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June 27, 2000

To All Avaya Associates:

Today is a very important day in the history of our company. It's the day we announce our new name to the world. And it's the day we begin to fill that "empty vessel" with meaning, starting with our company's new mission and values.

As a new, made-up word, the name Avaya has a certain flair to it that says we're new and different. I believe it sets us apart and captures what we're doing with our new company: becoming independent, focusing on our customers, and moving forward to define ourselves.

The word Avaya -- pronounced "uhv-EYE-uh" -- sounds simple, open and fluid; the syllables flow into one another with no stops. The "V" gives the name a lively, vigorous sound, quick and precise. Not a bad anthem for a company dedicated to breaking down barriers to ease and speed communication between businesses and their customers.

Our logo is formed of letters that echo and enhance one another, moving fluidly from the first letter to the last. Our bright red signature color both announces our arrival and honors our Lucent Technologies heritage.

Our name is Avaya alone, legally Avaya Inc. But initially, to help define what we do, we'll sometimes use the word "Communication" as a descriptor under Avaya. Instead of "communications" plural-which indicates technology, systems, or networks-we chose the more distinctive "communication" singular, which emphasizes human relationships and rapport.

Our search for a new name was wide-ranging and more complex than we first imagined. Our leadership team was committed to selecting a name that represented the attributes we stand for in the marketplace and with our own associates. As we began our search, we talked about bringing people together and about the relationships we build among customers, partners and associates. We wanted our new name to capture that energy and focus.

We began with our many fine product names and names of legacy or acquired companies. With help from Landor Associates, the company that helped name Lucent, and FCB, our advertising agency, we considered hundreds of additional names, some real and many coined. We ran many of them through legal, language, and cultural clearance in dozens of countries and in dozens of relevant product categories.

Once we got down to a short list, we kept returning to Avaya. And our

leadership team's preference was strongly reinforced by international focus groups that said Avaya sounded like a company that was agile, open-minded, spirited, and fun; and they thought our logo was bold and a bit aggressive, but also indicated dependability and professionalism.

With our new name, today we introduce our new mission-to "provide the world's best communications solutions that enable businesses to excel"-and our new values, which follow. But our name and our mission and values are all just words until our actions fill them with meaning.

In the coming weeks and months, we will launch our new name into the marketplace and begin to capitalize on the tremendous opportunity we have to make Avaya a dynamic force, an industry leader, and a great company for which to work.

Now it's up to us. The name Avaya may still feel unfamiliar. That's OK. I believe that it will grow on you, and we'll grow into Avaya. Together, through our actions, our behavior, and our performance as a company, we will make "I work for Avaya" something each one of us is proud to say.

Don Peterson

Our Values

Customer Value. We deliver unparalleled value to our customers.

- Only by serving our customers well do we justify our existence as a business.
- We view our success as dependent on our customers' success, both now and in the future.

Accountability. We keep our commitments to our stakeholders.

- We earn the confidence of our stakeholders by acting with integrity and behaving ethically.
- We do what we say we will do.

Diversity. Our value as a company is realized by recognizing the value of each individual.

- We embrace diversity as a competitive advantage essential to our success.
- We are a global company in every sense - geographically, strategically and culturally.

Innovation. We embrace change, for ourselves and for our customers and partners.

- We foster creativity, innovation and risk-taking that will enhance shareholder value and improve our customers' businesses and our own.
- We use technology as a strategic tool.

Velocity. We win by combining speed and direction.

- Our sense of urgency is manifested in timely, customer-focused

execution.

- We understand that the best decisions balance thoughtfulness and speed.

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Latest Press Releases

LUCENT TECHNOLOGIES ENTERPRISE SPIN-OFF UNVEILS NAME, ANNOUNCES LEADERSHIP TEAM

FOR IMMEDIATE RELEASE: TUESDAY, JUNE 27, 2000

BASKING RIDGE, N.J. – The Enterprise Networks Group soon to be spun off from Lucent Technologies (NYSE:LU) today announced that it will be named Avaya, pronounced uhv-EYE-uh. The new name and logo will begin appearing in advertising and on company buildings and vehicles in the coming weeks.

