



Vol. 1, Issue 2 ♦ July 2001

CONNECT

A news magazine for Connectivity Solutions employees in Omaha

Diversity

Employees have the opportunity to learn more about the "intelligences" that they bring to and observe in others at our workplace when they attend one of the "Workplace IQ" sessions that began in June and continue during July.

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Battle bots

Three members of our technical staff put a new "spin" on their engineering skills when they invent a truly lean and mean machine. But you won't find it operating in any of our shops.

Page 8

Service anniversaries

We didn't have room to list them all in the first issue of CONNECT, but now they get the recognition they deserve. Catch up on who has marked or will mark milestone service anniversaries.

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AVAYA
communication



Photo by Linda Ryan

HOUSTON, WE HAVE NO PROBLEM...Johanna Sievers of the Customer Care Center stays on top of Houston-bound orders to ensure the kind of fast turnaround that the customer requires.

Orders destined for flood-damaged Houston rate priority handling

Avaya's Connectivity Solutions team in Omaha has given orders destined for Houston, Texas, priority status. Tropical Storm Allison dumped more than three feet of rain on Houston last month, resulting in devastating floods that displaced some 50,000 area families.

Initial orders for communications equipment are being processed through Omaha's Customer Care Center. More orders are anticipated as Houston dries out and officials can better assess the damage to the city's communications network.

Prior to the week-long July 4 holiday shutdown, customers placed orders for cable and protectors.

Customer service representative Kerri Starr handled an order from ADI for a million linear feet of 2071 cable, a stocked item that was shipped immediately, and fiber optic cable. The fiber optic cable is a third-party item supplied to us by Lucent. Lead times for this cable from order to ship date normally range from four to eight weeks. With Lucent's assistance, "we shipped the cable in a matter of days—three days to be exact!" Starr said.

SBC (Southwestern Bell Communications) placed six orders for protectors through customer service rep Johanna Sievers, requesting overnight

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Orders for Houston rate priority status

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deliveries for all.

These are stock items, Sievers noted, but orders were coming in faster than our established production schedule. To meet the customer's needs on time, the building entrance protector shop doubled its production schedule.

"We prioritized these orders to ship first following out-of-service guidelines," said Sievers, who also worked with the transportation organization to ensure overnight delivery.

The Customer Care Center continues to monitor in-coming orders to identify products destined for Houston—especially those requiring overnight vs. normal delivery—"to prevent any from slipping through the cracks," Sievers said.

Houston customers also are being given names of persons to contact and phone numbers for 'round-the-clock service. ♦



Photo taken by Linda Ryan

The changing face of Avaya

WHILE WORK TO INSTALL smoked-glass panels to the front façade of Building 20 neared completion, construction to improve and expand access to the visitors' and staff parking lots looked like this prior to the week-long July 4 holiday shutdown. Revamped parking now affords improved safety for both pedestrian and automobile traffic. Other work begun during the shutdown period included the installation of new lighting to enhance safety and security along the sidewalks from Building 20 to the east and west office parking lots, and asphalt resurfacing projects. Photo was taken facing northwest. ♦



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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First patents issued under Avaya name

The U.S. Patent Office has issued the first patents under the Avaya name. Word has been received that Avaya was granted 52 patents issued to 98 inventors. More than half of the totals—28 patents and 55 inventors—pertain to the Connectivity Solutions business segment.

Six of the patent winners are in Omaha. The inventors and their patents are as follows:

Craig Alberhasky and Scott Karstens share Patent #6134802 for "Wire or cable drying system with water separator."

Jim Chapman was awarded

Patent #6132259 for "Jacks formed by die casting."

Amel Citurs earned Patent #6198615 for "Voltage unit bus clip."

Jerry Glenn holds Patent #6165018 for "Connector having internal crosstalk compensation."

Steve Zerbs was awarded Patent #6194663 for Local Area Network Cabling Arrangement.

