

THE HEADLINER

Lucent Technologies
Bell Labs Innovations



Omaha Works

November 1996



Photo by Steve Miller

A long way to change a lightbulb

For some it's a dizzying height at about 35 feet, but it doesn't seem to bother workers who are installing the roof on the new Global Procurement Center (GPC). The roof and walls will be in place in time to pour the concrete floor next month. See article on Page 6 ▶▶▶

Copper apparatus team launches 'Win Together'

Copper apparatus employees have begun the new fiscal year with renewed opportunities to become true "owners of the business." The "Win Together" program, which replaces the Omaha Teamworks Idea Program, seeks to give employee involvement a shot of adrenalin by creating common goals and common rewards for improving business metrics.

Developed by an eight-member board consisting of management and union representatives, Win Together defines four basic elements of the business (or metrics) in which the copper apparatus team must show continuous improvement in order to earn rewards: labor productivity, expense productivity, quality performance and shipping performance.

Rewards are given in the form of shares of stock, the values of which are posted monthly. However, the stock is redeemable only at the end of the fiscal year toward purchases at Nebraska Furniture Mart or from the Premiere Choice gift certificate program. The payout is limited only by the cumulative performance of the copper apparatus team, so the better it performs the better team members will be rewarded at the end of the fiscal year.

Better focus

The new program should give the copper apparatus team better focus on the most important elements of manufacturing, and increase motivation to make continued improvements, said program planning board member Bob Wustrack.

When employees see how their job

(Continued on Page 2)

Your
opinions,
please!

The Lucent Technologies "Value in People" 1996 Opinion Survey and the supplement Network Cable Systems survey measure how well we are laying a solid foundation for our new company's future success. Now through early December, you are being asked to participate during work hours. Your opinions have never been more important!

Win Together: Employees have a stake in business

(Continued from Page 1)
performance correlates to business metrics and ultimately affects their reward shares, "I think they'll realize they have a stake in the business and the program will really take off," Wustrack said.

With the program's targeted payout for each participant (potentially 2,000 operating and support employees) set at \$500 per person, initial month results were positive. October 1996 results were on track at \$375 payout per participant.

In addition to reward shares, the program's budget includes "on-the-spot rewards." These are rewards given periodically throughout the year, at the discretion of department managers, specifically for significant metric improvements within an IBU or organization, Wustrack said.

For example, a product line team that is able to resolve persistent product defect issues and improve its quality grade point average (GPA) could be in line for a pizza party or similar reward.

"We're hoping that our area quality

Performance is the bottom line

Win Together reward shares are given when improvements are made in the following metrics:

Labor productivity: Measures how much product is shipped per hour of work on the shop floor.

Expense productivity: The amount of money spent on supplies, scrap and maintenance divided by the amount of product shipped during the month.

Shipping performance: Measures the number of orders shipped to the customer on the promised date.

Quality performance: Measures how many defects are found in product audits by the Quality Assurance (Q.A.) organization.



teams (AQTs) will drive this program and make it a success," said Wustrack. Supervisors have been briefed about Win Together and are working now within their area's AQTs, he added.

Wustrack encourages employees who have questions about the program to contact any member of

the Win Together Board:

Barb Gray, Ext. 3205

Jim Pabian, Ext. 3218

Mike Kelly, Ext. 3067

Forrestine Davis, Ext. 3386

Mary Stanoscheck, Ext. 4632

Steve Condra, Ext. 3475

Frank Perchal, Ext. 3492

Bob Wustrack, Ext. 3442.

THE HEADLINER

The Headliner is an internal publication of the Omaha Works, produced monthly by 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 on Dec. 18, 1996. All news items should be in to the PR office by no later than 9 a.m. Monday, Dec. 2, 1996.

Annual
WEOMA Club
Christmas Party
Saturday, Dec. 14
1 - 4 p.m. at the Works

Santa ♦ Gifts ♦ Entertainment
Clowns ♦ Refreshments

Enter via front lobby, Bldg. 20.

