

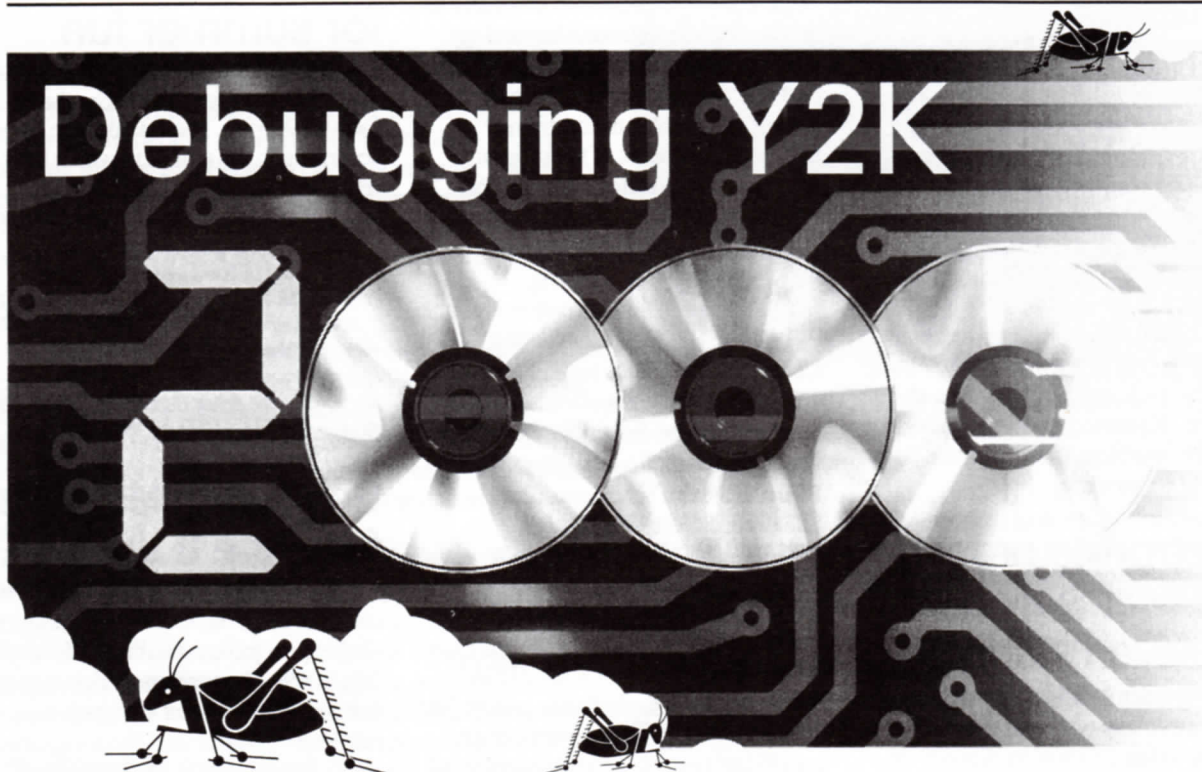
THE HEADLINER

Lucent Technologies
Bell Labs Innovations



Connectivity Solutions, Omaha Works

June/July 1999



Works readies systems for Millenium

What if, when the clock strikes midnight and we begin the new Millenium, there's no electricity to power the plant? How will we keep warm air moving? What if the pipes freeze in January's frigid temperatures? How will we inform employees about the status quo? What if...

Whoa! Contingency planning for Y2K "can be a mind-boggling exercise," according to factory engineering manager Bill Meyers. And he ought to know. Meyers heads a team at the Omaha Works that has been preparing for more than a year for what could happen here once the Year 2000 rolls around.

The Y2K problem pertains to the possible effects on businesses worldwide spawned by a quirk involving computer chips. Many of

these chips were designed to store dates using only two digits—as in '99 for 1999. When 2000 comes in, computers will read "00" as the Year 1900. Unless action is taken, many computers and software applications will stop working or create erroneous

results.

