

THE HEADLINER

Lucent Technologies
Bell Labs Innovations



Connectivity Solutions, Omaha

March - May 2000



Changing directions

The spinoff points us to a path affording greater speed, freedom and sharper focus.

Call it déjà vu, call it a quirk of fate. For most employees at this Omaha manufacturing location, the announced spin-off of Lucent Technologies' PBX, business cabling and LAN-based data businesses (announced March 1, 2000) is the second such "spin" we have experienced in little more than four years, when Lucent was spun off from AT&T.

Pretty amazing odds, you think? Not really, based on Don Peterson's comments at two town hall meetings with employees when he visited here in late March. Peterson is president and chief executive officer (CEO) of the New Enterprise Networks Group, which will include our Connectivity Solutions business along with the Enterprise Networks group (formerly known as BCS—Business Communications Systems).

Differences

The spin-off is a logical progression of the business, according to Peterson, who said, "our business is fundamentally different from those remaining in Lucent, ours focusing primarily on service providers."

In just the few short years of Lucent's phenomenal growth, it became apparent that "two separate elements demanding different

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Changing directions

(Continued from Page 1) processes" had developed, Peterson told his Omaha audience. In his view, our new company's business "has been under-invested in from an R&D (research and development) standpoint," as Lucent expanded its optical, data and wireless solutions.

There has been competition for acquisition funds. For example, he mentioned that some acquisitions of new ventures—although beneficial to Lucent as a whole—have not been particularly beneficial for the enterprise side of the business.

That will change.

Both Peterson and Henry Schacht, who is serving as chairman for the new company just as he did for Lucent at its spin-off, envision this spin-off as an opportunity to give speed, freedom and a sharper focus to a new and independent enterprise networking business.

"We will now be able to better focus on how to distribute and manage our resources, our portfolio and our

customer relationships," to maximize our business success, Peterson said. The new company will concentrate on cutting costs, increasing profitability and expanding its suppliers and partners, which may include some of Lucent's traditional rivals.

Product portfolio

While there is solid market demand for the new company's current product offerings—including electronic cabinets and ExchangeMAX® products manufactured in Omaha—Peterson said he also expects it will

broaden its product portfolio.

For example, it could offer more Internet-based products to meet growing demand

by global corporations equipping themselves for e-business applications. Going beyond the "tried and proven" could help the new company improve its growth rate as a separate unit, a view shared by business analysts.

A Chase Hambrecht & Quist analyst in New York reminds us that Lucent, spun off from AT&T, "was a home run. If this new company can re-



Photo by Linda Ryan
MEET THE PREZ...President and CEO Don Peterson visited our plant for the first time in March.

invigorate itself, it will change the landscape. Competitors should pay attention to it."

The New Enterprise Networks Group (an interim name for the new company) will start out with an \$8 billion business and a customer base that includes more than 90 percent of Fortune 500 businesses. It will rank No. 1 or No. 2 in nearly every market in which it competes.

An expanded customer base may even include some of Lucent's rivals.

THE HEADLINER

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Linda Ryan, Editor
Phone: (402) 691-3795
E-mail: lindaryan@lucent.com

Street address:
12000 I Street, Dept. A02
Omaha, NE 68137

Soon we'll say, "How's e-business?"

Does the explosion of "e-this" and "e-that" in today's techno-jargon make you want to scream "e-nough"? You're not alone. E-words are fast becoming entrenched in everyday language, non unlike "e-mail." And, according to the president and CEO and the chairman of the New Enterprise Networks Group, Don Peterson and Henry Schacht respectively, expect to hear them frequently within our company as more and more global corporations equip themselves for e-business applications.

E-business is the use of electronic means to interact, collaborate and conduct business transactions with customers, suppliers, partners and employees. *E-commerce*, one element of e-business, is the buying and selling of goods and services on the Internet, using electronic means for transactions such as "click and buy," often associated with most "dot com" businesses.

Want to know more? Check out the New Enterprise Networks Group web site on e-business, complete with glossary and links to sites that are examples of how our customers communicate and gather information today:

<http://www.bcs.lucent.com/ebusiness/>

The spin-off will be accomplished through a tax-free distribution of shares to Lucent's shareowners and will be completed by the end of Lucent's fourth fiscal quarter of 2000, which ends Sept. 30. It will have more than 30,000 employees worldwide.

(Early in April, the New Enterprise Networks Group announced the sale of its Growing and Emerging Markets—GEM—organization, its U.S. sales division of about 1,800 employees that serves small and mid-sized businesses. Expanets, a leading U.S. voice and video systems company, purchased GEM, which had been offered on the market for more than a year.)

