jones Industrial Average lost 17.2 percent.



Adding Insult to Injury and Some Good Advice

"Covering 10,000 plus miles in 12 weeks, we toured a portion of southeast United States. We called home frequently using our AT&T Card and whatever service was available. Each time a Bell System company was not available, the service was absolutely frustrating.

To add insult to injury, I now see from my bills that we unknowingly used alternative operator services. The injury hurt even more since we learned from *Encore's* AT&T News section ('Caller Beware') that these calls will not be reimbursed by AT&T. Your article was timely and bears repeating."

R.A. Walcott
Tucson, AZ

"I'm sure all retirees appreciate the article 'Caller Beware' on page 4 of the summer *Encore*. I'm surprised you did not recommend dialing (toll-free) 1-700-555-4141 to verify that the phone is connected to AT&T. If the phone is connected to the AT&T long-distance network, a recording will say so, then disconnect.

I have just returned from a trip out west and I always dialed that number before using a pay phone to call my wife back home. If the phone was not connected to AT&T long-distance service, I would dial 10-ATT before dialing my long distance call. This was not mentioned either."

Thomas D. Stowe
New York, NY

You're right on both counts—but the verification number (1-700-555-4141) will only work if you call from an area which has gone through the carrier selection process.

"In reference to R.J. Taborsky's letter in the summer issue of *Encore*, I also had a similar experience using a public telephone in a motel lobby.

I wrote to the FCC to question the justification of a \$4.49 charge by an alternate operator service for a four minute call vs. \$1.89 charged by AT&T. I believe the FCC should be made aware of these outrageous charges to unsuspecting consumers using public telephones.

We use our AT&T credit card very frequently because we are full-time RVers traveling the USA. We now verify that we have an AT&T operator as suggested in the 'Caller Beware' article."

Richard A. McCorkle
Aliquippa, PA

Information Please

"In the August 1988 issue of 'Homes and Gardens' magazine, are two articles involving AT&T and briefly describing two different security systems.

I am a 1969 retiree of Hawthorne and my wife and I are very interested in obtaining more information. Please advise where and who we can contact to provide more detail on this subject matter.

We also send congratulations on the *Encore* publication and wish it were monthly, but we'll settle for bi-monthly."

Kenneth L. Reiter
San Diego, CA

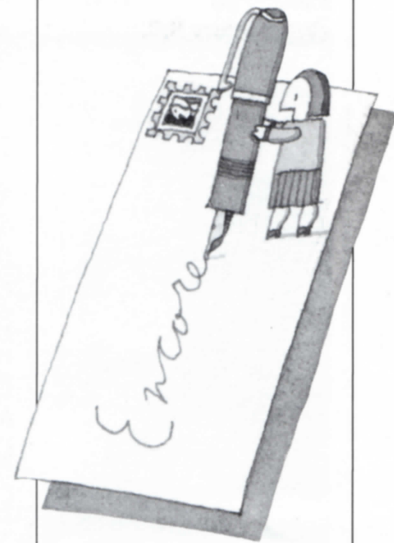
Thanks for your interest in AT&T and its products. You can get more information about AT&T security systems through a toll-free number, 1-800-523-0055.

Paid Subscriptions

"Since my husband, William P. Grisham, died in March, I wondered what my status was in continuing to receive *Encore*. I have so enjoyed it these past months and it has been such a comfort seeing what these incredible AT&T people are doing. I wish to pay for a subscription to keep it coming if it must end soon."

Mrs. Juanita Grisham
Warrensburg, MS

*We greatly appreciate your offer, but REBO counselors have informed us that as an annuitant you will continue to receive *Encore* regularly—as a company service. For the record, *Encore* is mailed to all service and disability retirees, to annuitants and to retirees who receive vested pensions.*



What do you think? Share it with *Encore* and your fellow AT&T retirees. Write us at: AT&T *Encore*, Room 2EA 152, One Oak Way, Berkeley Heights, NJ 07922

AT&T Arizona Employees Adopt A School

Dropping in on students could keep them from dropping out of school.



JOYCE MELTER

At Phoenix's Ignacio Conchos School, it's back-to-school for children and AT&T employee volunteers.

When most children get ready for a new school year they think about books, teachers and homework. But the students of a Phoenix elementary school will also think of AT&T. Local AT&T employees have adopted the school, bringing the business world to the desk tops of its students.

AT&T's Adopt-A-School program began in the spring of 1988 as a school-business partnership designed to put the brakes on runaway drop-out statistics. It includes tutoring and mentoring programs run by AT&T and school volunteers.

"We wanted to start a volunteer program that responds to the needs of our community," says John Badal, AT&T state government relations director. "In Arizona the statewide drop-out rate exceeds 21 percent and climbs even higher for minorities."

The South Phoenix foster school, Ignacio Conchos Elementary School, located in an area comprising mostly minorities, welcomed AT&T's help.

According to Conchos Vice Principal John Wann, "The more we interact with the business community, the more practical our students' education will be, and what we need to provide is as real an education as possible."

It works like this. AT&T volunteers go to the school four days a week to tutor about 60 of the school's 650 students. Part of an AT&T grant is being used to pay a teacher to coordinate and work with the tutors. A mentoring program is also underway with the help of Valley Big Brothers/Big Sisters. All volunteers were screened by Big Brothers/Big Sisters and are working with 10 pupils in grades six to eight.

Other activities that have made the school familiar with AT&T include Career Week, when employees visited the school and talked about the jobs available in the telecommunications industry. AT&T employees also have become librarians two evenings a week, keeping the school library open late as an alternate place for students to study.

AT&T also worked to keep both the minds and books of students open during the summer, too, with a Summer Reading Program designed to give students points for reading books during vacation. The points add up to prizes, and all participants will get to build their own ice cream sundae during a reading recognition party to be held this fall.

Helping teachers is another aspect of the program. AT&T has reimbursed the tuition of the principal and three teachers who attended a class at Arizona State University titled, "Essential Elements of Instruction." The principal and teachers brought what they learned back to the school and shared it with their colleagues.

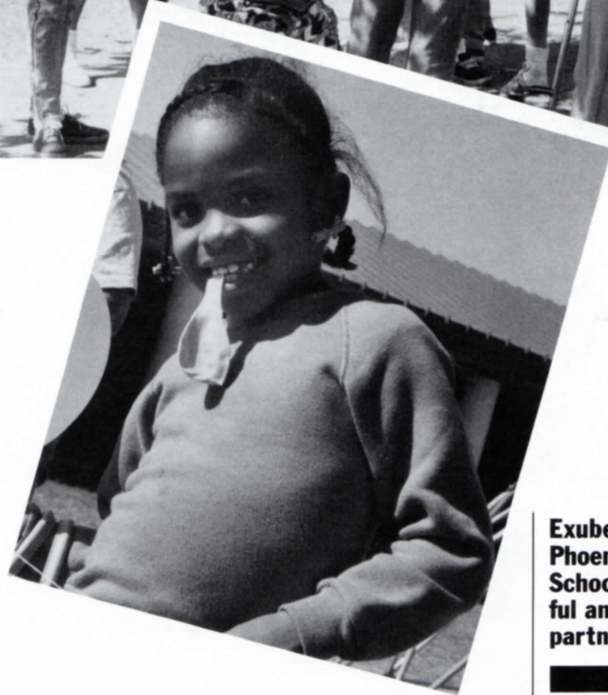
Students at Conchos began to share their knowledge of AT&T when asked to paint "What AT&T Means to Me" for an art contest judged by the Phoenix Art Commissioner during the kick-off event last spring. Brightly painted letters boldly announced "I Love AT&T," "AT&T Helps Us to Learn," and "AT&T is Cool." The sentiments of the students are representative of the community and media as well.

