

THE HEADLINER

Lucent Technologies
Bell Labs Innovations



Omaha Works

May/June 1996



Photo by Linda Ryan

Looking for hidden treasure

Are you a pack rat? Are bits and pieces of Western Electric and AT&T history lying dormant in the recesses of your desk or locker? Like outdated directories, old code-of-conduct guidelines or past "org" charts?

Some folks from Lucent Technologies' corporate offices are interested in what you may have.

(Continued on Page 2)

◀**TAKING STOCK...Works'**
Pioneers archivist Patty O'Keefe-Powell rummages through artifacts the *Pioneers* have in storage. Many other items are displayed permanently in the main cafeteria. Lucent is looking for historical items such as these to be donated to the Corporate Archives.

Changing name is a complex task

If only changing our name to Lucent Technologies were as simple as issuing new I.D. passes and switching signs on the front of the building. Unfortunately, it isn't.

Given a target date of Sept. 30, 1996, to replace AT&T's name and logo anywhere and everywhere it may be used, an "Operation Name Change" Product Team has been formed to tackle the task.

Beyond signs on buildings and vehicles and on employee passes, changing the name on our products is

an obvious priority. But according to team member Gary Irwin, "changing the name on the product is only a small piece of the overall project."

For example, product groups must be identified for specific name changes, complete with comcodes and engineering and shop departments defined.

Then, it is necessary to take a look at sales and marketing information (do "800" numbers or binder covers need to be changed?); user documentation (change data sheets, instruction sheets, use of AT&T trade-

marks?); labels (need to change labels within the product?); and packaging (are there pre-printed plastic bags or other packaging?).

Changes also must be made on shipping containers and documentation, product drawings, tooling drawings and changes, and manufacturing layouts. Don't forget about making necessary changes pertaining to registrations, such as U.L. listings and ISO. And patents! Proper agencies must be notified that affected products are now Lucent

(Continued on Page 3)

Wanted: Items to document our company's history

(Continued from Page 1)

Bunny White, a representative of Lucent's Corporate Archives, has put out a call to all employees to help collect material that documents our company's history.

"The Archives is interested in collecting material from the past as well as current material," White said. Essentially, the Lucent Archives is starting from scratch.

Shortly after AT&T announced that it would separate into three separate companies, it was decided that AT&T would keep its entire historic collection of artifacts dating back to the 1860s, White said.

That collection includes Western Electric washing machines, wooden telephones, Bell Labs prototypes—even a photo taken in the heyday of the old Hawthorne Works of its 40,000 employees.

"We need employees' help in building a new collection to recapture and preserve Lucent's rich 127-year history. It is urgent that we have this material to support current brand introduction activities in advertising,

marketing, exhibits and trade shows," White explained.

The Lucent Archives group is in the process of procuring warehouse space that is climate controlled, so even the most delicate of historic items—such as old newsletters and blueprints—may be preserved safely.

Establishing what may be likened to a corporate version of the Smithsonian is no small undertaking. White said all items donated to the Archives and who donated them will be documented and maintained on a data base.

"People should know that they can always have access to anything they donate," she added. "Think of us as a storage place for your things."

What kinds of things does the Archives need? White offered this sample list:

Past and present products, catalogs, annual reports, photographs, advertisements, organization charts, directories, R&D project files and prototypes, videos, Western Electric

publications, marketing materials, corporate identification, signs, executive files, company pamphlets, building/property plot drawings and newsletters.

White said that a budget has been allotted to purchase some things for the Archives when it is warranted. "Of course, we're hoping a lot of people will donate their items," she said.

People at Lucent locations she has contacted so far have been eager and generous participants so far. White is visiting some locations personally to review possible donations, including

donations of current products.

She said she's very interested in acquiring sample products made at the Omaha Works, everything from tiny 709 connectors to awesome 80G-type cabinets (probably just the housing).