As announced in March, Lucent expects to complete the spin-off by the close of the fourth fiscal quarter of 2000, which ends Sept. 30.

"We chose a name that would set us apart and capture what we're doing with the company – focusing on communications solutions for business customers," said Don Peterson, president and CEO. "Avaya sounds open and fluid—reflecting a company that's open-minded and that provides seamless, effortless interconnections among people and businesses.

The company's new logo is a word mark formed of letters that fit together and enhance one another. Its red color is bright and strong, and honors the company's Lucent Technologies heritage.

The new Avaya will focus on enabling enterprises to succeed in the eBusiness age by providing advanced communications hardware, software and solutions. The company starts out as a worldwide leader in messaging and structured cabling solutions, and a U.S. leader in call centers and voice communications systems. Avaya has nearly one million business customers in more than 90 countries, including more than three-quarters of the Fortune 500.

Avaya has an extensive sales and services force. Almost half a million businesses – from small, neighborhood shops to large multi-national corporations – have Avaya service agreements.

In addition, the company offers a portfolio of products to support multi-service network solutions, including its award-winning Cajun Campus™ LAN switching products and award-winning WAN systems products. Avaya has shipped more than one million LAN switching ports.

"We expect the overall market we're in to grow from about \$113.8 billion in 1999 to about \$176.6 billion in 2003, a compound annual growth rate of 11.6 percent," said Peterson, "And there are four trends in the marketplace that we believe are leading to significantly higher growth within key segments: the adoption of e-Business strategies by businesses worldwide; a focus on customer relationship management; the growth of businesses with widespread operations and mobile workforces; and the evolution toward converged voice and data networks. We believe we are well-positioned to capitalize on these trends and to serve the growing market for advanced enterprise communications products supporting eBusiness solutions."

Also today, Avaya named key senior executives. As announced previously, Henry B. Schacht, 65, former chairman and CEO of Lucent Technologies and former CEO of Cummins Engine, is chairman of the new company. Donald K. Peterson, 50, former executive vice president and CFO of Lucent, is president and chief executive officer. Peterson has 25 years of experience in the communications industry. Prior to joining Lucent, he served as NORTEL's chief financial officer and president of NORTEL Communications Systems, Inc.

"We've selected a leadership team to build on our many strengths, including market leadership, a significant base of customers and great technology," said Peterson. "I'm delighted with this team's talent, experience and energy, and I look forward to working with them to create a new, high-performing company for our customers, our shareholders and our employees."

The leadership team for the new business is as follows:

- Homa Firouztash, Ph.D., 57, is chief operating officer. He is responsible for global operations and manufacturing; materials and logistics; product management for voice and data systems, applications, and connectivity solutions; quality and R&D. Dr. Firouztash will lead the new company's technical community of nearly 3,000 developers. Previously, he was president of Worldwide Sales for Lucent's Microelectronics Group.
- Karyn Mashima, 46, is vice president of Global Strategy and Technology. She will formulate and drive overall business and technology strategies for the new company. Mashima also is responsible for business development and for cross-product and next-generation solutions architectures. She had similar responsibilities at Lucent's Enterprise Networks Group.
- Ravi Sethi, Ph.D., 52, is vice president of Research. He is responsible for advancing high potential technologies, understanding customer trends and needs, and seeking out a variety of alliances in academia and industry to introduce leading-edge technologies and competitive products. Dr. Sethi was previously senior vice president, Communications Science Research, at Bell Labs.
- Garry K. McGuire, 53, is chief financial officer. McGuire previously served as president and chief executive officer of Williams Communications Solutions, LLC, and president of Nortel Communications Systems.
- David P. Johnson, 40, is vice president of Worldwide Sales and International Services. Johnson will be responsible for overall sales channel strategy, including direct sales, indirect sales, and the company's growing alliances with systems integrators, as well as international services. Johnson was formerly vice president of International Sales and Service for Lucent's Enterprise Networks Group.
- Dana Becker Dunn, 49, is vice president of Transition Operations. She leads the transition planning as Avaya prepares to spin off from Lucent.
- Michael A. Dennis, 41, continues as vice president of U.S. Services. He is responsible for the overall services business, including installation, maintenance and service offerings.

