

CONNECT

Vol. 1, Issue 1 ♦ April 2001

A news magazine for Connectivity Solutions employees in Omaha

Not just another 'suit'

Avaya's vice-president of Worldwide Operations and Services, Michael Dennis, tells his Omaha audience that an important part of good leadership is "showing all sides of who you are and what you are."

Page 6

Customer contact

Connectivity Solutions now has sales and technical support teams dedicated exclusively to all the products and services we provide. The Omaha plant is home base for several of their members.

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Retirees' who's who list

It's what you've been asking about: A list of folks who have retired from our plant, starting in August 2000 and including those who left before we officially became Avaya.

Page 12

AVAYA
communication

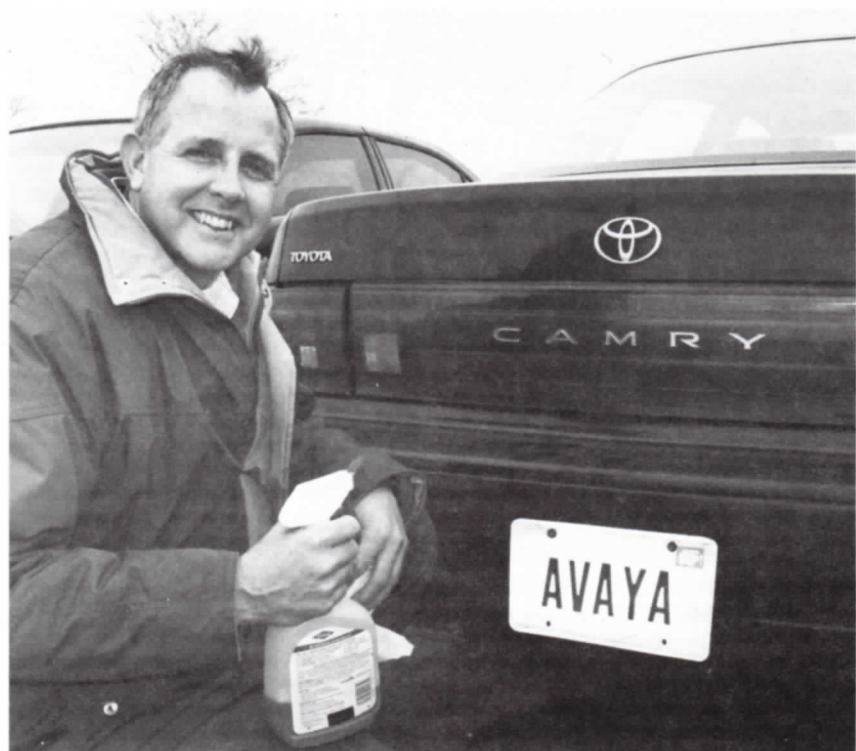


Photo by Linda Ryan

IN PLAIN VIEW...It was a gritty, grimy first winter for Chuck Coufal's new prestige license plates that display the Avaya name.

Nebraska's own 'Avaya man'

Probably no one waited with more anticipation to learn that Avaya was our company's new name than Chuck Coufal.

Coufal, an electronic cabinets engineer, had begun a tradition dating back to 1994 when his wife, Cindy, suggested that he trade his "COUFAL" Nebraska prestige license plates for ones that read "AT N T."

Two years later, he was the first in Lucent Technologies (as far as we know) to display "LUCENT" prestige plates when the company was spun off from AT&T. The unusual new name attracted considerable attention, said Coufal, whom co-workers nicknamed "the Lucent man."

With word announced last spring that Connectivity Solutions and the Enterprise businesses would be spun off from Lucent, Coufal knew what he had to do.

"I called (Nebraska's) motor vehicles department and asked if I could reserve prestige plates over the phone," he said. "They said 'no,' but suggested I get an application from their web site and have it ready to send as soon as I knew our new name."

Right after the Avaya name was announced during a meeting that was

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The Avaya man: By his plates you will know him

(Continued from Page 1)

televised to all employees, Coufal used his cell phone to call his wife—who just so happens to work for the Post Office. She pulled out the almost completed application form her husband had given her beforehand, marked "AVAYA" on it and sent it on its way.

He mounted the new Avaya plates on his car in late September. Since then, department manager Phil Warren also has put Avaya plates on his car—but licensed with the state of Iowa.

Coufal said he's glad once again to be the "early bird" who got the prestige plates he wanted, but hopes it won't be happening again anytime soon.

In fact, if there's a change in the future he'd rather it's a new car. Eight years and three different prestige plates later, he still drives the same 1994 Camry. ♦

CONNECT replaces Headliner

Welcome to the first issue of CONNECT, the newly renamed and redesigned newsletter for Avaya's Connectivity Solutions employees in Omaha.

CONNECT replaces The Headliner, the publication of which was temporarily suspended during the months associated with Avaya's spin-off.

Why change the name of the newsletter? Because it was time. The Headliner was only the second name for the employee paper, and dated back to when we were still known as AT&T. (Its first name, The Westerner, was the moniker used for many years when our company was called Western Electric.)

The name, CONNECT, was chosen first of all as an obvious playback on the business that we are within Avaya, Connectiv-

ity Solutions. But it also alludes to what we must do if we are to succeed as a business and even function as a kind of "community" all its own within the Omaha metropolis. At its core, communication.

We must "connect" with our customers to learn how we can best serve them. We "connect" with suppliers and vendors to ensure we can deliver on our promises to customers. We also "connect" with our community, contributing to its economic stability and as a resource of humanitarian service.

And we "connect" with each other, sharing our ideas not only on how to make this a better business, but also how to ensure that we continue to build on Western Electric's historic reputation: "A good place to work." ♦



CONNECT is an internal newsletter published periodically for employees of Avaya at its Connectivity Solutions' headquarters in Omaha. It is produced on site by the public relations organization and printed by the print shop. Your comments and suggestions are welcome. Direct them to:

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Front section of Building 20 gets a new look

Renovations have begun on the front entrance section of Building 20, a continuation of improvements to the building's exterior and grounds that were initiated about three years ago. Work should be completed sometime in June.