Tight time frame

The process of separation is a monumental task, one that will be completed in seven months compared to 12 months when Lucent was spun off. Proper legal and financial documents must be prepared and filed. The physical separation of voice and data networks must be planned and executed. People issues for both companies must be addressed.

The CIO and finance organizations are working together to ensure that both companies have the systems necessary to run independent businesses. In fact, the newly formed company will begin operating independently from Lucent—though still its subsidiary—this June. Also in June, or shortly after, our new company name and logo will be announced (see related stories on Page 5).

In September, before the spin-off becomes official, Don Peterson and his executive team will commence the "road show"—meeting with major investors all around the globe, encouraging them to hold on to the new company's stock or to buy more.

When all is said and done, where there was one there will be two new companies that are better able to serve their respective customers. ■

What we can do

Danger and opportunity. Those two elements, say human behavior experts, are present during the phases of transition in any change—changes like our spin-off from Lucent.

In danger phases, people exhibit denial and resistance to change as they focus on the past, feel a sense of loss, and worry about how they will be affected. In opportunity phases, people look toward the future and new opportunities. They explore possibilities and make a commitment to a new way of doing things.

What we *don't* want to do is get bogged down in the danger stages when we should be moving forward. "Believe in ourselves"—a rallying motto first mentioned by Henry Schacht during a broadcast to employees about the spin-off—is the single most important thing we can do to ensure the future success of our new company. Beyond that, we can also do the following:

◆ **Read. Listen.** Absorb all of the information you can about changes and the structuring of our new company. Access internal company *web sites* (see list below). Attend *broadcast and audiocast meetings* for employees. Borrow *videotapes/audiotapes* of meetings you can't attend. (Available from Steve Miller on Ext. 3927.)

Editor's note: Union-represented employees who do not have access to computers may use any of the FITs (factory informational terminals) located throughout the shops to access internal information about the spin-off. Also, computers in the Employee Resource Center (ERC) or the ETOP Center may be used.

<http://www.bcs.lucent.com/news/spinoff/>

This is the New Enterprise Networks Group main web site for spin-off information. *It includes questions and answers, many addressing stock options, retirement and benefits.*

<http://enn.web.lucent.com/>

Electronic publication for employees of the Enterprise Networks side of the business or (formerly BCS, Business Communications Systems).

<http://infoview.lucent.com/pubs/lt.today/list.html>

Lucent Today daily electronic newsletter; includes news flashes.

<http://www1.oh.lucent.com/default.asp>

Connectivity Solutions home page has information about our business as well as access to the spin-off site.

◆ **Ask questions.** Express your concerns. Even if answers are not immediately known, do not fall prey to rumors.

◆ **Stay involved.** Support each other. Share ideas on the job. Offer new ways to work together that will best serve customers and contribute to our success. *Don't drop the ball now!* Third-quarter results are especially important for our "roadshow" in September, when investors will be taking a close look at our new company. ■

Clark on the spin-off: No more chains

When Steve Clark, vice-president and general manager of Connectivity Solutions, learned that our business would be among those to be spun off from Lucent Technologies, "I just felt like the chains had come off," he said. Now we will have greater freedom to pursue the things that will make us more profitable and responsive to our

customers, he said.

Clark refers to the different paths our business and the enterprise networking business have taken from the rest of Lucent. Many of Lucent's business decisions, although strengthening Lucent overall, have not always directly benefited our side of the business.

Acknowledging that feeling some

anxiety during a change of this magnitude is not uncommon, he's still convinced that "it's absolutely the best thing that could be happening."

Clark told Omaha employees, during one of several meetings held in the auditorium since the spin-off announcement, that his confidence is buoyed by the strength of the products and services our new company brings to market. Not many "start-up companies" can stake claim to being No. 1 and No. 2 in all the markets it serves, he said.

Clark also thinks we all should be encouraged by improvements in Connectivity Solutions' performance over last year's. Results at the end of the second quarter (the end of March) showed that sales of our products were \$30 million higher than the

business outlook, while profits were \$7.5 million higher.

New company will have strong global presence

On March 1, 2000, Lucent Technologies President Rich McGinn announced that the company would spin off its call accounting and data businesses (its Enterprise Networks group, formerly called Business Communications Systems) and cabling systems business (its Connectivity Solutions group headquartered in Omaha).

The new company, temporarily named the New Enterprise Networks Group, starts off as an \$8 billion global company with a customer list that includes more than 90 percent of the Fortune 500 companies, and ranks No. 1 and No. 2 in the markets it serves.

Below is an overview of the products and services currently provided by Connectivity Solutions and the Enterprise businesses:

Connectivity Solutions

Connectivity Solutions is approximately a \$1.4 billion global business providing all manufacturing, development, product marketing and management for electronic wire and cable, electronic cabinets and interconnection product line products that are used in telecommunications, data communications, video and audio systems.