Technical staff reclassifications are announced

A number of reclassifications have been announced affecting members of the Connectivity Solutions

(Continued on next page)

Plans to improve profitability outlined

Facing a widening slowdown in customer purchases in late May and early June, Avaya announced on June 12, 2001, that it would eliminate at least 3,000 jobs companywide, or about 11 percent of its workforce, through a combination of involuntary and voluntary separations, including an early retirement program targeted to U.S. management employees.

The workforce reduction is one of several steps the company is taking to improve its performance. Avaya also is accelerating its restructuring plan to complete it by the end of fiscal 2002, one year earlier than originally stated.

Furthermore, the company seeks to improve profitability by consolidating and restructuring underperforming parts of its business, including elements of the Communications Solutions and Services segments. (Avaya sales in May were lower than expectations across all product segments except Connectivity Solutions.)

Five plus five

Within Connectivity Solutions, about 175 of a total 584 salaried (management) employees are eligible to take an early retirement package being offered. The voluntary offer adds five additional years of service and five additional years of age in determining pension

eligibility and the amount of the pension benefit. Most eligible employees accepting the offer will be off roll by no later than July 31, 2001.

Consolidate locations

In a letter to Connectivity salaried employees on June 25, 2001, Steve Clark announced that by the end of the current fiscal year Connectivity Solutions would begin to take steps to consolidate the majority of its U.S.-based operations into two locations: Omaha and the Dallas-Fort Worth area.

"This move will accelerate plans already in the works to reduce real estate expense and improve team velocity by bringing key R&D (research and development) and product management and marketing functions closer together," Clark stated.

Connectivity Solutions later announced plans (on June 29) to reduce its IBEW-represented workforce in Omaha by offering associates a special voluntary incentive package after negotiations with the union and an involuntary separation package in accordance with the collective bargaining agreement. The action is being taken to resize the business in response to an ongoing shift in product mix (requiring fewer manufacturing jobs) and in conjunction with Avaya's accelerated companywide restructuring plans. ♦

5th annual **HISPA GOLF OUTING**

July 28 ♦ Tara Hills ♦ \$45 per player



**Shotgun start: 7 a.m.
4-person scramble**

Open to all Avaya employees, retirees, family and friends. Sign up as a team or individuals.

Contact:

Paul Perez, x3889
Carlos Chavez, x3718
Froylán Mancilla, x4844
Chuck Schultz, x3142

Proceeds go to the Hispa Scholarship Fund.

(Continued from previous page) technical staff. Congratulations are in order to the following for being reclassified from MTS-1 (member of technical staff, Level 1) to MTS:

David Beck—An electrical engineer in factory engineering, with expertise in machine controls.

Wes Christensen—Supports NPI engineering for the 52E Stinger cabinets and PCS cabinets in the electronic cabinet shop.

Nancy Gillen—An engineer in the insulate process for the electronic wire and cable (EW&C) shop.

Layne Hergert—A member of the technical staff in the IPL central office blocks and connectors area.

Bryan Kistner—A machine and tool maintenance engineer, he oversees planned, predictive and preventative maintenance processes on production equipment across the Omaha facility, Omaha's calibration program and maintenance.

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nance repair expense forecast.

Jeff Reynolds—A member of the SAP Project Team, he supports the SAP 4.6 upgrade project for both the Quality Management and Human Resource modules.

Karen Schliefert—Currently serves as an engineer in contract manufacturing for fiber optic apparatus.

Chris Scott—Serves as a quality engineer for stamping and plating operations.

Two members of the technical staff have been reclassified from STA (senior technical associate) to MTS-1:

Matt Cruz—Serves as a manufacturing engineer for the fiber optic apparatus military connector and the reliable optical connector (ROC).

Scott Karstens—With a background in tool and die manufacturing and design, he currently is a contract manufacturing engineer in premises distribution products.

He'll strong-arm his way to the top

If you see toolmaker Dwayne Hanel you may want to shake his hand but not too vigorously, especially his left hand. Hanel has just qualified to represent the U.S. at the 2001 World Armsport Federation XXII World Championships in Gavardo, Italy in October. More later on how he fares. ♦

In appreciation

Special thanks to all my friends in the Building 50 cable plant for your best wishes for my speedy recovery. Thank you for the beautiful floral arrangement. I truly appreciate your concern.
See you soon!