New tinted windows and smoked-glass panels to cover the marble face of the section are being installed to provide a more sleek, updated appearance. Renovation work also will be done to the front lobby interior.

A construction canopy has been erected to protect pedestrian traffic

while workers use lift equipment to raise outside panels and windows in place. Outside access to the front lobby is restricted to the center revolving doors.

Those unable to use the revolving doors—people with physical disabilities or those delivering or bringing in bulky equipment—currently must use the far west employee entrance on the south side of Building 30 until work is finished.

Employees who expect oversized deliveries to the front of Building 20 are asked to remind their visitors to first obtain a guest pass from the guard in the lobby before proceeding to the alternate entrance.

Similarly, those who expect a physically disabled guest should arrange in advance for a
(Continued on next page)



(Continued from previous page) visitor's pass and be prepared to use their employee ID badge to "card in" guests at the Building 30 entrance.

Staff assignments announced; new faces on board

With the spinoff of Avaya from Lucent Technologies come new assignments and promotions. To review those occurring in recent months:

Here at the Omaha plant, Ray Swartz has been promoted to vice-president, manufacturing operations for Connectivity Solutions, and Connie Schmidt has been named vice-president, Connectivity Solutions global customer service and supply chain management.

Annette Eggert is now senior finance manager for Connectivity Solutions, and Traci Henry has been promoted to senior manager, business operations/manufacturing excellence, supporting both the business and leadership initiatives for the Business Quality Council (BQC).

In the human resources organization, both Marcy Dergan and Tom Leroux have been promoted to managers, human resources generalists.

There are also a couple of new faces on Connectivity's executive

Photos by Steve Miller



Marcy Dergan



Tom Leroux

leadership team. John Schlueter, the new director of finance for Connectivity, comes from Midlands Systems Inc., where he was controller.

Bill Onibudo joins our team as director of the Global Purchasing Organization (GPO). Onibudo was formerly director of component engineering at Lucent's Power Systems plant in Dallas (now TYCO Power Systems).

Meanwhile, at Avaya headquarters, Pat Russo, who joined Avaya in December as chairman, has been named president and chief operating officer of Eastman Kodak Co. She will continue as Avaya board chairman until stepping down sometime next year, and then will remain an Avaya board member.

Annual E-Week honors patent, degree recipients

Members of Omaha's technical staff who earned U.S. patents or advanced degrees last year were honored in the auditorium during the plant's observance of National Engineers Week in February earlier this year.

Among those honored as patent recipients were **Ronald Guelden, Robin**

Ruzek, Lyndon Ensz (two patents), **James Chapman, Daryle Donner, Steve Zerbs, Craig Alberhasky, Scott Karstens, Jerry Glenn, Wade Philips** (now with Lucent Technologies), and **Arnel Citurs** (two patents).

Already this year, **Steve Zerbs** has received word that he is the recipient of yet another patent, his tenth. Awarded in late February, the patent is for "Local area network cabling arrangement."

Technical staff members who earned advanced degrees include:

Henri Jung—Master of science (M.S.) in industrial engineering, University of Nebraska at Lincoln (UNL).

Charles Gibbs—M.S. in mechanical engineering, UNL.

Brian Curtis—M.S. in industrial and management systems engineering, UNL.

Layne Hergert—M.S. in manufacturing systems engineering, UNL.

Cliff Richardson—M.S. in mechanical engineering, UNL.

Matt Rinkenberger—Dual degrees: Master of business administration (MBA) and M.S. in information technology management, Creighton University (C.U.)

Cathy Olson—M.S. in computer science, C.U.

Nancy Gillen Case—M.S. in management of technology, NTU.

Robert Wright—M.S. in industrial engineering, Purdue University.

Service milestones for April and May

The following employees have marked or will celebrate milestone service anniversaries (in five-year increments) during April and May. Service years are given after each name.

4/1—Thomas Kloser, 5.

4/4—Joseph Eisenhauer, 35; Janet Styskal, 20.

4/7—Robert Macaitis, 35; Frank Walker, 15.

4/8—Steven Fennel, 10; Kimberly Beccard, 10; Parker Branch, 10; Scott Wehrmann, 10; Debra Cosson, 10; Earl Cohen, 10; Robert Watson, 10; Catherine Hatfield, 10; Thomas Leroux, 10; Teresa Fisher, 10; Vicki Long, 10; David Beccard, 10; Troy Eichhorst, 10; Bernadette Swenson, 10; Arthur Huerta, 10; Brian Geith, 10; Christy Capshaw, 10; John Mumford, 10; Roger Schmahl, 10; Carolyn Marsh, 10; Dolores Hernandez, 10; Theresa Strahan, 10; Sherry Stout, 10; Bonnie Cotton, 10; Ryan Herman, 10; James Jarzynka, 5.

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NEWS clips

(Continued from previous page)

4/9—Joan Knudtson, 25.
4/11—Jo Ann Alback, 25.
4/12—Carlene Yingling, 30; Kay Krueger, 30.
4/13—Susie Purnell, 35.
4/15—Donna Johnson, 10.
4/17—Angela Mueller, 10.
4/22—Rudolph Parson, 10; Tracy Boyce, 10; Nancy Ross, 10; David Piercy, 10; Thomas Welles, 10; Jennie Carlyle, 10; Roberta Cooper, 10; Jerry Cundiff II, 10; Donald Miller, 10; Linda Ridley, 10; Pamela Bryant-Lewis, 10; Mary Laughlin, 10; David Negrete, 10; Bryan Rademacker, 10; Anthony Hall, 10; Michael Francavilla, 10; Steven Heuke, 10; Stephen Schapker, 10; Burdette Meadows, 10; Brenda Budoff, 10; Arthur Eaton, 10; Jacki Withers, 10; Keri Hall, 10; Edward Larson, 10; Michael Keller, 10.
4/25—James Rhode, 35; Thomas Musil, 35; Mary Vondra, 30.
4/29—Bernardine Wachholtz, 5; Brian Dykstra, 5.
5/1—Gary Irwin, 15; Charlene Tostenson, 5.
5/2—Thomas Freis, 35.
5/3—Valerie Vinson, 5.
5/6—Ronald Eley, 5.
5/7—Sandra Fuson, 10.
5/8—Christopher Scott, 5.
5/9—Carolyn Rangel, 35.
5/10—Gerald Samla, 35; Thomas Keiler, 30.