Besides the obvious public relations credits AT&T reaps as a result of Adopt-A-School, the company is hoping other businesses follow in its footsteps and initiate programs of their own.

"School systems are under extreme pressure," says Badal. "Lots of govern-



CURTIS STEINHOFF

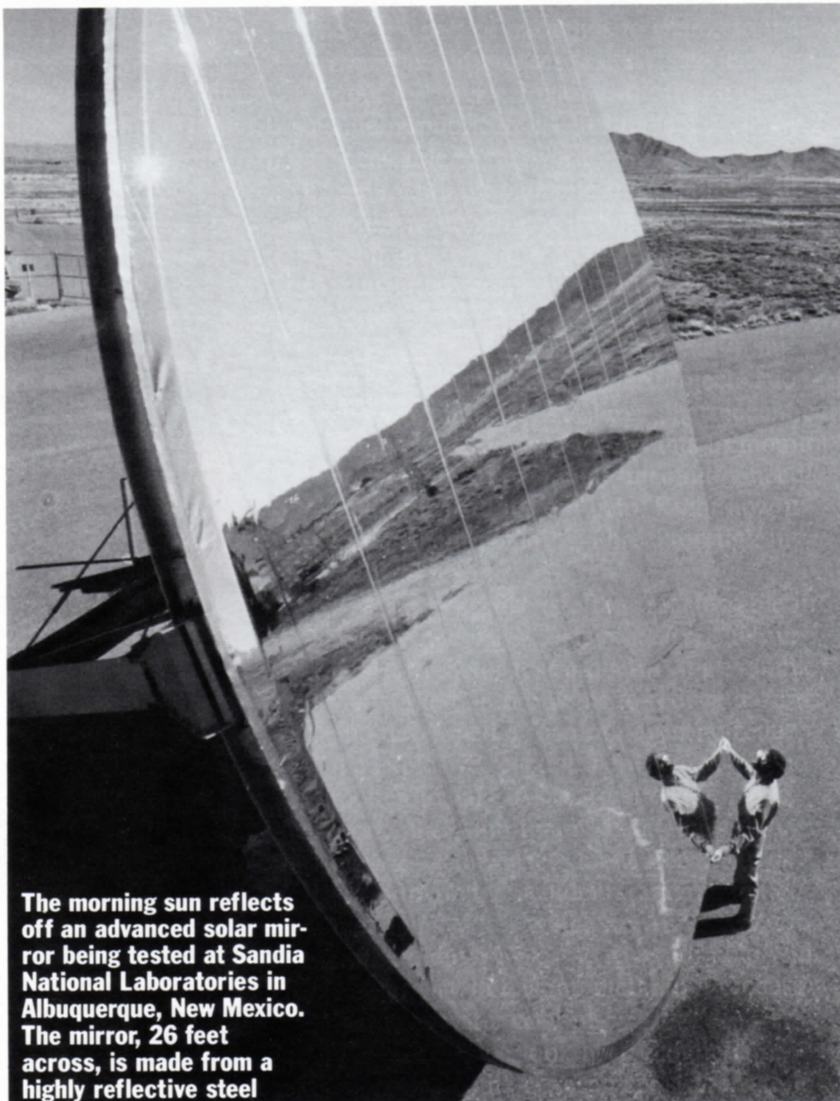


Exuberant children at Phoenix's Ignacio Conchos School show how successful and rewarding an AT&T partnership can be.

ment funding has been dissolved, and it's time to put back into the school system some of the attention it gave to us. After all, the students of today are the employees of tomorrow." ■

This story was written and updated for Encore by Diane Rechel, public relations manager, AT&T Phoenix Works. It first appeared in Focus, AT&T's all-employee magazine.

The AT&T/Sandia Connection: Almost Forty Years of Public Service



The morning sun reflects off an advanced solar mirror being tested at Sandia National Laboratories in Albuquerque, New Mexico. The mirror, 26 feet across, is made from a highly reflective steel

membrane that is much lighter than a glass mirror. Daniel Alpert, scientist shown checking the membrane, is in charge of testing and evaluating this mirror and a similar one made from aluminum.

In 1949, President Truman called upon AT&T to “perform an exceptional service in the national interest” and manage the Sandia National Laboratories in Albuquerque, N.M. The company answered the call.

Almost forty years later, AT&T continues this public service, managing Sandia on the same no-profit, no-fee basis for the Department of Energy, a civilian government agency. Managed by AT&T Technology Systems, Sandia is very much its own corporation with its own employees, culture and payroll and benefits systems.

Its tenure subject to contract renewal, negotiation and approval every five years Sandia has had to be responsible, flexible and innovative to reflect national policy.

One of the nation’s largest government-funded research and development engineering laboratories, and one of the few managed by a private corporation, Sandia’s primary business is national defense. Its 8,400 employees work at several locations: about 7,300 at its headquarters on Kirtland Air Force Base in Albuquerque, another 1100 in the San Francisco Bay area at Livermore and the remainder at test ranges in Nevada and Hawaii.

Wherever its location, Sandia works closely with the Department of Energy’s two other national nuclear weapons laboratories—Los Alamos and Lawrence Livermore National Laboratories—in engineering nuclear weapons, and maintaining them while they are in stockpile. Safety and reliability are paramount. It was its mission in 1949 when AT&T took over management from the University of California and the nuclear stockpile was very small, and it remains a key mission today with a substantial stockpile. In essence, the people at Sandia research, develop and engineer weapon systems from

inception to retirement from the stockpile. Today, that accounts for about 50 percent of its research and development work.

Working closely with Los Alamos and Lawrence Livermore, Sandia's nuclear ordnance work includes the development and testing of the systems for advanced weapons safety, control, arming, fuzing and firing.

Sandia does not manufacture or assemble weapons. However, after the weapons reach stockpile Sandia periodically tests representative samples to make sure they continue to operate reliably and to meet stringent safety criteria.

With almost 40 years of weapon systems experience, it's only natural then that Sandia's expertise lends itself so well to the business of arms control treaty verification. Former Secretary of Defense Caspar Weinberger praised Sandia for its exceptional contributions to the recent INF treaty negotiations, citing it for "technical excellence and a balanced sense of national priorities."

Sandia developed the concepts and technologies for a new class of verification systems, essential to support the current INF arms control agreement with the Soviet Union. The mix of on-site instrumentation and on-site and short-notice inspections—the first ever—are designed to ensure compliance.

Yet there's more to Sandia. Charles Winter, retired director of administrative staff, put it in perspective. "Prior to 1972 we were strictly a weapons lab. During the Carter administration, Vietnam and the budget crunch, our program funding went down sharply and—hard on the heels of the oil embargo—we had to make a decision to diversify.

"We were disciplined and kept our technology base intact, staying away from broadening too much. For example, our expertise in aerodynamics, led naturally to our reengineering wind turbines in energy research. Energy is a vital part of national security. Our entire economy depends on it."