Its major products include SYSTIMAX® Structured Connectivity Solutions; GigaSPEED® cable and apparatus; ExchangeMAX® Struc-

ured Cabling System; electronic wire and cable; electronic cabinets; protection systems and distributing frames systems.

The products are used in the overall communications network, connecting central offices to end users, or supporting internal communications networks within large campus environments such as office buildings, hospitals and universities. The manufacturing facility in Omaha, with 3,500 employees, serves as headquarters for the business.

Products are also made at five other facilities located in Australia (SYSTIMAX® 1061/71 cable), China (cable), Poland (cabinets), Ireland (SYSTIMAX products), and in Venezuela (cable).



Enterprise Networks

The Enterprise Networks group addresses specific communication needs of businesses by providing products and services for their all-media networks. It is a leader in the call centers, voice messaging, data networking and in-building wireless markets.

Companies whose entire business relies on call centers—for example, home shopping businesses, insurance companies, cruise lines, airlines—use this Enterprise group's products. In

(Continued on Page 5)

Way to go, cabinets!

He reserved special commendation for the electronic cabinets team, which recorded the best quarter in history with sales \$6 million higher than the business outlook. Meanwhile, our ExchangeMAX® business continues to be strong and there are signs that SYSTIMAX® products are on the rebound.

In all, the business outlook for Connectivity Solutions looks good, according to Clark. In late April, job applicants were being interviewed and tested in advance of adding 300 new employees to our Omaha work force.

Clark, representing the interests of Connectivity Solutions, has been participating on the New Enterprise Networks Group Executive Council. Comprised of the new company's top officers and other senior leaders, the council's purpose is to set policy for the new company. A plan should be in place by the end of May. He is also a member of the New Enterprise Networks Group Leadership Team. ■

New company will have strong global presence

(Continued from Page 4)
fact, more than one-third of the call center agents around the world talk to their customers via a customer care center built by this Enterprise group.

Nearly all of the Fortune 500 companies use this business's voice messaging products and software. Forty-five percent of all enterprise (business) voice mail boxes are made by this Enterprise Networks group.

LAN & WAN

Enterprise's data networking offers customers a broad portfolio of next-generation, multi-service networks, with products that include LAN solutions (designed to solve bandwidth needs), and WAN solutions (for secure and reliable connections in e-business applications and in corporate "intranets" and "extranets").

The Enterprise group is also No. 1 in the U.S. in-building wireless market, with 40 percent share. Its wireless systems lets companies cut the cord and maintain the same features as a desktop phone.

The Enterprise Networks group's largest manufacturing facility is in Denver, where circuit packs, cabinets and carriers for PBX systems, voice mail and call center products are assembled and tested.

Large sales force

Other manufacturing locations include those in Shreveport (Louisiana), Little Rock (Arkansas) and in the EMEA (Europe, Middle East, Africa) Region. It boasts a sales force of about 9,000 people worldwide.

Major products include the DEFINITY® product line of communications servers, Customer Relationship Management (CRM) Solutions such as ViewStar®, and Messaging Solutions such as INTUITY™ AUDIX® Multimedia Messaging System. ■

The changing structure of manufacturing

In a letter to Lucent Technologies employees dated April 19, 2000, Lucent President Rich McGinn announced that "we intend to change how we structure global manufacturing operations at Lucent.

"We are looking at ways to keep Lucent competitive and adaptable in a rapidly changing e-economy—and, working closely with the CWA and the IBEW, to ensure maximum opportunities for jobs."

McGinn stated in his letter that high-end process manufacturing and systems integration will continue to be important competitive advantages for Lucent, adding that semiconductor, optoelectronic and fiber-optic plants will not be affected.

However, "in other areas, where we have large volumes of products," McGinn continued, "we'll be looking at expanding our relationships with contract manufacturers as an option that helps us better manage Lucent's assets and improve cash flow."

Omaha not included

Coinciding with McGinn's letter to employees, all Connectivity Solutions employees also received a letter from Steve Clark, vice-president and general manager of the business, which includes the Omaha facility.

Clark stated, "Connectivity Solutions remains a viable business and, for the near term, will remain in our current business model.

Today's (April 19) announcement has no near-term effect on Connectivity Solutions.

"At this time, there is no change for the manufacturing community of Connectivity Solutions," Clark wrote, expressing the need for employees' continued support for the business. "We will continue to

evaluate how our work in Connectivity Solutions may or may not fit into the new manufacturing model, or other models, in the future."

Enterprise involvement

The president and CEO of the New Enterprise Networks Group, Don Peterson, said in an April 25, 2000, meeting (audiocast to the new company's employees at all their locations) that certain areas of the Enterprise Networks business were being considered for contract management. The areas being considered are responsible for the assembly, testing and integration of circuit packs (printed wiring boards).