5/13—Bradley Petersen, 10; Allan Koenig, 5; David Gunnink, 5.
5/18—Robyn Allen, 20.
5/19—Sandra Schovanec, 25.
5/20—William Gordon, 10; Clifford Richardson, 10; Byron Bruning, 5; Benton Goldberg, 5; Scott Karstens, 5; Brian Curtis, 5; David Nelson, 5.
5/24—Barbara Lankton, 25.
5/27—Lona Baxter, 20.
5/28—Thomas Wolterman, 10; Craig Gerdes, 5.
5/29—Lowell Campbell, 40.
(Editor's note: *Dave Bonacci's service milestone was inadvertently left out of the list of anniversaries printed in the last issue of The Headliner. He marked 30 years of service on August 31, 2000.*)

In memoriam

Robert Elledge, production specialist, Aug. 21, 2000.

Eileen Wagner, production specialist, Sept. 1, 2000.

Victoria Velez-Fitzgerald, material management analyst, Sept. 15, 2000.

Barbara Frizzel, production specialist, Nov. 5, 2000.

Patricia Clark, production specialist, Jan. 31, 2001.

Marlene Pickrel, material management analyst, March 21, 2001. ♦



What's on your mind?

Introducing Readers' Exchange

a forum for your ideas, views and comments.

Put your thoughts in writing and send them to this new column which will be featured in CONNECT issues. Got a question that another reader might be able to answer? An opinion on a better way to conduct our business? Just want to say thank you? Mail it in!

Ground rules:

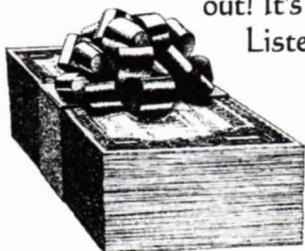
No anonymous letters! Include phone number and dept. No topics dealing with union-represented contract issues, please.

Send by company mail to:
Readers' Exchange
Attn: Linda Ryan, 20-1-1S

Or email to:
lindaryan@avaya.com
Attn: Readers' Exchange

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New Diversity Council sets its goals

A Diversity Council has been re-established here at Avaya's Omaha facility. The 16-member council, which includes a facilitator, meets every other Wednesday.

The new council replaces a previous group that was formed just before Lucent Technologies spun off from AT&T, but which had become inactive in recent months.

The work of the council is supported by Avaya President and CEO Don Peterson, who has stated, "Diversity is a business imperative for our company because it will help us succeed in the marketplace."

"Our customers are diverse, and the set of people we want to recruit are diverse, and so the way to perform in the marketplace is by having a diverse workforce."

Representatives from management, salary-graded and occupational employee groups make up the council. With Brett Schultz of the training organization serving as the group's facilitator, the other members are Ray Swartz, Cheryl Cincetti, Chuck Meyers, Richie Munoz, Paul Perez, Lisa Spivey, Jahan Zeb, Al Cruz, Cathy Placzek, Jack Stark, Jason Reiff, Nick Sirian, Dennis Belitz, Bernie Stopak and Sparky Bruning. (Stark, a psychologist with Performance Enhancement Group, is a consulting

member of the council.)

Brett Bisailon, Larry Cherry and Teresa Sellin are alternate members of the council.

Omaha Diversity Council

Mission & Charter

To create a forum for the exchange of ideas and to develop actions that foster an open, diverse and supportive workplace—all people, different ideas, world-class results—and to provide feedback and recommendations to the Connectivity Solutions Omaha Leadership Council.

Objectives:

- ◆ Champion diversity initiatives to business imperatives.
- ◆ Support talent management strategies that address acquisition, retention and promotion of a diverse work group.
- ◆ Work closely with the training organization to integrate courses and learning experiences with a diversity focus into the Omaha facility core curriculum.
- ◆ Provide a forum for the sharing of information and initiatives among the Employee Business Partner Groups in Omaha. ◆

Photos by Steve Miller and Linda Ryan



Sparky Bruning



Dennis Belitz



Chuck Meyers



Paul Perez



Cheryl Cincetti



Jahan Zeb



Bernie Stopak



Brett Schultz



Lisa Spivey



Richie Munoz



Nick Sirian



Al Cruz



Cathy Placzek



Jack Stark

Not pictured:

Ray Swartz
Jason Reiff

Alternates: Brett Bisailon, Larry
Cherry and Teresa Sellin

Michael Dennis:

Have your 'elevator talk' ready

The audience in the auditorium politely applauded the guest speaker as he took his place in front of them.

"He's the role model for Avaya," Connectivity Solutions Vice-President and General Manager Steve Clark said when he introduced him. "My friend Michael Dennis."

Michael Dennis, vice-president for Avaya's Worldwide Operations and Services. The man Clark said took him under his wing when Clark was new to the just-formed executive leadership team at corporate headquarters, filling him in on the way things work and "sticking up" for Connectivity amid the Enterprise majority.

First, Dennis congratulated Connectivity Solutions people for an outstanding first quarter. He expressed thanks for the opportunity to visit our Omaha plant, making good on a promise he made a year ago. That's when, at

an Alliance of Black Leaders at Avaya (ABL) conference, Omaha's ABL chapter invited Dennis to visit during National Black History Month (held annually in February).