Rosa Hill
Plenum jacketing



Photo by Linda Ryan

HAVE YOUR NO. 2's READY...Intern Marcy Young (right) explains how to complete a survey to employees gathered in the main cafeteria, while April Holland and Nicholas Munoz stand by to assist.

Summer interns on board

Connectivity Solutions' Omaha plant is host to 20 interns this year who are participants in the Avaya Summer Intern Program.

The program is a tool of campus recruiting and serves to help pre-identify top talent for Avaya.

Below are the names of this year's interns, including where they have been assigned and which college they attend.

Marcy Young—Assigned to public relations/training; attends the University of Nebraska at Kearney.

April Holland—Public relations/training; Navarro College in Texas.

Peter Van Waart—Electronic cabinets engineering; University of Nebraska at Lincoln (UNL).

Laura Simon—Electronic cabinets engineering; UNL.

Randi Coakley—Contract manufacturing; UNL.

Homero Vela—Contract manufacturing; Creighton University.

Kerry Fleming—Contract manufacturing; University of Nebraska at Kearney.

Christopher Norman—Materials

management; UNL.

Billy Wegener—Materials management; University of Missouri at Columbia.

Karen Fosnaugh—SAP new business practices; Hastings (Neb.) College.

John Pforr—DSX process engineering; University of Nebraska at Omaha (UNO).

Nicholas Munoz—DSX engineering; Arizona State University.

Brent Sogaard—Injection molding; UNL.

Kirk Havick—Piece parts and plating; UNL.

George Onyeaghala—Interconnect products; UNL.

Katherine Brasch—Interconnect products; University of Minnesota.

Kelly Nolan—Avaya Labs research; Northwest Missouri State University.

Casey Hansen—Plant maintenance; UNL.

Ubong Umoren—Manufacturing excellence and chem lab; C.U.

Zach Link—Information systems; UNO. ♦

Reflections on our Workplace I.Q.

All Omaha facility employees are being given the opportunity to see how their "workplace I.Q.s" measure up. No, not the kind we all would like to think ranks up there with Albert Einstein's, but Workplace I.Q., relating to all the workplace or emotional "intelligences" that we bring to and observe in others on the job.

Some 1,500 Omaha employees

already had attended one of the Workplace I.Q. training sessions in the plant auditorium before the July 4 week-long holiday shutdown. The rest are attending sessions scheduled in July.

The sessions are conducted by Carolyna Smiley-Marquez, Ph.D., a senior consultant, trainer and mediator in the fields of cross cultural communication, equal

rights, equal employment opportunity and diversity.

Her approach is to provoke thought and actively engage participants in learning about seven workplace competencies that can support Avaya values: Awareness, tracking, self-management, motivation, dialogue, empathy and working relationships.

The primary goal of the training program, said Dr. Smiley-Marquez, is to "enhance productivity, to provide common language and a common frame of reference for and about (Avaya's) diverse group members, and ultimately to positively impact internal and external customer service." ◆

VOICE OF EXPERIENCE
...Ernie Belik (right photo) shares with the diverse group of employees gathered in the auditorium his thoughts about what it was like working here in the '50s and '60s. He recalled there was much more structure than today and a feeling that one was "employed for life."

Below, faces of Avaya's future: Employees hired in Year 2000 cite "having better job benefits than we ever had before" as a standout item characterizing today's work environment.



Photos by Linda Ryan

DR. SMILEY-MARQUEZ...How do we increase our I.Q., she asks? By experience, reflection, talking about things, she said, the very tools participants use during her training sessions.



Engineers' adventure: Have 'bot,' will battle

By day, they're friendly, seemingly mild-mannered process engineers for SYSTIMAX® products. Who would guess that by night they would spend countless hours in a basement designing and building a mechanical warrior whose very name—the “Spin Reaper”—could send chills up and down the circuitry of their foes?