So Sandia went into energy research for the national benefit. But make no mistake, nuclear weapon systems play a very important role here and the people at Sandia are proud of the work they do. "In their own inimitable way," Winter says, "they have helped keep the peace in the last 43 years. And Sandia has played a role in ensuring nuclear weapons are a safe, reliable deterrent."

Because a nuclear accident would be disastrous, safety is more than a buzzword in this organization. "We work with the Department of Energy and the Department of Defense without ever compromising safety standards," Winter said. "We have not hesitated to speak out on issues of safety, weapons and public controversy. That's why the government respects us and comes back to us. That alone demonstrates our excellent reputation."

Part of the government's satisfaction with the labs is not only the work it produces, but the way it is managed. Several in-house committees, such as its national security advisory committee (NSAC) and its safety committee, help Sandia function smoothly and stay on course. NSAC, for example, is part of the budgeting process, setting priorities and evaluating projects. The safety group oversees projects along their development stages and gives a "go or no go" that must be adhered to. Winter says these excellent management devices are part of the AT&T connection because they are modelled after AT&T processes — as are performance reviews and Sandia instructional manuals.

More recently, AT&T has had a new interest on developments here, explains Dennis Roth, nine months into his tenure as new vice president of administration. "When AT&T was in the telephone business we more or less pursued separate paths. After divestiture, AT&T looked at Sandia with new eyes. Now that the company could diversify, there was the potential for increased technology exchange or maybe even ideas useful to new lines of business."

The government too is concerned about business, especially increasing American competitiveness in international markets,





"We have not hesitated to speak out on issues of safety, weapons and public controversy." Charles Winter Retired director of administrative staff Sandia Labs

and has mandated technology transfer programs in the national labs, which are tax-supported. It's also traditional at Sandia to be concerned about developing American business. As Glenn Kuswa, manager, Technology Transfer, put it, "Many in our country feel we're falling behind in technical development. Many companies don't put large dollar amounts into R&D because shareholders want a high return in the short term. The Japanese have made major strides in recent years because they have used our technology well, and their tax structure, university systems and labs make development easy.

"It's part of our ethos to share, so that everyone progresses faster," says Kuswa, "but it's tricky. Making information available in publications, for instance, makes it accessible to the world. We want to make commercially valuable information available first to American business, but we want to assure that pure research results are shared promptly with the world community."

The labs as a result is involved in numerous technology transfer projects sponsored by industry. "A large pharmaceutical company," says Kuswa, "wants to monitor body chemistry without injecting a needle and has asked for our help. Right now it looks like it could be a breakthrough in medical testing.

"Our expertise is often transferrable in unexpected ways," Kuswa says. "In our nuclear reactor test program, for example, we worked on problems to reduce hazards and developed a foaming agent to reduce the explosive reaction between water and molten metals. As a direct result of this work, the Aluminum Manufacturers Association—concerned about steam explosions involving accidental interaction of metal and water which are very damaging in the industry—came to us for help with a safer way of casting metal in a process that uses water cooling."

However you look at it, Sandia is responding to the government's mandate to decrease the lagtime between invention and utilization.

It's little wonder that Sandia's expertise is often also sought by other government agencies. But it's a two-way street. For example, Sandia watches NASA developments closely because its work on safety and reliability of nuclear weapons parallels

that of the space program. Each shares a vital interest in the probability that events will occur only at the proper time and place. In space talk, that translates to: will the second stage separate from the booster at the proper time?

Back on terra firma, Sandia has expanded its work in radiation-hardened silicon chips for use in the country's space and weapons programs. The Center for Radiation Hardened Microelectronics, or CRM as it is called at the labs, houses a lab for research, design and testing, state-of-the-art clean rooms for manufacturing, and a facilities and plant area. All are joined by a common area to encourage frequent meeting and discussion—something very much a part of the Sandia culture. At Sandia, discussing departmental work as well as the organization's mission and priorities is taken for granted.

It's no surprise then that technology developed in one area of the labs often winds up in another. The laminar-flow clean room—now vital in the manufacture of silicon microchips worldwide—was invented here in the early 1960s out of work on planetary quarantine; in essence, it was developed to protect the other planets from earth contamination.

The CRM too has been working with industry partners to transfer the technology it develops. So far, the most successful ventures have been with Harris Semiconductor and AT&T.

Industry—and more indirectly the tax-paying public—stands to benefit from Sandia's research and expertise in energy. Experts say that in forty years our natural oil and gas resources will be almost depleted. What energies do we harness then?

Unlike their European allies, Americans view nuclear energy for fueling their businesses and heating their homes, at the very least, with great skepticism. More often than not, it is with trepidation and fear.

Making nuclear energy safer led Sandia, at the behest of the Nuclear Regulatory Commission, to test scale models of containment buildings. In April 1987, a nuclear reactor container, built to one-sixth scale, was tested for probable risk and consequences. Given three times the normal amount of pressure, the container cracked slightly. The good news is it did not rupture catastrophically, indicating that radioactive materials in such a structure

would not be released. Because the predictions were accurate, and the data extensive and reliable, the labs can now focus on the details important in nuclear power reactor safety.

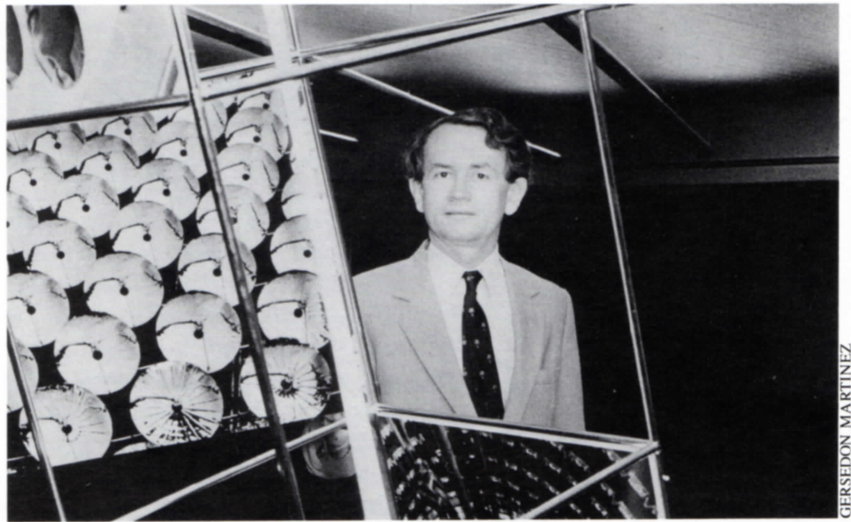
Sandia is also working on nuclear fusion, which has the potential as an inexhaustible energy source. Still in the experimental stages, a particle beam fusion accelerator, designed, developed, engineered and assembled at Sandia in a hangar-size building, will explore the physics of thermonuclear reactions. Its promise for the future of this nation's energy supply is exciting, but will not be realized for decades.

The energy sources that do exist now could keep our homes and businesses in power for a long time, if properly utilized. "Our biggest problem seems to be getting industry interested in the technology," says Virgil Dugan, director of energy research.

The group's Sandia colleagues at Livermore are working on how to burn fuels more efficiently in engines of all types while minimizing environmental hazards. In Albuquerque they are looking for answers to nuclear and fossil fuel cleanup problems. At the same time, they are involved in applied energy programs in solar thermal, photovoltaics and wind to generate new systems and catalyze industrial systems of the future. "Our pat on the back is when industry replicates what we do—maybe even doing it better," says Dugan.