Background

He gave some background on himself: He grew up in Basking Ridge, N.J. where, in high school, he served in student government and played all kinds of sports (basketball's his favorite). Attended Dartmouth College and earned a B.S. degree in government. He now has a daughter and twin sons. Wife Natalie's service manager job

used to take her to Offutt Air Base, so before his trip she told him "where to get a good steak in Omaha."

Since Dennis began his company career with AT&T in 1981, he and his family have moved "five or six times" as he moved up to assignments ranging from programming to marketing and sales. He finds his current job to be the most rewarding and challenging of all.

Perhaps it was his laid-back, conversational style, but almost immediately Dennis won the full attention of his audience. Part of being a leader, he would later explain during Q&A's, requires "showing all sides of who you are and what you are. I'm not just a 'suit.' I'm like everybody else."

It so happens that this "everybody else" oversees the Services sector of Avaya which generated a half-billion dollars in revenues in the first quarter of fiscal 2001. It manages 500,000 service maintenance contracts worldwide and has a pool of 5,000 highly skilled technicians across the U.S. capable of handling 4 million reported troubles per year.

It's about you

Dennis is quick to give credit to his Services team. "There's not a lot I can do unless the team is like this," he said, holding his hands together with inter-clasped fingers for all to see.

Promoting an atmosphere
(Continued on next page)

RUNNING TALK...
Vicki Melton, of the ExchangeMAX® R&D technical staff, visits with Michael Dennis after his auditorium talk to tell him about Avaya's corporate team (of which she was a member) that ran in the Las Vegas International Marathon. Dennis secured funds that made it possible for an Avaya team to participate.

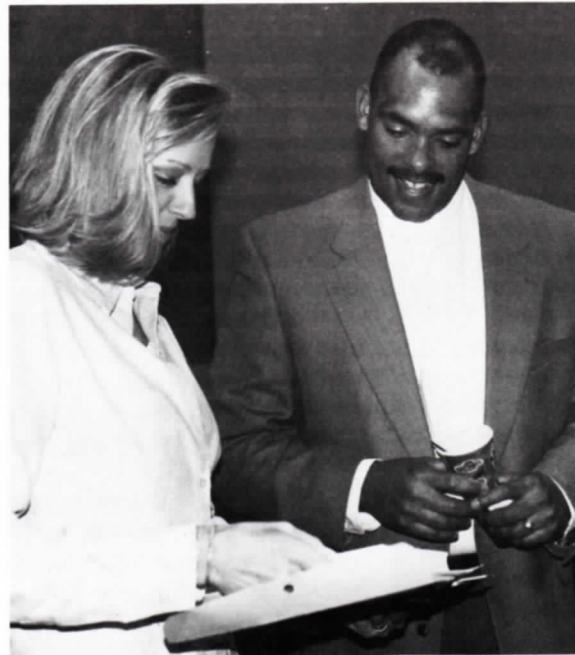


Photo by Linda Ryan



Photo by Linda Ryan

MEET THE SPEAKER...Dennis took a few minutes after his presentation to meet with Connectivity Solutions employees, among them David Slaughter (right), a senior purchasing specialist in the Global Purchasing Organization (GPO).

(Continued from previous page) conducive to cohesiveness and "sense of family" within a diverse work group are important goals for Dennis. But with less than 27,000 people in Avaya today (compared to what was 100,000-plus in Lucent), "it's more about you than ever before. You can't wait for the person on the left or right of you, it's about you," he said.

"When you wake up in the morning and wonder how Avaya will do in the stock market, it depends on what *you* do."

The Services V.P. encouraged

Connectivity Solutions people to do as members of his team have done: Develop an "elevator talk."

"If you were on an elevator and had the opportunity to talk to someone, what would you say about yourself, your company, your business?" It's a good exercise, he

said, because "the people who really sell Avaya (to customers) are the people in this room." Even more than all our advertising, "we define how Avaya is viewed by the outside world."

To demonstrate how *not* to present an elevator talk, Dennis played a videotape that proved he was not beyond provoking laughter by making fun of himself. It showed him on a customer visit where he finds himself in the elevator with the company's CEO.

Honors bestowed on Dennis

When Avaya was named recipient of the National Eagle Leadership Institute (NELI) Award for its support of diversity in the workplace late last year, Michael Dennis was in Atlanta to accept the honor.

In addition, the institute gave Dennis, and just 30 other corporate executives nationwide, the distinguished Eagle Award for outstanding achievements in career and community involvement. Last year Dennis also was recognized by Black Enterprise magazine as one of the top 50 African-American leaders in corporate America.

While he's honored by and grateful for personal citations

like these, Dennis confided during an Omaha visit that "in my life and career, the things I've won on behalf of a team are much more valuable than any individual recognition."

Part of being a good leader is "being sensitive to people and what's on their minds," he said.

When he thought the company could do a better job of recognizing military veterans, he decided to implement a companywide Veterans Day celebration, complete with gifts and certificates of appreciation for each veteran working at Avaya.

Dennis remarked during a meeting with employees here, "It's the best decision I've ever made." ♦

Gets the heave-ho

After a couple of bumbling attempts to describe Avaya (including an intimidating rendition of the "yop man" as seen in our commercials), he literally gets thrown out on the sidewalk until he finally gets his message right.

The point, he emphasized, is that "each of us is a contributor to the shareholder value of the company. Each of us is a representative of Avaya to our customers.

"The more each associate believes he or she makes a difference to the bottom line, the more successful we will be." ♦

Making

CONTACT

In the last assignment of his 22-year career in the Marines, Joe DeFranco spent considerable hours in the air aboard a Boeing 747 as command center operations chief, National Airborne Operations Center, Joint Chiefs of Staff.