She's tentatively scheduled a visit to the Works later this summer to see what we might have to offer. ■

Want to donate to the Archives?

If you think you have items of historical value for the Lucent Corporate Archives, do this:

- Write down a brief description of the item(s) you want to donate.
- Include your **name, department and daytime phone number.**
- Send the info to the Works PR department addressed to:

**Lucent Archives
c/o Linda Ryan**

Omaha Works PR Dept. A02

(Info will be forwarded to the Corporate Archives staff.)

THE HEADLINER

The Headliner is an internal publication of the Omaha Works, produced in the public relations department and printed by the Works print shop.

Your comments and suggestions are welcome and should be directed to:

Linda Ryan, Editor
Ext. 3795.

The next issue will be published in August 1996. All news items should be in to the PR office by no later than 9 a.m. Monday, Aug 5, 1996.

If your kids won't listen, maybe you should.



Send for a free audio tape, "Loving your child is not enough: Positive Discipline that Works," and learn how to avoid battles with your children. It's full of practical advice every parent can use. Call the Work & Family Resource Program:

1-800-635-0606

Changing a name is not so simple

(Continued from Page 1)
Technologies products.

Wait, there's more. The name change affects stationery, vendor contacts/contracts, customer contacts/contracts, labor agreement language, community contacts, property and vehicle titles, and all sorts of internal documentation.

Have we missed anything? Probably, but you get the idea.

Changing our name is tedious, time-consuming and not without added expense, acknowledged Jim LaFollette, team coordinator. He said he's counting on the cooperation of the various IBUs and support organizations to work from master spreadsheets that have been devised to track the progress of the name-change effort.

Besides LaFollette and Irwin, other Omaha Works-based members on the name-change team include Bob

Taylor, Ben Bass, Mike MacVittie, Scott Reed, Jim Elliott, Helen Ott-Brasch, Jim Grabenbauer, Gary Kahler and Linda Ryan.



Dan Staudt



Patrick Tyrance

Tyrance, Staudt are promoted

Two more promotions recently were announced at the Omaha Works.

Patrick Tyrance, formerly a supervisor in tool and machine maintenance, has become operations manager for piece parts and tools in IBU D12 and for outside plant

systems in IBU D19.

Dan Staudt, formerly an MTS1 in IBU D13, has become central office cable IBU engineering manager for the group.

Editor's note: Because of a routing problem involving the announcements of promotions, information may not have reached *The Headliner* office regarding some promotions in the past several months and, therefore, they were not reported. Among them were the following announced last fall:

Curt Stephany was appointed from MTS (member, technical staff) to DMTS (distinguished member, technical staff); Dave Buddenhagen was appointed from MTS to DMTS; Wes Christensen was promoted from STA (senior technical associate) to MTS1 (member, technical staff, Level 1); Chuck Coufal was promoted from STA to MTS1.

We apologize for the omissions and have taken steps to improve the information flow.

Basic skills learning opportunities ETOP Enhanced Learning Center

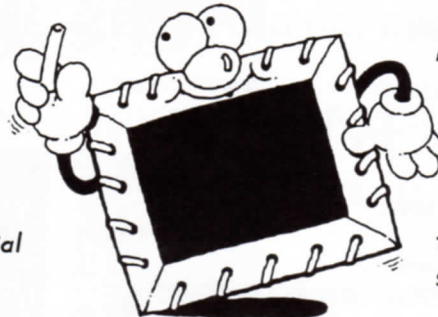
☞ **Understanding Learning, Test Anxiety & Negative Self-Talk:** One-day workshop on July 10; 8:15-9:15 a.m.; 2-3 p.m.; 4:15-5:15 p.m.

☞ **B-Tab Test Preparation, IBEW 1974 & 1614:** 10-week sessions starting July 8. 1:30-3 p.m.; July 9, 4:15-5:45 p.m.; July 11, 8:15-9:45 a.m.