One area where Sandia has made significant strides into the commercial arena is in solar power systems. Part of that work involves solar central receivers. In a labs experiment on Kirtland AFB, 221 sun reflecting mirrors, called heliostats, focus sunlight onto a large receiver atop a tower, producing high temperatures that convert water to steam for driving electric turbine engines. Each of the heliostats puts 1 megawatt of solar energy on the receiver or, collectively, enough to power 300 homes.

Commercially, in Barstow, Calif., where sunlight is plentiful and rainfall negligible, Southern California Edison operates a full-scale solar energy system using almost 2000 heliostats. Sandia was involved in the development of the heliostats and the receiver. Because it's the first of its kind, maintenance costs are high. To make it less expensive, Dugan says, Sandia is experimenting with various materials for the heliostats.



GERSEDON MARTINEZ

"Wind turbines, on the other hand, are the most attractive economically," says Dugan. "We have one in Amarillo that we're working on for the Department of Agriculture in which we can reconfigure the ways the turbine blades were traditionally designed to harness more of the wind's energy. It's attached to Southwest Electric Company's power grid. Wind power has excellent potential as an irrigation power supply in the central Great Plains."

The group is also involved in a scientific drilling program in the recovery of oil and gas trapped beneath the earth in shale deposits. They are also monitoring how the earth is changing, what's happening within the earth's crust and how to harness the energy of the earth's molten rock or magma. "Although federal funding is down in energy research," Dugan says, "our hope is the national perspective will reassimilate the importance of it."

As for Sandia's overall future, Executive Vice President Orval Jones believes it will continue its responsibilities for the nuclear weapon deterrent. "I think we'll always be here to be asked to provide civilian safety. There will always be a stockpile and a need to tailor old weapons to new carriers—even if we do stop making new ones. It's our expertise. And it's all part of our national security." ■

"We want to make commercially valuable information available first to American business, but we want to assure that pure research results are shared promptly with the world community."

**Glenn Kuswa
Manager,
Technology Transfer
Sandia Labs**

Adventures in Alaska

Three AT&T retirees find a new life on the last frontier.

Suddenly, after a lifetime of work, the career is over. The time card is punched for the last time. The big desk in the executive office is cleared. The echo of laughter and “good luck” farewells at the retirement party fade like scrapbook photographs.

For many of AT&T's 107,000 retirees new work begins. The opportunity to be one's own boss brings the chance to pursue a calling or turn lifelong dreams into reality.

Jim Doss, Bob Howell and Lena Ward put their new-found freedom to the ultimate test by picking up stakes to live in Alaska, the last frontier.

The trio was drawn to the 49th state for two reasons: family members who already lived in the state and were quick to extol its virtues, and the country's stunning, natural beauty. This is the story of three who came into the country from “The Outside,” as Alaskans call the lower 48 states.

Jim Doss, Nikiski:

Jim Doss lives with his wife, Marna, and their toy poodle, Jennifer, in a cozy house tucked among stands of birch and alder near the small town of Nikiski on the picturesque Kenai Peninsula. Roughly 180 highway miles southeast of Anchorage, Alaska, the Doss house sits just past mile marker 35—“at the end of the highway,” as Jim puts it.

“As early as 1959, I used to dream about coming to Alaska,” he says. “I'd pore over National Geographic magazine articles about Alaska and talk about it all the time.”

Finally in 1978, just after retirement from Western Electric in Sacramento, Calif., where he'd been an installer of central office switching equipment for 37 years, Jim's dream came true.

“I came to Alaska on a vacation to visit my son Dennis,” he says. “He had just purchased some land and was building a house. I liked the area a lot, so Marna and

I moved up, and Dennis helped us build our house not far from his.”

All the Dosses' children live in Alaska. In addition to Dennis, a daughter, Sharon, lives in Anchorage, and another son, Robert, lives nine miles away near Nikiski.

As Doss recalls his career at Western Electric over a cup of coffee at the kitchen table, swallows outside the window flit back and forth from two birdhouses in a birch tree.

“I joined Western Electric at the tail end of World War II,” Jim says. “I decided to go with a company where I had a future, even though I took a hefty pay cut to do so. I used to work at an aircraft assembly plant reving aluminum ribs on aircraft. I made \$1.19 an hour there, not bad money in those days. But since the war was winding down and the aluminum-poisoning rash on my arms was getting worse, I took a job for 56 cents an hour at a Western location in Santa Ana, Calif., just outside Los Angeles.

“I'd worked for Western Electric about nine months when I was drafted into the Army,” he says. “The war was over, but the Army was looking for people with backgrounds in communications. Since I came from Western, I was shipped off to Okinawa, Japan. I was only 17 years old, and they put me in charge of the telephone central office for the Army base there. I couldn't believe it,” Jim says, flashing a wry smile.

When he returned to Western Electric 18 months later, Doss remained in Southern California, “until it became too crowded for me. Even Anchorage is getting too crowded now,” he says.

In 1962, Jim transferred to Sacramento, Calif., and took up a new hobby, lapidary—the study, cutting and polishing of semi-precious stones. In a tidy, well-insulated shed behind his Nikiski house, Jim pulls



RUSS GLOVER

Outside his Nikiski home, Jim Doss displays a petrified dinosaur vertebra he discovered on a lapidary expedition to Colorado.

open some cabinet drawers revealing an argosy of gems and minerals. His collection includes varieties of agate, rhyolite, rhodonite, turquoise, obsidian, and green, blue, yellow, white and black jade, to name a few.

Jim has made a variety of rings and belts from the semi-precious stones. "Before I moved to Alaska, I used to grind and polish stones for rings and things," Jim says. "But since the move, I have too many other things to occupy my time."

Marna sticks her head in the shed and announces lunch. Over BLTs and fresh-smoked salmon, Jim talks to of his two favorite diversions—fishing and hunting.

At nearby Bishop Creek, a small stream no wider at its mouth than a car, Jim reports that when sockeye salmon that average six to eight pounds begin running in mid-July, "you can actually walk across the creek on the backs of fish. That's how many there are," he says.

Beside fishing in nearby streams and lakes for salmon and trout, Jim often joins his two sons on their 28-foot boat, the "Board Room." Together they go on fishing, crabbing and clamming expeditions—trips that help to fill up freezers for the long winters when temperatures can dip to 20 below zero. The trips also contain a share of surprise and danger.

Earlier this year, the Board Room smashed into a submerged rock off Bainbridge Island in the Gulf of Alaska. "It punched a huge hole in the bow, and we were lucky to beach the boat before it sank," says Jim. "Fortunately, the tide was going out. With the help of some commercial fishermen, we fashioned a plywood and epoxy glue patch on the boat, and on the next high tide, we limped home."

Bob Howell, Anchorage:

One of two AT&T retirees in Anchorage, Bob Howell lives on the outskirts of town in a comfortable, split-level house. Parked in the driveway is a new 23-foot motor home and a 17-foot, 170-horsepower jet boat. Nearby, two snowmobiles rest on a trailer awaiting the snow that usually arrives in early October. These shiny toys for grown-ups provide handy diversions for a man whose social calendar is filled with, you guessed it, hunting and fishing trips, not to mention competitive trap-shooting events, league bowling and golf.