Ryan Hahn, Nathan Vanderwyst and Brian Fitzpatrick figure they've shelled out some \$3,000 and spent no less than 720 nighttime hours huddled in Vanderwyst's basement workshop—not counting a trip to his father's machine shop in Michigan—to create their “battle bot” challenger.

For the uninitiated, battle bots are homemade remote-controlled metal robots made for battle in a booby-trapped arena. (You can catch their gory but bloodless battles on the Comedy Central cable network.) Our three engineers were highly confident about their Spin Reaper's chances of winning the lightweight division in battle bot competition held last May in San Francisco.

Fear those choppers

And why not? Theirs was a “spinner” instead of a “wedge” bot because, Vanderwyst said, “Wedges are boring.”

While pie-shaped wedge bots usually rely on some kind of arm-like extension to reach out and bop its opponent, the Spin Reaper had a spinning outer ring (up to 1500 rpm) with shark-like blades to chop even its most formidable challenger.

They're more agile, too, those spinner bots, with wheels that allow them to flip over and zoom about just as well upside down—in case they're surprised by any booby trap saws coming out of the arena floor.

From its five batteries, five motors and even the kind of rubber wheels to use, “We considered every



Photo by Linda Ryan

LEAN, MEAN, FIGHTING MACHINE...Ryan Hahn (left) was the first to bring up the possibility of building a battle bot for competition, and Nathan Vanderwyst (center) and Brian Fitzpatrick liked the idea. Earlier this the year, they began building their "Spin Reaper" (shown before its mortal battle wounds) in Vanderwyst's basement at night to prepare for competition that drew more than 400 entries in all divisions.

component very carefully,” Hahn said, before settling on their computer-aided design. They calculated the weight of all the parts so that the Spin Reaper, at 53 pounds, would just fall under the lightweight division limits.

Things were looking good in early competition. The Reaper won its first round by default (its opponent never showed). Judges awarded the win to the Reaper in a second round, against a “wedge,” but the victorious bot was seriously injured. Hahn, Vanderwyst and Fitzpatrick spent six hours making repairs to the Reaper's badly dented spinning weapon.

The right timing

In their third round, they knew they had just one chance to employ their deadly weapon before it would

“derail.” Timing was everything.

The Reaper's opponent was “a rather pitiful” slow-moving bot with a pick-axe weapon, Vanderwyst recalled. The strategy was for the Reaper to push its foe around the booby-trapped floor, then activating its ring for a merciless, chopping finish.

A good plan, and it might have worked, too. Except that the Spin Reaper overheated and blew its motors before making one last hit. A tough loss, said its inventors, who hadn't figured on using so much energy to push an opponent about.

But, they say, the Reaper may be down but its not out. When they can get the cash together, a new, improved Reaper is not out of the question. Until then, it's back to the basement drawing board. ◆

**Years of
SERVICE**

These employee service anniversaries include those that were unpublished between the last issue of the Headliner and the first issue of CONNECT. Names and service years are given through July 2001.

September 2000

- 9/1—Barbara Bokowski, 35; Donna Sumner Johnson, 15.
 9/5—Michael Mainelli, 30.
 9/6—Ronald Coleman, 40.
 9/8—Gerald Wagner, 35; Edith Coker, 30.
 9/13—Edmund Rodriguez, 35; Kazumi Russell, 35; Suzanne Greenup, 25.
 9/14—Byron Chard, 40; James Kvetensky, 35; Steven Mcguire, 35; Roosevelt Morgan, 30; Thomas Risinger, 30; John Phalen III, 30; Jose Alvarado, 30; Wilma Psota, 30.
 9/15—Charles Bailey Jr., 35; Russell Sellin, 35.
 9/16—Dennis McNulty, 35.
 9/18—John Newton, 5.
 9/19—Lisa Warren, 15.
 9/20—Joseph Carl, 40.
 9/21—Leo Tyler Sr., 40; Charles Schultz, 30; Delbert O'Neal, 30; Douglas Arnburg, 30.
 9/22—Harry Spangler, 35.
 9/27—Ronald Hassler, 35; George Gage, 35.
 9/30—Steven Petersen, 15.