To ensure that its information systems, products, facilities and factories are ready for the Year 2000 date change without a significant disruption to the company or its

(Continued on Page 4)

Keep supply chain unbroken

Within another couple of months or so, all Omaha Works' machinery and infrastructure systems will be Y2K ready. Business should be able to continue without any significant disruptions come Year 2000. But for all we've done internally to ready ourselves for Y2K, it would all be for naught if our suppliers couldn't get us the materials needed to keep the shop running.

"Most people don't think about the supplier connection" when Y2K readiness comes to mind, said Lisa Grabenbauer, who is systems/operations purchasing manager at the Works.

Good thing Lucent's Global Procurement Organization (GPO) did. As

(Continued on Page 4)

Terry Kamino earns promotion

Congratulations are in order for Terry Kamino, who has been appointed to DMTS (distinguished member, technical staff). Kamino's field of expertise is in organic finishing—



Terry Kamino

electroplating and surface finishing in the interconnection products group (IPG). He joined the Omaha Works in 1984 after receiving his bachelor of science degree in chemical engineering from the University of Nebraska at Lincoln. Kamino also has a master's degree in business administration from Creighton University.

Electronics program certificates awarded to eleven students

June is traditionally a month for graduations and so it is at the Omaha Works. After 18 months of study on their own time, 11 employees have successfully completed the Electronics

Technology Program.

With two class sessions scheduled three times a week on site in our own electronics laboratory, the program is open to union-represented employees. It prepares individuals to become eligible for apprenticeship programs as needs arise in electronics technology trades at the Works.

Instructor for the course was Steve Hall of Metropolitan Community College. Graduates of the program received a certificate of completion from the college as well as a certificate from the U.S. Federal Bureau of Apprenticeship and Training.

Honored at an awards ceremony June 7, 1999, at Harvey's Convention Center, the graduates are:

David Beccard, Brian DeChristie, Troy Eichhorst, Duane Fetherkile, Dean Gross, Zachary Lockett, Rodney Petersen, Darla Plymale, Sandra Schovanec, Steve Shrader and John Vaughan Jr.

Audit goes well; Q.A. has web site

An ISO 9001 surveillance audit of the Works' quality management systems conducted here in early June had good results. Just one "on-going" improvement was raised in the cabinet fabrication shop, but another in the DSX area was cleared.

The audit was conducted by a representative of Lloyd's Register Quality Assurance. The next audit scheduled at the Omaha Works will be in December of this year. Areas to be surveyed will those in the electronic wire and cable shop (production control through insulate and loose wire), protectors, molding and fiber optic apparatus (FOA) shops.

For more information about the Works' quality assurance organization, check out its new web site at <http://www.oh.lucent.com/quality/>.

You'll find out who's who in the organization (complete with photos!), including one of internal quality auditor Peter Loth who composed the new quality assurance mission statement: "To be a driving force within Lucent

Technologies, aiding in the establishment of quality performance guidelines necessary to produce 'Preferred Quality' products for our customers."

Retired in time for summer fun

The following is a listing of employees most recently retired from the Omaha Works. Their names are listed according to the month in which their retirements became effective, with years of service given after their names.

May—Lorine Goynes, 31 years; Roger Kolodziej, 31; Bobbie Lawson, 20; Bonnie Nedeau, 26; John Barnhill, 34; Perry Krom, 15. June—Marie Lemke, 29; Jerome Uryasz, 31; Wayne Andersen, 32; Lawrence Dolleck, 33; John Hohman, 35; Donald Van Soelen, 30; Alyce Allen, 30; Arthur Dupree Jr., 34; Donald Bucknam, 39; and Kenneth Stevens, 36.

Service milestones for June & July

These employees have celebrated or will celebrate milestone service anniversaries (in five-year increments) during June and July, 1999. The anniversary date is given first, with service years after each employee's name:

6/1—Benjamin Garcia, 40; Arnold Otte, 40; Carmen Vacanti, 35; Shirley Settles, 30; Michelle Johnson, 15.
6/2—David Halverson, 40; Eugene Barker, 30; Marilyn Bernardini, 30; Donald Dilla, 30; Gary Steinkraus, 30.
6/3—Terry Moore, 40; Harvey Palmer, 40; Lyndon Ensz, 30; Raymond Swartz, 30; Gerald Taylor, 30; Deborah Deboer, 15.
6/4—Jimmie Furlong, 40; Richard Novak, 40; Larry Stamper, 30; David Sanders, 25; James Grabenbauer, 20; Kathleen Sautter, 20; William Garza, 15; Daniel Kraemer, 15.
6/5—Gerald Jones, 40; Donald Morris, 40; Dolores Coffman, 30; Jeffrey Orley, 20.
6/6—George Mundy III, 5.
6/8—Gary Jones, 40; Eunice Kraft, 35.
6/9—James Chapman, 30; Michael Evers, 30; Larry Glasshoff, 30; Nancy Hume, 30; James Isley, 30; Donald Lamb Sr., 30; Daniel Lindblad, 30; Thomas Ross, 30; Johnnie Smyth, 30; Larry Strazdas, 30; Sandra Walden, 30.
6/12—Christine Alvarado, 30; Marilyn Plowman, 30; Patrick Michalak, 15.
6/13—Julia Faulkner, 30; Cheryl Secret, 30.
6/14—Victoria Eads, 15; Lisa Grabenbauer, 15.

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THE HEADLINER

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12000 I Street, Dept. A02
Omaha, NE 68137

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- 6/15—Ervin Andrews, 40; Douglas Thoms, 35; Marlene Knuth, 15; Eveline Trumble, 10.
- 6/16—Carl Williams, 40; Timothy Aken, 30; Ronald Dickmeyer, 30; Carolyn Dooley, 30; Ronald Frye, 30; Marie Hunter, 30; James Krambeck, 30; Michael Nelsen, 30; Frank Wisniski Jr., 30; Michael Ellsworth, 15.
- 6/17—Robert Franco, 30; Linda Sellin, 30.
- 6/18—Sylvia Jones, 30; Linda McKee, 30; Gayle Roberts, 30; Joan Siwa, 20.
- 6/20—Rita Pickering, 30.
- 6/21—Sandra Miller, 15.
- 6/22—Larry Eads, 35; Ken McDonald, 15.
- 6/23—Larry Blanke, 30; Robert Caldwell, 30; Daniel Dehning, 30; Henry Wilkening Jr., 30.
- 6/24—Robert Wilson, 30.
- 6/25—Jerald Golmanovich, 30.
- 6/26—Larry Meyer, 40; Patrick Thomas, 10.
- 6/28—Howard Hollingsworth, 20.
- 6/29—Charles Newell, 40.
- 6/30—Robert Holz, 40; Ernest Holguin, 30; Roland Horn, 30.
- 7/1—George Porter, 40; Geraldine Thurman, 30.
- 7/2—Gary Mortensen, 20; Daniel Sztaba, 20; Julia Nodskov, 15.
- 7/5—Jean Belmudez, 25.
- 7/9—James Zonek, 30.
- 7/10—Dennis Saint, 15.
- 7/11—Joella Pacas, 15; Brett Bisailon, 5; Scott Budoff, 5; Keith Chafin, 5; Gary Chmura, 5; Dennis Dargin, 5; Patricia Ellis, 5; Joanne Grabow, 5; Marla Granderson, 5; Scott Gray, 5; Sadra Harris, 5; Patricia Hernandez, 5; Dale Holling, 5; William Husk, 5; David Johnson, 5; Bobbi Johnston, 5; Kent Krokaugger, 5; Richard Moody, 5; Allen Perryman, 5; Martin Perteet, 5; Michael Pigman, 5; Christopher Ramsey, 5; Lavinne Randall, 5; Tammy Rawlinson, 5; Jamie Salkeld, 5; Linda Smith, 5; Harold VanCleave, 5; Susan Vosler, 5; Kathleen Whitaker, 5; Walter Williams, 5; Christopher Winter, 5; Jacque Wright, 5; Terrie Wright, 5; Diane Zimmer, 5.
- 7/12—Eric Einarsson, 15.
- 7/13—Tom Glesinger, 40; Robert Volkmer, 30.
- 7/14—Marilyn Bonaiuto, 15.
- 7/15—John Kicker, 25.
- 7/16—Janice Glennon, 25; Woodie Haynes, 20.
- 7/17—Linda McGuire, 30.
- 7/18—James Beach, 5; Margaret Burbank, 5; Delores Castillo, 5; Richard Caveye, 5; Alise Clark, 5; Jerry Desanti, 5; Rose Dumas, 5; Charles Essex, 5; Valerie Eure, 5; Jeff Geissinger, 5; James Graffeo, 5; Diane Gray, 5; John Holck, 5; Debbie Houck, 5; John Krippel, 5; Gwenn Kunz, 5; Kathryn Miller, 5; Annie Nelson, 5; Bart Schramm, 5; Kevin Sisley, 5; Kurt Stratton, 5; John Stroy, 5; Kelli Swanson, 5.