"Yes, there are golf courses in Alaska," Bob says, followed by a chuckle. "When I told that to people in Michigan, where I

used to work, they didn't believe me. They thought everything up here was covered with snow and ice. But during the summer, I can golf till 10 o'clock at night."

Despite the lack of snow and ice, life on the fairways still provides moments of excitement. "Two weeks ago, a black bear ran on the course while we were playing."

Bob Howell first came to Alaska in 1960, when he worked on BMEWS, an early warning missile-defense radar system. His stint in Alaska was one of many worldwide trips, but it meant the most.

Howell retired from Western Electric in 1977, after more than 36 years of service. Besides travelling to Alaska, his job as a central office equipment installer took him from his home in Traverse City, Mich., to Ohio and Indiana, as well as more exotic locations such as Guam, the Marshall Islands and Saudia Arabia.

Like Doss, Howell worked at Western Electric for a time before being drafted into the service. "I was hired in 1941, worked for 19 months, then I spent three

Bob Howell at one of his favorite pastimes: trap shooting.



Lena Ward provides on-the-job training for the Alaska Specialized Education and Training Services in Anchorage.



CHRIS AREND

years in the Army as a cable splicer in northern Africa, Italy and France.”

On returning to Western Electric, Howell married and now has three children, Diane, Richard and Randy. One son, Randy, lives in Anchorage, as does Bob’s sister, Jeannette.

After leaving Western Electric, Bob took a job at Anchorage Telephone Utility, where he put his expertise to work laying fiber optic cable routes around the city. “I retired from ATU on April 29, and I haven’t missed work yet. I’m too busy having fun,” Bob says.

One of Howell’s favorite pastimes is trap shooting. In fact, shortly after moving to Alaska, Bob won top honors in the 1979 state championship. In 1982, he was runner-up.

A big summer attraction for Bob, a 66-year-old widower, is fishing for lake trout. “I used to do a lot of salmon fishing on the Kenai River, until the fish and game folks kicked everyone off the river who had more than a 35-horse-power engine on their boat.”

Alaska Department of Fish and Game officials closed the Kenai River to high-powered craft because the wakes from these fast-moving boats eroded the river bank, causing trees to fall into the water.

Lena Ward, Anchorage:

Lena Ward lives with her husband, Tom, and their golden retriever, Boscho, in a new, two-story house in suburban Anchorage. Outside, pinkish, purple fireweed flowers drape from planters made from old shoes. Inside, the house is attractively decorated with Eskimo art.

A resident since 1981, the 59-year-old Ward never dreamed she’d retire and move to “bear land,” as she once called Alaska. “It’s been wonderful, the best time of my life.”

After 26 years of making wafer chips in clean rooms at the Western Electric facility in Allentown, Pa., Lena retired and she and Tom bought an old mail truck, packed it with 10 tons of household belongings and set off on the 5,000-mile trek to Alaska.

“People I worked with, my neighbors, even my doctor, thought I was crazy moving up here from Hellerstown, Pa. We drove up in winter, and the trip took three weeks. I’ll never forget the blizzard we hit near Edmonton, Alberta. The wind-driven snow fell so quickly and so hard, we could barely see beyond the hood of the truck. To top it all off, our gas tank was just

about empty. After what seemed an eternity, we made it to a hotel and gas station. It was so bitterly cold we left the truck running all night. If we had turned it off, we never would have started it again.”

Upon arriving in Anchorage in 1981, the sudden inactivity of retirement after years of purposeful work bothered Lena. “I needed to work, and I also like helping people. When I found out through my daughter-in-law, Karen, who is a director at a place called ASETS, that there was an opening for someone to help teach disabled people how to rebuild telephones, I went for an interview. I got the job. Then, I used my background with Western Electric to make some changes and improve the operation,” she says.

ASETS stands for Alaska Specialized Education and Training Services. The non-profit agency helps provide employment opportunities for Alaskans with substantial disabilities. ASETS works with local businesses and the community to develop a wide range of employment options. Then, staff workers such as Lena provide on-the-job training and long-term support.

“After divestiture in 1984, the market for reconditioned leased telephones dried up, so I changed to the supported jobs program that helps disabled people to take paying jobs in the community,” Lena says. “We teach people not only how to work, but how to get along with non-handicapped people and become part of the community. I get a lot of personal satisfaction out of what I do,” she says, flashing a big grin.

On weekends, Lena occasionally joins Tom, their son, Gordon, daughter, Debra, and other family members at a cabin they own on the Kenai River near Soldotna. The cabin is accessible only by boat.

“When we built the place, we had to haul lumber down the river by boat, then carry it up a hill. Since building the retreat in 1983, Lena’s family and friends have pulled some record-size fish from the Kenai River. “I caught a 44-pound king salmon. I couldn’t believe it. It took 15 minutes to land.”

Looking off into the distance, Lena reflects on the bounty of life. “We have a real happy life, and that’s good. You need to enjoy today because you never know what tomorrow will bring.” ■

This story was written for Encore by Russ Glover, AT&T Focus associate editor.

Benefits Snapshot

Making Dental Claims and Reimbursement Easier

This past January, the Prudential Insurance Company of America became the single administrator for the AT&T Dental Expense Plan for all active and retired employees. This change was announced in the spring edition of *Encore*. Since then, Prudential's claims consulting staff has informed REBO your claims can be processed and paid more quickly if you follow the guidelines below:

Use the Correct Claim Form

Make sure you use the Prudential claim form and mail it to the correct address. The address, in the upper right hand corner of the claim form, is Prudential, P.O. Box 44123, Jacksonville, Fla. Also, be sure to fill out the form completely.

If you use a Metropolitan or Equitable claim form and file it with either of these carriers, they will neither process the claim, nor forward it to Prudential. They will return it to you for filing with Prudential, which only delays payment. To avoid this problem, please destroy any Metropolitan or Equitable dental claim forms you may have, and ask your dentists to do the same if you had given them blank forms.

Make Sure the Correct Person is Paid

Prudential will reimburse you directly, unless you indicate on the claim form that they are to pay your dentist. To have benefits paid directly to your dentist, you must

complete the section at the bottom left-hand corner of the claim form, marked "Direction to Pay Benefits to Dentist."

Ask Questions About Costs

Don't be afraid to discuss the cost of work your dentist proposes to do *before* the treatment is started. If a procedure sounds involved or extensive, or you need extensive repair work, either of which may cost more than \$200, you should request a pre-determination of benefits from Prudential. This will tell you exactly what the carrier will pay for and in what amount.

Please remember to attach a copy of this pre-determination form to the first bill you send to Prudential. If you have had a pre-determination of benefits by your former carrier dated before January 1, 1988, and you are filing your first claim with Prudential, you should attach a copy of the original pre-determination form. In this way, Prudential will know exactly what work is being done and that it was approved by your former carrier. This will help them process your claim quicker.