October

- 10/1—Regena Ricapito, 15.
 10/3—George Morgan, 30; Alan Pickering Sr., 30.
 10/4—Stephen Nosal, 40.
 10/5—William Cera, 35; Gary Funk, 30.
 10/6—Clara La Tin, 20.
 10/7—David Tennant, 30; Thomas Hendricks, 15.
 10/8—Kathryn Coffman, 15.
 10/10—Isice Jones, 30; David Clements, 30.
 10/13—Cheryl Koenig, 25; Corrine Aesoph-Mangiaruca, 25; Sandra Fischer, 20; Cindy Walker, 15; Scott Wolf, 15; Rocky Martin, 15;

- Marilee Mullin, 15.
 10/14—Judith Rhodes, 25; Douglas Murphy, 15; Charlene Early, 15.
 10/17—Karen Mussack, 30; Sandra Riepl, 30; Barbara Sterkel, 30.
 10/19—Alan Vance, 30; Sandra Fitzgerald, 25.
 10/20—James Erickson, 30; Robert Keller, 25.
 10/24—Wayne Brown, 30; Joyce Cate-Wajda, 25.
 10/26—Eleanore Ferraguti, 25; Sandra Weberg, 5.
 10/27—Virginia Davis, 25.
 10/28—John Wilson, 25.
 10/30—Timothy Callan, 5.
 10/31—Craig Nielsen, 25.

November

- 11/1—Dennis Laaker, 35; Verdell Temple, 30; Cheryl Brezenski, 30.
 11/2—Jeniene Miller, 30; Eddie Guley, 30; John Rogers, 25; Sandra Piechota, 25; Connie Carlson, 20; Tommy Lankford, 15; Lanette Moore, 15.
 11/3—Stephan Mahr, 35.
 11/4—Jean Kennedy, 35; William Fleming, 35; Teresa Kealy, 25.
 11/5—Larry Bischoff, 40; Michael Moss, 25; Daryl Mandel, 25; George Gambrell, 25.
 11/6—Verl Burkart, 25.
 11/7—Gail Torson, 30.
 11/8—Michael O'Connor, 30.
 11/11—Diane Anderson, 25.
 11/12—Helen Saltzman, 25.
 11/13—Bettiruth Butler, 15.
 11/15—Gary Mongar, 35; Joseph Blessner, 30.
 11/16—Donald Rowland, 30; Richard Miller, 30.
 11/19—Linda Chollett, 30.
 11/20—Brenda Richard, 30; Harlan Mcgee, 30; Sandra Ryder, 30.
 11/22—Rea Sayers, 35; Delmer Bartkowitz, 35; Thomas Connor, 35; Edna Wakefield, 30.
 11/26—Raymond Yates, 25.
 11/28—Jeffrey Winters, 30; Gary Reynolds, 30; Judith Janousek, 30.
 11/29—James Parys, 35; Anthony Colanino, 35.

December

- 11/30—William Utecht, 35.
 12/1—Robert Wilson, 35; Ralph Victoria, 30.
 12/2—Nancy Rose, 30; Cindy Casey, 25.

- 12/5—Clyde Thinnis, 30; Joyce Green, 20; Annette Eggert, 10; Valerie Eure, 10.
 12/6—Wayne Hadfield, 35; Sharon Yearsley, 35.
 12/7—Johnny Hayes, 30.
 12/8—Jannie Nelson, 30.
 12/9—Herbert Woicke, 35; Yvette Lawrence, 15.
 12/11—Bonnie Hay, 30.
 12/12—Sharon Swingholm, 35.
 12/14—Sandra Beckwith, 20; Roy Cook, 20.
 12/15—Robert Wilson, 35; Janette Brown, 25.
 12/16—Fred Altic, 25; Connie Anderson, 15; Scott Jorgensen, 15.
 12/17—Pearl Murray, 30.
 12/20—William Sloup Jr., 35; Lee Mitchell, 35.
 12/21—Shirley Paulison, 25.
 12/24—Helen Rowlett, 15.
 12/27—Mary Turner, 35.
 12/28—Bonnie Stuto, 25; Linnie Ross, 20.
 12/29—Elaine Rahde, 20.
 12/30—Bettie White, 25.
 12/31—Sheila Filipiak, 30; Roger Cote, 25.

