

THE HEADLINER



Network Cable Systems, Omaha Works

October 1995



Photo by Linda Ryan

THE DAY'S NOT OVER YET...Lee Ayala (center) and Lil Circo (right) choose not to go home and get some shut-eye after their midnight shift. Instead, they're taking a class on Window's '95 in the new ETOP Learning Center's computer classroom. The instructor is Miriam Stochl.

Open house set for Nov. 10 at new ETOP Learning Center

Omaha Works employees are invited to attend the new ETOP Learning Center's open house on Friday, Nov. 10, 1995, during their break time or lunch and dinner periods.

Nearly 5,400 square feet of space in the northeast portion of the main cafeteria have been remodeled to provide greatly expanded learning opportunities for represented employees. A ribbon-cutting ceremony is scheduled for Wednesday, Nov. 6.

Open house visiting hours are from 6 a.m. to 8 p.m. on Nov. 10. Visitors to the center each will receive a memento and will be treated to cake and punch served in the main cafeteria.

The learning center features a

computer classroom with new Pentium computers; a basic skills/GED classroom and two other classrooms; an audiovisual room; a library; and a study lab with five work stations.

One of the people greeting visitors at the open house will be Mary Liska, an educator/counselor whose office is located in the learning center. Through a unique partnership between ETOP and Bellevue University, Liska will counsel represented employees on their career goals and educational needs, as well as teach some courses in developmental writing and math.

"The idea is to provide represented employees with career options outside of AT&T," Liska said.

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Enroll for benefits by Nov. 10, 1995

Benefit Decisions '96 Fall Enrollment is under way. The deadline to enroll is Nov. 10, 1995.

A number of important changes in medical and dependent coverage for 1996 includes the Point-of-Service (POS) option for management employees and a new mental health/chemical dependency (MH/CD) program for everyone who is not in an HMO. Also, occupational employees (except those in HMOs) will be able to participate in the prescription drug program next year.

Review your enrollment materials. If you have questions about your benefits, call the HelpLine numbers listed in your pre-enrollment brochure.

If you have questions about enrollment, call the Benefit Directions Enrollment Center (BDEC) at 800-662-8439 Monday-Friday from 8 a.m. to 6 p.m. CT. Call the Conversant system to enroll Monday-Saturday from 6 a.m. to 11 p.m. CT.

Double duty

John Heindel will assume responsibility for managing Network Cable Systems (NCS) in addition to his current duties as copper apparatus and wire vice-president. He is taking over for NCS President Jack Bucter, who will devote full time to project management on the AT&T Transitional Core Team for the next three to five months. Heindel will remain located at the Omaha Works.

More on restructuring
See Page 6

NEWS IN BRIEF

"Maybe they want to do something different. Or, maybe they want to start a business after retiring."

Liska can help employees choose a college or university program (she has catalogs and information for all in the Metro Omaha area, not just Bellevue University), or just select one or two courses that may be beneficial.

She will also assist employees in using ETOP's "Discover" program, which assesses an individual's skills and likes in order to identify options and make career plans.

The Lincoln, Ne., native has a bachelor's degree in psychology from the University of Nebraska, and a master's degree in applied behavioral studies and education from Oklahoma State University. She previously was director of enrollment services and academic publications at the University of Central Oklahoma.

Liska is available on days each day of the week, except on Monday and Friday afternoons. However, she said her schedule is flexible to accommodate the needs of employees on 2nd and 3rd shifts.

"They can call me on Ext. 3330 or stop by. If I'm not there, they should leave a note under the door and I will get back to them."



Photo by Linda Ryan

MARY LISKA...The ETOP Learning Center's educator/counselor is ready to help represented employees with their career goals and education needs.

Alliance awards 23 scholarships

The Omaha Chapter of the Alliance of Black Telecommunications Employees awarded scholarships totalling \$15,000 to 23 area students at its annual scholarship luncheon held Oct. 7, 1995.

The scholarship total consists of funds raised by the Alliance chapter, and includes company-donated funds

in the amount of \$5,000 as well as \$3,000 donated by Lincoln National Life financial group.

Among the scholarship recipients were Patrick Tyrance Jr., son of Patrick Tyrance Sr. (IBU 245), and Cymic Whitaker, son of Kathleen Whitaker (IBU 254).