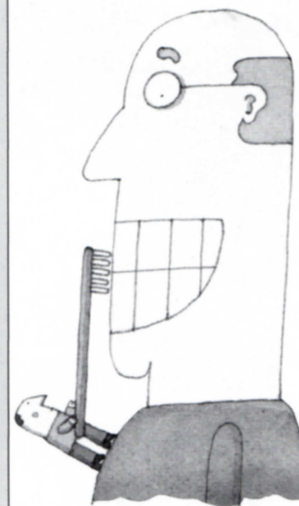
Use Coordination Of Benefits Correctly

Make sure you submit claims to the primary dental plan first. When you file a claim for Coordination of Benefits the Explanation of Benefits statement you receive from the primary plan and all associated bills must be submitted to the secondary plan. Under the COB provision, benefits will be paid from all dental plans involved, but payment will not be more than the total covered dental charges from all plans combined.

For complete coordination of benefits provisions, see your copy of the "Health Summary Plan Description" mentioned in this issue of *Encore*. ■

NOTIFY REBO of a retiree death or lost pension check: 0-312-981-2269, collect; 24 hours a day.

**WRITE REBO:
P.O. Box 770,
Arlington Heights, IL
60006-0770**



**HealthCheck Reminder:
Call 1-800-262-6268**

- prior to hospital admission
- within two business days of emergency admission
- for second surgical opinion

Call 1-800-237-4992 for

- home health care
- extended care facilities
- birthing care centers
- drug or alcohol rehabilitation

SOCIAL SECURITY CHECK:
Be sure to include your social security number when writing or calling REBO.

Open Enrollment Time Nears

The annual health insurance open enrollment period will begin in November. You will receive a letter from REBO explaining this year's procedures and need not take any action until you receive it.

During the open enrollment period, you can enroll in or cancel Health Maintenance Organization (HMO) memberships and enroll or cancel Class II and Sponsored Child Dependents for medical expense plan coverage. You can also obtain information about HMOs operating in your geographic area.

Retirees who have existing Class II dependent coverage will be mailed continuation of Class II coverage forms. Simply complete the form and return it to REBO to continue coverage for another year or to cancel it. If you do not return this form, your Class II dependent coverage will be cancelled as of the last day of the year. If you wish to enroll new Class II dependents, contact REBO for application forms. Enrollment and cancellation forms for sponsored dependents may also be obtained from REBO. ■

Emergency, Emergency

When an emergency occurs, most people focus all their attention on the immediate situation. Notifying HealthCheck of an emergency hospital admission is the farthest thing from their mind. Yet, when the Blue Cross statement arrives they find they are penalized for not calling HealthCheck. You can avoid payment of reduced benefits by knowing what needs to be done in an emergency.

Non-Medicare eligible retirees and covered non-Medicare eligible dependents have 48 hours or two business days to notify HealthCheck of an emergency hospitalization. If there are extenuating circumstances and the time requirement is not met, you should still call. HealthCheck can monitor the rest of the hospitalization and be involved if extended care or home health care services are required. You could be missing out on important benefits

for you or your eligible dependents by not using this valuable service.

You may not always be able to call HealthCheck yourself. REBO suggests you give the HealthCheck phone number and your social security number to a family member, close friend or good neighbor. They can call to report the emergency hospital admission for you. It's also a good idea to note the HealthCheck telephone number on your Blue Cross or Medicare identification card.

Remember, if HealthCheck is not notified within 48 hours or two business days of an emergency hospitalization, Blue Cross will pay reduced benefits of up to 20 percent of the charges not to exceed one percent of your annual pension. This penalty is in addition to your annual Travelers deductible for Other Covered Charges.

Prior to hospital admission, within 48 hours or two business days of emergency admission, or for second surgical opinions, non-Medicare eligible retirees call HealthCheck on 1-800-262-6268.

For preapproval of home health care, extended care facilities, birthing care centers or drug/alcohol rehabilitation, Medicare eligible and non-Medicare eligible retirees and their dependents call HealthCheck on 1-800-237-4992. ■

It's in the Mail

During the last week of May, the "Retired Employee Benefit Digest" was mailed to all retirees on service or disability pensions. The digest is a quick reference for general benefit information. Many retirees have told REBO the tri-fold summary serves as a handy folder in which to store other important benefit information.

In mid-June, the "Health Summary Plan Description" covering medical and dental benefits was also sent to all service and disability pensioners. This booklet contains detailed information about medical and dental benefits available to retirees.

Together, the Benefit Digest and the Health Summary Plan Description help retirees to understand and make better use of their AT&T benefits. If you haven't received your copy of these important documents, please contact REBO to obtain them. ■



JOHN SEGAL

More Friendly Faces

In the spring issue, we featured some of REBO's friendly retiree relations people. We're happy to bring you more of the people behind the scenes who make life easier for retirees.



Pictured above are the rest of the benefit counselors who handle your calls and letters and answer questions on any benefit matters that concern you. They also act as liaisons between retirees and various internal and external groups, and they counsel surviving spouses and/or other family members in the case of death. Standing, in the back row, from left, are Bob Adams, Andy Schifler, Don Arcivar, Bill Kuban and Mary Mazurek. Up front are Jeannette Powell, Betty Jo Matthews and Quine Lesure.



The REBO payroll and systems support group is responsible for inputting revised pension information into the corporate pension payroll system, correcting any pension errors, and performing insurance-related tasks. During busy times, they help REBO benefit counselors respond to retiree calls. Pictured above standing, from left, are Mae Melone, Sherry Walters, Teri Dugo, Annette Giambalvo, Louise Strahs and Marie Vladic. Seated are Pat Flynn and Panna Patel.

CALL REBO:
1-800-323-9217,
8:30 to 11 a.m., noon to
2:30 p.m., Central Time,
weekdays.

Mondays are the busiest days, especially after holiday weekends; if possible, please call on other days.

GWENDOLEN CATES

In Memoriam

Encore's quarterly listing of retiree deaths includes state abbreviations of the last work location (in italics). If a particular business unit is not listed, that means no information was available for that unit at press time. In recent years, some AT&T organizations have combined or changed names (as in the merger of AT&T Communications and AT&T Information Systems); below is a key of former names and the corresponding current names.

Western Electric Network Systems
 Microelectronics, formerly Components & Electronic Systems
 Technology Systems
 General Departments Corporate Headquarters
 Long Lines/Communications End User Organization
 Information Systems End User Organization

NETWORK SYSTEMS

MICROELECTRONICS

TECHNOLOGY SYSTEMS

Adams, John T. *IL* 3/03
 Akers, Virgil V. *IN* 2/20
 Alderman, Marquis T. *IL* 3/13
 Alston, Claude A. *NC* 2/06
 Ambacher, Dorothy P. *NJ* 2/26
 Ameen, Alfred *NC* 3/18
 Amelang, Ethel M. *MD* 3/19
 Amirault, David J., Jr. *MA* 1/18
 Andrich, Curt *IL* 3/03
 Anuszewski, Mary D. *MD* 2/16
 Asher, Jackson *IN* 2/26
 Augenstein, Erwin H. *NJ* 2/25
 Avon, Michael J. *MD* 3/14
 Bach, Joseph F. *NY* 3/13
 Baker, George F. *NC* 3/20
 Bales, Eldridge G. *NC* 1/25
 Baley, Joseph *IL* 1/21
 Baratta, Joseph F. *OH* 2/22
 Barry, Helen M. *MA* 1/15
 Bartholomew, Kenneth *OR* 1/12
 Bauguss, Robert G., Jr. *NC* 1/13
 Beecham, Charles T. *TN* 3/15
 Behounek, Helen G. *IL* 2/20
 Bell, Leona C. *IL* 3/28
 Belzner, Donald J. *MD* 3/01
 Bender, E.G. *NY* 1/09
 Bennicas, Anita L. *PA* 1/23
 Benson, Lawrence H. *CA* 2/29
 Benson, Robert D. *WI* 3/22
 Berezny, Kathryn M. *NJ* 1/22
 Berman, Robert H. *IL* 3/18
 Bernhart, Sophie *NJ* 3/09
 Bernier, Charles L. *NJ* 2/24
 Beshears, Lacy G. *NC* 3/28
 Birch, Charles A. *NY* 1/11
 Black, Austin L., Jr. *NJ* 3/25
 Blaha, George W. *MO* 3/23
 Blalock, Mildred A. *NC* 1/19
 Blinn, Leo J. *MA* 2/21
 Bloomfield, Columbus *IN* 1/02
 Bloxham, Gordon F. *MD* 3/04
 Bonnamy, Virginia S. *IL* 3/16
 Borek, Frank A. *IL* 1/04
 Boruta, Peter *PA* 3/27
 Boutall, Jack E. *IL* 1/16
 Brandt, William W. *NY* 3/13
 Breen, John B. *FL* 2/10