☞ **GED classes/lab:** Ongoing sessions on Mondays & Tuesdays, times set by confidential appointment.

☞ **Academic Assessment:** Two-hour test to determine study needs; by appointment.

☞ **Brown-Bag Video Time:** Easy way to brush up on math skills. Bring lunch & watch 15-minute video (your choice of selections). Sessions by shift start July 8, 9 & 10. Call for times.



All sessions are available to represented employees only, and must be taken during off-shift times.

For more information, contact Janet Dean, Ext. 3177, enhanced skills instructor.

Offspring earn academic awards

Recipients of the 1996 AT&T Academic Awards Program have been announced. Three of them are the children of Works employees.

The local winners are Cassandra Karros, daughter of James Karros (IBU A13); Katherine Sievers, daughter of Glenn (IBU C17) and Linda Sievers (Dept. A16); and Shane Feuquay, son of Tom Feuquay (Dept. A26).

A total of 140 scholarships were awarded, each of them worth up to \$6,500 and renewable over four years.

To be eligible for the academic awards, applicants had to be high school seniors with at least a 3.25 grade point average. Leadership and community service also figured into the selection of recipients.

New officers head Pioneers

Induction ceremonies are scheduled for June 14, 1996, for the new local officers of the Pioneers. They officially begin their terms of office on July 1, 1996.

Dee Kelly is president (one-year term); Darwin Fager, first vice-president (one-year term); Gordy Viner, treasurer (one-year-term); Shirley Peterson, Life Member representative (two-year term).

The restructuring of AT&T into three separate companies has resulted in a restructuring and new terminology (note how "Telephone" has been dropped from the group's name) within the Pioneer organization, said Norma Korff, outgoing president.

The local group is no longer a chapter, but a council of Lucent Pioneers. The council is a subgroup of a chapter which, in our case, consists of Pioneers from three states: Nebraska, North and South Dakota.

There is a total of seven chapters, which include all 50 states and Mexico. All together, they make up Region 18 of the Pioneers.

Land use study is under way

Are there better uses for the underused portions of the Works' property?

Over the years suggestions have been made that the Works should look into potential financial return on

(Continued on next page)

Omaha Works retirements

Sharon Anderson
Naoma Bole, 27 years
Marilyn S. Davis
Delores Hansen, 26 years
Debora Rushlau
Joseph Smith
Roger Stiehl
Albert Thomas, 36 years

(Years of service are not available for all retirees. If you are retiring and want your photo to appear in The Headliner, call Linda Ryan on Ext. 3795.)



Jeanette Blair
35 years



Jerry Gau
37 years



Ed Jarrett
34 years



Maurice Sponsel
36 years



Tornados

They make good movie material but you wouldn't want one in your backyard. Know what to do should a tornado come calling:

▼Take cover immediately in a basement, or next to an inside wall in a building away from windows and doors.

▼Never try to outrun a tornado. Drive at a right angle to its path. As a last resort, get out of your car and take refuge under a bridge, in a ditch, or face down on the ground.

▼Stay away from downed wires.

▼In event of a gas leak, get out of the area right away. Don't light a match, use a phone or electricity, or touch a light switch (a spark can cause the gas to explode.)

▼Don't panic!

NEWS IN BRIEF

(Continued from previous page)
such underutilized assets. Alternate uses have been considered in the past, and now once again the matter is being reviewed.

A study of alternate uses of underused land, conducted by Lucent Technologies Corporate Real Estate, is under way and will continue through the summer. The Omaha Works' leadership team is involved in the study, giving input on our special needs and how they might relate to any future uses of unused land.

Study results will include recommendations on potential uses of unused land.

Rodeo tests forklift safety

Two representatives from the Omaha Works attended the Nebraska Lift Systems Forklift Truck Rodeo in late May.

Sue Davis (IBU B14) and Linda Lloyd (IBU A27) participated in course maneuvers designed to test safety skills in truck driving. Both are members of the Building 50 Truckers Safety Subcommittee of the Works' Union/Management Safety Committee.