Other winners were Kateaka Andrews, Bishop Arvin, Nefertite Beck, Keeley Bebins, Denise Early, Amery Gaines, Jason Garrett, Tery Gines, Christina Hadley, Jonetta Henry, Takilya Hill, Cecil Howell, Oustesha Kern, Michael Mallory, Rahime McGlon, Ernestine Peak, Alan Slaughter, Oluyemisi Smith, Amy Turner, La Shawn Turner and Marlene Wesley.

Robert Engram, controller of software platforms in the Global Public Networks Offer Business Unit of AT&T Network Systems, was the keynote speaker.

Sale of Phoenix Works completed

Network Systems has completed the sale of its U.S.-based copper exchange cable, cords and custom cable assembly business to Cable Systems International Inc. (CSI).

The announcement to sell the business, which included the Phoenix
(Continued on next page)

THE HEADLINER

The Headliner is an internal publication of the Omaha Works, produced monthly by the public relations department. It is 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 Nov. 22, 1995. All news items should be in to the PR office by no later than 9 a.m. Monday, Nov. 6, 1995.



Are you ready?

A representative from Lloyd's Register Quality Assurance Ltd. will conduct a triennial ISO 9001 audit of the Omaha Works during the week starting Oct. 30, 1995.

Be prepared!

NEWS IN BRIEF

(Continued from previous page)
Works plant, was made in June 1994.

In connection with the sale, copper exchange cable production performed at the Atlanta Works facility was transferred to Phoenix.

Peter Woog, formerly Network Systems Group's copper cable products vice-president, is now chief executive officer of CSI. He said that through new hiring related to the consolidation of production from Atlanta, employment at the Phoenix facility has grown from 1,600 people when the sale was announced to about 1,700.

October service anniversaries

The following employees are celebrating milestone service

anniversaries during October 1995. The anniversary date is given with service years following the employees' names.

- 10/1--Regena Ricapito, 10.
- 10/2--Gladys Mueller, 35.
- 10/3--Karen Prince, 25; Charles Luce, 35; George Morgan, 25; Alan Pickering Sr., 25.
- 10/4--Stephen Nosal, 35; Donald Shook, 30; Raymond Belmudez, 25.
- 10/5--William Cera, 30; Gary Funk, 25.
- 10/6--Ann Nicholson, 30; Gordon Viner, 30; John Staskiewicz, 35.
- 10/7--David Tennant, 25.
- 10/8--Kathryn Coffman, 10.
- 10/9--Janet Canterbury, 35.
- 10/10--Isice Jones, 25; David Clements, 25.
- 10/11--Leonard Harder, 35.
- 10/12--Melvin Borland, 30.

10/13--Edwin Bullock, 40; Rocky Martin, 10; Corrine Aesoph-Mangiaruca, 20; Sandra Fischer, 15; Cindy Walker, 10; Scott Wolf, 10; Jo Ann Doose, 25; Cheryl Koenig, 20.

10/14--Douglas Murphy, 10; Charlene Early, 10; Judith Rhodes, 20.

10/15--Lavonne Waters, 30.

10/17--Sandra Riepl, 25; Richard Peterson, 25; Barbara Sterkel, 25; Karen Mussack, 25.

10/18--Nera Milius, 35; Robert Ferraguti, 30.

10/19--Sandra Fitzgerald, 20; Albinas Reskevicus, 30; Daphne Harris, 25; Alan Vance, 25.

10/20--James Erickson, 25; Robert Keller, 20.

10/22--Annette Eggert, 5.

10/24--Dolores Jones, 25; Joyce Cate, 20; Virginia Donahoe, 25;

(Continued on next page)



October 30 - November 3 is PIONEER WEEK

Special activities are in the auditorium throughout the week!

Christmas displays

- ▶ Dress-a-Doll/Bear
- ▶ Mitten Tree
- ▶ Crochet Club

Info booths

- ▶ Learn all about Pioneer projects, Oct. 31 & Nov. 1

Book sale

- ▶ Save 50% on books for kids & adults! Nov. 2 & 3

(Auditorium open during breaks and lunch/dinner periods.)