(Continued on Page 8)

Omaha Works boasts two '99 Academic Awards scholars

The 1999 U.S. Academic Awards Program has announced that the children of two Omaha Works employees are recipients of college scholarships each worth up to \$6,500. Just 70 scholarships are awarded annually to children of U.S.-based Lucent employees.

The Omaha recipients are **Ashley Glasshoff**, daughter of **Larry Glasshoff** (IBU A17), and **Melinda Hatcher**, daughter of **Melvin Hatcher** (IBU A11).

To be eligible for consideration, scholarship applicants must be high school seniors with at least a 3.25 grade point average, and they must perform volunteer work in their communities or schools. The scholarships are renewable for three years if recipients maintain 2.75 grade point averages and meet other program requirements.

Ashley is a graduate of Elkhorn (Neb.) High School and will attend Midland Lutheran College in Fremont (Neb.) this fall where she will study business management. An accomplished cross country and track athlete



Melinda Hatcher



Ashley Glasshoff

in high school, she will assist with Midland's cross country and indoor and outdoor track team programs.

Melinda will attend Creighton University where she will major in biology in preparation to become a physical therapist. She is a graduate of Benson High School in Omaha where she was in honors programs all four years and participated in numerous activities, including serving on the student council and being a member of the volleyball and swim teams throughout all four years.

(Editor's note: Applications for Year 2000 scholarships should be available later this fall. Watch for more information in The Headliner and/or the Works' TV news monitors.) ■

Jon Peters is Pioneer scholar

A \$1,500 Lucent Technologies Pioneers Scholarship for Individuals with Disabilities has been awarded to **Jon Peters**, son of **LeRoy Peters** of IBU AC24. He is one of just 14 students in the United States to have received the scholarship. Eligibility to apply for the scholarship is open to any high school senior who is physically challenged, and is not limited to children of Lucent employees.



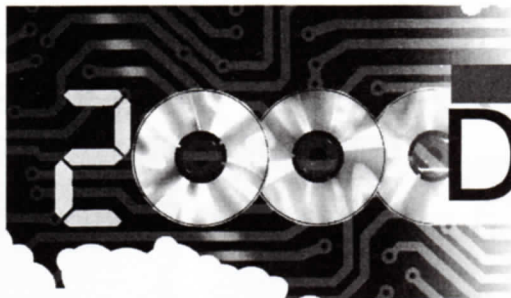
Jon Peters

Jon, who was diagnosed at an early age with severe unilateral

sensorineural hearing loss, recently graduated from Omaha South High School, where he carried a 3.25 grade point average. Listed in Who's Who Among American High School Students, he is also a talented artist who has won the Young Nebraska Artists Award for Visual Arts.

He plans to attend the University of Nebraska at Omaha this fall. Although he hasn't yet chosen a major, he is interested in computer graphic design and related fields.

(Editor's note: Year 2000 scholarship applications will not be available until the end of this year. Interested individuals should check with the Works Pioneer office in December for forms.) ■



Debugging Y2K

Getting ready for the Millenium

(Continued from Page 1)

customers, corporate Lucent Technologies will have spent an estimated \$535 million from calendar year 1997 through 2000.

Lucent's Year 2000 program, managed by the company's Chief Information Officer (CIO) organization, has included making sure its new products are Year 2000 ready and assisting customers who own non-Year 2000 ready products. The company's Global Procurement Organization (GPO) also has been working with third-party suppliers of products and services to ensure their continued ability to support Lucent after the Year 2000 date change. (See related story on supplier readiness.)