May/June service anniversaries

The following employees celebrate milestone service anniversaries (in five-year increments) during May and June 1996. The anniversary date is given with service years after an employee's name.

5/1--Gary Irwin, 10.
5/2--Cecil Ward, 25; John Butcher, 30; Thomas Freis, 30.
5/4--June Christensen, 20.
5/9--Carolyn Rangel, 30; Russell Tripp, 5; Gerald Newman, 30; Eric Petersen, 25; Patricia Dahlhauser, 30.
5/10--Thomas Keiler, 25; Gerald Samla, 30; Marlene Collins, 20.
5/15--Harold Esch, 35.
5/18--Reese Parks, 30; Linda Tanner, 25; Robyn Allen, 15.
5/19--Sandra Schovanec, 20.
5/20--Barbara Douglas, 30; William Gordon, 5; James Elliott, 25; Clifford Richardson, 5.
5/22--Thelma McKiddy, 30.
5/23--Nancy Latch, 25.
5/24--Barbara Krisel, 20.
5/27--Sandra Maly, 10; Lynn Maly, 10; Lona Baxter, 15; Scott Searls, 10.
5/28--Thomas Wolterman, 5; Norma Christiansen, 35.
5/29--Lowell Campbell, 35.
5/30--Margaret Abrams, 35.

5/31--Richard Davis, 35; Verble Callahan, 35.

6/1--Philip Warren, 30; Kathryn Tuttle, 30.

6/2--Keith Elliott, 10.

6/3--Teresa Kottwitz, 5.

6/6--Betty Parsons, 30.

6/7--Charles Reed, 25.

6/8--Glenn Swoboda, 30; George Stock, 30; Michael Parizek, 30.

6/9--Norma Dorsey, 30.

6/10--Jeanette Blair, 35.

6/11--Melvin Hatcher, 15.

6/13--Martin Barges, 30.

6/14--Howard Eliuk, 30.

6/16--Marlene Riley, 30.

6/19--Ronald Payne, 15; Margaret Bruno, 35.

6/20--Hernando Boyles, 30.

6/21--Edith O'Hara, 35.

6/22--Gino Betti, 40; John Okupski, 35; Jesse Ramirez, 30.

6/23--Thomas Pluta, 35; Kevin Keller, 10.

6/24--Annie Howell, 25.

6/26--Thomas Cerny, 35.

6/27--Julia Larry, 30.

6/28--Ronald Schaupp, 30; Theresa Kroeger, 15; Patrick McPherson, 30.

6/29--Janet Victor, 20.

In memoriam

Cindy Grell, secretary in human resources department, April 17, 1996.



AUGUST 25, 1996
Company picnic

Remember the date for fun
in the sun (sooner or later it's
gotta come out and stay out!).

FUN-PLEX
Noon - 8 p.m.

Watch for more
details later on how
to get your tickets.

Marathoners join crowd in Boston

Forty thousand people grabbing for bargains at a discount store clearance sale might be a shopper's nightmare. But 40,000 people elbow-to-elbow in the Boston Marathon is a runner's dream.

Just ask Harvey Kunz, a senior production specialist in cabinet metal fabrication operations, and Steve McCullough, a senior technical associate in outside plant systems operations.

Each man fulfilled their dream to run in the 26-mile race last April 15.

Kunz, whose starting position was 16,678 in the multitude of runners, finished the race in three hours and 18 minutes. His running position when he crossed the finish line was 11,442.

McCullough's starting position was approximately 17,900, and he finished three hours and 20 minutes later in roughly position 13,600.

Both long-time runners agreed that this year's Boston marathon was a "once-in-a-lifetime opportunity."

"It's like the Mecca of marathons for people who run marathons," said McCullough, especially since this year was the marathon's 100th anniversary.