After Peterson's comments, Omaha's Global Manufacturing Operations Vice-President Jim Andry—speaking for Steve Clark—assured those in the Connectivity Solutions listening audience that the New Enterprise Networks Group's areas being reviewed **do not include** the Connectivity Solutions business. He said circuit pack manufacturing is handled largely by the company's Denver and Shreveport facilities.

Andry reiterated that operations at the Omaha facility, which has relied on contract management in certain jobs since the mid-1980s, are not under review, reminding the audience that this facility is currently in the process of hiring 300 workers as full-time employees.

"We've got to believe in ourselves," he said. "We're starting out with something great!"

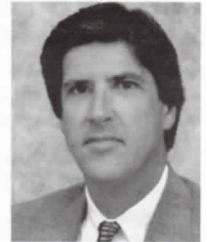
Editor's note: At the time The Headliner went to press, what effect contract management might have on the mentioned areas of the New Enterprise Networks Group was still under review by the new company's senior leadership. ■

Building BLOCKS

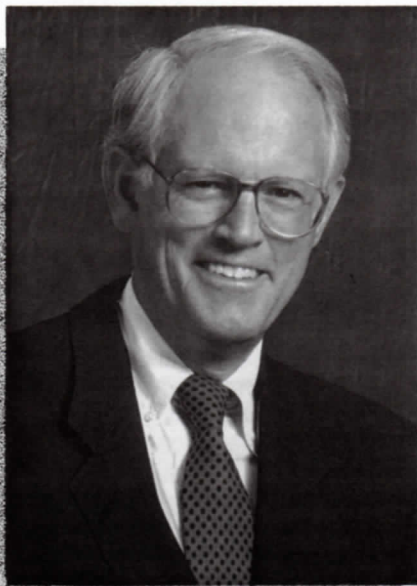
Meet our new leaders



Homa Firouztash



Bill Nelson



Henry Schacht
Chairman

Schacht, who is a managing director and senior advisor at E.M. Warburg, Pincus & Co., served as Lucent Technologies' first chairman and CEO from October 1995 to October 1997, stepping down as Lucent chairman in February 1998. Before joining Lucent, he was president and chief executive officer—and later, chairman—of Cummins Engine Company, Inc., in Columbus, Indiana. ■

Before March was over, President and Chief Executive Officer Don Peterson announced the key members of the New Enterprise Networks Group leadership team, which will set the strategic direction for our company's success:

♦ **Homa Firouztash, Chief Operating Officer (COO).** Formerly president of worldwide sales for Lucent's Microelectronics Group, Firouztash is responsible for global operations and manufacturing; materials and logistics; product management for voice systems, data systems, applications, and Connectivity Solutions; quality and research and development (R&D). He leads our new company's technical community, helping establish its reputation as a capable successor to Bell Labs. He also chairs an Operations Council comprised of senior operational leaders from across the business.

♦ **Bill Nelson, Vice-President of Enterprise Communication Systems.** Formerly vice-president of U.S. sales, Nelson oversees systems and platforms, including streamlining operations and evolving our offerings into next-generation technology.

♦ **Kim Fennell, Vice-President of Enterprise Communication Applications.** Formerly Messaging Solutions vice-president, Fennell is responsible for applications solutions incorporating customer relationship management (CRM), messaging, and our IPES and Internet applications solutions portfolio.

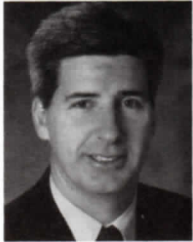
♦ **Shmuel Levy, Vice-President of Enterprise InterNetworking Systems.** Levy continues to oversee data solutions for our web data centers and e-business infrastructure solutions.

♦ **Karyn Mashima, Vice-President of Strategy and Chief Technical Officer.** Mashima continues to formulate and drive overall business and technology strategies for the new company, and is also responsible for business development and cross-product and next-generation solutions architectures.

♦ **Dave Johnson, Vice-President of Worldwide Sales.** Formerly vice-president of international sales and service, Johnson is responsible for our international services as well as our overall sales channel strategy, including direct sales, indirect sales and our growing alliances with systems integrators.

♦ **Dana Becker Dunn, Vice-President of the Growing and Emerging Markets Division.** Continuing in this role, her responsibilities include heading up the

HEADLINE FEATURE



Kim Fennell



Karyn Mashima



Dave Johnson



Dana Becker Dunn



Michael Dennis



Pam Craven

New Enterprise Networks Group Transition Operations Team.

♦ **Michael Dennis, Vice-President of U.S. Services.** Dennis continues his responsibility for our overall services business, including installation, maintenance and defining our service offerings.