Almost three years later, he's still racking up "frequent flyer miles," but now as an Avaya employee providing technical sales and field support for SYSTIMAX® Structured Connectivity Solutions (SCS) products. A normal week for DeFranco might start with a trip to Chicago to present product updates to a distributor, and close with a stop in Dallas to troubleshoot networks for a customer.

Airline delays and working from a laptop while you wait is nothing new to people in sales jobs or who, like DeFranco, support sales teams. It's all part of a day's work on the front line of the business, making direct contact with customers and end users to gain attention and demand for our new Avaya brand.

Omaha home base

The Omaha facility is home base for several Avaya employees who either provide technical sales and field support or who are members of Avaya's sales teams for Connectivity Solutions.

DeFranco is actually part of the field support team for SYSTIMAX products, reporting to the Product Line Management (PLM) and Development group based in Atlanta. He assists a 65-member SYSTIMAX sales team by giving technical sales presentations to customers and assisting end users and consultants with design and installation guidance. He also assists at trade shows and provides miscellaneous other pre-sale and post-sale technical support.

Vern Larson, a veteran in SYSTIMAX sales and field support, is currently manager for Applications Systems Engineering for Avaya Labs, a new position. He is responsible for making SYSTIMAX technical sales presentations to customers worldwide, touching on future technologies and what SCS can do to meet the explosion in demand for more bandwidth—the ability to move multiple voice, data and video signals over networks.

Larson recently completed an ambitious schedule of seminars, including those in Australia, China, Korea and Japan, with more slated in Italy, Mexico and South America.

Client executives Art Meier and Larry Suder are members of the newest of our sales teams dedicated speci-



Photo by Linda Ryan

FINAL INSPECTION...Art Meier (second from right, electronic cabinet sales) and Doug Simpson (second from left, a Qwest product selection manager) review a new 52E cabinet. We will provide Lucent with digital subscriber line (DSL) cabinets for Qwest over a five-year period, an agreement worth some \$200 million. With them are Mark Brown, Avaya senior manager/cabinet PLM, and Pat Wood, Lucent technical consultant.

cally to Connectivity Solutions electronic cabinets (E.C.).

Meier contacts potential customers in the western U.S. 14-state region that mirrors the territory served by Qwest Communications (formerly US West). Suder works sales in a five-state upper Midwest region that is essentially the same area served by Ameritech, plus in the Kansas City, Mo., metro area served by Sprint.

Product-aligned sales

They report to the electronic cabinets/original equipment manufacturers (OEM) sales group (with 17 on staff) headquartered in Sunrise, Fla. Together with
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the SYSTIMAX sales team (also headquartered in Florida) and the ExchangeMAX® team (about 20 members based in Chicago), they represent a more product line-oriented approach to sales focusing on the key product areas that essentially encompass everything manufactured within Connectivity Solutions.

When we were part of Lucent Technologies, the sales strategy was more market-oriented, frequently relying on "pull-through sales" of Connectivity Solutions products—sales that resulted when our products happened to support the sale of other Lucent products.

This was especially true for cabinet sales, Suder commented, but now the new E.C. sales team actively pursues potential customers. And, with more positive results.

"The biggest advantage is that the major equipment providers (such as Alcatel, Nortel and Cisco) will talk to us now and not view us as the competitor," as they often did when we were Lucent. That's important, he said, because these companies command a sizeable portion of the equipment-providing business.

Multiple opportunities

"Our cabinets are still perceived as highest quality and best in market," said Meier, who sees increased opportunities to expand the E.C. business under the new sales structure.

"We also have a lot of potential to do much better," citing reducing our costs and strengthening our international cabinet sales focus as areas of improvement. "Two years from now I look to be even more customer-oriented and a better service provider than we are now," he said.

DeFranco voiced similar optimism for SYSTIMAX products, based on customer perceptions he's noticed as an Avaya and Connectivity Solutions representative: "We're on the right track. The key is to keep the pre-eminence of our (Avaya) Labs so that we may continue to set the standard with innovative technologies." ♦

Connectivity takes steps for continued success

When Avaya's first quarter results of the fiscal year were announced in January, the Connectivity Solutions (C.S.) business was its bright star.

Connectivity revenues for the quarter were \$356 million, up 31 percent. Non-U.S. revenues were up 29 percent over the same quarter last year, and operating income more than doubled to reach \$88 million in the quarter.

Strong customer demand across all product areas, as well as changes in product mix and cost efficiencies, contributed to the increase in revenues and operating income.

With the second quarter of the fiscal year just ended, a continued shift in product mix has necessitated that additional steps be taken to keep our gross margins up, according to Ray Swartz, vice-president of global manufacturing operations for Connectivity Solutions. "We want to continue to be Avaya's bright star."

Among them is the decision to surplus approximately 220 represented occupational employees, each with less than a year's service. The company is working with local agencies to help employees find new employment.

The decision was made after reviewing all of Connectivity's global operations, and included working closely with sales and PLM (product line management) teams "to determine the future of our business," Swartz said.

"Look at the pieces," he said. Our ExchangeMAX® business is tracking a downward trend in demand. Meanwhile, SYSTIMAX® is steady and the electronic cabinets business is expanding so rapidly that 100 additional employees are being reassigned to that area.

Despite a sluggish national economy, "We are not experiencing economic downturns as are our competitors," Swartz commented, one reason he remains optimistic that our third and fourth quarters can be strong.

"There are so many positive things going on," he said, citing an outstanding first quarter and the fact our margins continue to improve. "We're still ahead of plan."

Although it is too early to discuss specifics, Swartz said Connectivity is looking at new technologies and new businesses to ensure our future success.

"We must make sure our business continues to exceed expectations." ♦

Spin-off is put to music

Flashback!

Avaya's independence from Lucent was celebrated Oct. 2, 2000, at the Omaha plant with free cake served on all three shifts and a special noontime performance in the main cafeteria by two entertainment groups consisting of our own internal talent.