Non-CIO responsibility

Some things fall outside the CIO responsibility, however, such as all the manufacturing facilities managed and maintained by the Omaha Works. That's where Bill Meyers and the Works team has stepped in to fill the gap, having completed the first phase of their Y2K readiness

assignment—"inventory, assessment, remediation, testing and deployment (IARTD)"—by a June 30, 1999, deadline. Now an expanded team continues to work on contingency plans, Meyers said.

During the IARTD phase, Meyers and a cadre of electrical engineers, control systems technicians (CSTs), test set engineers and planning engineers focused on everything from all machinery on the shop floor to plant infrastructure. The latter included the boiler house and associated utilities such as processed water and heating and air-conditioning systems.

"There are date-sensitive controllers on a lot of equipment that can cause systems to shut down," Meyers said.

Their procedure was this: First, team members were assigned to inventory each machine and piece of equipment, making note of its electronic devices. They looked for any Y2K issues, checking with suppliers for the availability of updates to make the devices compliant. Engineers assessed the need to replace certain devices as part of the remediation process.

Steps taken to keep supplies flowing

(Continued from Page 1)

early as Spring of last year, GPO began working with third-party vendors of products and services to ensure supplier viability after the Year 2000 date change.

In May of last year, the Works' resident GPO sent out surveys to nearly 600 of our suppliers, those averaging at least \$10,000 in purchases annually, Grabenbauer said. The survey was designed to gather data on supplier Y2K readiness and identify areas where assistance may be needed to ensure no break in the supply chain to Lucent.

As responses were returned, Works buyers used survey information to supplement a risk assessment "scorecard" for each supplier. Suppliers were given scores in various risk categories, such as whether they were

high- or low-volume suppliers, single sources for material, or what measures they had in place to resolve Y2K issues.

Risk categories

The scores were tallied and suppliers were ranked as high (significant), medium (containable) or low (limited to no) risks, Grabenbauer said. Aided by the Works' materials management group and Lucent's Engineering & Environmental Technologies (E&ET), buyers worked particularly with high-risk suppliers to conduct readiness reviews which identify potential problems and track corrective action. This remediation phase of supplier readiness was completed by deadline—June 30, 1999.

Also completed by the June 30 deadline was contingency planning—

what steps the Omaha Works will take in the event the supply chain does break. The resident GPO considered potential scenarios and how it would prepare itself—perhaps by increasing the Works' "safety" stock in advance of Year 2000, or by arranging alternate transportation if a supplier cannot ship an order.

All contingency plans have been reviewed and approved by suppliers. And, in case computerized files of the plans cannot be retrieved due to a systems failure, hard copies have been made and stored.

"It's been a lot of work," said Grabenbauer. "We've spent many hours on this...it's really our insurance. We're hoping we don't have to fall back on contingency plans, but if we do, we're ready." ■

Next, to ensure that remediated systems would work properly, a 28-step test was performed on equipment most critical to manufacturing. One test was to reset the date on devices to 11:58 a.m. Dec. 31, 1999, and allowing them to "roll over" to Year 2000.

"We remediated about 400 pieces of equipment out of about 13,000 inventoried," Meyers noted. Fortunately, "some things just weren't date sensitive."

And, fortunately, a standardization program the Works initiated some eight years ago "saved us valuable time, especially during the assessment and testing portion of our Y2K readiness program," he added.

Commonality speeds process

Electronic components in existing equipment—and in new purchases—were standardized to speed up maintenance and to reduce equipment "down time" and spare parts inventories. This commonality helped make it possible, Meyers said, for Omaha's Y2K readiness team to continually deliver results ahead of plan during the IARTD phase.

"For example, many internal components of the insulating lines are identical. So when we did our readiness tests, we didn't have to duplicate a lot of our efforts."