♦ **Pam Craven, Vice-President, General Counsel and Secretary.** Formerly vice-president, law, and Lucent corporate secretary, she is responsible for all legal services including commercial, corporate, labor and employment law, and intellectual property law, as well as for government relations.

♦ **Maryanne DiMarzo, Vice-President of Human Resources.** Formerly vice-president of Corporate Centers Human Resources. DiMarzo oversees compensation and benefits, workforce relations, organizational development and transformation, and recruitment.

♦ **Steve Aaronson, Vice-President of Communications.** Formerly vice-president of Service Provider Networks public relations, he is responsible for branding and corporate image, investor relations, news media relations, employee communications, industry and financial analyst relations, and philanthropy.

♦ **Michael Montemarano, Vice-President and Controller.** Formerly Lucent's chief financial officer, he also will serve as interim chief financial officer pending a permanent appointment.

♦ **Jim Flinton, Interim Chief Information Officer.**

♦ **Charlie Peiffer, Vice-President of Business Services.** Formerly chief financial officer for Corporate Centers and Bell Labs, he oversees financial processes across our business, including customer, employee, and vendor transaction services, as well as real estate.

♦ **Vice-President of Marketing.** (To be announced.) Global marketing across our business, including cross-unit offer management and marketing partnerships.

♦ **Paul Myer, Vice-President of Marketing Communications.** Formerly Centers of Excellence vice-president, Optical Networks Group, Myer is responsible for product advertising, marketing collateral, trade shows, events, and other market relationship and promotion activities. ■



Don Peterson
President & Chief Executive Officer

Formerly executive vice-president and chief financial officer of Lucent Technologies, Peterson was president of NORTEL Communications (Northern Telecom), Inc., prior to joining Lucent in 1996. As NORTEL's president, he was responsible for direct sales to end users for PBX, key, packet switch and broadband products in the United States and for sales of PBX and key products in Canada. ■

Ask and you shall receive. About 150 of you turned in some 200 name suggestions for our new company. Thanks to all of you who participated (even for the suggestions we can't print!). As promised, 50 names were chosen for printing here. It was tough making a selection, but we think these represent a broad spectrum of opinions. Who knows? Maybe one of them will come close to the *real* name when it is finally announced later.

A number of the names have a definite computer-age flair about them: Rich Benack's **e-netcom** (for Enterprise Network Communications); Tim Conradson's **Com.com** (for communications-dot-com); David Gauthier's **Bcom** (business communications); Tim Kleymann's **Terracom Networks** ("earthly communications"); Victoria Velez-Fitzgerald's **E-Tech Inc.** (Enterprise Technologies Inc.); and Robert Voss's **Neurocom** (we're the "nervous system" of communications).

Joseph Carl suggested **Westric.com**, an "e-business" update of the nostalgic favorite, Western Electric.

Others sounded high-tech, like Mark Curtis's **CommSys** (Communications Systems); Scott Furst's **Logicon** (for "logical connections"); Joe Kvetensky's **Netronics** (combines core cable products and servicing the business environment); and Gary Pendgraft's **ConX Technologies** (for "connects").

Some, like Lynn Fibich's name, points to our new company's evolving from three companies before it. Her

Your suggestions Fifty ways to name a company

name: **4Gen Technologies**. Vince Edwards' **EvoLink Systems** stands for an evolving industry that links the world together through communication.

Several names, like the word Lucent, had unique meanings in themselves: Greg Bubbert's **Salient Solutions** ("by big leaps" or "springs forward"); Shanna Carter's **Aldebaron Communications** (Aldebaron is the brightest star in our universe); Cristal Harris's **Eminent Technologies** (means "standing above others"); and Chuck Hungerford's **Azure** ("clear blue," like starting with a clean slate).

In the interim

Five entrants submitted the same name we could at least use for the interim until we have a new name. Bill Brink, Greg Engberg, Theresa Johnson, Mary Kloppenburg and Raymond Mason all suggested **TransLucent**.

More than one entrant saw an opportunity for humor, but Jay Dempsey's name took the prize: **Prince Co.** ("the company formally

known as Western Electric, AT&T and/or Lucent").