As a first-time participant, McCullough "sort of trained for two years" for the event. Kunz, who also ran in the marathon in 1990 ("there were only about 12,000 runners then"), trained by running in one marathon each month starting in December last year.

His first year was exciting, Kunz said, but with this year's record number of runners and an estimated two million spectators along the route, "the crowd was amazing. You get so pumped up, you just fly by."

The two men recalled how they knew they were getting close to the campus of Wellesley College for women by the cheering they heard. It

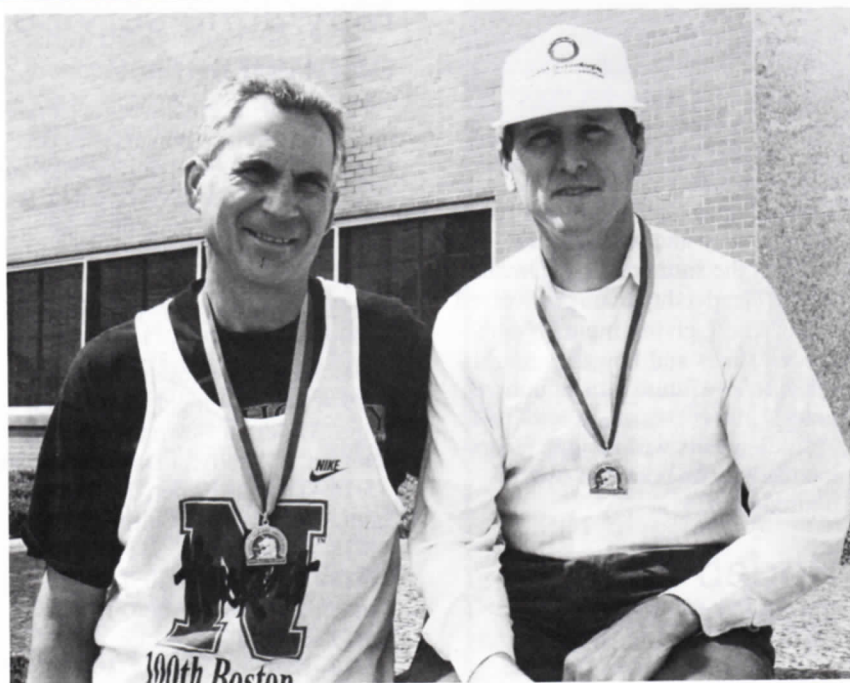


Photo by Linda Ryan

BEEN THERE, DONE THAT...Harvey Kunz (left) and Steve McCullough each earned "finisher's medals" for running in the 100th Boston Marathon. They each drew attention from onlookers, Kunz in his Husker tank top custom made to wear in the marathon and McCullough in his Lucent hat.

sounded as if the entire student body were along the roadside.

"They gave us 'high fives' as we ran by," said Kunz.

Along the route near the town of Framingham, Mass., McCullough (who was wearing his white Lucent Technologies cap), heard shouts of "nice hat" from the crowd. He later found out that a Lucent field service and administration center and several AT&T branch offices were located in the town.

Kunz managed to run the entire distance to the finish line, but McCullough "hit the wall" and had to alternate walking and running the last few miles.

"But I made sure I ran the last quarter-mile over the finish line," he said.

Each handed in the transmitter they had been wearing on their shoelaces, a computerized device that automatically recorded the name and time a runner stepped over the finish line. In return, each received a "finisher's medal."

Now that the Boston run is over, don't expect Kunz and McCullough to cool their heels.

McCullough is preparing for the annual RAGBRAI (Des Moines Register's Annual Great Bike Ride Across Iowa) in July, his sixth year of participation.

Kunz is headed for his seventh straight monthly marathon in June to take place in Iowa, having completed No. 6 earlier in May, the Lincoln (Neb.) Marathon. ■

10K Omaha Corporate Cup Run

Sept. 22, 1996

Registration sheets will be available in late July or early August. Watch for them!