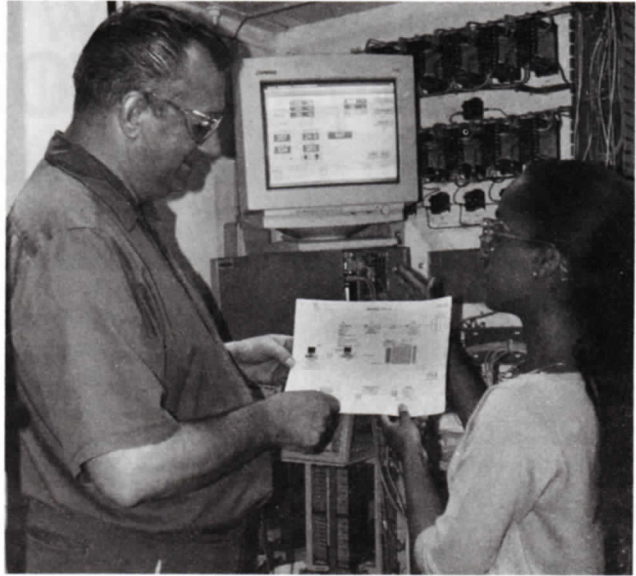
And because the Works' "sister" plants in Venezuela, Thailand, Australia, Ireland and China use the same standardized equipment, "we could share our Y2K solutions with them," thus helping to speed up Y2K readiness globally, he said.

Now well into the contingency planning phase for Year 2000, an expanded team which includes representatives from each Works organization has been considering all the different scenarios that might occur when the new Millennium begins—including the possibility that there might not be power to even run the plant.

From suppliers to emergency services to communications, "we're evaluating the potential likelihood and magnitude of multiple external impacts," Meyers said.

It's a logical process, he noted, but still "your mind can wander almost endlessly to scenarios that could happen. You have to stop, come back to the beginning and keep yourself focused."

So far, keeping focused has not been a problem for the team. Said Meyers, "We're looking to have our contingency plans well developed and in place by the end of August 1999." ■



INVENTORY...Electrical engineer Alisa Gilmore and CST Roger Storm (top photo) worked from a diagram to inventory date-sensitive components of Jacketing Line 42. The computer in this and the other jacketing lines had to be replaced. The Works' central chilled water pumping system (for air conditioning) also was inventoried and remediated for Y2K readiness, a job for mechanical engineer Phil Baker (below, left). With him is electrical engineer Brian Dykstra, whose Y2K duties included remediation of the Works' security and emergency systems.



Photos by Linda Ryan

Top performers lauded

NPG leaders bestow awards

While the College World Series was the big event in the city during June, the Omaha Works had a double-header of its own. Network Products Group (NPG) President Bill Spivey was here to hold his monthly audiocast with NPG employees from around the globe. He also helped present 10 more GROWS Awards to the latest Works individual and team winners.

Spivey told employees gathered in the auditorium June 17, 1999, that he now originates his audiocasts each month from different major NPG locations in response to employee feedback in the 1998 Value in People (VIP) survey.

Respondents indicated there was "a lack of frequent communication between the NPG leadership and employees. That's why we're here today," said Spivey, "in the past year we have been trying to improve on that."

After the audiocast concluded, Spivey set aside time for questions and answers specifically from his Omaha audience.

Questions included one about what is being done to increase cabinet sales. With input from Ray Swartz, NPG business leader for electronic cabinets, the audience learned that we're looking into opportunities that would bring more Internet service to homes.

Selling cabinets separate from their electronic components is another option with good possibilities, and NPG is looking to broaden its wireless cabinet sales in Europe.

Another question from the audience: With activity focusing on fiber, where does that leave the copper business?

Spivey replied by praising Connectivity Solutions ingenuity: "Just when you think you've gone as far as you can with copper, you find a new way to push the product." Our future, he said, really depends on our ability to maintain that creativity and develop new ways to "push the envelope." And always, we must continue to "work on offering cost-effective solutions."

"We forecast a very robust business for Omaha for the next three to five years...for you to play very prominently and move forward," Spivey said.

After the Q&A's, Spivey and Denys Gounot, NPG chief operating officer, presented GROWS Awards plaques to recipients as Connectivity Solutions Vice-President Les Cole told about their accomplishments. The awards were as follows:

Photos by Linda Ryan



CONGRATULATIONS... (Pictured left) plenum/jacket supervisor Marvin Walker accepts a GROWS Award for the EW&C Repackaging Team from Denys Gounot (left) and Bill Spivey. Above, award winner Cathy Placzek chats with Pat Dailey, NPG Human Resources vice-president.