The other 50 names include:
Enterprise Startz—Dennis Belitz
Starship Enterprises—Jerry Cartwright
FarCorners—Cynthia Chladek
NewTech—Russell Clevenger
Systems Innovative—Judy Coffey
LucATT Communications Inc.—Gary Conway
Forever Young—Sue Davis
Quali-Comm—David Getzschman
Network Solutions—Barb Gray
WaveLink—Thomas Gurney
OptiCom Technologies & Solutions—Angie Hackney
New Millennium Communications—Lonnie House
Network Innovations—Nancy Ivy
Futura—Marlene Majeski
Clear Waves Inc.—Wayne Masek
Allworld Communications Technologies (ACT)—Rich Novak
Mid-American Technologies—Dennis Parker
Quadrtech—Marcus Robinson
Infinity Enterprises—Lenny Rubek
World Links—Joan Siwa
Networking Systems—Ron Siwa
Sunrise Systems—Mark Steinauer
Superhighway Technologies—Barb Sterkel
Portal Technologies—Michael Vajger
Data, LAN & PBX Corp.—Mary Walls
T-4 Technologies—Kim Nycole Wandvik-Tolle
Horizon Technologies—Rebecca Warner ■

A good name takes time

When General Motors re-engineered and reintroduced its Chevy Nova in the early 1980s, sales were less than expected in Spanish-speaking countries. Why? Because in Spanish "no va" means "doesn't go."

Lesson learned? Do your homework: the wrong name for a product or a company can have serious consequences.

The job of coming up with a new name for the New Enterprise Networks Group has been assigned to

the firm of Landor Associates, the same firm that helped create the Lucent name and logo. The name should be announced by mid-June.

The task is not an easy one, given the legal and marketing ramifications that must be considered for our global business. It's even more difficult today than it was in the Lucent spin-off due to the explosion of new companies now conducting business via the Internet. A potential name must not only be of significance to all our customers regardless of their

language or culture, but it also must not already be a "dot.com" operation.

And if another company already has a name we want, it's best to find out *before* we begin using it. Remember the obscure company in California that had claim to the Lucent name before we did? The owners sold their rights to the name to Lucent Technologies and, the story goes they retired shortly thereafter, somewhere along the sunny California Coast. ■

Omaha announces promotions

Congratulations are in order for the following members of the Omaha team, whose promotions were recently announced. Their names are followed by their new job responsibilities:

Richard Dall'Asen—Director, global EW&C (electronic wire and cable) manufacturing operations.

Homero Vela—Director, global IPL (interconnection products line) manufacturing operations.

Larry Bailey—Director, supply chain management for EW&C and IPL.

Geri Smith—Technical manager, ExchangeMAX® new product introduction (NPI).

Rick Baune—Technical manager, IPL manufacturing operations (SYSTIMAX® and ExchangeMAX products).

Andy Gordon—Technical manager, SYSTIMAX new product introduction.

Bill Meyers—Technical manager, electronic cabinets manufacturing operations.

Paul Koehler—Technical manager, EW&C new product introduction.

Nancy Kemp—Senior manager, Human Resources business partner, Connectivity Solutions Division.

Al Cruz—Technical manager, EW&C Omaha manufacturing operations.

Larry Bleich—Technical manager, EW&C engineering operations.

Jeff Orley—Technical manager, plant and factory operations, including quality, environmental health and safety, and trades groups.

(Continued on Page 12)



Richard Dall'Asen



Homero Vela



Larry Bailey



Geri Smith



Rick Baune



Andy Gordon



Bill Meyers



Paul Koehler



Nancy Kemp



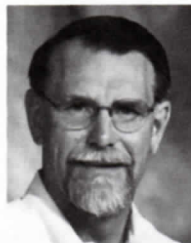
Al Cruz



Larry Bleich



Jeff Orley



Steve Alloway



Scott McQuin



Chuck Mann



Deborah Fry



Helen Ott-Brasch



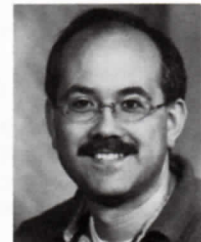
Jeff Cloyed



Merle Seeman



Jodi Kaszuba



Jack Owen

Photos by Steve Miller

*THE HONOREES...
Members of the
Connectivity Solutions
team recognized for
their efforts to foster
diversity are (from left)
Cathy Placzek,
Hernando Boyles,
Thelma Eley, Valerie
Vinson, Rick Baune and
Nikki Griffith. Not
pictured: Baldwin
Gammage of Atlanta.*



Photo by Linda Ryan

Diversity awards are 1st to be presented

Four individuals and a team of three are the first employees within Connectivity Solutions to be honored in Lucent's Network Products Group Diversity Recognition Program. Steve Clark, vice-president and general manager of Connectivity Solutions, presented the awards at a luncheon held here April 18. This is the first year for the program, which honors the outstanding efforts of all employees within NPG who consistently demonstrate support for diversity throughout the year at work or in their communities.

Speaking at the luncheon, Clark said, "It's difficult to create the right kind of environment in which all people are valued, feel safe and can aspire to any position they may choose," Clark said. However, each of the award winners has done more than their share to make diversity work.