Ramplin speaks at WILL brown-bag seminar

Illness prompts vow to educate others

Little did Kevin Ramplin know during a casual game of basketball four years ago that before long it would be too painful for him to play.

A planning engineer, he hurt the index finger on his right hand—or thought he did. Ramplin consulted a doctor two weeks later when the pain didn't subside and his finger's whitish hue never returned to its usual healthy color.

Six months later, a team of doctors concluded that Ramplin suffered from Raynaud's Phenomenon, a disturbance of blood circulation in hands and feet that is aggravated by cold.

But that was just the tip of the iceberg. In the weeks that followed, Ramplin learned that Raynaud's Phenomenon was an early symptom of scleroderma (pronounced skler-oderma), a potentially far more debilitating and even fatal disease.

Unknown, undetected

Most people have never heard of scleroderma, Ramplin said. It's an illness so misunderstood and so difficult to diagnose that there probably are more than the estimated 700,000 patients in America.

Speaking in the auditorium at a brown-bag seminar sponsored by WILL (Women in Lucent Leadership, formerly WATT), Ramplin said, "Some of you in the audience may have it but don't even realize it yet." Most victims—75 percent—are women.

Scleroderma literally means "hard skin." It is a disease of the vascular and immune systems and a severe connective tissue disorder that results in hardening of the skin and multiple organs.

The body produces too much of the protein collagen and deposits it in the skin or organs. The over-production is similar to scarring (the way the body heals a wound), but for people with scleroderma the scarring gets

Bake sale raises dough

Proceeds from a bake sale on May 15, sponsored jointly by the Telephone Pioneers and WILL (formerly WATT), have been sent to the United Scleroderma Foundation, Inc. Works employees indulged their sweet cravings to the tune of \$455.45.

out of hand.

No one knows what causes the disease and there is no known cure, Ramplin said. Treatment generally focuses on prescribing medication to alleviate symptoms, which range from pain and/or stiffness of the joints to digestive problems to shortness of breath.

The disease occurs in two forms. "Localized" affects the skin, subcutaneous tissue and, occasionally, muscle and bone. "Systemic" can strike the esophagus and internal organs as well as the skin and is life threatening.

Ramplin's illness is systemic, he said, the same type that afflicted Cindy Grell, a labor relations secretary who recently lost her battle with scleroderma. She died last April 17.

Easy becomes difficult

The skin on his fingertips on both hands have hardened, thickened and turned white, and blood vessel spasms make it extremely painful for Ramplin to use his hands.

"I may get one sock on in the morning and wait ten minutes before I put on the other one because it just hurts too much," he said.

Without a doubt, his illness has completely turned his life—and the lives of his family—upside-down, he

conceded.

"I keep asking myself, 'Why doesn't anybody know about this?'" Ramplin told the audience. Scleroderma affects more people than either multiple sclerosis, muscular dystrophy or cystic fibrosis. Yet, scleroderma receives far less government funding for research than do any of the other three.

He is now committed to increasing awareness about the disease and urging support for finding a cure. "That's why I agreed to be a speaker here today. I want to ask you to consider making a monetary gift to the United Scleroderma Foundation (see editor's note that follows) when you make your charitable donations."

He also asked one more "favor" of his audience. Acknowledging that his illness has progressed to the point where he is no longer able to play basketball or the other sports he once enjoyed, "I've got some time on my hands," he said.

"I'm only 44 and there are still lots of things I can do. One thing I would enjoy doing is tutoring kids in math and science. So, if you have kids who could use some tutoring, I'm available.

"And it's free! Hey, I had to pay to play basketball." ■

Editor's note: The United Scleroderma Foundation, Inc., is a membership organization dedicated to public awareness and education, patient support and funding for research toward a cure for scleroderma. Locally, it is not yet listed as a United Way-funded agency, but efforts have begun to qualify it to receive Midlands funding. To make a contribution or for more information about membership, call or write:

United Scleroderma Foundation
P.O. Box 399
Watsonville, CA 95077-0399
Ph: 1-800-722-HOPE

A review of pension & benefit plans

With the separation of AT&T and Lucent Technologies becoming final later this year, of concern is how pension and benefit plans will be handled. The following is an overview of what U.S.-based Lucent employees can expect.