- Pamela F. Craven, 46, is vice president, general counsel and corporate secretary of the new company. She is responsible for all legal services including commercial law, corporate law, labor and employment law, and intellectual property law; and for government relations. Previously, Craven was vice president, Law and Lucent corporate secretary.
- Maryanne DiMarzo, 48, is vice president of Human Resources, and will be responsible for compensation and benefits, workforce relations, organizational development and transformation, and recruitment. She was formerly vice president of Lucent's Corporate Centers Human Resources.
- Steve Aaronson, 48, is vice president of Communications. He is responsible for branding and corporate image, investor relations, news media relations, employee communications, industry and financial analyst relations and philanthropy. Previously, Aaronson was vice president of Lucent's Service Provider Networks Public Relations.

"This team is totally committed to the enterprise space, and has a deep appreciation for the issues facing our customers. We are working together to maintain and enhance our customer and partner relationships through the transition and spinoff," Peterson said.

Separately today, Avaya announced a global strategic alliance with Siebel Systems that includes joint development and integration of eBusiness solutions as well as joint marketing and sales teams.

Avaya, headquartered in Basking Ridge, N.J., USA, is a leading provider of communications systems for enterprises, including businesses, government agencies and other organizations. We offer voice, converged voice and data, customer relationship management, messaging, multi-service networking and structured cabling products and services. We are a worldwide leader in sales of messaging and structured cabling systems and a U.S. leader in sales of enterprise voice communications and call center systems. We intend to use our leadership positions in enterprise communications systems and software, our broad portfolio of products and services, and strategic alliances with other technology and consulting services leaders to offer our customers comprehensive eBusiness solutions. For more information about Avaya, visit us on the Web at <http://www.avaya.com>.

Lucent Technologies, headquartered in Murray Hill, N.J., USA, designs and delivers the systems, software, silicon and services for next-generation communications networks for service providers and enterprises. Backed by the research and development of Bell Labs, Lucent focuses on high-growth areas such as optical and wireless networks; Internet infrastructure; communications software; communications semiconductors and optoelectronics; Web-based enterprise solutions that link private and public networks; and professional network design and consulting services. For more information on Lucent Technologies, visit its Web site at <http://www.lucent.com>.

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AVAYA AND SIEBEL SYSTEMS FORM GLOBAL STRATEGIC ALLIANCE

Customer-Focused eBusiness Leaders to Target \$330 Billion Market

FOR IMMEDIATE RELEASE: TUESDAY, JUNE 27, 2000

BASKING RIDGE, N.J. AND SAN MATEO, CALIF. – Siebel Systems (NASDAQ: SEBL), the world's leading provider of eBusiness Application software, and Avaya, soon to be spun off from Lucent Technologies (NYSE: LU), today announced a global strategic alliance to jointly develop, deliver and market integrated eBusiness solutions.

The alliance includes creation of a dedicated joint product development and integration team, as well as dedicated joint marketing and sales teams and a multi-million dollar commitment over the next 12 months for an intensive program of joint advertising, direct marketing seminars and events. It enhances the terms of a strategic alliance Siebel Systems and Lucent Technologies announced in August, 1999, and strengthens both companies' abilities to address the estimated \$330 billion market (according to International Data Corporation) for eBusiness solutions.

The two companies will integrate Siebel eBusiness Applications with Avaya communications solutions, creating new and innovative ways for organizations to interact with, and develop relationships with, customers – over any media, any currency, any device, any distribution channel, any time. The solutions will give organizations flexibility in selecting the appropriate level of eBusiness sophistication, while providing a smooth migration path for implementing new customer service and relationship management capabilities to keep pace with market changes and business growth.