Brennan, Charles E. *NJ* 3/19
 Brennan, Frank J. *NJ* 2/11
 Brescka, Rudolph S. *NJ* 1/07
 Brice, James H. *GA* 2/08
 Brinkley, Joseph D. *NC* 3/31
 Broehl, Peter *IL* 2/19
 Broshears, Georgia F. *IN* 1/31
 Brown, Lillie M. *MD* 1/10
 Brown, Lois M. *NJ* 2/12
 Bryan, Dace *NC* 1/27
 Bucci, Adeline L. *NJ* 3/24
 Buck, George K. *NJ* 2/22
 Buralli, Ella P. *IL* 1/23
 Burnett, Carl *NJ* 3/19
 Burns, Jon F. *IL* 3/08
 Cadden, Charles T. *PA* 1/14
 Canavan, Callistus P. *NY* 2/13
 Cannington, Gordon E. *MD* 3/10
 Capotosto, Joseph F. *NJ* 1/01
 Cappy, Raymond F. *NY* 1/12
 Carroll, John M. *NJ* 2/12
 Carter, Wilburn H. *TX* 2/22
 Censullo, Grace T. *MA* 1/19
 Cermak, Frank W. *IL* 1/17
 Cernik, Edward H. *WA* 2/15
 Cheney, A. *IL* 1/25
 Cherepski, William S. *NJ* 2/06
 Chickering, Donald A. *WA* 1/01
 Chobot, Adolph J. *IL* 3/12
 Ciko, Josef *NJ* 3/24
 Cisko, Joseph B. *IL* 2/20
 Cokinos, George C. *PA* 1/16
 Colie, Kenneth T. *IL* 2/21
 Collins, Dorothy E. *IL* 3/11
 Condren, William J. *NY* 1/05
 Connor, Arthur B., Jr. *PA* 3/07
 Copeland, Albert N. *NC* 1/05
 Corbeels, Camiel *NJ* 3/23
 Corbett, J.A. *NY* 2/15
 Costello, Vincent M. *MA* 2/04
 Crane, Charlotte A. *IN* 2/02
 Crawford, John T. *NC* 2/24
 Cropley, Hugh M. *NY* 2/02
 Crowley, Edward J. *NJ* 2/20
 Cummings, Margaret *NC* 1/28
 Curry, Madalyn R. *PA* 3/10
 Davis, Edward H. *IL* 1/25
 DeFazio, Anthony J. *MA* 1/05
 DeRosier, Earl H. *OH* 2/01
 Deane, Clive P. *NC* 1/23
 Deem, Elsie T. *IN* 1/08
 Delaney, John A. *MA* 2/23
 Delestowicz, Ann U. *IL* 2/24
 Dennett, Freda I. *MA* 3/27
 Disher, Margaret T. *NC* 3/07
 Donahue, Walter J. *IL* 2/22
 Drewes, William E. *IL* 3/18

Drewitz, Fred G. *IL* 3/21
 Drobish, Adolph E. *NY* 2/29
 Dukes, George W. *MD* 3/09
 Dunk, Peter P. *IL* 1/22
 Dunn, Wilbert E. *NJ* 3/18
 Durkin, Frank J. *NJ* 3/15
 Eckmann, Harry L. *IL* 1/30
 Edwards, Daniel G. *NJ* 1/28
 Elliott, Michael *NJ* 3/13
 Ericksen, Oscar A. *IL* 1/18
 Faber, Clarence W. *IL* 3/16
 Fangio, Nicholas C. *NJ* 1/20
 Filella, Rose M. *MA* 1/30
 Fiorino, John F. *NJ* 1/04
 Fitzgerald, Joseph *PA* 1/28
 Fitzgibbons, Grace R. *NY* 1/13
 Fizel, Marion *IL* 3/18
 Foley, Robert S. *MI* 3/12
 Folkner, Ruth F. *NC* 3/06
 Follmer, Fred H. *MA* 3/06
 Fontana, Anna J. *NY* 3/19
 Forman, Leonard *NC* 2/06
 Frain, Veronica P. *NJ* 2/25
 Gabel, Richard M. *IL* 1/07
 Galvin, Luba D. *MA* 1/08
 Gavin, John W. *IN* 2/19
 Gedras, Scholastica E. *IL* 1/24
 Geffken, Wesley F. *NY* 2/16
 Geiling, Thomas *IL* 1/29
 George, Flo E. *OH* 3/11
 Gerard, Josephine S. *IL* 3/20
 Gerz, John V. *PA* 2/17
 Gibson, Mabel P. *NC* 2/06
 Giles, G.F. *GA* 1/27
 Gilliam, Robert Lee *IL* 1/25
 Goluszewski, Florence S. *NJ* 1/02
 Golz, Elmer J. *IL* 1/21
 Gordon, Esther S. *OH* 3/02
 Gorka, Stella H. *IL* 1/13
 Gorman, Robert F. *IL* 3/15
 Graham, Marion S. *NJ* 1/09
 Greene E.F. *IL* 3/29
 Greenfield, George *NJ* 3/09
 Grelle, Rosalie M. *MA* 2/05
 Grencevicz, Donald *CA* 1/07
 Grigonis, Violet J. *IL* 1/05
 Grindle, William H. *PA* 2/11
 Gronow, John A. *IL* 1/11
 Guldner, Charles F. *NY* 3/30
 Gurski, Walter S. *NJ* 3/15
 Hackenberg, Arthur *NJ* 2/04
 Hahn, August P., Jr. *LA* 1/20
 Hale, Malvie C. *OH* 2/28