Pearlie McKeever, United Way both come out winners

United Way/CHAD agencies weren't the only ones to win big in this year's Omaha Works fund drive. So did Pearlie McKeever, the winner of the 50-inch picture-in-picture TV awarded in a drawing that was held in conjunction with the drive.

"I've never won anything before...I finally got lucky," said McKeever, who works second shift in the central storeroom (IBU A62).

Her good fortune comes at a most opportune time. She and her husband, Richard (who works in IBU B16), are building a new home in Louisiana where they plan to move after they retire from the Works next spring. "My husband already has a spot picked out for the TV," she said.

Meanwhile, the Works' United Way/CHAD drive exceeded its goal of \$358,000, raising \$367,870 in employee campaign pledges and combined company and Heartland



Photo by Linda Ryan

ALMOST LIKE THE MOVIES...Pearlie McKeever claims her "big-screen" prize.

Pioneer contributions.

The Works' participation in the 1996 effort helped United Way/

CHAD set a fund-raising record. The overall campaign raised \$16,001,120 in pledges—\$101,120 over the goal. ■

Your contributions help to stock Omaha Food Bank

Monetary donations to the recent Pioneer Thanksgiving Food Drive paid the grocery bill for meat products to the tune of \$2,482.08.

Food drive organizers Dennis Karloff, Bonnie Stuto and Doug Study said \$2,050 of that amount came from employee donations, with the Heartland Pioneers making up the difference.

The meat products that were bought were given to the Greater Omaha Area Food Bank, which stocks local

pantries in the metro area. Meat items are the food products that pantries need most, Karloff said.

The Omaha Food Bank also received about 110 pounds of non-perishable foods donated by Works employees during the drive.

The Thanksgiving drive is one of two food collections traditionally conducted each year at the Works. The other food drive is conducted at Eastertime.

If a customer wants to know...

How to get information about Lucent Technologies? Note these numbers:

General information, Bell Labs: 1-908-582-8500

Business Communications Systems: 1-800-247-7000 (small businesses) or 1-800-822-2000 (large businesses)

Consumer Products: 1-800-222-3111 (purchased phone equipment) or 1-800-555-8111 (leased phone equipment)

Microelectronics Group: 1-800-372-2447

Network Systems: 1-908-559-5000

Shareholder Services: 1-888-LUCENT6

Customer center opens in Lucent's Bray factory

Lucent Technologies' manufacturing facility in Bray, Ireland, has a new tenant. Lucent's Global Private Systems (GPS) has opened a Customer Solution Center at the facility, its first center in the Europe, Middle East and Africa region.

(Continued on next page)

NEWS IN BRIEF

(Continued from previous page)

GPS will use the center to demonstrate the practical benefits of its local area network (LAN) solutions. It will show how GPS's range of networking products—which includes the Omaha Works-manufactured SYSTIMAX® Structured Cabling System—work together as an integrated family.

Also displayed will be new developments and applications, highlighting Lucent's ability to supply a total customer solution, whether it is copper, fiber, wireless or a combination of these technologies.

Service milestones for November

The following employees celebrate milestone service anniversaries (in five-year increments) throughout this month of November. The anniversary date is given with service years after the employee's name:

11/6—Jerry Cartwright, 35; Robert Neiderheiser, 15.

11/7—John LaPesh, 30.

11/8—Paul Morton, 30; Ann Young, 25.

11/11—Clyde Lime II, 25.

11/12—Janet Chafin, 30.

11/13—Joseph Olenik, 35.

11/14—Robert O'Connell, 30.

11/15—Jessie Davis, 25.

11/16—Harvey Cotton, 25.

11/20—William York, 40.

11/21—Marvin Nickell, 30; Dennis Carper, 30; Barbara Frizzell, 20.

11/23—Sparky Bruning, 35; Gladys Bailey, 35.