NEWS IN BRIEF

(Continued from previous page)

Betty Smith, 25; Wayne Brown, 25.

10/25--Larry Finley, 25.

10/26--Arthur Dickens, 35; Clarence Bogenrief, 20; Eleanore Ferraguti, 20; Howard Clark, 30.

10/27--Virginia Davis, 20.

10/28--Terry Godsey, 30; Thomas Abbott, 30; John Wilson, 20.

10/31--Craig Nielsen, 20.

Product quality rates an "A"

Quality Assurance has awarded the following IBUs the grade of "A" for their product quality achievements for the September 1995 rating period:

IBU 226--DSX; 11-type cable stubs; 300-type central office connectors; 78, 89 and 112 connecting blocks.

IBU 22A--110 patch panel assembly; 110 wiring blocks.

IBU 23M--710 connectors; 8-, 9- and 142-type cable terminals.

IBU 23H--76 and 108 terminal

blocks; 40-, 42-, 841- and MSDT-type cabinets.

EW&C--Station wire; inside wire cable; plenum/LAN cable.

Whose homework is it, anyway?

Is your child putting off doing his or her homework until it's too late?

Are assignments being forgotten? Or, maybe your child is asking for so much help that you're beginning to feel as though it's *your* homework?

Help is at your fingertips just by calling the Family Resource Program at 1-800-635-0606. You will receive a free publication, "How to Help Your Child Achieve in School."

(Continued on next page)



We've cleaned house!

It's your chance to clean up, too.

Pioneer Parking Lot Sale
Sunday, Nov. 5, 1995
(NW Corner of east shop parking lot)

Prepriced items on sale: 9:30 a.m.
Auction: 10 a.m.

(Call 691-3388 in case of bad weather.)

Dar Miller honored for 20-year service to blood donor program

Employee donors won't be greeted by the familiar face of Darlene Miller when they give blood during future Red Cross Bloodmobile visits at the Omaha Works.

"Dar," as she is known, is "retiring" as a volunteer after devoting some 20 years of service to the local Red Cross blood donor program at the Works. For 10 of those years she has coordinated the three-times-a-year Bloodmobile visits here and assisted the Red Cross in signing up employees for its apheresis and bone marrow registry programs.

"I think the program needs some new blood," she said, no pun intended. She is confident that her successor, Steve Sitzman of IBU 23H--with the help of Bill Fleming of Dept. 238--will have new ideas on ways to pump up the program.

The Works and Red Cross officially recognized and thanked Miller during September's Bloodmobile visit for her dedicated participation, which has helped make the Works donor program what it is today. Currently, employees donate more than 900 units of blood or platelets every year.

Over the years she has kept records of employee donors, set up donor appointments, arranged for Bloodmobile facilities and otherwise "troubleshooted" for the Red Cross staff on their visits.

"She gives a lot of her personal time and personal service to the people donating blood," observed Beth Chapman, Red Cross blood services representative. "And all we had to do was ask for something and Dar would make it happen. She's very committed to the program."



Photo by Linda Ryan

DAR MILLER...Her commitment to the donor program spans two decades.

Nearly a 10-gallon blood donor herself, Miller said she's glad to have helped during a time when advances in life-saving techniques place a greater need for blood donations.

"And it was fun. I've met a lot of neat people," she said. "I'll miss seeing them all together when the Bloodmobile visits." ■

NEWS IN BRIEF

(Continued from previous page)

You also will have an opportunity to get a counselor's advice on:

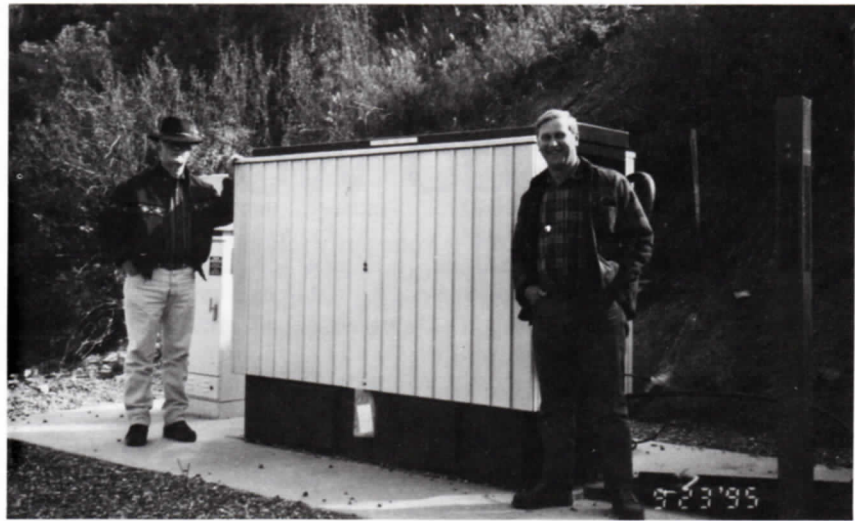
- Setting up a homework routine.
- Choosing a special place for homework.
- Helping your child even when you can't be there.
- Finding ways to praise your child's efforts.
- Showing your child ways to organize his or her time.

The service is provided as a benefit to AT&T employees free of charge by Work/Family Directions.

The Family Resource Program is accessible on weekdays from 6 a.m. to 8 p.m. central time (CT), and on Saturdays from 8 a.m. to 3 p.m. CT. V/TDD access and after-hours service also is available.

Retirements

Virginia Penfield, with 25 years of service, and Martha Ross, with 30 years of service, are the most recent employees who have retired from the Omaha Works. ■



Almost feels like home. *The Colorado mountains had a familiarity about them when Don Martin (left) and Bill Echtenkamp vacationed there in September. They were trying out their skills as cowboys, helping a friend move his herd of sheep off the mountains, when they began spotting numerous 80-type cabinets in remote areas like this one just north of Oak Creek, Colo. "I'll bet I saw at least 15 of them while I was out there," Martin said. The 80-types (A and D) are part of an order the Omaha Works is currently completing for US West. Martin works on first shift in IBU 274 (as a trucker he moves 80-types out for shipment), and Echtenkamp works third shift in IBU 256.*



Give
thanks.

Give generously.

Fall Food Drive
November 6 - 10, 1995

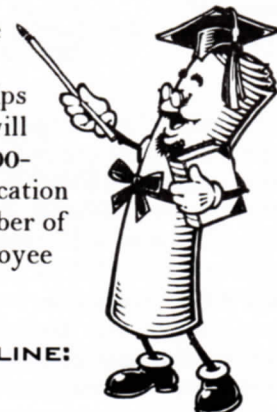
Food drive reps will collect monetary donations in your work area, or you can drop off non-perishable food goods in collection bins at plant entrances. The proceeds will benefit the Greater Omaha Area Food Bank.

1996 AT&T ACADEMIC AWARDS PROGRAM

APPLICATIONS NOW BEING ACCEPTED.

Children of active AT&T employees are eligible to apply for scholarships if they are high school seniors, carry at least a 3.25 grade point average and are active in the community. A total of 140 scholarships of up to \$6,500 each will be awarded. Call 1-800-282-2828 for an application form. (A limited number of forms are in the Employee Resource Center.)

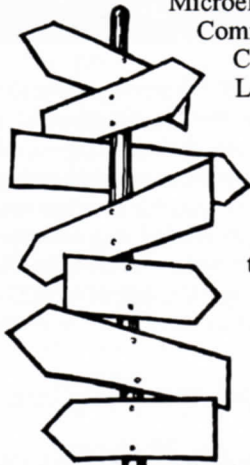
POSTMARK DEADLINE:
DEC. 31, 1995



Where do we go from here?

Reality is sinking in. AT&T is voluntarily splitting itself into three separate, publically traded global companies. Employees at the Omaha Works come Jan. 1, 1997, officially won't be AT&T employees anymore.

We will be employees of a new communications systems and technology company, as yet unnamed, that will include Network Systems Group, Microelectronics, Global Business Communications Systems, Consumer Products and Bell Laboratories.



Operating under the familiar AT&T brand name will be a communications services company consisting of the current AT&T Communications Services Group (long distance), the AT&T Universal Card Services Corp., AT&T Solutions (consulting and systems integration), and AT&T Wireless Services.

Global Information Systems (formerly NCR) will be an independent company. AT&T will sell its remaining interest in Capital Corporation, an equipment leasing and financing company.