January 2001

- 1/2—Sarah Vohs, 25; Merle Seeman, 10.
 1/4—William Deegan, 40; Elden Nihsen, 35; Sandra Kush, 10.
 1/7—Berdeena Chase, 30.
 1/9—Jeanette Harris, 25.
 1/10—Donovan Kohls, 30.
 1/15—Andre Gilmore, 5.
 1/19—Rosemary Jans, 25.
 1/22—Harvey Marx, 30.
 1/23—Carnelle Green, 35; John Krance, 20.
 1/24—Ronald Ashbrook, 35.
 1/25—Jerry Gagner, 35.
 1/26—Richard Barnes, 25; Donna Hutzell, 20.
 1/27—Lillian Schott, 25.
 1/29—Jimmy Peterson, 30.
 1/31—Rosser Callihan Jr., 35.

February

- 2/1—Paul Pickrel, 35.
 2/2—Ronald Ohme, 35.
 2/4—Ethel Williams, 30.
 2/7—John Pechar, 35; Edith Riester, 30.
 2/9—Delwin Wilke, 35.

(Continued on next page)

Years of **SERVICE**

(Continued from previous page)

- 2/10—Cassandra Smith, 15.
- 2/15—Anthony Militti, 35.
- 2/17—Elizabeth Miller, 35.
- 2/18—Patricia Perez, 10; Michael Brown, 10; Kerry Heffner, 10; Harry Patton, 10; Shelly Svajgl, 10; James Vasa, 10; Michael Coultas, 10; Diane Nicholson, 10; Richard Wagner, 10; Mark Riggle, 10; Dominic Zappia Jr., 10; Steven Krivolavek, 10; Pamela Brown, 10; Robert Bonar, 10; Georgiana Schlotfeld, 10; John Gude, 10; Jerry Handy, 10.
- 2/21—Kenneth Stricklett, 35; Walter Dardon, 35; David Getzschman, 25.
- 2/24—Lula Reed, 35.
- 2/25—Steven Ferguson, 10.
- 2/26—James Saner, 30; Xuan Tran-Villarreal, 5.
- 2/28—Thomas Rosencrans, 30; Joanne Dau, 25.

March

- 3/1—Richard Maycock, 10; Kathleen Portrey, 5.
- 3/3—Thomas Padworny, 30; John Herrmann, 20.
- 3/7—James Bunting, 35; Francisco Velasquez, 35.
- 3/9—Linda Nutting, 25.
- 3/10—Thomas Heim, 35; Frank Tenczer, 30.
- 3/11—Gerald Hassett, 5.
- 3/13—Deloise Stinson, 35.
- 3/18—Michael Trice, 10; Bryan Wilkie, 10; Ronald Black, 10; Rodney Petersen, 10; Thomas Pauley, 10; William Elliott, 10; Joseph Zaborowski, 10; William Filipi, 10; Ronnette Littleton, 10; Madonna Koch, 10; Deborah Johnson, 10; Jerry Jones, 10; Gary Christensen, 10; Daniel Derner, 10; Lawrence O'Neal, 10; Ronald Hodges, 10; Stephen Shrader, 10; Diane Campbell, 10; David Moore, 10; Timothy Johnson, 10; Nicholas Sirian Jr., 10; Lynn Shearer, 10; Steven Lozano, 10; John Maxwell, 10; Stephen Reandeau, 10; Roland Kendall, 10; Carolyn Bebout, 10; Terry Westbrook, 10; Dennis Keller, 10; Shyrell Windom-haynes, 10.
- 3/19—Thomas Akeson, 15.