11/24—Stanley Puchalski, 40.

11/26—Sandra Ostrand, 30; Darrell Kovar, 40.

11/27—Victoria Fitzgerald, 20.

11/28—Leroy Herra, 30; Leonard Fontenot, 25; Kenneth Watkins, 40; Larry Cherry, 25.

11/29—Robert Baker, 25.

11/30—Ann Drobot, 15.

Employees retire in October

The following employees retired from the Omaha Works in October. Their years of service are given after their names:

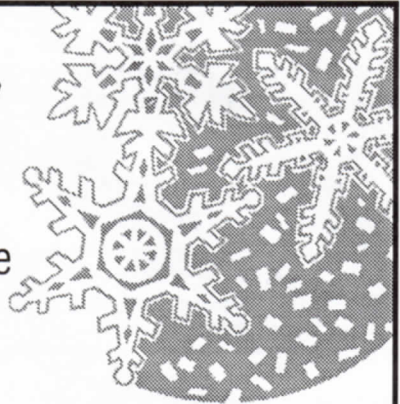
Gladys Mueller, 36 years.

Georgia Rush, 32 years.

Mary Ann Smith, 31 years.

Let it snow, let it snow

When the weather outside
is frightful, ETOP classes
are delightful!



Sign up for your choice of basic skills classes now through Dec. 16. For details about classes, tutoring appointments and more, call Janet Dean, Ext. 3177.

Basic Math. Ten-week "high school refresher" course. For those working on GED, planning to take ASSET test or just to brush up. Mondays, all shifts.

Writing I. Develop writing skills, determine intended meaning, prepare for GED and ASSET test, etc. Ten weeks on Tuesdays, all shifts.

GED Classes/Lab. Prepares you for General Education Development test. Mondays all shifts, or call for confidential appointment.

B-Tab Test Preparation, IBEW 1974 & 1614. Prepares you for Business Telephone Battery Test, a prerequisite to enter office universe. Meet once a week for ten weeks on Mondays or Wednesdays.

"Phun" with Phonics II. Ten-week course offers new approach to learning phonics and word building. Prerequisite: Phun with Phonics I. Thursdays, all shifts.

(ETOP classes are open to represented employees, only.)

Time is running out!

If your high-school-senior son or daughter wants to apply for a scholarship through the company's 1997 Academic Awards Program, you have only until Dec. 13, 1996, to get an application. For an application form, call this number:

1-800-282-2828

**Application
deadline:
Dec. 31, 1996**

Five appointments, one promotion announced

Six appointments and promotions recently were announced at the Omaha Works. Among them are the following appointments, which became effective Oct. 1, 1996:

Ted Ortiz, appointed to MTS (member, technical staff) from MTS1 (member, technical staff—Level 1), in the environmental health and safety engineering department (A15).

Tim Miller, appointed to MTS from MTS1 in the information systems development department (A41).

George Bliss, appointed to MTS from MTS1 in the factory engineering and contract management department (A14).

Gary Steinkraus, appointed to MTS1 from STA (senior technical associate) in the information systems

development department (A41).

Effective Oct. 21, 1996, **Keith Ostrand** was promoted to international order manager, a new department reporting to Connie Schmidt.

Effective Nov. 1, 1996, **Mark Jensen** was appointed to DMTS (distinguished member, technical staff) from MTS in the information systems infrastructure deployment and support department (A42). ■



Ted Ortiz



Tim Miller



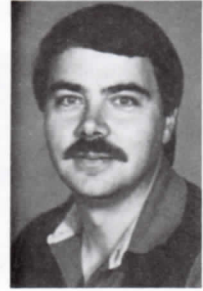
George Bliss



Gary Steinkraus



Keith Ostrand



Mark Jensen

Shop the store
that even Scrooge
could love...

THE PIONEER PORCH

The store with everything for your holiday gift giving and entertaining is just a few steps away from where you work.