"We have so far to go," he said, "but this (program) is a good start. I'm very pleased to be part of this."

Diversity is especially important in our work environment, Clark concluded. "It's just good business. It all comes down to us. If we can't all respect each other, we might as well stop because we're not going to go anywhere."

Connectivity Solutions' award winners and their contributions toward diversity are as follows:

Cathy Placzek, Community Partnership Award (Individual). Placzek is president of the Omaha chapter of WILL (Women in Leadership at Lucent). Under her leadership, the chapter participates in numerous activities that benefit women in the community, such as an annual clothing drive to benefit women's shelters, and the yearly UNO Women's Walk to fund athletic scholarships for women

Baldwin Gammage, Community Partnership Award (Individual). Gammage, based in Atlanta as a technical support manager for outside plant products, has participated in Lucent's Black Executive Exchange Program and recently was involved in disaster relief programs in South Georgia. He also gives his on-going support to Capital Commitment, a training provider to minorities and women in business.

Thelma Eley, Valerie Vinson and Nikki Griffith, Community Partnership Award (Team). This trio has worked since 1999 to distribute some 800 "I Like Me" books to kindergartners at diverse Omaha-area schools. The personal reading program is designed to encourage reading, build self-esteem and foster a positive learning experience.

Hernando (Buddy) Boyles, Business Achievement Diversity Award. Boyle draws from his service years and union steward experience to foster understanding and commitment on the job. He motivates people to use their talents to support company initiatives, while also encouraging them to express their points of view for a workplace that is open, supportive and diverse.

Rick Baune, Business Achievement Diversity Award. As a manager, Baune encourages and is open to his team's ideas, gives credit where it is due, conscientiously builds diverse work teams to reach set goals, and stands ready to assist where needed. He also has built and maintained a positive long-term relationship between labor and management. ■

Ensz is awarded his 7th U.S. Patent

Word comes to us from the U.S. Patent Office that Lyndon Ensz has been issued a patent which he shares jointly with other members of Lucent's technical staff in Holmdel, N.J., and Indianapolis, Ind. Patent No. 6042427 was issued March 28, 2000, pertaining to a communication plug designed to help regulate network crosstalk signals. This is the seventh U.S. patent Ensz has earned.



Lyndon Ensz

NPG's mobile showcase draws crowd in Omaha

An estimated 300 to 400 people, consisting of Omaha employees, customers and suppliers, toured Lucent's Network Products Group (NPG) Mobile Showcase when it stopped here April 14. The showcase is a 70-foot tractor-trailer rig, designed so customers and customer teams may communicate in an environment with state-of-the-art technology and solutions. It contains a comprehensive representation of NPG product offers—many of them made here at Omaha—and solutions. Products, including fiber and copper distributing frames, fiber and copper cable, connectors, patch cords and cable management software that provides fiber test and surveillance features, are arranged into a totally interactive working system for hands-on demonstrations to customers. Included in the showcase were examples of the ExchangeMAX® Structured Cabling System, a cable entrance facility, Lightguide Cross-connect System (LGX) and Digital Cross-connect Systems (DSX).

The rig, which travels to locations

throughout the United States by scheduled appointment, was situated in the east office parking lot.

Service milestones for March – May

The following employees have marked or soon will mark milestone service anniversaries (in five-year increments) during the months of March, April and May. Service years are given after each name.

- 3/4—Johnny Langle, 15; Phillip Misek, 15; Larry Bleich, 15.
- 3/6—Robert Dennelly, 5.

3/9—James Grovijohn, 35; Jolene Marfisi, 35.

3/11—Scott McQuin, 15.

3/12—Karen Kreikemeier, 20; Barbara Novak, 15; Randy Null, 10; Theresa Ross, 10.

3/13—Cathleen Lepert, 20.

3/14—Leslie Craig, 20.

3/15—Roger Plummer, 35.

3/18—William Meyers, 15.

3/19—Nancy Keating, 30.

3/20—Joseph Ksiazek, 15.

3/21—Randall Huffman, 10.

3/25—Nancy Kemp, 25; Jessie Ivy, 20; Peggy Seiter, 20; Barbara Horan, 15.

3/27—Olivia Waugh, 35.

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SHOWCASE TOUR...
At left, IPL department manager Andre Gilmore (left) and Eric Gilmore of procurement check out copper apparatus products in the showcase. Below, technical support manager Wade Phillips (right) gives an overview of fiber optic products to several Omaha employees visiting the showcase.