FEP Scrap Reduction Team

FEP (fluoropolymer plastic) is a wire insulating material. This team considerably reduced scrap on the 2061 product insulating lines by introducing a cleaning program, using recycled FEP, and using new color change procedures. These steps amount to \$1.5 million in cost savings annually.

GROWS behaviors: Results focused ♦ Speed.

FOA Plastics Team

The Omaha Works counts a \$200,000 cost reduction because this team successfully acquired fiber optic apparatus (FOA) plastic piece part molds from a vendor so that molding operations may now be conducted in house. The move has greatly improved our ability to control manufacturing velocity as well as enhanced our response time to the customer.

GROWS behaviors: Global growth mindset ♦ Results focused ♦ Obsessed with customers ♦ Speed.

EW&C Small-Pair Repackaging Team

At the request of our customer—Anixter, a distributor of our cable products—this team devised a process that repackages small-pair cable per specific requirements. Anixter needed this solution immediately to satisfy their own customer demand. The EW&C team developed and implemented the solution the same day.

GROWS behaviors: Obsessed with customers ♦ Speed.

Robert A. Snyder

Tooling tips used in the Teflon® extrusion insulating process in the cable shop get bent. Because bent tools cannot produce quality results, they were then discarded. They cost about \$375 apiece and the shop was consuming about 150 of them yearly, until Robert “Bob” Snyder designed a device to straighten the tools in as little as five seconds, good as new. And he did so on his own time, using his own materials.

Snyder, who “figured there had to be a better way” than a couple of strategic hits from a mallet to the tool for a temporary fix (a former attempt to salvage the tips), said 90 or better out of 100 tips can be straightened accurately. Because Snyder took the initiative, the device prevents scrapping enough tips to save the Omaha Works an estimated \$42,000 a year.

GROWS behaviors: Results focused ♦ Speed.

4P Fan Re-engineering Team

An estimated cost savings of \$280,000 in 1999 and potentially \$1 million in savings in Year 2000 is the result of

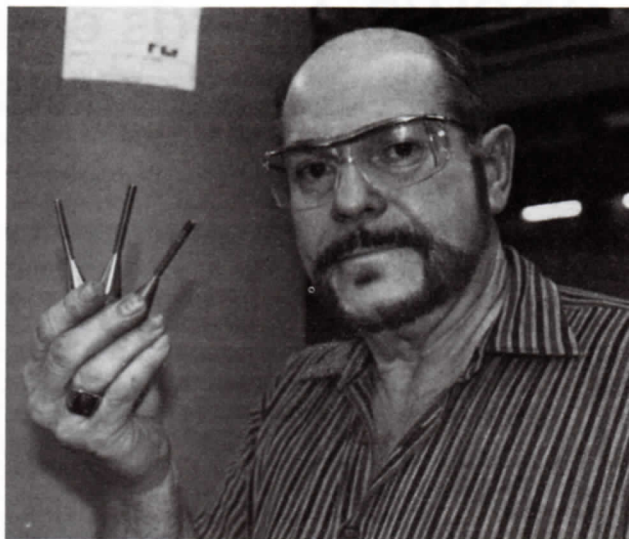


Photo by Linda Ryan

INNOVATION SAVES \$\$\$... Bob Snyder invented a device to straighten tool tips like these used in the Teflon® extrusion insulating process.

this team’s efforts. The team worked to simplify the design of the 4P fan assembly on PCS cabinets, including redesigning a circuit card and simplifying sheet metal designs and cabling interfaces. Before making the changes, the team thoroughly examined the customer’s key requirements, making sure all needs would be met.

GROWS behaviors: Global growth mindset ♦ Results focused ♦ Obsessed with customers ♦ Workplace that is open ♦ Speed.

John Debortoli

EW&C scrap wire is chopped by the Works’ granulator operation. An outside company was recycling our scrap plastic until the fall of 1998, when that company closed its recycling facility. To avoid sending scrap plastic to a landfill, attempts were made to find another recycler. However, due to low value of the scrap plastic, initial attempts to locate another recycler were unsuccessful. John Debortoli, an EW&C planning engineer, took the initiative to find a recycler on his own. After numerous calls and negotiations, he found a recycler who agreed to take all the scrap the Works had been stockpiling (saving the Works more than \$150,000 in costs we would have incurred if we took the scrap to a landfill) as well as scrap plastic we are currently generating (saving \$250,000 annually, the cost of going to landfill).