- ◆ Gift-boxed chocolates and fruitcakes
- ◆ A variety of nuts and candies
- ◆ Holiday sweatshirts
- ◆ Decorative candles and angel figurines
- ◆ Holiday jewelry
- ◆ Husker T-shirts
- ◆ New shipment! Heavyweight denim sport jackets with Lucent logo



Product quality rates an 'A' during October

Quality Assurance has awarded the following IBUs the grade of "A" for their product quality achievements for the October 1996 rating period:

IBU C14—DSX; 11-type cable stubs; 300-type central office connectors; 78, 79 and 112 connector blocks.

IBU C15—110 patch panel assembly; 110 wiring blocks; 110 patch cords.

IBU C12—188, 189, 190, 300 building entrance protectors; screw-in protector units.

IBU D19—710 connectors; 700-type connectors.

IBU D17—76 and 108 terminal blocks; 40-, 42-, 841- and MSDT-type cabinets.

IBU D13—Metal fabrication.

Org. 200—Miscellaneous apparatus.

EW&C—DFW, cross and hookup wire; inside wire cable; coaxial cable. ■

GPC construction is on target

May we have a little traveling music, please? Maybe that truckers' oldie from the '70s, C. W. McCall's "Convoy"?

There will be a convoy of sorts when workers pour the concrete floor in December for the Omaha Works Global Procurement Center (GPC) being constructed on the east end of the Works' property. An estimated 1700 truckloads of concrete—14,000 cubic yards—will be brought in to lay the floor of the new 400,000 square-foot warehouse and distribution complex.

Construction is on schedule, said project manager Larry Bailey, adding that he fully expects the building to be ready next month for the "continuous pour" of the

concrete floor. Currently, the roof is being installed and pre-cast wall sections are going up to enclose structural steel.

Heat and pour

Workers will begin to pour the floor in the structure's west end even before all of the wall sections are in place. A tarp will divide an enclosed wall section from the rest of the structure. The enclosed area behind the tarp will be heated so pouring may begin while the walls and roof are completed on the other side.

The walls, the roof and the floor will be completed by Jan. 15, 1997, when warehouse racks are to be moved into



*TAKING SHAPE...
Pre-cast wall sections color-matched to the brick on existing Works buildings go up (above, left) along the west side of the GPC. Inside (above, right) a welder works on a steel beam. At right, excavation work on the east side of the structure prepares for the construction of 28 loading docks. Building 30 is visible in the background.*



HEADLINE FEATURE

place inside, Bailey said.

A power-activated laser process will ensure that the concrete floor is "super flat," in construction terms known as "F-50"—virtually no variance in surface level. A flat floor surface is essential for the safe operation of the lift trucks operators will use to select material from racks as high as 25 feet.

Shipped from Arizona

Although pouring will not be done around the clock, it will require long workdays throughout December with two shifts of construction crews working each day.

Ready Mixed Concrete Co. has agreed to dedicate its

plant in Millard exclusively to the production of concrete for the GPC floor, Bailey noted. All cement for the project will come from an Arizona mining operation of Peter Kiewit Construction Co., which is building the facility. This way, given recent cement shortages in the metro area, there will be enough to complete the GPC floor as planned and without further strain to local cement supplies.

"We're pleased with our progress," Bailey said, which includes an impressive work safety record. As of early November, the approximately 150 construction crew members on the job had worked a total of 41,700 hours since mid-July without a lost-time injury. ■



Photos by Steve Miller

BUILDING THE LINK...Construction has begun on an enclosed passageway between Building 30 and the GPC. It will include a conveyor system to move material from the manufacturing shops into the warehouse.

AQTs 'show and tell' commitment to quality

For a couple of days in late October, 23 Omaha Works Area Quality Teams (AQTs) turned the auditorium into a mini product display show for all employees to see, with emphasis on what individual teams are doing to ensure continuous quality improvements in their products and manufacturing processes.