Hand, Elsie L. *IL* 2/01
 Hanes, Howard G. *NC* 2/21
 Hanley, William J. *NC* 1/20
 Harrison, Howard *AZ* 3/01
 Harry, Joseph *PA* 3/01
 Hartka, Leonard J. *MD* 1/24
 Hartmann, Harold M. *OK* 2/26
 Harvey, James B. *NC* 2/29
 Hastik, Frank J. *IL* 2/10
 Havlicek, John F. *IL* 1/09
 Hay, George L. *NC* 3/19
 Heath, Harold R. *VA* 3/23
 Henderson, F.E. *NY* 1/14
 Hill, Gene A. *TX* 2/16
 Hinkelman, Albert F. *IL* 3/01
 Hoeft, Frederic J. *MA* 3/23
 Hofrichter, Thomas C. *IL* 1/13
 Holbrook, Virginia, *MA* 3/05
 Holdsworth, Wilbert *MD* 1/16
 Holinka, Charles C. *IL* 2/09
 Hollingsworth, David *NC* 2/07
 Holonya, Julia J. *NJ* 1/07
 Hoots, Corbett R. *NC* 2/27
 Hoppensteadt, Emil A. *IN* 1/07
 Howard, Robert, *IN* 1/29
 Hudacko, Andrew J. *NJ* 1/28
 Hudecek, Anna B. *IL* 2/05
 Huderwitz, Francis C. *NJ* 2/26
 Hughes, Harold B. *DC* 2/21
 Hull, Robert J. *NY* 3/16
 Hundley, Henry L. *NC* 3/04
 Jachinski, Chester J. *IL* 1/24
 Jackson, Rose B. *NJ* 3/23
 Jacobs, Robert G. *IL* 3/14
 Jasien, Leo J. *IL* 3/24
 Jasinkiewicz, John W. *NC* 3/23
 Johnson, Ellsworth T. *OH* 3/07
 Johnson, John A. *NY* 1/06
 Jojokian, Ann D. *MA* 2/09
 Jorgensen, Alfred R. *NJ* 1/08
 Joyce, Robert F. *NJ* 2/08
 Kaeli, Helen E. *NJ* 3/29
 Kammerle, Albert G. *OH* 1/29
 Kale, Arthur M. *IL* 3/16
 Kazar, Joseph E. *NJ* 2/06
 Keith, William H. *NC* 3/19
 King, Carl A. *MD* 2/24
 Kinsinger, D. Paul *NC* 3/10
 Kist, Charles A. *NJ* 3/06
 Klasek, Frank A. *IL* 3/07
 Klecka, Mary O. *IL* 1/06
 Knowles, Sue M. *NY* 1/29
 Kokes, William E. *IL* 1/08
 Kopsa, Charles M. *IL* 2/11
 Korpics, Mae K. *PA* 2/22
 Kosiorek, Joseph B. *MD* 2/12
 Kostka, E.A. *NY* 2/21

Webb, Isabel N. *OH* 3/29
 Wenzel, Alma H. *PA* 3/14
 Williams, Ruby C. *OH* 1/21
 Willson, Howard S. *PA* 2/19
 Winkelman, Charles *MN* 2/16
 Winn, John T., Jr. *NC* 3/13
 Wood, Dan G. *TX* 2/22

BELL LABORATORIES

Benner, Ernest O. *NJ* 2/28
 Brown, William J. *NJ* 2/18
 Buehler, Ernest *NJ* 2/15
 Burns, Robert *NJ* 2/20
 Christiansen, Arne *NJ* 3/13
 Clausen, Carl P. *NJ* 1/26
 Colantuoni, Frank *NJ* 2/20
 Combs, Donald E. *NJ* 3/10
 Cook, John W. *NJ* 1/18
 De Lucca, Victor J. *NJ* 2/07
 De Vore, Richard E. *OH* 2/08
 Douglas, William J. *NJ* 1/28
 Dunbar, Robert K. *NJ* 2/20
 Dunn, Howard J. *NJ* 1/30
 Eckstein, Ruth Y. *NJ* 2/03
 Epstein, Marvin P. *NJ* 3/22
 Fazewski, Raymond *NJ* 3/08

Fentzlaff, Frank J. *NJ* 3/27
 Fitzwilliam, James *NJ* 1/15
 Gilmore, John F. *NJ* 1/07
 Hendrick, Douglas J. *NJ* 3/14
 Hollingworth, Frank *NY* 3/12
 Johnson, Erland H. *NJ* 1/14
 Johnson, Horace E. *NJ* 3/08
 Kanetzky, Zeno S. *NJ* 3/19
 Kelly, Edward M. *NJ* 3/01
 Lempa, Joseph J. *NJ* 1/29
 McDermott, Barbara *NJ* 1/03
 Norman, Nathaniel *NY* 3/13
 Northover, William *NJ* 1/24
 O'Brien, George J., Jr. *NJ* 1/04
 Ottman, Robert E. *NJ* 3/26
 Partington, Ernest *MA* 1/02
 Pike, Vernon B. *NJ* 1/29
 Rau, William P. *NJ* 3/19
 Raupp, Henry G. *NJ* 3/12
 Reckenzaun, Paul F. *NJ* 3/25
 Reilly, Ann M. *NY* 2/11
 Reoch, Hazel S. *NJ* 3/26
 Riccio, Edward R. *NJ* 1/27
 Richardson, Paul H. *NJ* 3/09
 Seibel, Mary D. *NJ* 2/06
 Stoner, John W. *NY* 1/20

Sutton, Stanford M. *NJ* 1/16
 Theuerer, Henry C. *NJ* 3/30
 Wade, Victor C. *NJ* 2/05
 Weston, Douglas *NJ* 3/27
 Whitehead, David F. *NJ* 2/02
 Widman, Rudolph *NJ* 2/29

CORPORATE HEADQUARTERS

Beach, Roswell L. *NJ* 3/24
 Cunneen, Viola L. *NY* 1/09
 Diekman, Donald F. *NJ* 1/19
 Geils, John W. *VA* 3/16
 Harmon, Charles, Jr. *NY* 3/24
 Kelly, Robert Joseph *CO* 3/04
 Kramm, M. Brent *NY* 2/07
 Martin, Rose H. *NY* 3/21
 Miller, Roger A. *NY* 3/25
 Sauer, Bertha *NY* 3/30
 Schier, Valerie *NY* 1/04
 Schretzmayer, John, Jr. *NY* 2/13
 Shuler, Vernon W. *CO* 2/25
 Whittemore, Laurens *NY* 2/05

TELETYPE

Adalbert, Estelle R. *IL* 1/11
 Bedal, Edward M. *IL* 3/27
 Bellia, George W. *IL* 1/23
 Brenner, Sam *IL* 2/07

Bucki, Frederic P. *IL* 2/18
 Collignon, Henry L. *IL* 1/02
 DiBastilio, Guido, *IL* 1/01
 Durlin, Earl H. *IL* 1/06
 Korus, Stanley M. *IL* 2/19
 Krugler, Alvin F. *IL* 1/08
 Lakella, William G. *IL* 2/29
 Latham, James H. *IL* 3/10
 Mills, Clinton J. *IL* 3/05
 Newell, Herbert W. *IL* 2/21
 Panfil, Edward P. *IL* 1/30
 Patrizi, Carl B. *IL* 3/06
 Poehls, Raymond V. *IL* 2/17
 Pohlit, John *IL* 3/31
 Roch, B.J. *IL* 2/25
 Szymczak, Henry P. *IL* 3/17
 Timpe, Eugene A. *IL* 3/16
 Topp, Bernice M. *IL* 2/17
 Vee, Richard F. *IL* 2/02
 Wahlstrom, Iva M. *IL* 2/06
 Yetter, Raymond R. *IL* 3/14

OTHER ENTITY

Buono, Anthony *NY* 3/30
 Govak, Frank *NY* 10/30
 Vichotka, Geza *NY* 1/26



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