Camille and the Outta-Syncs sang and danced to a reworked Peggy Lee tune called "Fever" (lyrics written by Linda Ryan), and the Basking Ridge Boys brought down the house with their rendition of the Oakridge Boys' tune "Elvira" (lyrics written by Larry Cherry).

Under the direction of Ryan and Cherry, and with the assistance of Mo Grigsby and Doug Thoms (who also served as emcee), the entertainment was planned as a surprise for Avaya's Omaha employees—including the executive leadership team.

Troupe members met secretly during lunchtime in the weeks before the show to rehearse and work out details. In all, they gave three performances during the first-shift lunch period.

The two groups gave a repeat

performance at the annual Holiday Luncheon for Retirees held in December at the Holiday Inn. ♦



Photos by Linda Ryan

SOUNDING LIKE THE REAL THING...The Basking Ridge Boys members were (left to right) Roger Wesley, Doug Brake and Paul Perez (in front) and Loreno Jameson, Larry Cherry and Bill Lindsey (back).

SING IT, CAMILLE!...Camille and the Outta-Syncs featured Camille Metoyer-Moten (in front) and dancers (from left) Darlene Madison, Ed Vancleave, Jeanett Bogue, Mike Green and Sally Swoboda.



Accountability reaps rewards

The Power of One campaign is officially under way. The campaign seeks to reinforce the importance of each employee making a personal commitment to the success of our new business.

The campaign's motto, "Accountability starts with me," underscores that we should not wait for someone else to take care of problems and issues when they arise, according to Ray Swartz, vice-president, global manufacturing operations for Connectivity Solutions (C.S.)

Each employee must take the initiative and get involved. "Never underestimate the difference you can make," he said.

Prizes presented

Individuals or groups of individuals who work to make improvements in the areas of cost, service, quality, people, design platforms and leadership are eligible for an assortment of Power of One prizes. Managers submit nominees using forms available on the C.S. web page, and Connectivity's executive leadership team selects winners.

Listings of winners' names and descriptions of their accomplish-

ments are posted in the main cafeteria.

Initial winners are:

♦ **Tom Babiasz and Dean Schwery.**

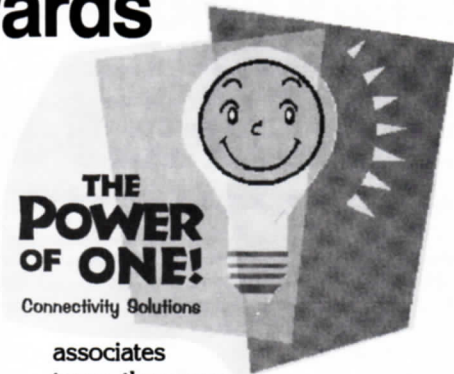
When a member of a visiting delegation from China became ill and required hospitalization, they stayed with him until his family could arrive.

♦ **Jeff Orley, Scott Mauch, Bernie Wachholtz, Tim Callan, Norm Tworek, Dan Fairfield, Doug Cafferty, George Huffaker, Gary Snell, Bill McCrillis, Greg Springer, Phil Schlueter, Steve Urbach, Al Schnase, Eddie Sekera, Terry Tighe, Doug Carlson, Pat Greise, Don Julian, Cliff Keiderling, Dave Terveer, Chuck Wigginton, Larry Fast, Harold Rief, Jim Gilbert, Rick Madej, Phil Baker, Larry Poffenbarger, Doug Cafferty, George Huffaker, Cliff Keiderling and Gary Snell.**

When a major boiler house pipe broke, it was repaired and, thanks to preplanning, improvements were made to prevent a similar recurrence—all with minimal down time.

♦ **Bob Hite and Eric Krigbaum.**

With the introduction of metrics and working through issues with their



associates team, they were able to considerably improve productivity in the cabinet shop, achieving \$2.2 million in labor savings.

♦ **Debra Hahn, Bob Burdett, Dick Cefrey, Donna Erickson, Rick Barnes, Barb Krzemien, Mary Stanosheck, Jack Owen, Todd Perchal, Layne Hergert, Joel Albin, Phil Warren, Fred Chadwick, John Stevens, Richard Miller, Kim Beccard, Clayton Heavican, Barb Lankton, Linda Lawrence, Cyndi Stastny, Chris Walker and Chuck Leyendecker.**

This team worked to improve the way materials are returned to vendors, already saving the company well over \$100,000 a year.

♦ **Tanya Jaccoberger.**

As a member of the electronic wire and cable quality organization, she is honored for her outstanding ability to resolve quality issues and ensuring customer satisfaction.

♦ **Debra Crabbs, Rick Walkowiak, Vicki Long, Richard Stork, Jun Fan and Jeff Paulson.**

This team worked to ramp up production of D8CM modular cords, thereby increasing service performance from 60 to 91 percent.

♦ **Larry Ainsworth, Camille Metoyer-Moten, Kristine Berggren, Josh Mason, Bill Lindsey, Eric Smith, Connie Sequenzia and Mary Stanosheck.**

This team worked to improve labor efficiencies, contributing to \$567,000 in cost reductions during the first fiscal quarter, and helped develop the Labor Productivity Database and other SAP-based tools. ♦

Jim Pabian is doubly rewarded

Jim Pabian, an IBEW Local 1974 Executive Board officer, has been named Labor Person of the Year 2001 by the Omaha Federation of Labor.

In a March 13 ceremony attended by co-workers, family and friends, Pabian was presented a plaque in recognition of his "outstanding organizing efforts, strong solidarity with other local unions, and support of the Omaha Federation of Labor."

In acknowledgement of his efforts, Pabian also received a Power of One award at the March Town Hall meeting held in the plant auditorium.

The honoree is currently vice-president of the Omaha Federation of Labor, and serves as union coordinator for Building 30. His contributions also spill over into the Omaha community, where he is on the United Way of the Midlands/CHAD Executive Board. ♦



Jim Pabian

Who's who among new retirees

Here it is! While the old newsletter went into hibernation, the list of employees who retired from the Omaha plant grew and grew. Those who retired between Aug. 1, 2000, and the first part of January 2001 are listed below, with years of service. Look for more next issue (starting where we leave off.)