AT&T's announcement Sept. 20, 1995, took everyone by surprise, sent AT&T

stock climbing, and opened the door to more questions than it seems there are immediate answers.

After all, AT&T wasn't built overnight. Nor can it restructure itself in one day.

Bob Allen, who will continue as chairman and chief executive officer of AT&T, has appointed a committee of senior AT&T executives to oversee the restructuring. Acknowledging that "there is bound to be a sense of loss as we take this next step into the future," he reminds us "we must carry forward into our new businesses the sense of pride of who we are and what we've accomplished."

Promising open and frequent communication, he said that details of restructuring are not expected to be completed before Jan. 1, 1997. Meanwhile, Allen asks us not to "miss a beat on any commitment to our customers" during the transition.

How do we do that when questions and uncertainties fill our heads? For one, we can take stock of what we know up to this point. A summary list follows. And, we might act on tips from experts on human behavior and response to change (see accompanying article.)

What we know

- Our new communications systems and technology company will be a formidable global competitor, with revenues in excess of \$20 billion.

- Each of the three separate companies will be less complex and require less internal coordination, so we can make faster decisions, deliver products and services faster, and sharpen our customer focus.

- As part of the Network Systems Group, we were caught in the conflict between AT&T's long distance and wireless business and the RBOCs, even with non-U.S. phone companies around the world. Customers were hesitant to buy AT&T equipment because AT&T was a competitor on the service side.

The new structure will give us opportunities we didn't have. In fact, it will be quite possible for the new equipment company to manufacture products that carry, say, the Bell Atlantic or MCI brand label on them.

- The task of naming our new equipment company has been assigned to an advertising agency known for its experience in naming companies and products.

Replacing the well-known AT&T brand name won't be easy. The new name must be meaningful to customers across the range of products the new company will sell—from microelectronics components, to phones, to business systems, and all the infrastructure equipment needed to tie them together into a network.

A new name is expected to be announced by the end of December 1995.

- There will be a public offering of about 15 percent of the stock of the new equipment company by the end of March 1996. Distribution of the remaining stock to AT&T shareowners is scheduled for September 1996.

Network Cable Systems President Jack Bucter said that as a major piece of the new company, the Network Systems Group and its financial performance will be under close scrutiny by the investment community—all the more reason to act on plans to increase our contribution

to Network Systems' profitability.

- All contracts and commitments, internal and external, will be fulfilled.

- In his teleconference meeting with employees Sept. 28, 1995, Bob Allen said "you have my assurance that your pension is safe," and that on Jan. 1, 1997, employees will have the exact same benefits they have today.

Hal Burlingame, AT&T senior vice-president for human resources, said each of the three separate companies should have management and financial resources needed for pensions (a census of AT&T employees will be taken to calculate retirement benefits each has earned), and that he envisions no changes to medical plans. The 1996 benefits enrollment is proceeding on schedule.

- By the end of 1995, each of the three companies will know its structure and staffing plans. By the end of January 1996, employees will be told their individual job status.

"Let me emphasize," Allen said, "that when we complete the restructuring, the vast majority of you will be doing the exact same work that you do today."

- The commitment to diversity will continue in all three entities, including working with businesses that are owned by minorities or women. ■

Henry Schacht is new leader

AT&T Chairman Bob Allen has announced that Henry B. Schacht, 60, a member of the AT&T Board of Directors and former chairman and chief executive officer of Cummins Engine Co., Inc., will become chairman and chief executive officer of the new \$20 billion communications systems and technology company.

Rich McGinn, 49, currently chief executive officer of Network Systems Group, will be president and chief operating officer of the new company.

Schacht and McGinn will assume their new roles early in 1996.

Schacht retired in February of this year after a 30-year career (21 years as chief executive officer) of Cummins, the world's leading manufacturer of diesel engines. He is credited for a dramatic business turnaround at Cummins where he invested in technology, expanded into new markets and upgraded employee skills.

Allen said he brings the new company "a wealth of leadership and experience, especially in the application of technology in manufacturing," and has a reputation for effective long-term planning.