- 3/23—William Lane, 35; Beverly Thoms, 35.
- 3/28—Kathleen O'Driscoll, 35; Brenda Deloney, 20.
- 3/31—James Butler, 35; David Barnhart, 20.

April

- 4/1—Thomas Kloser, 5.
- 4/4—Joseph Eisenhauer, 35; Janet Styskal, 20.
- 4/7—Robert Macaitis, 35; Frank Walker, 15.
- 4/8—Parker Branch, 10; Ryan Herman, 10; Bonnie Cotton, 10; Sherry Stout, 10; Bernadette Swenson, 10; Arthur Huerta, 10; Dolores Hernandez, 10; Earl Cohen, 10; Debra Cosson, 10; Robert Watson, 10; Scott Wehrmann, 10; Theresa Strahan, 10; Kimberly Beccard, 10; Steven Fennel, 10; Brian Geith, 10; Christy Capshaw, 10; Roger Schmahl, 10; John Mumford, 10; Carolyn Marsh, 10; Thomas Leroux, 10; Catherine Hatfield, 10; Teresa Fisher, 10; David Beccard, 10; Vicki Long, 10; Troy Eichhorst, 10; James Jarzynka, 5.
- 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—Nancy Ross, 10; Keri Hall, 10; Edward Larson, 10; Michael Keller, 10; David Piercy, 10; Thomas Welles, 10; Jennie Carlyle, 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; Tracy Boyce, 10; Rudolph Parson, 10; Michael Francavilla, 10; Steven Heuke, 10; Stephen Schapker, 10; Burdette Meadows, 10; Arthur Eaton, 10; Brenda Budoff, 10; Roberta Cooper, 10; Jacki Withers, 10.
- 4/25—James Rhode, 35; Thomas Musil, 35; Mary Vondra, 30.
- 4/29—Bernardine Wachholtz, 5; Brian Dykstra, 5.

May

- 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; David Gunnink, 5; Allan Koenig, 5.
- 5/18—Robyn Allen, 20.
- 5/19—Sandra Schovanec, 25.
- 5/20—Clifford Richardson, 10; William Gordon, 10; Brian Curtis, 5; Scott Karstens, 5; Benton Goldberg, 5; David Nelson, 5; Byron Bruning, 5.
- 5/24—Barbara Lancton, 25.
- 5/27—Lona Baxter, 20.
- 5/28—Thomas Wolterman, 10; Craig Gerdes, 5.
- 5/29—Lowell Campbell, 40.

June

- 6/1—Philip Warren, 35; Kathryn Tuttle, 35.
- 6/2—Keith Elliott, 15.
- 6/3—Jeffrey Reynolds, 5.
- 6/11—Melvin Hatcher, 20.
- 6/12—Edward McGlynn, 5.
- 6/13—Martin Barges, 35.
- 6/17—Timothy Collins, 5.
- 6/19—Ronald Payne, 20.
- 6/20—Hernando Boyles, 35.
- 6/21—Clifford Rentschler, 10.
- 6/23—Kevin Keller, 15.
- 6/24—Gary Krichau, 5.
- 6/28—Ronald Schaupp, 35; Theresa Kroeger, 20.
- 6/29—Janet Victor, 25.

July

- 7/3—Trudy Dekeuster, 35; John Elvers, 25.
- 7/5—John Vanderheiden, 35.
- 7/6—Robert Hynes, 35.
- 7/12—Gary Rezek, 35; Beverly Morley, 25.
- 7/15—Cindy Srb, 5.
- 7/20—Michael South, 15.
- 7/21—Donald McGrath, 30.
- 7/22—Deborah Fry, 5; Bryan Kistner, 5; Todd Perchal, 5; Todd Lugn, 5.
- 7/24—Rachel Becerra, 15; Toni Kelly, 5.
- 7/26—Mary Pasewalk, 30.
- 7/27—Gary Limley, 20; Mary McCoy, 20; Michael White, 15.
- 7/29—Robert Gillen, 5. ♦