- | | | | | | |
|-------------------------|-------------------------|-----------------------|------------------------|-----------------------|----------------------|
| Thomas Abbott, 35 | Carl Chance, 34 | Marcia Halac, 29 | Anthony Lassek, 42 | Herbert Parks, 41 | Ronald Siwa, 40 |
| Timothy Aken, 31 | Frances Chard, 25 | John Hall, 33 | Helen Latimer, 33 | Sherry Parks, 37 | Richard Skrok, 38 |
| Robert Alf, 34 | Bonnie Chleboun, 31 | David Halverson, 41 | Terry Latimer, 38 | Betty Parsons, 34 | Nathaniel Smith, 29 |
| Andrew Allen, 31 | Howard Clark, 35 | Duane Hamilton, 38 | Charles LeCrone, 40 | Kenneth Paulison, 41 | Pauline Smith, 37 |
| Alta Amos, 36 | William Clark, 27 | Jerrrie Hamlet, 36 | Donnie Lee, 35 | James Pedersen, 33 | Robert Snyder, 42 |
| Bob Andersen, 32 | Gloria Coleman, 34 | Arlyn Hanks, 39 | Marliss Lenz, 32 | James Peroutka, 44 | Carl Soby, 41 |
| Henry Anderson, 39 | Marlene Collins, 24 | Leonard Harder, 40 | William Lepley, 38 | Roland Peters, 40 | Robert Sokolik, 20 |
| Ervin Andrews, 41 | Janice Connolly, 31 | Linda Harmon, 35 | Terry Lewis, 31 | Everett Peterson, 36 | Albert Sperry, 33 |
| Willard Andrews, 38 | Carl Cook, 31 | Fred Harnish, 28 | Colleen Lipert, 31 | Richard Peterson, 30 | Julie Springer, 31 |
| James Andry, 35 | Thelma Cronin, 28 | Daphne Harris, 30 | Doris Little, 31 | Joseph Piechota, 28 | Larry Stamper, 31 |
| John Armbrust, 35 | Jeanette Crouch, 32 | Ronald Hartwig, 34 | Margaret Lockett, 17 | Robert Pilus, 31 | Larry Standley, 34 |
| Angelina Armendariz, 33 | Arturo Cruz, 36 | Ellen Haubensak, 36 | Rosemary Long, 30 | Roger Plummer, 35 | Robert Stanzel, 31 |
| Dorothea Armendariz, 21 | Roberta Cubrich, 34 | Daniel Hayden, 41 | Gary Lueders, 37 | Thomas Pluta, 39 | John Staskiewicz, 40 |
| Ralph Armendariz, 39 | Donna Cunningham, 35 | Daniel Hegarty, 42 | Thomas Lutzi, 45 | Robert Pohlmeier, 42 | David Steffen, 27 |
| Walter Armstrong, 35 | Geia Dante, 31 | Larry Henry, 41 | Wesley Lyons, 41 | Timothy Porter, 31 | Paul Stoddard, 37 |
| Larry Arp, 39 | Anthony David, 38 | Erlene Hert, 22 | Marlene Majeski, 35 | Terry Price, 31 | Don Streeter, 35 |
| Louis Arterberry, 31 | Carol Davis, 33 | Gwendolyn | William Maly, 33 | Diane Prine, 31 | Dean Strehle, 34 |
| Phillip Avino, 40 | Harold Davis, 35 | Hightshoe, 34 | James Mantich, 42 | John Proksel, 33 | Douglas Study, 42 |
| Carolyn Baker, 34 | Willie Davis, 30 | John Hiser, 33 | Richard Mapp, 36 | John Puento, 39 | Darrel Sudduth, 42 |
| Robert Baker, 29 | Richard Dechrste, 24 | Lovetta Hoffman, 30 | Mondo Marcuzzo, 30 | Richard Rahde, 42 | Richard Sudyka, 42 |
| Judy Bauer, 31 | Taurino Delgado Jr., 32 | Theodore Hoffman, 42 | Donald Martin, 31 | Mary Ramos, 23 | Charles Syslo, 43 |
| Gene Baumgart, 41 | Woodrow Delisser, 15 | Lee Holbrook, 35 | James Mason, 32 | Max Reed, 40 | Tadeusz Tabaka, 33 |
| Wanita Bednarz, 31 | Edward Dellinger, 40 | Ernest Holguin, 31 | Lynn Mayer, 30 | Daryl Reitmajer, 41 | Marvel Thiel, 17 |
| Herman Bergmann, 34 | Susan Dellinger, 36 | Robert Holz, 41 | Marvin McAhren, 34 | Robert Renter, 37 | Loretta Thimgan, 37 |
| Eugene Biglow, 36 | Phyllis Depue, 31 | Emmalee Howard, 15 | Jerome McCreary, 43 | Ronald Rice, 33 | Norma Thomas, 31 |
| Leon Bockelman, 29 | Rosemarie | Kenneth Hrbek, 23 | Deris McDonald, 41 | James Richardson, 35 | Douglas Thoms, 36 |
| Frank Bogatz, 34 | Desautels, 31 | Gladys Hurt, 32 | James McDonald, 35 | Enrique Rodriguez, 37 | Elberta Tipler, 31 |
| Raymond Bohac, 41 | Robert Dinslage, 34 | Virginia Hyslop, 31 | Daniel McFadden, 18 | Robert Roh, 34 | Dennis Todd, 41 |
| Charles Bohline, 30 | Gerald Dinville, 35 | Karen Israelson, 34 | Thelma McKiddy, 34 | Walter Rokus, 33 | John Tompkins, 38 |
| Jane Bohline, 30 | Charles Distefano, 31 | Nathaniel Jackson, 32 | Robert McKulsky, 42 | William Romer, 36 | Larry Tremayne, 41 |