Photos by Linda Ryan



NEWS IN BRIEF

Continued from Page 11)

3/29—James Osterchill, 30.
3/31—Flo Helme, 40; Debra Granrud, 25.
4/1—Marcia Grothe, 15; Craig Alberhasky, 15.
4/5—Richard Suverkrubbe, 35; Lisa Shaw, 15.
4/6—Richard Munoz, 30.
4/7—Gerald Peterson, 35; Patricia Sudduth, 20.
4/13—Mondo Marcuzzo, 30.
4/15—Terri O'Daniel, 15; Paul Nugent, 15; Michael Krueger, 15.
4/16—Robert Kaczmariski, 30.
4/21—Mary Walls, 30.
4/22—William Iske, 35; Joan Jacobsen, 20; Glenda Johnson, 15; Yolanda Higgins, 15.
4/27—George Balkus, 30; Robert Slothower, 30.
4/28—Richard Brickell, 25.
5/1—Sergio Selva, 15.
5/3—John Limpp, 35; Thomas Sisson, 35; Amos Starks, 35.
5/6—Leonard Shandera, 40.
5/9—Wayne Lebeau, 20.

5/10—Richard Plante, 40.
5/11—Gary Babel, 35; Jane Bohline, 30.
5/12—Stephen McCullough, 20.
5/13—Orlan Jurgenson, 40; Quentin Moore, 15; Alisa Gilmore, 5.
5/14—Carolyn Jackson, 20.
5/16—Lawrence Tietz Jr., 40.
5/18—Jo Ann Torson, 35.
5/19—Nancy Beusse, 30.
5/21—Phillip Alexander, 10.
5/23—Donald Wiczorek, 40; Richard Knudtson, 40; Linda Globe, 25.
5/27—Phillip Kempkes, 40; Stanley Vachal, 35.
5/31—Donald Schaaf, 40.

Dolores White, 21; Verne Mecseji, 40; Jacqueline Nosek, 30; Larry Brown, 30; Harley Newman, 32; Benjamin Garcia, 40; Larry Meyer, 40; Joseph Siracuse, 42; Gary Pospisil, 38; Gerald Nick, 30; Wilda Adams, 31; Robert Majeski, 34; Geraldine Thurman, 30; John Kaszuba, 41; Peter Broderick, 40; Stephen Kush, 30; Arleen Chavanu, 30; Ollie Thomas, 30; Patsy Wallinger, 30; Elaine Koch, 26; Richard Nightser, 37; Jerry Sempeck, 35; Marilyn Plowman, 30.

Marvin Abramson, 40; Jimmie Howard, 35; Charles Allner, 38; Elmer Petersen, 41; Joan Hinkle, 34; Richard Rose, 32; Patricia O'Keefe-Powell, 15; Jerald Mallory, 41; Edward Casey, 17; Douglas Haase, 40; Delores Coffman, 30; Jack Perfect, 40; Kenneth Fuss, 41; Alice Woods, 25.

March—Julianne Keller, 30; Roger Nelson, 34; Patricia Hartung, 41; Perry Ratner, 27; Cathy Williamsen, 23; June Christensen, 23; Joy Benning, 33; Linda Meyer, 29; Donald Eitzmann, 42; Barbara Bruno, 30.

April—Ronald Halvorson, 40; Steven Prerost, 40; Edward Sterba Jr., 38; Pamela McClure, 22 years. ■

New to the ranks of Omaha retirees

The employees listed below have officially joined the ranks of Omaha retirees. Their retirements became effective in the months given. Service years follow each name.

February—Betty Lavallais, 21 years; Lucille Boults, 19; Collen Swanson, 24;

Promotions announced

(Continued from Page 9)

Steve Alloway—Senior manager, optical apparatus operations and engineering.

Scott McQuin—Manager, materials management for electronic cabinets manufacturing operations.

Chuck Mann—Technical manager, electronic cabinets new product introduction.

Deborah Fry—Manager, Omaha inventory and cost accounting.

Helen Ott-Brasch—Reclassified to MTS (member, technical staff), packaging engineering.

Jeff Cloyd—Reclassified to MTS, plating engineering.

Merle Seeman—Reclassified to MTS, electronic cabinets contract manufacturing engineering.

Jodi Kaszuba—Reclassified to MTS-1, electronic cabinets contract manufacturing engineering.

Jack Owen—Manager, operations planning and analysis.

The **ALL EMPLOYEE PICNIC** is just around the corner!

AUGUST 13 * FUN-PLEX * NOON-8 P.M.

General employee ticket sales scheduled for early August. Just \$8 per person—children under 2 are free! Watch for details!

Note to employees who may retire BEFORE in-plant ticket sales:

You may purchase your tickets by mail. Send **CHECK ONLY** for full amount **BY JULY 22!!!**

Tickets will be mailed to your home, so be sure your name and correct address are on your check!

MAIL to:

**WEOMA Club - Picnic
Lucent Technologies
12000 I Street
Omaha, NE 68137**