Employee health care

Lucent plans to establish medical, dental, vision, life insurance, vacation and other benefit plans effective at the time of the spin-off, equivalent to AT&T's current plans. Service credit, deductibles and other criteria for receipt of benefits will fully transfer to the new plans.

Pensions

The AT&T pension funds will be divided at the time of the spin-off, resulting in AT&T and Lucent each having their own management and occupational plans. Active Lucent employees will receive full credit for their AT&T service in the corresponding Lucent pension plan.

It is expected that Lucent Technologies will be allocated about two-thirds of the current pension fund assets. This reflects the expected demographic composition and pension plan obligations for the people—active employees, current retirees and annuitants, and vested participants no longer with the company—who will be in the Lucent Technologies plans.

Savings plans

Lucent will create savings plans equivalent to the AT&T Long-Term Savings Plan for Management Employees, the AT&T Long-Term Savings and Security Plan and the AT&T Retirement Savings and Profit-Sharing Plan.

All service, compensation and account balances from the AT&T plans will be transferred to the corresponding Lucent plans. All plan contributions made by Lucent Technologies employees after that date will then be credited to the corresponding Lucent plan.

Lucent will make company matching contributions on behalf of Lucent employees. Any account balances in the AT&T Stock Fund at spin-off will be treated in the same manner as any other AT&T stock held by an investor.

After the separation, Lucent employees will be offered a Lucent stock investment option in their savings plan. Upon the split of the plans, employees in the Lucent plans will be able to invest in the same options they have now, with the exception of the AT&T Stock Fund. After the split, Lucent Technologies employees will not be able to make additional investments in the AT&T Stock Fund.

Toll discounts

As required by the current collective bargaining agreements, occupational employees of Lucent will

continue to participate in the Toll Discount Program. The issue of toll discounts for active management employees is still under review.

Telecommunications equipment discounts

Employees may still purchase telecommunications equipment at a discount by calling 1-800-362-0332.

Employee Stock Ownership Plan

At the spin-off, the AT&T Employee Stock Ownership Plan (ESOP) will split, with employees' holdings in the plan determined by the company for which they work. Lucent employees' holdings will convert to Lucent Technologies stock.

Employee Stock Purchase Plan

Eligible Lucent employees in the U.S. may participate in the AT&T 1996 Employee Stock Purchase Plan (ESPP) that goes into effect this July 1. (Enrollment packages were sent to eligible employees in May.) Under this plan, participants are permitted to buy AT&T stock at a 15 percent discount. Employees must enroll to contribute.

At the spin-off, holders of AT&T stock will receive a distribution of Lucent Technologies stock, as will be the case with all current AT&T shares. Also at the spin-off, Lucent will establish a plan equivalent to the AT&T ESPP under which employees will be permitted to buy Lucent Technologies stock at a 15 percent discount.

Bargaining agreement

Lucent Technologies occupational employees should keep in mind that all terms of the current collective bargaining agreements, most of which expire May 30, 1998, will be honored.

Question hotline

A hotline number for pension and benefits questions has been established at 1-800-876-0900. Call from 8 a.m. to 5 p.m., central time.

Note: The separation of pension and benefit plans will become effective only when Lucent Technologies becomes fully independent. Until that time, Lucent will remain a subsidiary of AT&T, and all eligible employees aligned with Lucent still will be covered by AT&T plans.

While all plans established by Lucent at the spin-off will be equivalent to the corresponding AT&T plans, it is reasonable to expect that over time these plans will diverge to reflect the marketplace and workplace environments in which the company will operate and the unique corporate culture that is sure to emerge. ■