Allen also named Alex Mandl, 51, currently chief executive officer of AT&T's Communications Services Group, as president and chief operating officer-designate of the new AT&T, effective when restructuring is complete. ■

What we can do now

Alexander Graham Bell once said, "When one door closes, another opens; but we often look so long and so regretfully upon the closed door that we do not see the one which has opened for us."

Human behavior experts say the phases of transition in any change, like the one we are experiencing in the restructuring of AT&T, contain elements of danger and opportunity. In the danger phases, there is denial and resistance to change as people focus on the past, feel a sense of loss and worry about how they will be affected.

In the opportunity phases, people look toward the future and its opportunities as they explore possibilities and make a commitment

to a new way of doing things.

The trick is not to get bogged down in the danger stages. The Works' Employee Assistance Program counselor Bill Ivins and Toby Taubenheim of Operation Bridge, Inc., offer these suggestions to help us through the period of transition ahead:

- Read. Listen. Absorb all of the information you can about changes and the structuring of the new systems and technology company to which we belong. Express your concerns and ask questions. 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 the success of our new company. Supervisors/coaches should ensure a work environment conducive to sharing and acting upon ideas.

- Open yourself to new experiences. Identify new skills required for success and take a class. Take a walk. Try new foods. Visit someone new. Find self-renewing opportunities.

- Recognize and celebrate change that is working.

- Make time to be alone with your thoughts—even 10 minutes each day—free from job pressures.

- Get together with a friend who has a good sense of humor and really laugh.

- Do your best and leave the rest. ■

WIN WITH SAFETY

Carbon monoxide is a silent killer

(If your name appears somewhere in this article, call Ext. 3583 or Ext. 3415 to claim a \$40 gift certificate to one of six popular local restaurants. The names of two employees are featured.)

Each year, more than 300 people in the U.S. die from carbon monoxide (CO) poisoning. Carbon monoxide is invisible and odorless. Its victims can become sickened or poisoned without knowing it.

Often, individuals are overcome by gas escaping from a faulty or clogged heating system or stove in their home. Or, they Ronald Willms may become sick from fumes while sitting in a running motor vehicle.

The National Safety Council offers the following suggestions for reducing the risk of being poisoned or sickened by carbon monoxide:

- ✓ Remember to keep fresh air circulating and open a vent or window to eliminate any toxic fumes. While you won't smell, taste or see it, carbon monoxide is produced any time fuel is burned.

- ✓ Have your heating system--furnace, space heater, water heater,

fireplace and incinerator--checked annually to make sure they are operating efficiently and that vents, pipes, flues and chimneys are tight. Check kitchen stoves as well.

- ✓ Do not close your fireplace damper until you Daniel Pollreis are certain the fire is out. If smoke enters the room, it may mean that your chimney is causing a reverse flow. Open a window. Have your chimney cleaned by a professional.

- ✓ Make certain your garage is well

sealed off from the rest of the house. Never run your car engine in an enclosed area.

- ✓ Exposure to low concentrations of CO over several hours can be as dangerous as exposure to high levels for a few minutes.

- ✓ Finally, install a CO detector outside individual bedrooms. such a device can provide an earely warning before the deadly gas builds to dangerous levels. Detectors should have a U.L. label. ■

What to do in case of CO poisoning

Exposure to carbon monoxide (CO) can be life threatening. The initial symptoms of CO poisoning are similar to the flu without a fever. They include dizziness, fatigue, headache, nausea and irregular breathing. Extreme exposure can result in unconsciousness, convulsions and brain damage.

If you find someone who has been exposed to CO, the National Safety Council recommends the following:

- ✓ Immediately remove the victim from the area. Heavy exposure to CO can cause victims to be unable to function well enough to leave the scene or call for help.

- ✓ Call emergency responders from a phone outside the poisoned area.

- ✓ Monitor the victim's breathing. Fresh air should help restore normal breathing. If the breathing is irregular, perform CPR. ■

Be ready to sign up!

The Pioneers need your help

Turkeyfest

Help cook turkeys and fixin's for the Salvation Army to serve on Thanksgiving Day. Servers also needed!

Bell Ringers

Sign up to raise money for the Salvation Army Tree of Lights campaign. Just a few hours at key shopping areas!

Watch for signup sheets for the Turkeyfest and a Bell Ringers signup board in the main cafeteria in the weeks ahead.