| Marilyn Boston, 32 | Melvin Domina, 41 | Joan Jacobsen, 20 | Dale Meisinger, 41 | Judith Roucka, 33 | Gary Updegraff, 35 |
| John Bowen, 42 | Lloyd Donahoo, 41 | Cheryl Jaixen, 26 | Carl Michel, 31 | Wayne Ruby, 32 | Carmen Vacanti, 36 |
| Eugene Bowman, 36 | Jo Anne Dye, 39 | Jerry Janulewicz, 38 | Isabel Mikesh, 32 | Gerald Rue, 40 | Stanley Vachal, 35 |
| Sandra Bowman, 24 | William Echtenkamp, 36 | Kenneth Johnson, 35 | Darlene Miller, 31 | Lester Rue, 35 | Larry Vandeman, 41 |
| Ronald Brock, 42 | Jeanette Elliott, 37 | Mona Johnson, 32 | Linda Miller, 26 | Walter Ruff Jr., 35 | Lena Vandeman, 32 |
| Ronald Brockman, 42 | Douglas Engel, 33 | Gerald Jones, 41 | Rollie Miller, 34 | Robert Russell, 41 | Gordon Viner, 35 |
| Gilbert Bruening, 41 | Cassie English, 36 | Judith Jurkovic, 33 | Brian Mischke, 29 | Karolyn Ruth, 33 | Sandra Viner, 25 |
| Gary Brummett, 32 | Harold Esch, 39 | Robert Kamin, 39 | Peggy Modlin, 31 | Ronald Schaaf, 33 | Albert Wagstaff, 36 |
| Allen Buehler, 35 | Roger Escritt, 31 | Bobby Kannady, 32 | Zenobe Monroe, 27 | Richard Schaben, 32 | Robert Wall Jr., 31 |
| Eileen Bullard, 31 | Darwin Fager, 41 | Nancy Keating, 30 | Raymond Moore, 40 | Richard Schmitz, 37 | Danny Walters, 35 |
| Michael | Robert Faust, 33 | Bernice Kelly, 36 | Terry Moore, 41 | Sherry Schuler, 22 | Carol Ward, 36 |
| Burlingame, 30 | Richard Fenske, 42 | Linda Kelly, 28 | Walter Moore, 35 | Donald Schultz, 39 | Cecil Ward, 29 |
| Donovan Burrese, 35 | Jean Fife, 27 | Phillip Kempkes, 40 | Warren Moore, 33 | Joye Scott, 38 | Raymond Warren, 39 |
| Janet Bushinger, 34 | Larry Finley, 30 | Richard Knudtson, 40 | William Morgan, 35 | Larry Scott, 35 | Lavonne Waters, 35 |
| Viola Byrom, 37 | Melvin Finley, 42 | Donna Kock, 22 | Robert Morisch, 37 | Richard Scott, 42 | Olivia Waugh, 35 |
| Rae Cacioppo, 22 | Robert Franco, 31 | Miyeko Kostszewa, 34 | Donald Morris, 41 | Carol Sears, 19 | Philip Weed, 35 |
| Robert Caldwell, 31 | Jimmie Furlong, 41 | Daniel Kovar, 39 | Gary Mortensen, 21 | Chester Sears, 41 | Esther Wegner, 37 |
| Georgetta Callaghan, 35 | Arthur Galloway, 35 | Richard Krambeck, 32 | Paulette Mullen, 36 | Marvin Seaton, 41 | Marvin Seaton, 41 |
| Verbie Callahan, 39 | Charles Garrean, 31 | Jeanine Krogmann, 30 | Jerome Murphy, 41 | Barbara Sedlak, 31 | Barbara Sedlak, 31 |
| Anthony Campagna, 26 | Michael Germolik, 38 | Robert Krokaugger, 36 | George Natowski, 32 | Kathleen Seibel, 31 | Kathleen Seibel, 31 |
| Carl Campbell, 43 | Gerald Giesing, 30 | Jerome Kromer, 41 | Gayle Nemecek, 31 | Raymond Sempek, 41 | Raymond Sempek, 41 |
| Jackie Campbell, 36 | Alice Gilbert, 33 | Ernest Kucera, 42 | Eldon Nielsen, 21 | Linda Shafer, 30 | Linda Shafer, 30 |
| William Campbell, 36 | Daniel Glaessmann, 30 | Gerald Kucinski, 40 | Eldon Odell, 38 | Leonard Shandera, 40 | Leonard Shandera, 40 |
| Jesse Cardenas, 38 | Norma Golden, 38 | Dale Kunz, 37 | Perry Olds, 31 | Donald Shook, 35 | Donald Shook, 35 |
| Maritza Carlson, 31 | Joseph Gollobit, 42 | Harvey Kunz, 35 | Joseph Olenik, 39 | Glenn Sievers, 36 | Glenn Sievers, 36 |
| Larry Carnicle, 34 | Jerry Grego, 31 | Karen Kunz, 33 | Beverly Opfer, 32 | George Siggers, 39 | George Siggers, 39 |
| Judy Carper, 20 | Daniel Grimshaw, 31 | Roger Lamb, 37 | Joseph Opryszko, 34 | Loren Simonson, 37 | Loren Simonson, 37 |
| Roger Carstens, 34 | Sharon Gritt, 21 | Donald Landholm, 34 | Tom Oringderff Jr., 32 | George Sims, 34 | George Sims, 34 |
| Michael Casper, 31 | James Grovijohn, 35 | George | Donald Palmer, 35 | Joan Siwa, 21 | Joan Siwa, 21 |
| Thomas Cerny, 39 | Phillip Grubb, 40 | Landmichael Jr., 34 | Kay Parker, 29 | | |
| Janet Chafin, 34 | Helga Hagood, 27 | Mary Larocca, 31 | Darlene Parks, 36 | | |