GROWS behaviors: Results focused ♦ Speed.

ISO 14001 Packaging Team

This team conducted a feasibility study of using more environmentally friendly packaging and shipping material, an objective of the Omaha Works’ ISO 14001 program. The team’s effort resulted in three significant changes in packaging.

(Continued on next page)

GROWS Awards cite top performers

(Continued from previous page)
ing material used at the Works: (1) 10S/10W reel redesign—now made from 100 percent recycled polystyrene plastic; (2) Reellex payout tube redesign—now made from scrap plastic from the Works' injection molding department; (3) RANPAK auto pack system—replaced non-recyclable packing material made from toxic chemicals with 100 percent recycled cardboard packing material, which can be reused.

GROWS behaviors: *Global growth mindset • Results focused.*

Non-CIO Y2K Readiness Team

This team was charged with the responsibility of reviewing and preparing the Omaha Works' manufacturing facilities for the Year 2000 date change. The team identified more than 13,000 items in factory equipment and systems that could be affected by the Y2K "bug." After an assessment process, 468 items were determined to need remediation. The correction and replacement of equipment was completed two months ahead of the Lucent Year 2000 program deadline. (See related story beginning on Page 1.)

GROWS behaviors: *Global growth mindset • Results focused • Obsessed with customers • Workplace that is open • Speed.*

Flexent™ Power Cabinet Team

The Flexent™ Power Cabinet Team was assigned the task of implementing an entirely new cabinet to house the Galaxy Power System designed by the Dallas Works. The team completed a mock installation of the cabinet in May 1999, delivering it on time and earning high quality marks from the customer. As a result, the team is now positioned to implement the final design modifications needed for production beginning in September 1999.

GROWS behaviors: *Global growth mindset • Obsessed with customers • Speed.*

Catherine Placzek

For demonstrating outstanding achievements and being a valuable and integral member of WILL (Women in leadership at Lucent), Cathy Placzek has been awarded a GROWS Award. Presented WILL's 1999 Individual Award (by Lucent's chief operating officer and president of Bell Labs, Dan

Stanzione) at its national conference held in June, Placzek was cited for her initiative, drive and commitment to women's issues; for encouraging the professional development of women; for promoting education and awareness of women's issues at Lucent; and for functioning as a role model for women.

GROWS behaviors: *Global growth mindset • Results focused • Workplace that is open.* ■



Photo by Linda Ryan

JUST KIDDING...NPG President Bill Spivey and production associate Bev Morley traded barbs during the Q&A portion of the gathering, but it was all in good fun.

Annual Employee Picnic

Sun., Aug. 15, 1999 • Noon - 8 p.m. • Fun-Plex

Lots of fun in store! Rides, swimming, water slide, games, prizes, face painting, downs, chicken & rib dinner, beverages & more! Just \$7.50 per person (kids under 2 free)!



Admission by ticket only.
No tickets sold at gate!

Tickets sold at Works Aug. 5, 6 & 9:

Auditorium
7:30 - 8:30 a.m.
11 a.m. - 12:30 p.m.

Main cafeteria
7:30 - 8:30 p.m.

Service dates

(Continued from Page 3)

7/20—Charles Kriesel, 20.
7/22—Barbara Oconnell, 20.
7/23—Steven Bales, 15.
7/24—Mark Liekhus, 15; Joan Moore, 15; Marlene Pickrel, 15; Darla Plymale, 15.
7/27—Jimmie Howard, 35; Carol Ward, 35.
7/28—Gary Brandon, 30; Glenn Lund, 30; Robert Stanzel, 30.
7/29—Paul Koehler, 30.
7/30—Debra Gulizia, 30; Marcia Welniak, 20.
7/31—Michael Harness, 30; Rose Ellis, 15.

In memoriam

Robert Gillam, production specialist in IBU AD7E0, June 4, 1999.

Donald Huenniger, senior production specialist in IBU ABAB0, June 15, 1999.