In observance of National Quality Month in October, the AQTs set up displays featuring everything from product samples to quality achievement documentation.

A sign at the AQT 41 (building entrance protectors, enhanced) display proclaimed, "Quality isn't everything—it's the ONLY thing!" AQT 49 (central office connector blocks) reminded visitors, "A vote for quality is a vote for your future."

And AQT 7 (plenum insulate) showed how it is "Working for you seven days a week." On Fat Tuesdays or any other day of the week, for example, you won't find "fat plenum wire"—wire with unacceptable insulation buildup—because the AQT has worked to resolve inconsistencies in the process.

The second-shift team members of AQT 50 (central office connectors and 11-type stubs) displayed some of the tools they use to ensure quality on the job, including sample test set yield results and operators' tool kits.

At the AQT 38 (MSDT enclosure) display, visitors were challenged to find the "defects" in an MSDT cabinet. Next to it was a defect-free cabinet for comparison. Other AQT displays enticed visitors with various contests for prizes.

In the end, AQT 9 (DIW/plenum jacketing) had the winning display, chosen by a panel of judges from support organizations. Its theme: "Not 1 defective product delivered to our customer."

The event may well be an annual event. Participating AQTs have met to discuss how the event may be expanded to include more AQTs next October and generate even greater interest among all employees to visit the displays. ■



Photos by Steve Miller

SHOW THEIR STUFF...Greg Kleve, Ron Schmidt and Norm Honaker (top photo, left to right) at their winning AQT 9 display. Below, Brett Bisailon and Virginia Campos invite visitors to be on the lookout for MSDT defects at their AQT 38 display.



They know their facts and trivia

Following are winners in the Lucent Fact and Trivia Contest, conducted in October in celebration of Lucent's spinoff from AT&T and National Quality Month.

Robert Agee, Philip Alexander, Karen Anderson, Patrick Anderson, Ronald Anderson, Dennis Bagley, Kenneth Baxter, Wanita Bednarz, John Benefiel, Herman Bergmann, Allen Callahan, Leni Campbell, Virginia Campos, Jesse Cardenas, James Carlson, Judy Carper, Frank Caruso, Thomas Cerny, Larry Cherry, Betsy Church, Anthony Conkling, Bernie Cork, Forrestine Davis, Thomas Dougherty, Rose Dumas, Gary Dyke, Troy Eichhorst, Dwain Elsasser, Valerie Eure, Richard Fenske, Betty Ferris, Shawn Fiala.

James Graffeo, Carnelle Green, Richard Griffin, Dean Gross,

Jeanette Harris, Howard Hollingsworth, Evelyn Iselin, Daniel Jacobs, Susan Jay, James Johnson, Dolores Jones, Madeline Jones, Judith Jurkovic, Carl Kinney, Otis Knutson, Norma Korff, Richard Krambeck, Barbara Krisel, Delores Kunze, Mary Landall, Jacklyn Larkin, Chuck Leyendecker, Alice Lugert, Robert Macaitis, Jolene Marfisi, Linda Minarik, Jerome Murphy, James Nick, Scott Obradovich, Kari Oehme, David Piercy, James Pleviniak, Terry Pollard, John Proksel.

LaVonne Randall, Tammy Rawlinson, Clifford Richardson, Edith Riestler, Anita Romero, Grace Romero, Nickie Ross, Ivan Rueshoff, Sandra Ryder, Pat Scott, Teresa Sellin, Johnnie Shambley, George Sims, Linda Smith, Claudia Spencer, Robert Stansbury, Wanda Steward, Ruby Stiers, Ellen Stonerood, Diane Swanson, Frank Tague, Harland Thompson, Phillip Tritsch, Kimberly Vachal, Patricia Vargas, Sandra Viner, Brenda Walowiak, Elizabeth Williams, Kathleen Williams, Christopher Wingate, Carl Wright. ■