The joint solutions will provide tight "out of the box" integration -- accelerating implementation times for businesses transforming their call centers into next-generation customer interaction centers that support multiple communications channels and tightly link with information sources across the enterprise. This enterprise-wide linkage of customer-supporting functions extends the scope and intelligence of an organization, enabling faster, information-driven actions to meet and exceed customer needs.

"Together, Avaya and Siebel Systems plan to make it easy for large businesses to move from traditional bricks-and-mortar to communication-enabled clicks and mortar. That means businesses can stay close to their customers through whatever combination of Internet, email, fax or voice those customers prefer," said Don Peterson, Avaya President and CEO. "Fortune 2000 companies around the world already use cutting-edge tools from Siebel and Avaya that keep them in the forefront of the eBusiness revolution. Now we are working together to develop and market a new generation of innovative solutions that will enable our customers to excel."

"Avaya's global reach and strength in communications software and technology, combined with Siebel System's eBusiness Applications leadership, will enable our mutual customers to build and extend enduring customer relationships at every point of contact," said Thomas M. Siebel, chairman and CEO, Siebel Systems, Inc. "For our mutual customers, this alliance will help speed and simplify the process of deploying multichannel eBusiness systems that build customer loyalty and produce financial returns."

Avaya and Siebel Systems will work with each other, with systems integrators, and through alliances with other vendors to deliver their jointly developed and integrated solutions.

Avaya and Siebel are already serving business customers, including Nexstar

Financial Corporation and Compaq Computer, through their existing alliance.

"Our goal with an integrated Avaya and Siebel Systems solution is for Compaq to raise call center productivity and customer satisfaction to the highest levels in our industry," said Michael D. Capellas, president and CEO, Compaq Computer. "We expect to benefit greatly from the expanded joint development and product integration efforts of these two industry leaders in the technology of customer care."

Avaya and Siebel Systems are offering integrated solutions today and plan to make several jointly developed and packaged eBusiness solutions available during the fourth quarter of 2000. These eBusiness solutions will be based on the strong foundations provided by the combination of Avaya's CRM Central™ 2000 and CentreVu® Customer Care Solutions and Siebel's eBusiness Applications for sales, marketing and customer service such as Siebel Call Center, Siebel eMarketing and Siebel eService.

The joint solutions will extend business rules and automate processes across the enterprise with timeliness and intelligence, helping companies meet service level objectives and satisfying the unique needs of each customer. Together, Avaya and Siebel Systems are expanding customer focus beyond the traditional call center to include multi-media customer contacts such as Internet, e-mail, and fax, and linking them to channels such as field sales, service, suppliers and resellers.

The two companies have also committed to training their respective sales and support organizations on the new combined solutions.

In a separate announcement today, Avaya unveiled its new name and leadership team.

About Avaya

Avaya, headquartered in Basking Ridge, N.J., USA, is a leading provider of communications systems for enterprises, including businesses, government agencies and other organizations. We offer voice, converged voice and data, customer relationship management, messaging, multi-service networking and structured cabling products and services. We are a worldwide leader in sales of messaging and structured cabling systems and a U.S. leader in sales of enterprise voice communications and call center systems. We intend to use our leadership positions in enterprise communications systems and software, our broad portfolio of products and services, and strategic alliances with other technology and consulting services leaders to offer our customers comprehensive eBusiness solutions. For more information about Avaya, visit us on the Web at <http://www.avaya.com>.

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About Siebel Systems

Siebel Systems, Inc. (NASDAQ: SEBL) is the world's leading provider of eBusiness applications software. Siebel Systems provides an integrated family of eBusiness application software enabling multichannel sales, marketing and customer service systems to be deployed over the Web, call centers, field, reseller channels, retail and dealer networks. Siebel System's sales and service facilities are deployed locally in more than 28 countries. For more information, please visit our Web site at <http://www.siebel.com>.

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